



THIS IS EXHIBIT " A " REFERRED TO IN THE
 AFFIDAVIT OF John Thomas
 SWORN/AFFIRMED BEFORE ME AT Victoria
 IN THE PROVINCE OF BRITISH COLUMBIA,
 THIS 20 DAY OF October 2025
[Signature]
 A Commissioner for taking Affidavits
 in the Province of British Columbia

**VILLAGE OF SAYWARD
 BYLAW NO. 488**

**A BYLAW TO PROVIDE THE APPOINTMENT OF OFFICERS AND PRESCRIBE THE POWERS, DUTIES,
 AND RESPONSIBILITIES OF SUCH OFFICERS**

WHEREAS the Village of Sayward must, by bylaw, under Section 146(a) of the *Community Charter* establish officers' positions having responsibilities under Section 148 and 149 of the *Community Charter*,

AND WHEREAS the Village of Sayward may, by bylaw, establish other officer positions under Section 146(b) of the *Community Charter*,

AND WHEREAS the Village of Sayward may, by bylaw, confer on an officer position the chief administrative responsibility for the Village under Section 147 of the *Community Charter*,

AND WHEREAS pursuant to *Community Charter* Section 154, Council may, by bylaw, delegate its powers, duties, and functions, including those specifically established by an enactment, to its officers and employees,

AND WHEREAS Council wishes to delegate to its officers and employees, certain powers, duties, and functions,

NOW THEREFORE, the Council of the Village of Sayward, in open meeting assembled, enacts as follows:

1. CITATION

This bylaw may be cited as "**Appointment of Officers Bylaw No. 488, 2022**"

2. ESTABLISHMENT OF OFFICER POSITIONS

The following positions are hereby established as officer positions for the Village of Sayward:

- a) Chief Administrative Officer, as per Section 147 of the *Community Charter*.
- b) Corporate Officer as per section 148 of the *Community Charter*. All references in bylaws and policies of the Village which refer to the Clerk shall be deemed to refer to the Corporate Officer.
- c) Chief Financial Officer as Financial Officer as per section 149 of the *Community Charter*.



I hereby certify that this is a true copy of the original document
 Dated this 22 day of September 2025
 in Sayward, BC CANADA

[Signature]
 Andrew Young, Clerk, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

2

All references in bylaws and policies of the Village which refer to the Treasurer or Collector shall be deemed to refer to the Financial Officer.

3. ACTING/DEPUTY CAPACITY

Words in this bylaw referring to Municipal Officer, by name of office or otherwise, also apply to the Officer's deputy of the person designated to act in the Officer's place.

4. METHOD OF APPOINTING OFFICERS

The appointment of any Officer position identified in Section 2 a) to c) inclusive, must be by resolution of Council.

5. POWERS, DUTIES, AND RESPONSIBILITIES

- a) The powers, duties, and responsibilities of the Chief Administrative Officer are set out in Section 147 of the *Community Charter*. Other duties assigned to the Chief Administrative Officer by Council are listed in Schedule "A".
- b) The powers, duties, and responsibilities of the Corporate Officer are set out in Section 148 of the *Community Charter*. Other duties assigned to the Corporate Officer by Council are listed in Schedule "B".
- c) The powers, duties, and responsibilities of the Financial Officer are set out in Section 149 of the *Community Charter*. Other duties assigned to the Financial Officer by Council are listed in Schedule "C".

6. OATH OF OFFICE

- d) The oath of office is set in Schedule "D" to this bylaw and is hereby adopted as the oath for Officers of the Village of Sayward.

7. FINANCIAL DISCLOSURE

All persons employed in the positions identified in Section 2 a) to c) inclusive, are designated to be "municipal employees" for the purposes of the *Financial Disclosure Act*.

8. APPOINTMENT

Nothing in this bylaw shall prevent the appointment of the same person to two or more positions.

9. SUSPENSION AND TERMINATION OF OFFICERS

Suspension of any Officer shall be in accordance with Section 151 of the *Community Charter*. Termination of employment of any Officer shall be in accordance with Section 152 of the *Community Charter* and his/her employment contract with the Village.

10. SEVERABILITY

If any section, subsection sentence, clause, or phrase of this Bylaw is for any reason held to be invalid by the decision of any court, of competent jurisdiction, the invalid portion shall be severed and the part that is invalid shall not affect the validity of the remainder.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA

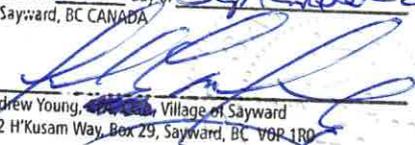


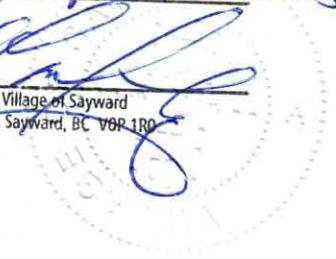
Andrew Young, Mayor, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

11. REPEAL

“The Appointment of Officers and Delegation of Authority Bylaw No. 387, 2010” is hereby repealed in its entirety.

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2025
 in Sayward, BC CANADA


 Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V8R 1R0



Read a first time on the 19th day of July 2022.

Read a second time on the 19th day of July 2022.

Read a third time on the 19th day of July 2022.

Adopted on the 16th day of August 2022.

Certified a true copy of Bylaw No. 488
 this ___ day of _____, _____

Chief Administrative Officer
 Village of Sayward

Original signed by “M. Baker”
Mayor

Original signed by “L. Clark”
Corporate Officer



Schedule "A"

Powers, Duties and Functions of Chief Administrative Officer

Human Resources

- a) To recommend to Council the appointment, promotion, demotion, suspension, or termination of officers of the municipality, being those employees who are designated officers by bylaw.
- b) Supervise all officers and employees of the municipality.
- c) Appoint acting Chief Administrative Officer in case of illness or absence.
- d) Responsible for contract negotiations with employees and recommend contract settlements to Council.

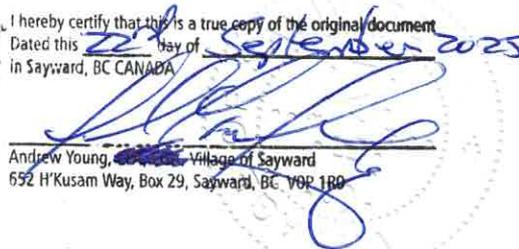
General Administration

- a) Act as the principal intermediary between the municipality and the administration of other governments and all other entities dealing with the municipality.
- b) From time to time, re-organize the administrative structure to improve the efficiency and effectiveness of the municipality.
- c) Responsible for the calling and awarding of tenders for the supply of materials, equipment, services, or construction approved by Council.
- d) Manage the application of the *Freedom of Information and Protection of Privacy Act*.
- d) Exercise additional duties and responsibilities Council from time to time may assign.

Legal Advice and Proceedings

- a) Obtain legal advice.
- b) Authorize lawyers to defend or conduct any action or proceeding in a court of law or before any tribunal, board, or any person, for or on behalf of the municipality.
- c) Authorize settlement of claims against the municipality.

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2025
 in Sayward, BC CANADA



Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Council

- a) Prepare Council agendas.
- b) Supervise and assist in the writing of bylaws, policies, and procedures for approval of Council.
- c) Supervise and assist the Financial Officer in the preparation of the annual budgets for Council

approval.

d) Have the right to participate in all meetings of Council, Committees of Council and other entities created by Council.

e) Provide advice and recommendations to Council on any matter within Council's jurisdiction.

f) Report on any matter of importance to the municipal Council.



I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA

Andrew Young
Andrew Young, 602-608, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1B0



Schedule "B"

Powers, Duties and Functions of Corporate Officer

Statutory

a) As listed in Section 148 of the *Community Charter*.

Human Resources

- a) Recommend to the Chief Administrative Officer the appointment, promotion, discipline, and dismissal of all employees within the municipality.
- b) Supervise all employees in the absence of the Chief Administrative Officer.

General Administration

- a) Responsible for the operations of the Corporate Officer position for the municipality.
- b) Implement the directives of Council and the Chief Administrative Officer.
- c) Assist the CAO in the preparation of Council agendas.
- d) Provide advice and recommendations to Council on any matters relating to the Corporate Officer position.
- e) Attend meetings of Council.
- f) Responsible for the preparation of bylaws, policies and procedures for the municipality as required by Council.
- g) Act as the Chief Election Officer for all municipal elections pursuant to the appropriate sections of the *Local Government Act*.
- h) Exercise additional duties and responsibilities Council or the Chief Administrative Officer from time to time may assign.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2005
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Schedule "C"

Powers, Duties and Functions of the Financial Officer

Statutory

a) As per Section 149 of the *Community Charter*.

General Administration

- a) Responsible for the financial operations of the municipality.
- b) Implement the directives of Council and the Chief Administrative Officer.
- c) Provide advice and recommendations to Council on any matters relating to the Financial Officer position.
- d) Responsible for obtaining insurance as deemed necessary.
- e) Prepare budgets, as required under the *Community Charter*, and as requested by Council and the Chief Administrative Officer.
- f) Shall act as the Collector of taxes for the municipality.
- g) Liaise with the municipality's auditor in connection with the financial audit
- h) Exercise additional duties and responsibilities Council or the Chief Administrative Officer from time to time may assign.

Legal Advice and Proceedings

a) Provide advice to the Chief Administrative Officer and Council regarding any matter of a financial nature.

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2023
 in Sayward, BC CANADA


 Andrew Young, Mayor, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1G0

Schedule "D"

Oath of Office

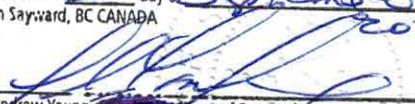
I, _____, having been appointed to the Office of _____

for the Village of Sayward do hereby swear/solemnly affirm that:

- 1. I will faithfully, honestly and impartially, to the best of my knowledge and ability, execute the powers, duties, and functions of my Office to which I have been appointed;
- 2. I will treat all matters and information that comes to my attention, as a result of my Office, in confidence;
- 3. I have not received, nor will I receive or accept any payment or reward, or promise of either, in return for the exercise of my powers, duties and functions;
- 4. I will not allow my personal interests to conflict with the duties of my Office; and
- 5. I will comply with all policies and directives of the municipality and comply with all laws.

 I hereby certify that this is a true copy of the original document
 Dated this 22 day of September
 in Sayward, BC CANADA 2025

Sworn/Affirmed by me, at Sayward, BC, on _____.


 Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 4R0

(Signature of person swearing/affirming oath)

 (Signature of person administering oath)
 (Commissioner for Taking Affidavits for British Columbia)

9
RECEIVED
JUL 28 2023

July 24, 2023

Chan Nowosad Boates Accounting Firm
980 Alder Street, Campbell River, BC V9W 2P9

THIS IS EXHIBIT "B" REFERRED TO IN THE
AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA,
THIS 3rd DAY OF October 2023
[Signature]
A Commissioner for taking Affidavits
in the Province of British Columbia

Dear Chan Nowosad Boates Accounting Firm:

As you are the official Village of Sayward auditors, we wish to make a complaint under section 172 of the Community Charter, pursuant to subsections:

- (a) a disbursement, expenditure, liability, or other transaction is not authorized under this or another Act, or
- (b) there has been a theft, misuse or other defalcation or irregularity in the funds, accounts, assets, liabilities, and financial obligations of the municipality.

We believe that both subsections may apply. Council has made substantial expenditures to consultants, legal and others, which are not included in the financial plan nor has Council provided a rationale or formal approval for these expenditures. These unauthorized expenditures put services to Sayward residents and families at risk simply because they are unaffordable and unsustainable.

We appreciate this is a difficult request, but we wish it known that the majority on Council have effectively curtailed our rights to ask questions on this and many other issues. Therefore, we want an immediate investigation into the financial affairs of the Village with the appropriate recommendations and public accountability. We look forward to hearing from you and in getting your help in bringing resolution and transparency to this complaint. Residents need to know that Council is working for them in an open and legal fashion.

Sincerely,

[Signature: Sue Poulsen]

[Signature: Scott Burchett]

I hereby certify that this is a true copy of the original document
Dated this 20th day of September 2023
In Sayward, BC CANADA

[Signature: Andrew Young]
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V9P 1R0

Sue Poulsen, Councillor, Village of Sayward Box 167 Sayward BC VOP 1R0	Scott Burchett, Councillor, Village of Sayward Box 78 Sayward BC VOP 1R0
--	--

CC Mayor and Council, Village of Sayward



Complete this form, print, sign, and submit to: Village of Sayward, PO Box 29, Sayward, BC V0P 1R0, or by e-mail village@saywardvalley.ca

Request for Access to Records

You may make a request for access to records without using this form, provided you do so in writing. Personal information contained on this form is collected under the *Freedom of Information and Protection of Privacy Act* and will be used only for the purpose of responding to your request. There may be a cost associated with this request.

