

ʔehdzo Got'įnę Gots'ę Nákedı

Teleconference Meeting Minutes

November 5, 2025, 9 am – 11 am

Minutes by Catarina Owen



List of Acronyms/Terms Used

ʔehdzo Got'įnę Gots'ę Nákedı	Sahtú Renewable Resources Board – SRRB
ED	Executive Director
JD	Job description
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples

Participants

Board Members

Sam Haché (left at 11 am)

Donna Schear

Gordon Hamre

Camilla Rabisca

Rhea McDonald

Faye d'Eon Eggertson (left at 11 am)

George Barnaby

Staff

Catarina Owen

Melanie Harding

Cyre Yukon

Manisha Singh

Agenda

1. OPENING PRAYER/QUORUM CHECK
2. MEETING CALLED TO ORDER
3. APPROVAL OF AGENDA
4. APPROVAL OF PREVIOUS MINUTES
 - October 16, 2025
 - October 24, 2025
5. DECLARATION OF CONFLICT OF INTEREST
6. OLD BUSINESS
 - Executive Director JD review
 - ACCWM Meeting Update
 - Caribou Monitoring Workshop Update

- Board Honoraria Increase
7. NEW BUSINESS
 - Annual Board Meeting Schedule
 - Governance for Indigenous Councils and Boards
 - Monthly Variance Report
 8. NEXT MEETING
 - SRRB Regular Meeting December 09, 2025
 9. IN-CAMERA SESSION

Opening/Quorum check

- Quorum check: 7/7
- Opening prayer by Camilla Rabisca

Meeting called to order

Meeting called to order at 9:17 am

Approval of agenda

M2026-018

M2026-018	Approved meeting agenda with the addition of an in-camera session and discussion on ending relationship with current HR legal team. Gordon Hamre/Camilla Rabisca	Consensus
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Approval of previous minutes

M2026-019

M2026-019	Approve minutes from October 16, 2025 meeting. George Barnaby/Faye d'Eon Eggertson	Consensus
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M2026-020

M2026-020	Approve minutes from October 24 meeting as amended. Sam Haché/Rhea McDonald	Consensus
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Declaration of conflict of interest

None declared

Old business

Executive Director JD review

The Executive Director requested clarity on expectations and alignment regarding roles and responsibilities. Key points included:

- Noted misalignment between expectations from the Board, staff, and the job description.
- Emphasized the need for shared understanding across Board and staff, as performance is based on the job description.
- Requested that the Board review the job description and consider a dedicated meeting to clarify expectations before major initiatives proceed.
- Asked for Board direction on the top three priorities moving forward, noting the need to streamline tasks and ensure alignment with legislation, the Land Claim Agreement, policies, and procedures.
- Highlighted the need for clear processes if transitioning toward more traditional governance approaches, ensuring compliance with bylaws to avoid risk or liability.
- Requested written expectations and guidance aligned with the job description and employment contract.

Board discussion included:

- Support for the need to clarify expectations, though some felt detailed discussion may require additional time or a smaller working group.
- Recognition that new Board members require briefing to participate meaningfully in the discussion.
- Agreement that communication practices need strengthening to prevent misunderstandings.
- Acknowledgment that strategic planning, policy review, and retreat findings need to connect more clearly with the Executive Director role.
- Executive Director proposed forming an Executive Committee as described in the bylaws, with responsibilities such as preliminary review of proposals and administrative matters before elevating items to the Board.
- Some members suggested this aligns more with an HR committee, cautioning against creating a “board within a board” or delegating excessive oversight.
- Concerns were raised regarding the committee’s scope, particularly around supervising operational matters.
- Discussion acknowledged that some administrative approvals (e.g., leave/time-off) require clarity.

Action: Add formation of an Executive Committee/HR Committee to the next meeting.

Action: Board members to review the ED job description in advance of the next meeting.

ACCWM Meeting Update

- November 18, 19 and 20 in Yellowknife
- The SRRB will host and chair the 10th Annual Status Meeting.
- Presentations will include community knowledge and scientific monitoring on barren-ground caribou, with representatives from regional communities presenting observations and harvest levels. Délı̄nę and Colville Lake will attend meeting.
- The meeting will conclude with status determinations (red/yellow/orange/green) for each herd for member boards to approve.
- A review of the evaluation plan of *Taking Care of Caribou* management plan will also occur.