YOUR NAME			
Last Name BURCHETT	First Name SCOTT	Middle Name	<input checked="" type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss <input type="checkbox"/> Ms. <input type="checkbox"/> Other _____
YOUR ADDRESS			
Street, Apt. #, PO Box, RR No. Box 78	City/Town SAYWARD	Prov./Terr. B.C.	Postal Code V0P1R0
YOUR TELEPHONE / FAX NO.(s) (incl. area code)			
Day phone (604) 818-5558	Email Address () scott@offthegr.d.ca ()	Day Fax No.	
DETAILS OF REQUESTED INFORMATION			
Please describe the records you are requesting. Be as specific as possible, as this will assist the Request process. Attach a separate sheet, if the space below is not sufficient.		Please specify any Ref # or File #, if known.	
<p>CAO Keir Gervais:</p> <p>Please provide a listing of all Legal and Professional Consulting (excluding Engineering Consulting) expenses by item/invoice number and by vendor incurred by the Village of Sayward for the period 01 January to 20 October, 2023.</p> <p>Please note under Order F23-81, the Office of the Information and Privacy Commissioner BC has already ruled a Municipality cannot refuse the release of this information.</p>			
Are you requesting access to another person's personal information? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
If so, please attach, as appropriate:			
a) That person's signed consent for disclosure, or b) Proof of authority to act on that person's behalf			
Preferred method of access to records: <input type="checkbox"/> Examine Original <input checked="" type="checkbox"/> Receive Copy	Your signature 	Date signed: YY/MM/DD 2023, 10, 11	

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

THIS IS EXHIBIT "C" REFERRED TO IN THE AFFIDAVIT OF John Thomas SWORN/AFFIRMED BEFORE ME AT Victoria IN THE PROVINCE OF BRITISH COLUMBIA, THIS 5 DAY OF October 2023

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

A Commissioner for taking Affidavits
in the Province of British Columbia

FOR PUBLIC BODY USE ONLY		
Request No.	Request Category: <input checked="" type="checkbox"/> ACCESS TO GENERAL INFORMATION <input type="checkbox"/> ACCESS TO PERSONAL INFORMATION	
Request Code	Date Rec'd YY/MM/DD <u>October 11, 2023</u>	FOI Head/Coordinator Signature

30 business days = November 22/23

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2023
 in Sayward, BC CANADA

[Signature]
 Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
 Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

OIPC F23-95088 (FOI 2023-03), F23-95188 (FOI 2023-04), Email 2 of 2

From Keir Gervais <cao@saywardvalley.ca>
Date Wed 12/13/2023 3:22 PM
To Amy Seward-Wong <ASeward-Wong@oipc.bc.ca>
Cc Ryan Graves <RGraves@oipc.bc.ca>

THIS IS EXHIBIT "D" REFERRED TO IN THE
AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 31st DAY OF October 2023
R. Swadlow
A Commissioner for taking Affidavits
in the Province of British Columbia

8 attachments (4 MB)

September 20 John France post on Rant and Rave; Fwd: John France Rant and Rave post Oct 19/23; Fwd: The apology letter from John France on Rant and Rave Oct 23/23; Fwd: John France Oct 07/23 Rant and Rave; Re: Again John France ; Fwd: John France post on Rant and Rave; 11102023 email from C. Poulsen to CFO L. Clark.pdf; Letter from Cs Poulsen Burchett to Chad Nowosad Boates Accounting Firm, July 24, 2023.pdf;

Good afternoon Ms. Seward-Wong,

I am writing further to our telephone conversation this afternoon. I understand it may be four-five months, or possibly longer, until an investigator is assigned, reviews the files I am sending and contacts me.

Councillor Poulsen, a member of Village of Sayward Council, is provided the sought information at the end of the Village of Sayward's fiscal year once it is tabulated. For the 2023 fiscal year (ending December 31), it is anticipated this information will be ready for presentation to Mayor & Council at the regular Council meeting January 16, 2024.

For context for the remainder of this letter, please see a copy of the Village of Sayward's November 3, 2023 letter to Councillor Poulsen in reply to Councillor Poulsen's October 30, 2023 FOI request and attached October 30, 2023 letter and also the Village of Sayward's October 27, 2023 letter in reply to Councillor Poulsen's October 11, 2023 FOI request and the reasons for why the Village of Sayward has refused to disclose the sought information within Councillor Poulsen's FOI requests.

Council of the Village of Sayward is trying to set down a hearing in relation to consideration of a motion of censure and related sanctions against Councillor Poulsen arising from among other things, a breach of *Community Charter* section 117. *Community Charter* section 117 reads:

Confidentiality

117(1) A council member or former council member must, unless specifically authorized otherwise by council,

- (a) **keep in confidence any record held in confidence by the municipality**, until the record is released to the public as lawfully authorized or required, and
- (b) **keep in confidence information considered in any part of a council meeting or council committee meeting that was lawfully closed to the public, until the council or committee discusses the information at a meeting that is open to the public or releases the information to the**

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Dated this 22 day of September
in Sayward, BC CANADA
Andrew Young
Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0G 1M0

public.

(2) If the municipality suffers loss or damage because a person contravenes subsection (1) and the contravention was not inadvertent, the municipality may recover damages from the person for the loss or damage.

On August 4, 2023, the Village of Sayward submitted a privacy breach notification of section 36.3 of the *Freedom of Information and Protection of Privacy Act* about Councillor Poulsen's (and Councillor Burchett's) likely disclosure to John France, a third party who is neither employed by the Village of Sayward or an elected official of the Village of Sayward, of information received confidentially and discussed during *in camera* Village of Sayward Council meetings. Ryan Graves of the OIPC has been communicating with the undersigned (Keir Gervais, Chief Administrative Officer) about that privacy breach notification. Ryan Graves has also received documents that relate to the privacy breach.

The information being sought within Councillor Poulsen's FOI requests dated October 30 and October 11, 2023 would reveal privileged legal advice to the Village of Sayward and information supplied, implicitly in confidence to the Village of Sayward and discussed during *in camera* Council meetings. In addition, the information being sought will likely reveal information that has not yet been made public; and specifically, Village of Sayward Council's consideration of a motion of censure and related sanctions in relation to Councillor Poulsen's conduct for, among other things, a breach of section 117 of the *Community Charter* and Council's consideration and acceptance of the arbitrator's recommendations related to respectful workplace complaints.

Moreover, any information about such matters that the public has learned has been through the postings of John France on social media following an unlawful disclosure of such information to John France.

Attached are copies of John France's June 29, July 20, July 28, August 14, 19, 21, 25, 26, 28, September 2, 3, 7, 8, 9, 20, October 7, 19 and 23, 2023 postings on Sayward Raves (formerly Rant and Rave), a social media platform.

Attached is a copy of Councillor Poulsen's **October 11, 2023** emails among John France and Lisa Clark, the Village of Sayward's then Chief Financial Officer noting that Councillor Burchett and Councillor Poulsen were meeting with John France at noon on October 11, 2023 to discuss what they accomplished so far and next steps and they were to bring documents/files to that meeting. Interestingly, and presumably subsequent to that meeting, Councillor Poulsen submitted her first FOI request to the Village of Sayward on October 11, 2023.

Please note that Councillor Poulsen has attempted to obtain the sought information within her October 11 and October 23, 2023 FOI requests by another avenue, through a complaint to the Village of Sayward's auditors within the attached copy of Councillor Poulsen's July 24, 2023 letter. Within Councillor Poulsen's July 24, 2023 letter Village of Sayward's auditors, Councillor Poulsen made a serious allegation under section 172 of the *Community Charter* that Village of Sayward Council has made substantial unauthorized expenditures to consultants, legal and others and that "there has been a theft, misuse or other defalcation or irregularity in the funds, accounts, assets, liabilities and financial obligations of the municipality".

Councillor Poulsen sent her July 24, 2023 letter to the Village's auditors with that serious allegation

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Dated this 22 day of September 2025
in Sayward, BC CANADA
Andrew Young, Village of Sayward
1528 Kusum Way, Box 219, Sayward, BC V0P 1R0

notwithstanding Councillor Poulsen was already provided on June 20, 2023 with a breakdown in expenses incurred by the Village of Sayward from its vendors, including legal counsel and consultants, related to Village of Sayward Council's consideration of and acceptance of the arbitrator's recommendations related to respectful workplace complaints.

Auditors for the Village of Sayward have determined that doing an audit before the end of Village of Sayward's fiscal year is a waste of time and money and Village of Sayward Council and the undersigned have informed Councillor Poulsen of the auditor's advice. In this regard, it also seems worthy to note also that the Village of Sayward, is a small community isolated community on Vancouver Island with a population of approximately 311 people that can only be accessed by way of a single lane small bridge.

As noted in the Village of Sayward's November 3, 2023 letter, only Village of Sayward Council as a whole can waive privilege; and Councillor Poulsen's October 10 and 30, 2023 FOI requests and October 30, 2023 letter appears to be an attempt to circumvent *Community Charter* section 117 rather than seeking Village of Sayward Council to consider and vote on a motion to provide the sought information referenced within Councillor Poulsen's October 11 and 30, 2023 FOI Requests and October 30, 2023 letter.

Since June 20, 2023, as Councillor Poulsen (and Councillor Burchett) well know, the Village of Sayward has been incurring expenses related to the investigation of Councillor Poulsen's (and Councillor Burchett's) disclosure of confidential information and other misconduct and for the process for Village of Sayward Council consideration of how to deal with Councillor Poulsen's (and Councillor Burchett's) misconduct.

Councillor Poulsen's request for the OIPC to review the Village of Sayward's decision in relation to Councillor Poulsen's October 11 and October 30, 2023 FOI requests will likely ironically cause further legal expense to be incurred and by the taxpayers of Sayward.

The Village of Sayward trusts that the above information and attached documents along with those documents already received by the OIPC in August 2023 provide illumination for the Village of Sayward's reasonable decision to refuse to disclose the sought information with Councillor Poulsen's October 11 and 23, 2023 FOI requests.

I have taken the liberty of copying Ryan Graves, OIPC Case Review Officer on this email as he has some familiarity with the privacy breach issues the Village of Sayward is presently addressing.

Should you or Ryan Graves or other OIPC staff require further information, please call the undersigned.

Regards,

Keir Gervais
Chief Administrative Officer
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 Ext. 2 (office)

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



I sometimes work hours outside of a typical workday; please keep in mind that you are not obligated to respond if you receive an email outside of your regular workday.

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

From: Amy Seward-Wong <ASeward-Wong@oipc.bc.ca>
Sent: Friday, December 8, 2023 11:10 AM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: OIPC F23-95088 (FOI 2023-03), F23-95188 (FOI 2023-04)

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in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Good morning,

Please see attached two notices of requests for review to our office.

Sincerely,



Amy Seward-Wong, BA
Case Review Officer

She/Her

Phone: 250-883-1771

www.oipc.bc.ca

[[linkedin.com/company/office-of-the-information-and-privacy-commissioner-for-british-columbia](https://www.linkedin.com/company/office-of-the-information-and-privacy-commissioner-for-british-columbia)]



We acknowledge the

homelands of the Indigenous Peoples of this place we now call British Columbia, and honour the many territorial keepers of the Lands on which we work.

This email and any attachments are only for the use of the intended recipient and must not be distributed, disclosed, used or copied by or to anyone else. If you receive this in error please contact the sender by return email and delete all copies of this email and any attachments.

OIPC File: F23-95188
Village of Sayward File: FOI 2023-04

NOTICE OF REQUEST FOR REVIEW
Freedom of Information and Protection of Privacy Act

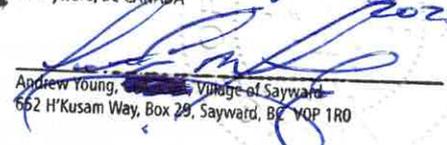
December 8, 2023

To: The Applicant

Susan Poulsen
e. epoulsen@shaw.ca

To: The Public Body

Keir Gervais
CAO
Village of Sayward
e. cao@saywardvalley.ca

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September
in Sayward, BC CANADA

Andrew Young, Village of Sayward
662 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

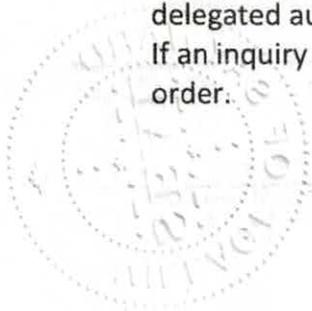
The Office of the Information and Privacy Commissioner (OIPC) is an independent office of the legislature responsible for reviewing a public body's response to a request for records under the *Freedom of Information and Protection of Privacy Act* (FIPPA).

The applicant has requested that the OIPC review the public body's decision to withhold information under sections 14, 15, 17, 21, and 22 of FIPPA in response to the applicant's request of October 30, 2023 under section 5 of FIPPA. As required by section 54 of FIPPA, I am enclosing a copy of the applicant's request for review for the public body.

OIPC Procedure

We opened this case as of November 28, 2023. Due to case volumes, it may be several months before this file is assigned to an investigator. Your file may be identified as a candidate for our early resolution process. If so, a case review officer will be assigned to resolve your file. When this file is assigned, the investigator or case review officer will notify you and will mediate the request for review.

The purpose of mediation is to facilitate a settlement of the issues and ensure that the applicant has received access to all records to which they are entitled under FIPPA. The file may proceed to inquiry if the parties are unable to reach a settlement. The investigator has the delegated authority to decide whether or not all or part of a matter should proceed to inquiry. If an inquiry is held, an OIPC adjudicator will consider the issues in dispute and issue a binding order.



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Request to the public body for production of the records in dispute

I request that the Village of Sayward produce a complete, **unsevered** copy of the records in dispute to the attention of OIPC file F23-95188. Please prepare the records as follows:

1. Number all pages;
2. Highlight, box, or mark severed and withheld information;
3. The section number (and subsection where applicable) of FIPPA that is relied upon for each severance must be clearly indicated next to the withheld information; and
4. Wherever practicable, provide a table listing the records in dispute by record or page number and listing the section of FIPPA applied by record or page number.

Please forward a copy of the records in dispute to the OIPC within 15 business days of the date of this letter.

As records often contain personal information or other sensitive information, the OIPC suggests that electronic records be sent using a secure method of transmission. Sending unencrypted records by email attachment is not considered a secure method of transmission. Files can be encrypted and saved on mobile storage devices such as flash drives or DVDs, and sent by post or courier. The encryption key should be sent by a different method.

Please note that the process for sending encrypted records by email has changed. As such, if you wish to send encrypted records by email, please send an email to OIPCintake@oipc.bc.ca and let us know you would like to transfer files. Please note the OIPC file number in the subject line for reference. Our Case Review Team will send you a link to begin the process.

If sending paper records ensure the method of delivery includes the ability to track the package through the delivery process.

Review Period Extended

The OIPC seeks to provide all applicants with fair and timely access to our services. This has become more challenging as the volume of complaints and requests for review have increased while the resources available to the OIPC are limited.

Consequently, the review period for this file is being extended beyond the original 90-day period while it remains in the queue waiting to be assigned to an investigator. The review period now expires on August 19, 2024. Under the circumstances the OIPC assumes that each party agrees that the Office of the Information and Privacy Commissioner is entitled to extend the review period and, if necessary, that the OIPC will receive submissions and hold an inquiry under s. 56 of FIPPA beyond the original 90-day period.

Contact Information

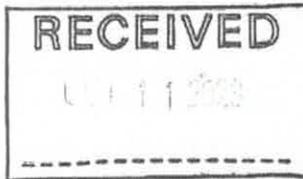


I hereby certify that this is a true copy of the original document
Dated this 22nd day of September - 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



Village of Sayward



Complete this form, print, sign, and submit to: Village of Sayward, PO Box 29, Sayward, BC V0P 1R0, or by e-mail village@saywardvalley.ca

Request for Access to Records

You may make a request for access to records without using this form, provided you do so in writing. Personal information contained on this form is collected under the *Freedom of Information and Protection of Privacy Act* and will be used only for the purpose of responding to your request. There may be a cost associated with this request.

YOUR NAME			
Last Name Poulsen	First Name Susan	Middle Name Janet	<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss <input checked="" type="checkbox"/> Ms. <input type="checkbox"/> Other _____
YOUR ADDRESS			
Street, Apt.#, PO Box, RR No. 100 Dyer Dr, PO Box 167	City/Town SAYWARD	Prov./Terr. BC	Postal Code V0P 1R0
YOUR TELEPHONE / FAX NO.(s) (incl. area code)			
Day phone 250 282-0184 (250) 720-6277 (cell)	Email Address espoulsen@shaw.ca	Day Fax No. () N/A	
DETAILS OF REQUESTED INFORMATION			
Please describe the records you are requesting. Be as specific as possible, as this will assist the Request process. Attach a separate sheet, if the space below is not sufficient.		Please specify any Ref # or File #, if known.	
<p>CAO Keir Gervais:</p> <p>Please provide a listing of all Legal and Professional Consulting (excluding Engineering Consulting) expenses by item/invoice number and by vendor incurred by the Village of Sayward for the period 01 January to 20 October, 2023.</p> <p>Please note under Order F23-81, the Office of the Information and Privacy Commissioner BC has already ruled a Municipality cannot refuse the release of this information.</p>			
Are you requesting access to another person's personal information? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO If so, please attach, as appropriate: <ol style="list-style-type: none"> That person's signed consent for disclosure, or Proof of authority to act on that person's behalf 			
Preferred method of access to records: <input type="checkbox"/> Examine Original <input checked="" type="checkbox"/> Receive Copy	Your signature 		Date signed: YY/MM/DD 2023 10 10

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2023
in Sayward, BC CANADA

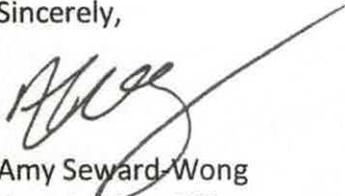
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Until the file is assigned to an investigator or a case review officer, please address future correspondence to the attention of OIPC file F23-95188.

If you have questions regarding our office's review and other processes, please see our Guide to OIPC Processes (FIPPA), available on our website at <http://www.oipc.bc.ca/guidance-documents/1599>.

If you have questions regarding the status of this file, I can be reached at (250) 883-1771, or by using the toll-free Enquiry BC phone line, which is (604) 660-2421, if you are calling from the Greater Vancouver area, or 1-800-663-7867, if you are calling from elsewhere in the province. An operator will transfer your call free of charge.

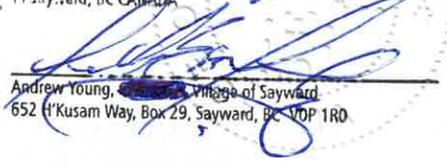
Sincerely,



Amy Seward-Wong
Case Review Officer



I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2020
In Sayward, BC CANADA



Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0





Village of Sayward

File: FOI 2023-04

November 3, 2023

Councillor Sue Poulsen
PO Box 167
Sayward, BC V0P 1R0
espoulsen@shaw.ca

via e-mail

Dear Sue Poulsen,

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
In Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

RE: REQUEST FOR ACCESS TO RECORDS – FREEDOM OF INFORMATION & PROTECTION OF PRIVACY ACT

Thank you Councillor Susan Janet Poulsen for your October 30, 2023 FOI request and attached October 30, 2023 letter. As you noted in your October 30, 2023 letter you are an inside person/an elected official: a member of Village of Sayward Council.

The Village of Sayward ("Village") refuses to provide to you "an aggregate amount listing by vendors all Legal and Professional Consulting (excluding Engineering Consulting) expenses incurred by the Village for the period of January 1 to October 30, 2023" for the reasons asserted in the Village's October 27, 2023 response to your October 10, 2023 FOI request. A copy of the Village's October 27, 2023 response and your October 10, 2023 FOI request is attached for convenience.

Please also note that only Council of the Village as a whole can waive privilege: *Anderson v. Strathcona (Regional District)*, 2021 BCSC 1800 (CanLII) at paragraphs 69, 70, 71 and 78; and *Powell River (City) (Re)*, 2021 BCIPC 30 (CanLII) at paragraph 43.

Also, as you have been repeatedly informed, documents received in confidence by the Village and information considered and discussed during *in camera* Village Council meetings cannot be further released without Village Council's authorization to do so under *Community Charter* section 117.

Your October 10 and 30, 2023 FOI Requests and October 30, 2023 letter appears to be an attempt to circumvent *Community Charter* section 117 rather than seeking Village Council to consider and vote on a motion to provide the sought information referenced in your October 11 and 30, 2023 FOI Requests and October 30, 2023 letter.

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

Please further note that when situations arise wherein Council members disagree with a particular direction or request made of the Chief Administrative Officer ("CAO") by a member of Council, the only way to determine the will of Council is for Council to consider and vote on a motion. Section 147 of the *Community Charter* supports that there is no statutory obligation for the CAO to act on direction from individual members of Council. Sections 22, 23 and 19(a) of the Village's *Code of Conduct Bylaw No. 442, 2018* provides further support for that position.

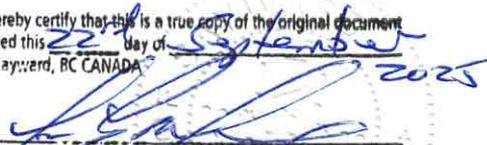
Finally, and in reply to your comment within your October 30, 2023 letter accompanying your October 30 FOI request that the Village denied the request for information within your October 10 FOI request based in "relation to your conduct for a breach of Section 217 [sic] of the *Community Charter*", the Village strongly suggests that you retain legal counsel and obtain legal advice in relation to not only your FOI Requests but also for the purpose of the yet to be scheduled hearing before Village Council and Village Council's consideration of whether you breached *Community Charter* section 117. If you have retained legal counsel, please provide the undersigned with the name of your legal counsel and their contact information.

Sincerely,



Keir Gervais
Chief Administrative Officer

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September
in Sayward, BC CANADA 2025


Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

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Village of Sayward



Complete this form, print, sign, and submit to: Village of Sayward, PO Box 29, Sayward, BC V0P 1R0, or by e-mail village@saywardvalley.ca

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Request for Access to Records

You may make a request for access to records without using this form, provided you do so in writing. Personal information contained on this form is collected under the *Freedom of Information and Protection of Privacy Act* and will be used only for the purpose of responding to your request. There may be a cost associated with this request.

YOUR NAME			
Last Name POULSEN	First Name SUSAN	Middle Name JANET	<input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss <input checked="" type="checkbox"/> Ms. <input checked="" type="checkbox"/> Other councillor
YOUR ADDRESS			
Street, Apt.#, PO Box, RR No. 100 DYER DRIVE PO Box 167	City/Town SAYWARD	Prov./Terr. BC	Postal Code V0P 1R0
YOUR TELEPHONE / FAX NO.(s) (incl. area code)			
Day phone 250 282-0184 (H) 250) 720-6277 (C)	Email Address espoulsen@shaw.ca SUE.poulsen@saywardvalley.ca	Day Fax No. N/A	
DETAILS OF REQUESTED INFORMATION			
Please describe the records you are requesting. Be as specific as possible, as this will assist the Request process. Attach a separate sheet, if the space below is not sufficient.		Please specify any Ref # or File #, if known.	
Please see attached sheet.		FOI 2023-3	
<p>I hereby certify that this is a true copy of the original document: Dated this 22nd day of September 2023 in Sayward, BC CANADA</p> <p>Andrew Young Village of Sayward 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0</p>			
Are you requesting access to another person's personal information? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
If so, please attach, as appropriate:			
a) That person's signed consent for disclosure, or b) Proof of authority to act on that person's behalf			
Preferred method of access to records:	Your signature	Date signed: YY/MM/DD	
<input type="checkbox"/> Examine Original <input checked="" type="checkbox"/> Receive Copy	Susan Janet Poulsen	23/10/30	

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

FOR PUBLIC BODY USE ONLY		
Request No.	Request Category: <input type="checkbox"/> ACCESS TO GENERAL INFORMATION <input type="checkbox"/> ACCESS TO PERSONAL INFORMATION	
Request Code	Date Rec'd YY/MM/DD	FOI Head/Coordinator Signature



I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2023
 in Sayward, BC CANADA

Andrew Young, ~~Mayor~~ Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

RECEIVED
 OCT 31 2023



Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
 Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.



Village of Sayward

File: FOI 2023-03

October 27, 2023

Sue Poulsen
PO Box 167
Sayward, BC V0P 1R0
espoulsen@shaw.ca

via e-mail

Dear Sue Poulsen,

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2023
 In Sayward, BC CANADA

[Signature]
 Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

RE: REQUEST FOR ACCESS TO RECORDS – FREEDOM OF INFORMATION & PROTECTION OF PRIVACY ACT

I am writing in response to your request dated October 10, 2023, for the records related to ***Legal and Professional Consulting (excluding Engineering Consulting) expenses by item/invoice number and by vendor incurred by the Village of Sayward for the period 01 January to 20 October, 2023.***

The Village of Sayward will not disclose the sought records within your October 10, 2023 requests for access to records on the basis of primarily section 14, and also sections 15(1)(a), 21(1)(b) and 21(1)(c)(iv), sections 22(1), 22(1)(f), 17(1)(c) and 17(1)(e), of the *Freedom of Information and Protection of Privacy Act*.

Order F23-81, 2023 BCIPC 97 does not support your sought disclosure of records within your October 10, 2023 FOI request; and rather, the reasons of Alexander Lonergan within Order F23-81 support the Village of Sayward's refusal to disclose the sought records primarily under section 14 of the *Freedom of Information and Protection of Privacy Act*:

- The sought breakdown within your request for legal and professional consulting fees by item/invoice number and by vendor incurred by the Village of Sayward for the period of January 1 to October 20, 2023 would reveal privileged legal advice to the Village of Sayward and information supplied, implicitly or explicitly, in confidence to the Village of Sayward and information received and discussed during *in camera* Council meetings. In addition, the sought information may reveal information that has not yet been made public; and specifically, Council's consideration of a motion of censure and related sanctions in relation to your conduct for a breach of section 117 of the *Community Charter* following the arbitration of and Council's consideration and acceptance of the arbitrator's recommendations related

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

to Councillor Burchett's respectful workplace complaint. See paragraphs 19 through 21, 28 and 35 and also paragraphs 31, 36 and 37 of the attached Order F23-81.