Caribou Monitoring Workshop Update

Norman Wells, November 25, 26 and 27

Board Honoraria Increase

A briefing note was reviewed outline procedure to increase members' honoraria

M2026-021

M2026-021	Approved increasing the honoraria rates for the Chairperson and Members/Alternates by \$25 to the maximum amount allowed under the governor in council regulations. The section titled "honoraria" of schedule A: Board Member and Staff expense rates of the SRRB Operating Procedures be amended to read as follows: Honoraria Chairperson \$350/day Member or Alternate \$250/day Faye d'Eon Eggertson/Sam Haché	Consensus
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New business

Annual Board Meeting Schedule

M2026-022

M2026-022	Approved having monthly Board Meetings until March 2026 on the second Tuesday of the month. Rhea McDonald/Camilla Rabisca	Consensus
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Governance for Indigenous Councils and Boards

- Cyre presented information on a training program focused on UNDRIP implementation, Indigenous governance models, and culturally grounded systems.
- Proposed that Board members, ED, Assistant ED, and Research Director attend.
- Program fee approx. \$3,500 per person; potential funding assistance being explored.

M2026-023

M2026-023	Approved registration for Governance for Indigenous Councils and Boards for the Board members, ED, Assistant ED, and research Director. Rhea McDonald/George Barnaby	Consensus
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Action item: ED to seek funding for training program

Monthly Variance Report

- Review of core funding variance report as submitted to CIRNAC
- Variance reports for all projects are available in Board Member's shared google drive.

Action item: Cyre to work with Lori Ann to create a forecast budget for next meeting

Next meeting

Proposed date December 9, 2025

Some members indicated a conflict, Catarina to follow up and schedule a date that works with most.

In-Camera Session

M2026-024

M2026-024	Moved to go in-camera at 11:25 am. Gordon Hamre	Consensus
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M2026-025

M2026-025	Moved that the SRRB end its relationship with Nick Leeson Law and seek a new lawyer or law firm based in NWT with experience in employment law. Gordon Hamre/George Barnaby.	Consensus
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M2026-026

M2026-026	Moved that the Board strike a committee to deal with human resource management on its behalf to which the Executive Director would report. Gordon Hamre/Rhea McDonald	Consensus
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Meeting adjourned at 12:25 pm

Approval of Minutes

Approved by Board decision, November 5, 2025



Donna Schear, Acting Chair

Summary of Motions

Number	Description	Result
M2026-018	Approved meeting agenda with the addition of an in-camera session and discussion on ending relationship with current HR legal team. Gordon Hamre/Camilla Rabisca	Consensus
M2026-019	Approve minutes from October 16, 2025 meeting. George Barnaby/Faye d'Eon Eggertson	Consensus
M2026-020	Approve minutes from October 24 meeting as amended. Sam Haché/Rhea McDonald	Consensus
M2026-021	Approved increasing the honoraria rates for the Chairperson and Members/Alternates by \$25 to the maximum amount allowed under the governor in council regulations. The section titled “honoraria” of schedule A: Board Member and Staff expense rates of the SRRB Operating Procedures be amended to read as follows: Honoraria Chairperson \$350/day Member or Alternate \$250/day Faye d'Eon Eggertson/Sam Haché	Consensus
M2026-022	Approved having monthly Board Meetings until March 2026 on the second Tuesday of the month. Rhea McDonald/Camilla Rabisca	Consensus
M2026-023	Approved registration for Governance for Indigenous Councils and Boards for the Board members, ED, Assistant ED, and research Director. Rhea McDonald/George Barnaby	Consensus
M2026-024	Moved to go in-camera at 11:25 am. Gordon Hamre	Consensus
M2026-025	Moved that the SRRB end its relationship with Nick Leeson Law and seek a new lawyer or law firm based in NWT with experience in employment law. Gordon Hamre/George Barnaby.	Consensus
M2026-026	Moved that the Board strike a committee to deal with human resource management on its behalf to which the Executive Director would report. Gordon Hamre/Rhea McDonald	Consensus