- The facts of the matter before Alexander Lonergan as set out in Order F23-81 are different: see paragraph 39 of Order F23-81. The public has not had access to information about the matters received and discussed during *in camera* Council meetings, which information would be revealed through the requested breakdown by item/invoice number and by vendor for the period of January 1 to October 2023. Moreover, any information about such matters that the public has learned has been through the postings of John France on social medial following an unlawful disclosure of such information to John France.

If you have any questions regarding this matter, please contact the undersigned at 250-282-5512 or by e-mail at cao@saywardvalley.ca

Sincerely,

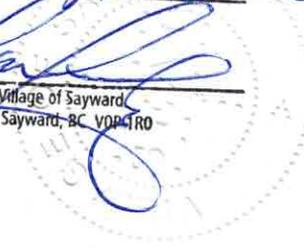


Keir Gervais
Chief Administrative Officer

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2025
 in Sayward, BC CANADA



Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
 Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

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RECEIVED
OCT 31 2023

26

October 30, 2023

CAO Keir Gervais:

Resubmission: REQUEST FOR ACCESS TO RECORDS-FREEDOM OF INFORMATION & PROTECTION OF PRIVACY ACT

File: FOI 2023-03

Please provide an aggregate amount listing by vendors for all Legal and Professional Consulting (excluding Engineering Consulting) expenses incurred by the Village of Sayward for the period 01 January to 20 October, 2023, as specified in OIPC Order F23-81, 2023 BCIPC 97, September 27, 2023:

In your reference to S 39, you say that "the facts of the matter before Alexander Lonergan as set out in Order F23-97 are different". Yes, you are correct. That case involved an outside party. I am an inside party as an elected official of the Village of Sayward Council, and as such, the whole Council is entitled to the information requested.

Furthermore, you state that the decision to deny this request is based in "relation to your conduct for a breach of Section 217 of the Community Charter; and that any information that the public has learned.....following an unlawful disclosure of such information to John France". Both these reasons for denial are ALLEGATIONS, based on rumor and hearsay, and have not been tried in a court of law.

Please note under Order F23-81 the OIPC has ruled a municipality cannot refuse the release of this information.

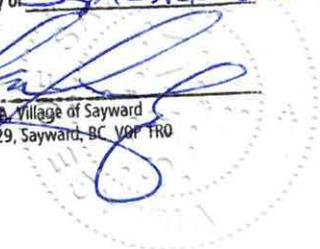
Please provide the requested information according to Section 6(2) - Duty to Create a Record as indicated in the CONCLUSION : [57] Item 1-4

Respectfully Submitted

Councillor Sue Poulsen
Village of Sayward

I hereby certify that this is a true copy of the original document.
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



OIPC File: INV-F-24-98386

NOTICE OF COMPLAINT
Freedom of Information and Protection of Privacy Act

September 23, 2024

To: The Complainant

Scott Burchett

E: scott.burchett@saywardvalley.ca

To: The Public Body

Keir Gervais

Village of Sayward

E: cao@saywardvalley.ca

THIS IS EXHIBIT "E" REFERRED TO IN THE
AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA.
THIS 31st DAY OF October 2023
[Signature]
A Commissioner for taking Affidavits
in the Province of British Columbia

The Office of the Information and Privacy Commissioner (OIPC) is an independent office of the legislature responsible for investigating complaints under the *Freedom of Information and Protection of Privacy Act (FIPPA)*.

We have received a complaint that the public body failed to comply with one or more of the following provisions of FIPPA:

- ✓ Disclosed personal information in its custody or under its control contrary to section 33 of FIPPA.

A copy of the complainant's letter to the Office of the Information and Privacy Commissioner (OIPC) is enclosed for the public body.

OIPC Procedure:

We opened this case as of September 23, 2024. Due to case volumes, it may be several months before this file is assigned to an investigator. Your file may be identified as a candidate for our early resolution process. If so, a case review officer will be assigned to resolve your file.

The investigator or case review officer will notify the parties when the file is assigned and will conduct an investigation of the complaint. The investigator or case review officer, as delegated



I hereby certify that this is a true copy of the original document.
Dated this 23rd day of September 2024
In Sayward, BC CANADA

[Signature]
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

PO Box 9038, Stn. Prov. Govt.
Victoria, BC V8W 9A4

TEL 250.387.5629
FAX 250.387.1696
info@oipc.bc.ca

oipc.bc.ca

by the Information and Privacy Commissioner, has the authority to make findings and recommendations in respect of this complaint.

Contact Information:

You may address future correspondence to the attention of OIPC file INV-F-24-98386 until the file is assigned to an investigator or case review officer.

If you have questions regarding this office's complaint and other processes, please see our FIPPA Guide to OIPC Processes, available on our website at <http://www.oipc.bc.ca/guidance-documents/1599>. Additional information for applicants can be found by following the "for the public" link on the OIPC homepage.

Please also note that to help ensure the delivery of timely and fair service, and for the safety and well being of staff, the OIPC has an unreasonable behaviour policy. The Policy is available on our website at: <https://www.oipc.bc.ca/about/oipc-policies/>.

If you have questions regarding the status of this file, I can be reached at (250) 387-1679, or by using the toll-free Enquiry BC phone line, which is (604) 660-2421 if you are calling from the Greater Vancouver area, or 1-800-663-7867 if you are calling from elsewhere in the province. An operator will transfer your call free of charge.

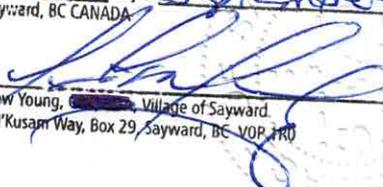
Sincerely,



Joyti Birk
Case Review Officer

Encl.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA



Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



OFFICE OF THE INFORMATION AND PRIVACY COMMISSIONER FOR THE PROVINCE OF BC
JUL 30 2024
58072

Freedom of Information and Protection of Privacy Act

Request for Review / Privacy Complaint Form

Instructions: This form is designed to assist you in requesting a review of a public body's response to your access request or to submit a privacy complaint about how a public body is collecting, using or disclosing your personal information under the *Freedom of Information and Protection of Privacy Act* ("FIPPA").

Fill out this form and send it to the Office of the Information & Privacy Commissioner ("OIPC"). Address information is at the end of this form.

(Do not use this form if your complaint or request for review is with a private sector organization, such as a business or non-profit organization. A special form is available for such complaints or reviews, which are regulated under the Personal Information Protection Act ("PIPA").)

FIPPA and materials that may assist you in completing this form are available at <http://www.oipc.bc.ca/> or by calling (250) 387-5629 in Victoria. For toll-free access call Enquiry BC in Vancouver at (604) 660-2421 or elsewhere in BC at 1-800-663-7867 and ask to be transferred to (250) 387-5629.

Privacy Notice: A copy of this form will be provided to the public body that is the subject of your request for review; a copy may be provided concerning complaint issues. The information you provide on this form, attached to this form or that you supply later, will only be used to attempt to resolve your dispute.

Name: Scott Burchett

Preferred pronoun:

Mailing address:

PO Box 78
Sayward, BC
V0P 1R0

I hereby certify that this is a true copy of the original document.
Dated this 22nd day of September 2025
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusan Way, Box 29, Sayward, BC V0P 1R0

City: Village of Sayward

Province: BC

Postal code: V0P 1R0

Contact Phone No.: 604-818-5558

Home Work Cell

Alternate Phone No.:

Home Work Cell

Fax No:

Email Address: Scott.burchett@saywardvalley.ca

(Provide only if you prefer to receive communication by email)

Please indicate the best time to contact you, as well as any other contact restrictions. (The OIPC office hours are Monday to Friday, from 8:30 a.m. to 4:30 p.m. PST).

1. Are you making this request for review or complaint:

(Please check only one box)



(If you checked "on behalf of another individual", attach supporting documentation proving that you have the authority, or consent of that individual, to act on his/her behalf.)

2. Which public body does your request for review or complaint concern?

Village of Sayward Municipality

3. Who have you dealt with at the public body to try to resolve your complaint or access request? (List the names, titles, phone numbers or addresses of people with whom you have had contact.)

Village of Sayward, CAO Keir Gervais p:250-282-5512 e:cao@saywardvalley.ca
Village of Sayward, Mayor Mark Baker p:250-203-5428 e:mark.baker@saywardvalley.ca

4. Tell us about the steps you have taken to try to resolve your complaint (Complaints should first be submitted directly to the public body for response and possible resolution; there are limited exceptions.)

- Have you attempted to resolve the matter with the public body? Yes No
- If yes, did you write to the public body outlining your concerns or to object to the public body's initial decision? Yes No
- 5. Have you received a written decision from the public body? Yes No

If yes, what was the date of the letter and when did you receive it? (Please attach the letter to this application.)

6. Choose one or more of the following to describe what your appeal to the OIPC relates to:

Requests for review:

- Third Party requesting review prior to disclosure
- Denial of existence of records
- Record not under control or in custody
- How access is to be given
- Withholding records
- Severing information from records
- Deemed refusal (no response within 30 days of your access request) if no extension
- Correction of personal information request
- Records outside the scope of the Act
- Other



I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2020
in Sayward, BC CANADA

Andrew Young
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Complaints:

- Adequacy of search for records
- Collection, use or disclosure of your personal information
- Fee assessment
- Fee waiver refused
- Extension of time/transfer
- Security
- Retention
- Other

7. Summarize your request for review or complaint (please indicate any file or reference numbers and relevant dates).

Investigate the release of confidential, in-camera information that was in custody of the Village of Sayward by Mayor Mark Baker and CAO Keir Gervais, and the Strathcona Regional District. This relates to Supreme Court of BC document DUN-S-S-22667 Baker vs France. [redacted] and a member of the public have had our privacy breached.

8. How do you think the OIPC can assist you? Describe the result or outcome that you seek.

The release of in-camera information was used for this court case without any "rise and report" by Village of Sayward council, without any council resolution, without permission from either [redacted] or the other member of public that is named in these documents. Sensitive information regarding an alleged sexual harassment claim have been leaked and do not redact the alleged victims name.

Signature: Scott Burckett

Date: JULY 24, 2024

Attach copies of the following documents if you have them:

- Your letter to the public body requesting access to records.
- Your letter of complaint to the public body.
- The public body's response to your complaint or access request.
- Any other correspondence between you and the public body regarding this matter.
- Documentation authorizing you to act on behalf of another person (if applicable).

Send this form and accompanying documents to:

Office of the Information and Privacy
Commissioner for British Columbia P.O. Box
9038, Stn. Prov. Govt.
Victoria, B.C. V8W 9A4

Fax: (250) 387-1696
Email: info@oipc.bc.ca



I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2024
in Sayward, BC CANADA

Please call the OIPC if you need help completing this form:

Phone: (250) 387-5629 (Victoria)
Toll-free: (604) 660-2421 (Lower Mainland) or 1-800-663-7867 (elsewhere in B.C.); ask for transfer to (250) 387-5629.

Andrew Young, [redacted] Village of Sayward
652 H'Kufam Way, Box 29, Sayward, BC V0P 1R0

For OIPC use only:

Date stamp:	Received by:
	Initials:
	(Print name)

Sent: December 5, 2024 8:08 AM
To: Melissa Holmes <mn.holmes@outlook.com>
Subject: Re: Re:

32

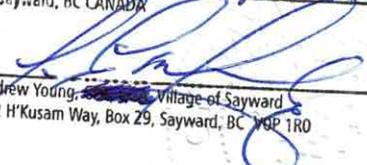
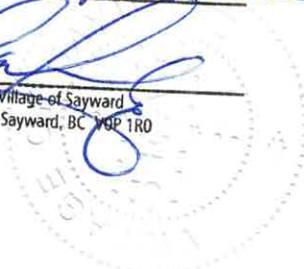
thank you so much for sharing these, very helpful for me to understand what took place. I will review everything over the next while and go from there.

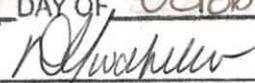
Thanks again Melissa, this means a lot.
John T

From: Melissa Holmes <[redacted]>
Sent: Wednesday, December 4, 2024 8:03 PM
To: John Thomas <[redacted]>
Subject: Re: [redacted]

Hi John, [redacted] that John France had sent me messages after my return from maternity leave, he called me to ask about which lawyer the mayor was using in hopes it would be a conflict with his I believe, he was told he may be using the same firm..... I did not look into this nor did I respond to his questions he asked on Facebook messenger.

They also always assured me to hold tight that there was a "plan" I now know in my heart because I did not do as they pleased I was never meant to be in this plan or return to work there sadly.
This all is so heart breaking.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA

Andrew Young, ~~652~~ Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0


THIS IS EXHIBIT " F " REFERRED TO IN THE
AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA,
THIS 3rd DAY OF October 2025

A Commissioner for taking Affidavits
in the Province of British Columbia

33

You just got a glowing
reference...good
luck ...put the village
behind you

I say this sadly ...I had
hoped that you would
return ↓



7:57



6

John France

Active All day

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September
in Sayward, BC CANADA

Andrew Youg
Andrew Youg, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

OCT 11 2023 AT 8:36 PM



Hi

Did you have a chance to look for the Lacroix invoices? Be very careful

OCT 12, 2023 AT 2:59PM

I know you know this
Do not use village email...
Keir is watching

OCT 13, 2023 AT 1:08PM

Don't look for the invoices
I don't want your position
jeopardized

There is an foi request in
so it will be released soon

OCT 13, 2023 AT 2:30PM



I hereby certify that this is a true copy of the original document
Dated this 27th day of September 2023
in Sayward, BC Canada

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0R 1P0

34

28

7:56 

   70

6

 **John France**

Active 4h ago

but I also want pressure
on the four idiots

MAR 7 AT 3:08 PM

Don't give up completely
on the job...there is a
plan...but the stupid ones
have to understand the
situation

Don't mind at all

Thanks

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September
in Sayward, BC CANADA

Andrew Young, General Manager, Village of Sayward
652 H'Kosam Way, Box 24 Sayward, BC V0P 1J0


APR 25 AT 12:04 PM

Hi

You just contacted me

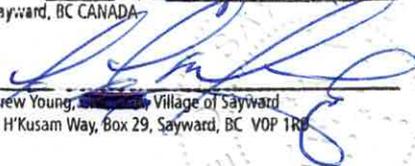
From: Melissa Holmes [REDACTED]
Sent: June 13, 2025 3:51 PM
To: CAO Sayward <cao@saywardvalley.ca>
Subject: Re: ACTION REQUIRED - Information supplied to the Village

I have no objection to you using the information I provided to you John.

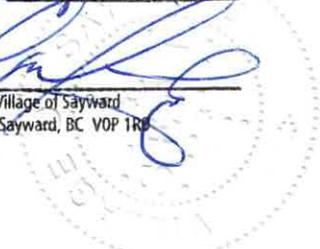
Have a wonderful weekend.

Melissa Holmes

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA



Andrew Young, [REDACTED] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



On Jun 13, 2025, at 2:39 PM, CAO Sayward <cao@saywardvalley.ca> wrote:

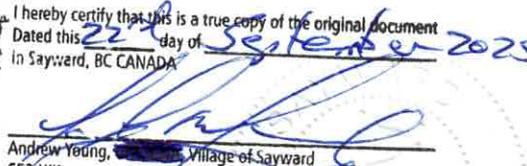
37

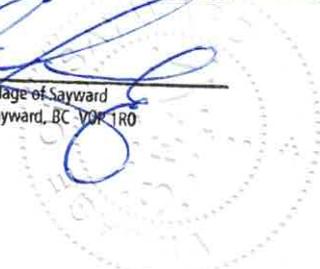
Good afternoon, Melissa,

I hope this message finds you well. I am writing to request your confirmation that you have no objection to the information you previously provided being used in relation to ongoing matters, including investigations that may become public in nature in the future. Please let me know as soon as possible if you are comfortable with this, or if you have any questions or concerns.

John Thomas, MBA
Acting Chief Administrative Officer
Acting Corporate Officer
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 Ext. 2 (office)
cao@saywardvalley.ca

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA


Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



<image001.jpg>

I sometimes work hours outside of a typical workday; please keep in mind that you are not obligated to respond if you receive an email outside of your regular workday.

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

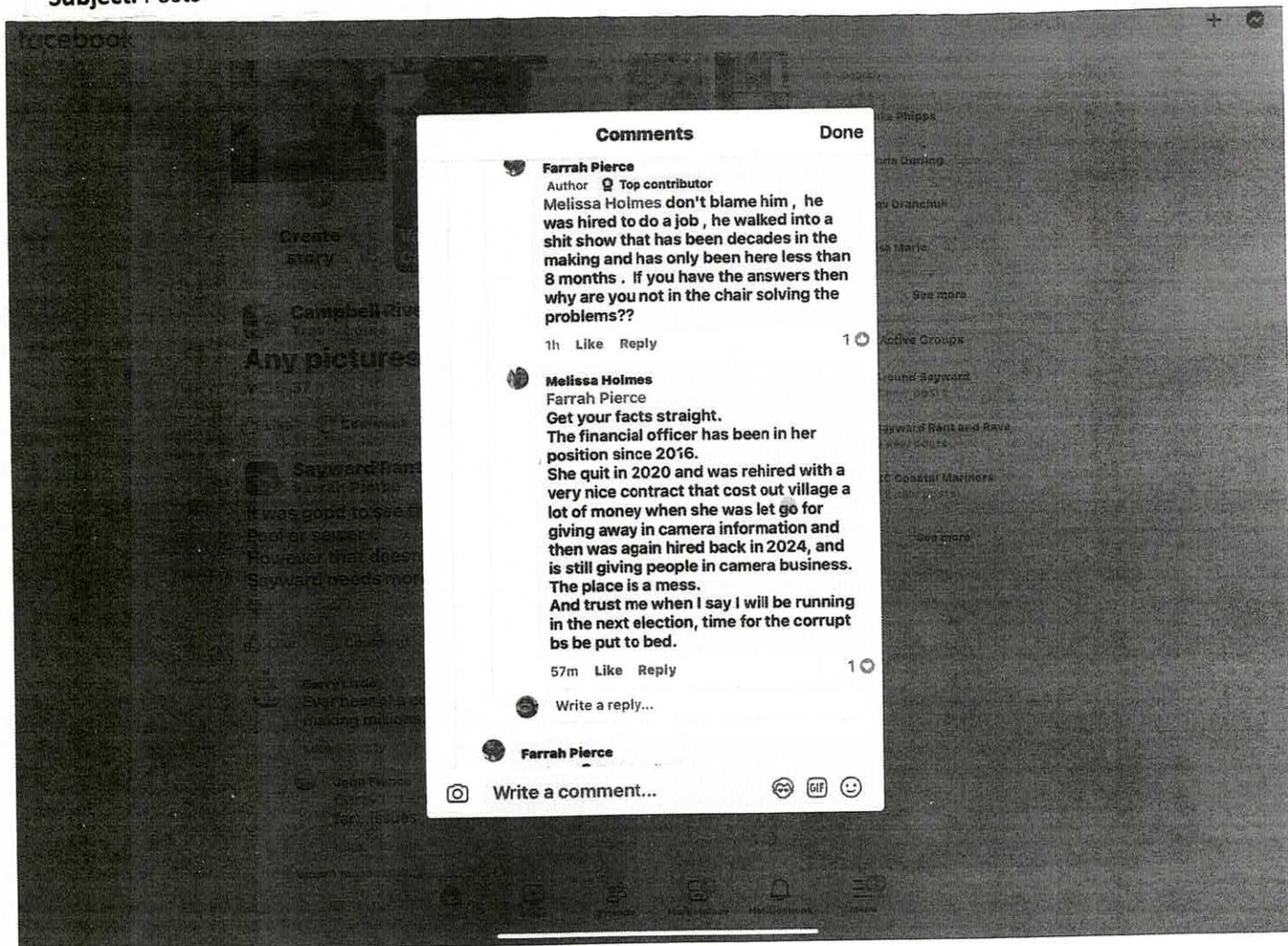
From: Scott Burchett <scott.burchett@saywardvalley.ca>

Sent: March 24, 2025 5:22 PM

To: CAO Sayward <cao@saywardvalley.ca>

Subject: Posts

38



I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA

Andrew Young
Andrew Young, ~~Assistant~~ Village of Sayward
662 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

THIS IS EXHIBIT "G" REFERRED TO IN THE
AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 3rd DAY OF October 2025

Ally Walker
A Commissioner for taking Affidavits
in the Province of British Columbia

From: John France on behalf of John France <jdfrance53@gmail.com>
To: Sue Poulsen
Subject: Re: Hi
Date: April 23, 2023 8:08:06 AM

If the accusations are true...he should not be the rep to the rd!

Unfortunately the standard way of dealing with this type of situation costs a lot of money...but if people put egos aside, and agree to a simpler process, it would cost a lot less.

I don't think the village is obligated to pay the mayor's legal costs, but an opinion is probably needed.

Sad really...big hug

On Sat, Apr 22, 2023, 8:51 a.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

Yes I do

Sent from my iPhone

> On Apr 22, 2023, at 7:53 AM, John France <jdfrance53@gmail.com> wrote:

>
>

> Do you have a few minutes to chat?

> John

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1H0

THIS IS EXHIBIT " H " REFERRED TO IN THE
AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 31st DAY OF October 2025
[Signature]
A Commissioner for taking Affidavits
in the Province of British Columbia

From: Sue Poulsen on behalf of Sue Poulsen <sue.poulsen@saywardvalley.ca>
To: Scott Burchett
Subject: Re: letter
Date: July 24, 2023 8:42:10 PM

So I haven't signed it yet and I am planning to leave here by 5:30 tomorrow morning. Can I print a copy off and sign it and bring it down to you now?

Sent from my iPhone

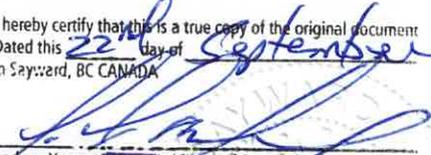
On Jul 24, 2023, at 8:28 PM, Scott Burchett <scott@offthegrid.ca> wrote:

Sue

Yes I agree with this letter and will sign it tomorrow morning after my meeting 9-10am.

Sincerely,

Scott Burchett
Off The Grid Marine Ltd.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0


On Jul 24, 2023, at 4:42 PM, Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

Oops that was the wrong one....this should be the correct one
<ChanNowosadBoatesAccountingFirm.docx>

From: Scott Burchett on behalf of Scott Burchett <scott@offthegrid.ca>
To: John France
Cc: Sue Poulsen
Subject: Re:
Date: September 18, 2023 7:16:59 AM

I am fine with this letter with the minor changes.
I can sign it later today or tomorrow.
I will be at the river collecting salmon to harvest eggs for the hatchery this morning.

Sincerely,

Scott Burchett
Off The Grid Marine Ltd.

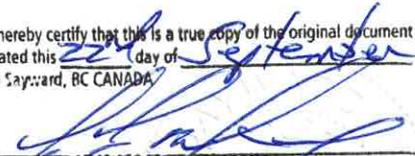
On Sep 18, 2023, at 12:30 AM, John France <jdfrance53@gmail.com> wrote:

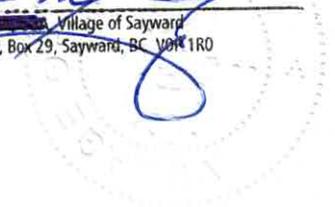
Suggest after the second quote...

Additionally we see nothing in the Act that allows the auditor to ignore the complaint. It simply does not make sense that the auditor is permitted to not respond especially if the irregularities arise from the actions of other members of council. Therefore, we question whether you are properly completing your responsibilities under the Act and your professional organization.

Use, up to you
Your letter is great
Cheers john

On Mon, Sept 18, 2023, 12:15 a.m. Sue Poulsen
<sue.poulsen@saywardvalley.ca> wrote:

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0N 1R0



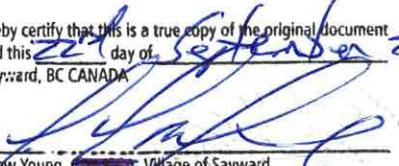
From: John France on behalf of John France <jdfrance53@gmail.com>
To: Sue Poulsen
Cc: Scott Burchett
Subject: Re: updated letter to auditor
Date: September 19, 2023 11:41:08 AM

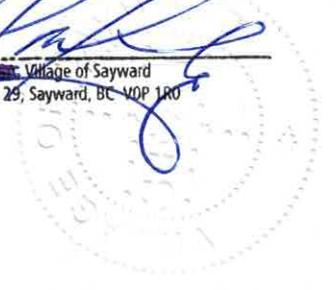
Excellent....will make another post shortly

On Tue, Sept 19, 2023, 2:52 a.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

I have adjusted the letter and it is ready to go.

Here's to Round 2. TKO

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



From: John France on behalf of John France <jdfrance53@gmail.com>
To: Sue Poulsen; Scott Burchett
Subject: Re: CNB Response to Correspondence Dated 9/17/2023
Date: October 10, 2023 3:33:06 PM

They did a bit of a dance at the end, suggesting they could come in October for a review...this is a cya effort.

I take great exception in how this has been handled by the auditor. Suggest the following

Derek Lamb CPA, CA

Thank you for your response. We have to again register our dismay on your approach to the official request for an audit. No where in the Community Charter does it give Council or the Village auditor the authority to delay the audit, either until it is convenient or until after year end. Furthermore, there is no logic in your response other than convenience. It simply does not make sense that when the auditor is notified of a potential wrongdoing, that you would defer to the persons who potentially participated in the wrongdoing to authorise the audit. I am sure the Community Charter intended this section to be treated with the utmost urgency and seriousness. We expect your firm to carry out its responsibilities under the act, efficiently and immediately.

I am copying this letter to the Ministry and to your professional organization to underline to you the importance of this issue.

Edit as you see fit...probably to the Ministry advisor you have been talking to and Chartered Professional Accountants of BC
800-555 West Hastings Street,
Vancouver, BC V6B 4N6
Telephone: 604-872-7222
Toll Free in BC: 800-663-2677

I hereby certify that this is a true copy of the original document:
Dated this 22nd day of September 2023
In Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

I know this is tough but they are playing hardball.

On Tue, 10 Oct 2023 at 10:56, Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

Sent from my iPhone

Begin forwarded message:

From: Derek Lamb <Derek@cncpa.ca>
Date: October 9, 2023 at 3:54:35 PM PDT
To: Mark Baker <mark.baker@saywardvalley.ca>, Scott Burchett <scott.burchett@saywardvalley.ca>, Kohen Gilkin <kohen.gilkin@saywardvalley.ca>, Sue Poulsen <sue.poulsen@saywardvalley.ca>, Tom Tinsley <tom.tinsley@saywardvalley.ca>

Cc: Keir Gervais <cao@saywardvalley.ca>, Lisa Clark
<cfo@saywardvalley.ca>

Subject: CNB Response to Correspondence Dated 9/17/2023

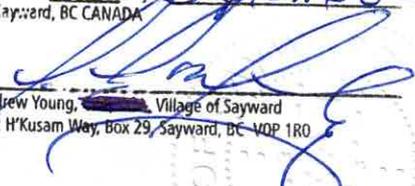
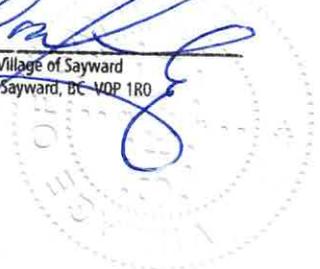
Please find attached a formal letter of correspondence from our firm, CNB, to yourselves, Mayor and Council of the Village of Sayward, that has been made in response to a letter that our firm received dated September 17, 2023 from Councillor Poulsen and Councillor Burchett.

Please do not hesitate to let me know should you have any questions with respect to the contents of this letter or with any matter relating to it. I would be very happy to discuss the matters noted within the letter at anytime.

Thank you,

Derek M. Lamb, CPA, CA

derek@cnbccpa.ca
Phone: (250) 286-0744 ext. 111
Fax: (250) 286-1067
www.cnbccpa.ca

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0


This communication is intended for the use of the recipient to which it is addressed, and may contain confidential, personal, and or privileged information. Please contact us immediately if you are not the intended recipient of this communication, and do not copy, distribute, or take action relying on it. Any communication received in error, or subsequent reply, should be deleted or destroyed.

From: John France on behalf of John France <idfrance53@gmail.com>
To: Sue Poulsen
Subject: Re: PRIVATE AND CONFIDENTIAL Meetings November 28 and 29, 2023
Date: November 24, 2023 6:46:07 AM

Woof!

I will reread later today and get back to you...

On Thu, Nov 23, 2023, 10:52 p.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

I've been so occupied sending emails lately.
Thought I'd run this by you after I sent it!

Sent from my iPhone

Begin forwarded message:

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 Kusam Way, Box 29, Sayward, BC V0P 1R0

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Date: November 23, 2023 at 2:41:15 PM PST
To: Mayor and Council <MayorandCouncil@saywardvalley.ca>
Subject: PRIVATE AND CONFIDENTIAL Meetings November 28 and 29, 2023

Mr Mayor and Councillors:

I am seeking clarity around the Mayor's email yesterday, stating the CAO is off on bereavement leave for 5 days.

Am I correct in calculating his absence as Wednesday, Thursday, Friday, Monday, and Tuesday, with an expected RTW next Wednesday?

If that is the case, we are once again losing valuable time to get the village back on track. If you took the time to thoroughly review the Nov 21 agenda and the minutes of Oct 3, October 24, and November 7, you will have noticed many errors and omissions. It might be a good idea to suggest that ALL councillors thoroughly review the minutes and agendas back 6 months to see exactly what has not been getting done or just simply ignored. Let me be clear: this is not being disrespectful toward the CAO, it is fairly identifying the areas where he has failed to meet the administrative goals and objectives of his position and has proven his incompetence. However, the concerned citizens who have been denied information or ignored, hoping they would go away are getting restless and justifiably so.

The restricted in camera meeting that Scott and I requested for November 7 was a set up for failure by the majority from the get-go, and a blatant contradiction to the Mayor's email sent on Nov 3, stating that a restricted in camera meeting would be held after the in-camera meeting.

I still have my four page presentation of everything that has been neglected and am willing to present it to council members who are receptive and open to receiving information for discussion. I'm also open to discussing all the itemized good things the CAO has done according to Councillor Tinsley. Without identifying all the "good work the CAO continues to do for the village", it is difficult to make a full assessment of the CAO'S performance.

It took me 3 days to go through the agenda and minutes, only to have yet another week delay. I am trying to work as a councillor in the best interests of ALL the residents of Sayward.

When do you want to get started working together toward the same goals? Or do you?

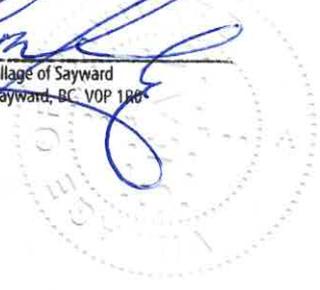
Cllr Sue Poulsen

Sent from my iPhone



I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA

[Handwritten Signature]
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



From: John France on behalf of John France <jdfrance53@gmail.com>
To: Sue Poulsen
Subject: Re: Keir
Date: November 27, 2023 2:56:13 PM

Kk

On Mon, Nov 27, 2023, 12:14 p.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:
Please do not Facebook it yet. I'm going to call the ombudsman first
Sent from my iPhone

On Nov 27, 2023, at 12:03 PM, John France <jdfrance53@gmail.com> wrote:

Gobsmacked yet again

On Mon, Nov 27, 2023, 12:00 p.m. John France <jdfrance53@gmail.com> wrote:

Have there been a lot of emails or calls to Keir? Just curious

I don't see where the mayor has the right to single you out

A smarter move would have been to have all council emails sent to mayor, then to cao...then some sort of recording method. But then he isn't smart...more fodder for the omsbudman...they have no right to limit a councillors access

So...if you sent an email you would probably be blockedbut suggest you reject the direction by return email to all of council, based on discrimination,....and then send some emails to Keir to force the issue. That way you have proof.

They are not very good at this

Can I Facebook this one?

I hereby certify that this is a true copy of the original document.
Dated this 27 day of September 2023
in Sayward, BC CANADA
[Signature]
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On Mon, Nov 27, 2023, 11:48 a.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

So what do you make of this?
Sent from my iPhone

Begin forwarded message:

From: Scott Burchett <scott.burchett@saywardvalley.ca>
Date: November 27, 2023 at 10:53:17 AM PST
To: Mark Baker <mark.baker@saywardvalley.ca>

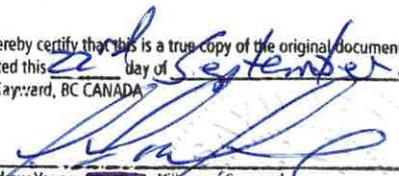
Cc: Mayor and Council
<MayorandCouncil@saywardvalley.ca>
Subject: Re: Keir

Under what authority are you directing this action?
Have some respect and spell my name correctly.
These fulsome actions have consequences that you apparently
do not understand.
Your bullying and harassment will eventually end.

Respectfully,

Scott Burchett
Councillor
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 (office)
604-818-5558 (cell)

*The Village of Sayward respectfully acknowledges that the land
we gather on is on the unceded territory of the K'ómoks First
Nation, the traditional keepers of this land.*

I hereby certify that this is a true copy of the original document
Dated this 22 day of September, 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On Nov 27, 2023, at 10:35 AM, Mark Baker
<mark.baker@saywardvalley.ca> wrote:

Good morning, All

From here on in, Councillor Burchett ana
Councillor Poulsen will not email or CC the CAO
directly.

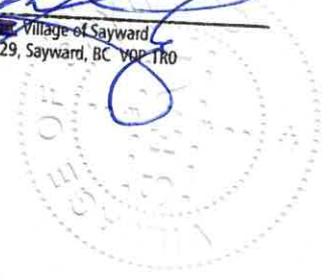
All communications will go though the Mayor or
Deputy Mayor and then requests will be
communicated to the CAO.

Burchette and Poulsen will not meet with the CAO without an appointment and not without the Mayor

or the Deputy Mayor present for that meeting!

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



Mayor Mark Baker

mark.baker@saywardvalley.ca

Village of Sayward

PO Box 29, 652-A H'Kusam Way

Sayward BC V0P 1R0

Phone: 250-282-5512 (Office)

Fax: 250-282-5511

From: sue.poulsen@saywardvalley.ca
To: [redacted] Scott Burchett
Subject: How are you feeling?
Date: November 30, 2023 12:33:31 AM

I have deleted your email but believe me, it is embedded in my brain. I am so sorry that you have endured so much and handled it in such a professional and confidential way. Keir has kept staff members and council members isolated from what is going on with each of us using a very skilled manipulative technique to divide the team using the breach of confidentiality terms is a direct way to force people to not discuss difficult situations. It has compelled individuals to remain silent for far too long and mental stress to each of us. I am so glad that we each have had the courage to stand up and defend for what is right and good for everyone concerned. It definitely has been along hard, fought battle but I feel like the time has come to make headway and move forward in the best interest of the people we represent. It won't be easy, and there will be tough patches ahead, but knowing we are telling the truth, being transparent and open, will give us the strength to find positive solutions.

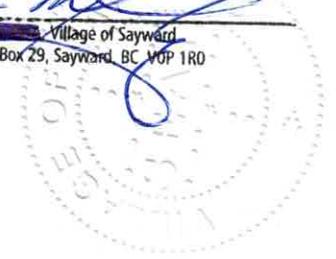
[redacted], there are some statements [redacted] that would be very helpful for the ombudsman to read. I hope you will feel comfortable enough to share this with him.

You have been the stable, reliable, professional force who has held the village together through thick and thin over the past 7 years. You are appreciated and loved more than you know.

Sue
Sent from my iPhone

I hereby certify that this is a true copy of the original document
Dated this 22 day of September
in Sayward, BC CANADA 2023

Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



From: Sue Poulsen on behalf of Sue Poulsen <sue.poulsen@saywardvalley.ca>
To: John France
Subject: Re:
Date: December 8, 2023 2:20:47 AM

None
Sent from my iPhone

On Dec 7, 2023, at 11:23 PM, John France <jdfrance53@gmail.com> wrote:

Good letters

Was there any talk about getting back to them after the meeting?

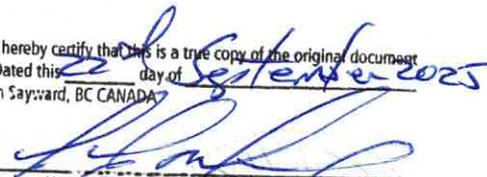
On Thu, Dec 7, 2023, 8:18 p.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

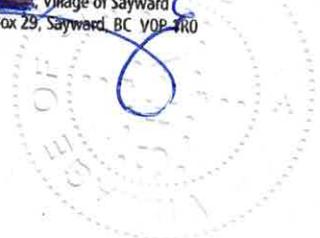
Begin forwarded message:

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Date: December 4, 2023 at 7:58:41 PM PST
To: [REDACTED]
Cc: Keir Gervais <cao@saywardvalley.ca>, Kohen Gilkin <kohen.gilkin@saywardvalley.ca>, Mark Baker <mark.baker@saywardvalley.ca>, Tom Tinsley <tom.tinsley@saywardvalley.ca>, Scott Burchett <scott.burchett@saywardvalley.ca>
Subject: Re:

Hi [REDACTED]
It takes a lot of courage to persevere with the computer when you're just learning, so congratulations on getting help and sending your complete letter.
You are definitely not invisible. Stay visible and continue to fight for your rights.
Every member of our community has the right to be treated with fairness, respect, honesty, courtesy, and openness.
Thank you for keeping the lines of communication open.
Sincerely,
Sue Poulsen

Sent from my iPhone

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



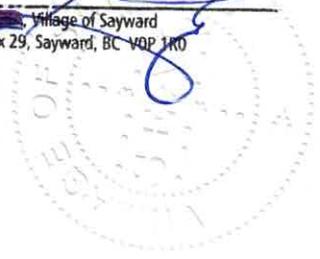
On Dec 4, 2023, at 6:49 PM, [REDACTED]

[REDACTED] wrote:

sorry everyone I have had only two lessons on how this works thank you ann and her son michael. So here goes again. I hope that you receive the full message this time. Again my apologies. We have tried to communicate with you, both verbally and electronically with unsatisfactory response. Two councillors have responded; silence from both tom and kohen; silence from the mayor as well. We rarely get a response from keir. We have tried extremely hard to illicit a response to those elected and hired to the position of responding to individuals such as [REDACTED] [REDACTED] with our legitimate grievances. This silence is a form of manipulative punishment and can also be considered as tactical ignoring as well as a form of social rejection. The Attorney General of B,C, considers this abusive and bullying behaviour. We also consider this bullying and have been left with no alternative but to contact the Ombudsperson and others in regards to your lack of action. Thank you. to scott and sue, thank you so much for telling us of the incomplete message. We want our message to be perfectly clear to those concerned. [REDACTED] the invisible couple [REDACTED].

I hereby certify that this is a true copy of the original document
 Dated this 2nd day of September
 in Sayward, BC CANADA

Andrew Young, [REDACTED] Village of Sayward
 652 H*Kusam Way, Box 29, Sayward, BC V0P 1R0



From: John France on behalf of John France <idfrance53@gmail.com>
To: Sue Poulsen
Subject: Re: Responds [REDACTED]
Date: December 7, 2023 11:15:18 PM

Thanks

There is absolutely nothing wrong with your response and it clearly does not give out any confidential or legal information....as you state, the mayor is engaging in bullying and harassment.

This part, your response, is not in camera right? It wasn't received in camera?

Your response is good... ombudsman needs this info and string ...more weight to your claim
John

On Thu, Dec 7, 2023, 8:30 p.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:
apparently I didn't send this as I found it in my Drafts folder!

Mark:

Show me where it is written that as a councillor, I cannot respond to constituents. Are you telling me that I cannot respond to telephone calls, in person communication, when a constituent has a concern?

Then explain how you get to respond to a constituent who asks a question PUBLIC INPUT regarding who is paying your PERSONAL LEGAL COSTS, and you did not call the question out of order. You answered it from the Mayors chair on your own behalf, and then you indulge a member of the public while she makes inappropriate comment about your legal adversary. The Community Charter and the Local Government Act are Statutes for ALL elected officials and municipal staff to abide by. Perhaps it is time you take your own advice and stop your many ongoing actions that put yourself, other councillors, and staff in legal jeopardy.

What you call my blatant disregard for the village of Sayward is actually my extreme concern for the village residents who believe they are being treated disrespectfully by the village and staff.

While you are chastising me for overstepping my boundaries as a Councillor and showing blatant disregard to the Village of Sayward, consider this as you spend more unauthorized funds on unnecessary legal funds:

Ask the [REDACTED] who is treating them with blatant disregard. (it is clear in their letter who they believe it is)

[REDACTED]

Please stop harassing me with unfounded threats, gag orders, demands, and using

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H.Kusam Way, Box 28, Sayward, BC V0R 1R0

intimidation to threaten me with seeking [redacted] how to "proceed with my blatant disregard" to your demands and condescending remarks.

Respectfully,
Sue Poulsen

From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: December 4, 2023 8:13 PM
To: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Cc: Keir Gervais <cao@saywardvalley.ca>; Kohen Gilkin <kohen.gilkin@saywardvalley.ca>; Tom Tinsley <tom.tinsley@saywardvalley.ca>; Scott Burchett <scott.burchett@saywardvalley.ca>
Subject: Re: Responds to [redacted]

Councillor Poulsen, [redacted] You do not respond to [redacted]
[redacted] This is the second time you have been asked not to respond and yet you continue. You need to not over step your role as Councillor of the Village. [redacted]

Get Outlook for iOS

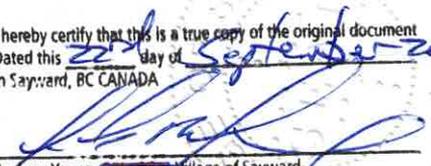
From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Monday, December 4, 2023 8:04:36 PM
To: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Cc: Keir Gervais <cao@saywardvalley.ca>; Kohen Gilkin <kohen.gilkin@saywardvalley.ca>; Tom Tinsley <tom.tinsley@saywardvalley.ca>; Scott Burchett <scott.burchett@saywardvalley.ca>
Subject: Re: Responds to [redacted]

Councillor Poulson

Get Outlook for iOS

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Sent: Monday, December 4, 2023 7:58:40 PM
To: [redacted]
Cc: Keir Gervais <cao@saywardvalley.ca>; Kohen Gilkin <kohen.gilkin@saywardvalley.ca>; Mark Baker <mark.baker@saywardvalley.ca>; Tom Tinsley <tom.tinsley@saywardvalley.ca>; Scott Burchett <scott.burchett@saywardvalley.ca>
Subject: Re:

Hi [redacted]
It takes a lot of courage to persevere with the computer when you're just learning, so congratulations on getting help and sending your complete letter.
You are definitely not invisible. Stay visible and continue to fight for your rights.
Every member of our community has the right to be treated with fairness, respect, honesty, courtesy, and openness.
Thank you for keeping the lines of communication open.
Sincerely,

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
In Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

55

Sue Poulsen

Sent from my iPhone

> On Dec 4, 2023, at 6:49 PM, [REDACTED] wrote:

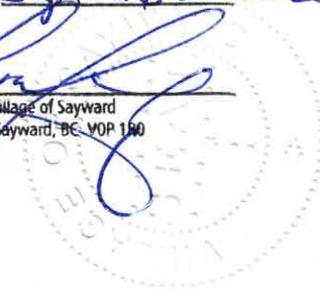
>
>

> sorry everyone I have had only two lessons on how this works thank you ann and her son michael. So here goes again. I hope that you receive the full message this time. Again my apologies. We have tried to communicate with you, both verbally and electronically with unsatisfactory response. Two councillors have responded; silence from both tom and kohen; silence from the mayor as well. We rarely get a response from keir. We have tried extremely hard to illicit a response to those elected and hired to the position of responding to individuals such as Lorna and Myself, with our legitimate grievances. This silence is a form of manipulative punishment and can also be considered as tactical ignoring as well as a form of social rejection. The Attorney General of B,C, considers this abusive and bullying behaviour. We also consider this bullying and have been left with no alternative but to contact the Ombudsperson and others in regards to your lack of action. Thank you. to scott and sue, thank you so much for telling us of the incomplete message. We want our message to be perfectly clear to those concerned. [REDACTED]
[REDACTED] the invisible couple at [REDACTED]



I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
in Sayward, BC CANADA

Andrew Young, [REDACTED], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



From: Sue Poulsen on behalf of Sue Poulsen <sue.poulsen@saywardvalley.ca>
To: John France
Subject: Fwd: Minutes Corrections
Date: December 18, 2023 12:30:09 PM
Attachments: Errors and omissions in minutes and agendas 2023.docx

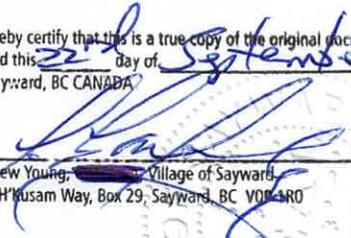
Sent from my iPhone

Begin forwarded message:

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Date: December 18, 2023 at 2:12:22 AM PST
To: Mark Baker <mark.baker@saywardvalley.ca>, Kohen Gilkin <kohen.gilkin@saywardvalley.ca>, Scott Burchett <scott.burchett@saywardvalley.ca>, Sue Poulsen <sue.poulsen@saywardvalley.ca>, Tom Tinsley <tom.tinsley@saywardvalley.ca>, Keir Gervais <cao@saywardvalley.ca>
Subject: Minutes Corrections

here is the second list of errors and omissions
Sue Poulsen

 I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2023
in Sayward, BC CANADA


Andrew Young, Village of Sayward
652 H'kusam Way, Box 29, Sayward, BC V0P 4R0



57

From: sue.poulsen@saywardvalley.ca
To: [John France](#)
Subject: Fwd: Ombudsman File number 23-004-764
Date: December 18, 2023 12:31:10 PM
Attachments: [Errors and omissions in minutes and agendas 2023.docx](#)
[minutes corrections.docx](#)

Sent from my iPhone

Begin forwarded message:

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Date: December 18, 2023 at 3:45:40 AM PST
To: Pei-Shing Wang <PWang@bcombudsperson.ca>
Subject: Ombudsman File number 23-004-764

Sue Poulsen Sayward Village Councillor

Hello Pei-Shing

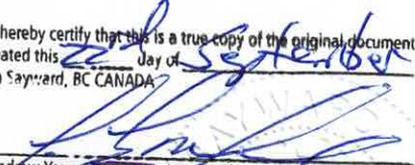
The documents I am including with this message are indicative of the errors and omissions to the Village of Sayward Regular Council Meeting Agendas and Minutes the CAO, Keir Gervais, has been preparing on his own since he did not renew the CFO/CO, Lisa Clark's contract when it expired October 23/23.

He stated at the October 3/23 council meeting that he told her the village was going in a different direction. As a member of council, there has never been information, discussion nor a resolution brought before council to go in a different direction. I suspect that the majority of councillors Tinsley, Gilkin, and Mayor Baker are holding secret meetings or conversations to make decisions, and support the CAO's activities.

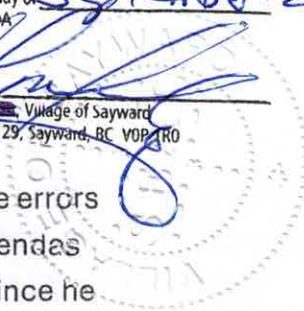
I have much more information to send you to support my complaints of Keir Gervais, Mark Baker, Tom Tinsley and Kohen Gilken engaging in improper meetings, illegal acts, harassment, intimidation, and misogynous behaviour toward me.

If you require clarification or have questions, please call me.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA



Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0R 1R0



It is clear on the recordings of the regular council meetings how the behaviour influences relationships.

The recorded meetings are available to view on the Village of Sayward website.

Thank you for accepting our file.

Sue Poulsen



I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

[Handwritten signature of Andrew Young]



From: John France on behalf of John France <jdfrance53@gmail.com>
To: Sue Poulsen; Scott Burchett
Subject: Re: Notice of Special In-Camera Meeting
Date: February 28, 2024 6:17:32 PM
Attachments: image001.jpg

Written notice yes, two councillors yes... he had to get legal for this???

Stonewalling...put the written notice in as required

Did he respond to the payroll issue?

On Wed, Feb 28, 2024, 6:04 p.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

Sent from my iPhone

Begin forwarded message:

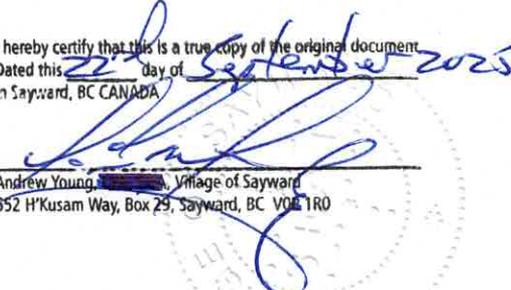
From: Scott Burchett <scott.burchett@saywardvalley.ca>
Date: February 28, 2024 at 5:57:26 PM PST
To: Keir Gervais <cao@saywardvalley.ca>
Cc: Mayor and Council <MayorandCouncil@saywardvalley.ca>
Subject: Re: Notice of Special In-Camera Meeting

Keir

Thank you for confirming that you are spending tax payer money on legal without council resolutions.
Why do you not respond to my request to be paid for mileage that was from 2023?
The cheque from WFP has been in the office since January 19, 2023.

Respectfully,

Scott Burchett
Councillor
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 (office)
604-818-5558 (cell)

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

On Feb 28, 2024, at 5:49 PM, Keir Gervais
<cao@saywardvalley.ca> wrote:

Mayor & Council,

I hereby certify that this is a true copy of the original document.
Dated this 22 day of September 2025
In Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

This morning Councillor Poulsen attended the Village Office,
requested that a Public Notice RE: a Special Restricted In-Camera
Meeting be posted on the bulletin board, and left.

I read the Notice and immediately saw that the meeting was
scheduled for February 28, 2024 – today.

Knowing nothing about this meeting, and knowing that a Public
Notice must be posted a minimum of 24 hours prior to the
meeting, I had questions about the meeting and the administrative
oversight over the related processes. I called Mayor Baker and he
informed me that Councillor Poulsen emailed a notice about the
meeting to Mayor and Council. Because details are important, I
asked Mayor Baker to forward me that email.

As I suspected, there are flaws in the administrative oversight over
the processes relating to the goal of organizing a Special [In-
Camera] Meeting. I called the Mayor, informed him of the errors
but said I was reluctant to be viewed as wanting to stop the
meeting so I was going to seek a legal opinion. I did just that.

[Redacted text]

[Redacted text]

- [REDACTED]

- [REDACTED]

- [REDACTED]

I reported this legal advice to Mayor Baker approx. 30 minutes ago, and Mayor Baker asked me to distribute it to Mayor & Council.

As a result of this [REDACTED] I did not post the Public Notice, as it was non-compliant with the Community Charter. Furthermore, I will not be attending tonight at 7:30pm to set-up the audio/video services, as requested by Councillor Poulsen through the Mayor.

I hereby certify that this is a true copy of the original document
 Dated this 22 day of September 2025
 in Sayward, BC CANADA

[Signature]
 Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Regards,

Keir Gervais
 Chief Administrative Officer
 Village of Sayward
 652 H'Kusam Way, PO Box 29
 Sayward, BC V0P 1R0

250-282-5512 Ext. 2 (office)

cao@saywardvalley.ca

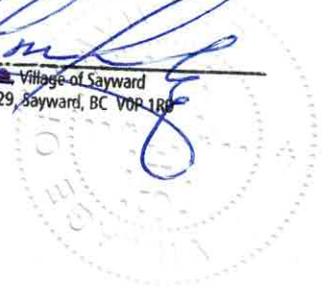


I sometimes work hours outside of a typical workday; please keep in mind that you are not obligated to respond if you receive an email outside of your regular workday.

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

I hereby certify that this is a true copy of the original document.
Dated this 22 day of September 2020
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



From: Sue Poulsen on behalf of Sue Poulsen <sue.poulsen@saywardvalley.ca>
To: John France; Lisa Ramsey
Subject: Fwd: Regular council meeting March 19, 2024
Date: March 19, 2024 9:33:53 AM

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Date: March 19, 2024 at 9:31:54 AM PDT
To: Sue Poulsen <espoulsen@shaw.ca>
Subject: Fwd: Regular council meeting March 19, 2024

Sent from my iPhone

Begin forwarded message:

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Date: March 19, 2024 at 9:25:00 AM PDT
To: Mark Baker <mark.baker@saywardvalley.ca>, Scott Burchett <scott.burchett@saywardvalley.ca>, Sue Poulsen <espoulsen@shaw.ca>, Tom Tinsley <tom.tinsley@saywardvalley.ca>
Subject: Regular council meeting March 19, 2024

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2023
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Good morning Mark and council

I have considerable concerns about the agenda for tonight's meeting with the indication in the heading that there is a public hearing before the regular council meeting.

At the October 3, 2023, regular meeting council passed first and second readings of bylaw application to rezone 18 Sayward Rd. No other reports were submitted until the February 20/24 report from Kevin Brooks, where council directed staff to schedule a public hearing for rezoning by law 504.

The CAO DID NOT FOLLOW THROUGH

[REDACTED]

THE CAO DID NOT PRESENT TO COUNCIL A REPORT OUTLINING THE PUBLIC HEARING MEETING PROCESS, A REMINDER OF PROTOCOLS, SELECTION OF THE CHAIR FOR THE MEETING, CONSENSUS OF THE PUBLIC HEARING PROCESS, TIMING AND PLACE FOR COUNCIL TO APPROVE. THE LACK OF PROCESS AND FOLLOW THROUGH IS

DISRESPECTFUL BEYOND MEASURE TO [REDACTED] WHO

[REDACTED]
[REDACTED]

This public hearing meeting needs to be cancelled and rescheduled as soon as possible once the statutory requirements are followed. An apology needs to go to [REDACTED]

As for the regular meeting tonight, the agenda is missing several items that were deferred from previous meetings.

The minutes from regular council meetings on February 20, and March 5, 2024, and the minutes from the COW March 13/24 have not been made available for review as promised by the CAO.

Furthermore, the recordings of meetings from the above dates are not posted, therefore, it is not possible to confirm the accuracy of the present agenda, and what should be carried forward. (Although I have confirmed inaccuracies from my own previous notes).

Council needs access to complete information and follow through with our rules and responsibilities to the community.

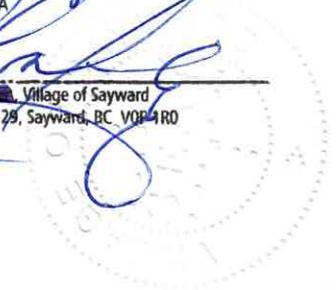
Since information and communication is severely lacking or nonexistent, I can not attend tonight's meeting.

Councillor Sue Poulsen



I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA

[Signature]
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



From: John France on behalf of John France <idfrance53@gmail.com>
To: Sue Poulsen
Subject: Re: Upcoming Meetings
Date: April 3, 2024 12:02:41 PM
Attachments: image001.jpg

Keirs response is to limit the importance of your suggestions but then put forward his own. This is not an administrative process, it's not his, it belongs to council and he should be told to back off. Good response from both of you.

Can we find someone to take admin on a new site? I will do the bull work.

On Wed, Apr 3, 2024, 10:14 a.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:
Good morning! I hope you're feeling refreshed after a good nights, sleep, and ready to start a new chapter
Sent from my iPhone

Begin forwarded message:

From: Scott Burchett <scott.burchett@saywardvalley.ca>
Date: April 3, 2024 at 9:39:49 AM PDT
To: Keir Gervais <cao@saywardvalley.ca>, Mayor and Council <MayorandCouncil@saywardvalley.ca>
Subject: Re: Upcoming Meetings

I stand with every single item in Councillor Poulsen's email yesterday stating the things that need to be done before a Public Hearing can happen. This was to be discussed in the Regular Council meeting last night that was again cancelled under suspicious circumstances and again at the last minute. Very disappointing and not good for the Village of Sayward. The Public Hearing date was not done by council resolution or decided by council as a whole. Fail. If the terms of the Agenda Adoption are not met or discussed in a public forum as they should have been at last nights cancelled meeting then I expect that there will be no quorum moving forward. Time to show up and actually do the work properly or there will be further consequences for this disruptive and weak effort that seems to be the norm. There was a clear plan to get things done and do it the right way and this keeps getting ignored at the expense of [REDACTED] Failure to properly communicate with council as a whole and to continue a rogue approach to administration will continue to damage the Village of Sayward's credibility and function. Excuses, mistakes and false blame are not the way to success.

Scott Burchett
Councillor
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 (office)



I hereby certify that this is a true copy of the original document.
Dated this 22nd day of September 2025
In Sayward, BC CANADA

Andrew Young, [REDACTED] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



604-818-5558 (cell)

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

On Apr 3, 2024, at 9:11 AM, Keir Gervais
<cao@saywardvalley.ca> wrote:

Good morning,

I am at work today, not 100% by any means but I have tested negative for covid (being positive was my greatest concern). I appreciate the inconvenience caused by me not being able to remain at work late yesterday due to illness; however, the new normal is to not be around others/in the public when sick.

There are two upcoming meetings I'd like clarification about further to the email Councillor Poulsen sent yesterday afternoon which I've read this morning.

COW - Strategic/budget planning on April 4th at 7:00pm

There are suggestions in Councillor Poulsen's email/attachment titled *Recommendation for Agenda Deferrals to April 16, 2024* that she has ideas for a different strategic/budget planning process than what is scheduled. I respect Councillor Poulsen's input; however, this is the input of one elected official and is not in keeping with our governance procedures. The process that staff has been planning around is very similar to the process used in the past. The biggest difference at this stage is the VERY tight timeline to complete the budgeting process. As well, we have only received

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Dated this 22nd day of September 2022
In Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

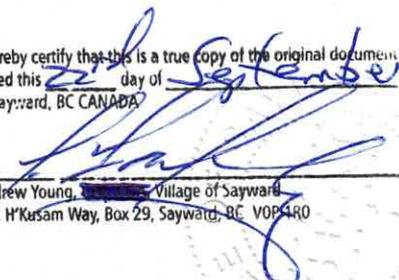


64

Councillor Tinsley's initial feedback around the list of priorities - it would be beneficial to receive this feedback from Council ASAP (I've attached the last email shared with Council about this process). All of this said, my primary question is, is all of Council planning on attending the scheduled COW meeting to discuss strategic/budget planning on April 4th at 7:00pm? Please confirm ASAP if you plan to attend or not.

Public Hearing for [redacted] on [redacted]

Again, there are intimations in Councillor Poulsen's email/attachment titled *Recommendation for Agenda Deferrals to April 16, 2024* that she has ideas for a different Public Hearing process than what is scheduled. Again, I respect Councillor Poulsen's input; however, this is the input of one elected official and is not in keeping with our governance procedures. At the February 20, 2024 Council meeting, Council directed staff to schedule a Public Hearing. Staff have done that. The first meeting did not occur because of lack of quorum. The second meeting has been scheduled for the date most suitable to Council's regular meeting schedule and to liking of the developer. Staff has and continues to follow every requirement for a Public Hearing. The developer is paying for advertising, twice. Again, similar to above, my primary question to Council is, are you planning on attending the scheduled Public Hearing on April 16th at 6:00pm? Please confirm ASAP if you plan to attend or not.

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in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Regards,

Keir Gervais
Chief Administrative Officer
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 Ext. 2 (office)

cao@saywardvalley.ca

I sometimes work hours outside of a typical workday; please keep in mind that you are not obligated to respond if you receive an email outside of your regular workday.

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

----- Forwarded message -----

From: Keir Gervais <cao@saywardvalley.ca>
To: Mayor and Council <MayorandCouncil@saywardvalley.ca>
Cc: Keir Gervais <cao@saywardvalley.ca>
Bcc:
Date: Thu, 14 Mar 2024 19:40:15 +0000
Subject: Review & Scoring 2023 Priorities

Good morning,

I had some further thoughts following our COW meeting last night regarding the scoring of the Strategic Priorities. I've provided below a format for you to follow.

The updated format includes **current operational priorities and future anticipated initiatives**. When you read *staff time*, this refers to CAO time.

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Instructions

Andrew Young, , Village of Sayward
652 H'Kusam Way, Box 26, Sayward, BC V0P 1R0

1. Using the attached alphabetized listing of the 2023 Priorities, as well as the list of 'other' possible priorities I've listed below **a) – o)**, prioritize numerically using the

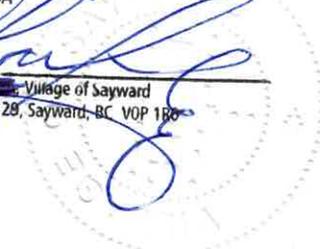
entire list below; 1st, 2nd, 3rd, 4th, 5th, 6th, etc. up to 38th, or more if you add *Other Priorities* (OP).

2. Use the section at the bottom to add *Other Priorities* (OP) you would like to add and include in your ranking. EX. *Staff to investigate Council's options for better understanding the status of the old mall and possible next steps available to Council.*

- a. ____ Strategic and budget planning with Council
- b. ____ Prepare for audit, including REQUIRED Asset Retirement Obligation (ARO) reporting (significant staff time March-April)
- c. ____ Catch up on record keeping (significant staff time March – April)
- d. ____ Staff recruitment: advertising, screening, selection, orientation/training (significant staff time March-April)
- e. ____ Village of Sayward governance: legal, Ministry of Municipal Affairs, OIPC, Ombudspersons Office, investigations/WorkSafeBC, etc. (significant and mandatory staff time March-June...)
- f. ____ Council Meeting preparation/follow-up: agendas, minutes, staff reports (significant and mandatory staff time year-round)
- g. ____ Planning by-election in 2024 (*moderate staff time March – May, then moderate until election – date TBD*)
- h. ____ Asset Management (*significant staff time March-July*)
- i. ____ Economic Dev. Coord. (*significant staff time March – September*)
- j. ____ Land Use Infrastructure Analysis for Zoning Bylaw Modernization (*significant staff time March – July, then moderate until year-end*)
- k. ____ Sayward Drainage Project (*significant staff time March – July, then moderate until project completion in 2025??*)
- l. ____ Seacan with mass care supplies (*minimal staff time*)
- m. ____ Kelsey Centre - Emergency Cooling Enhancement Project (moderate staff time March-May)
- n. ____ Growing Communities Fund (*significant staff time researching fund options best suited for Sayward, reporting to Council, implementing initiatives, reporting as required*)
- o. ____ Housing Capacity Funding (*significant staff time researching fund options best suited for Sayward, reporting to Council, implementing initiatives, reporting as required*)

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Community Relations

p.

q.

r.

Economic Development

s.

t.

u.

v.

w.

x.

Asset Management

y.

z.

a1.

Living Green

a2.

a3.

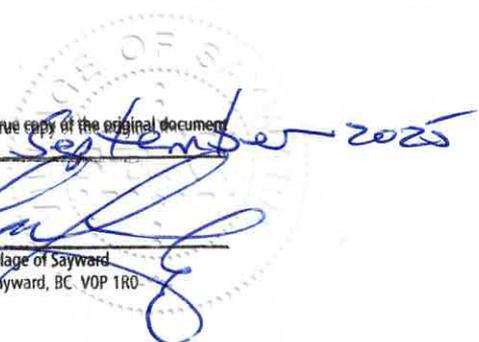
a4.

Professional Development



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a5.

a6.

Tourism Development

a7.

a8.

a9.

Village Operations

a10.

a11.

A12.

Other Priorities (OP) you would like to add and include in your ranking.

OP1.

OP2.

OP3.

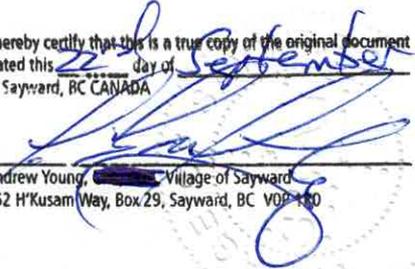
OP4.

OP5.

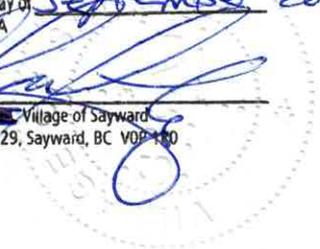
Email me any questions you have. Otherwise, email me your responses back by Sunday so I can compile the results for Monday night's COW meeting.

Thank you,

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 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



Keir Gervais

Chief Administrative Officer

Village of Sayward

652 H'Kusam Way, PO Box 29

Sayward, BC V0P 1R0

250-282-5512 Ext. 2 (office)

cao@saywardvalley.ca



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From: John France on behalf of John France <jdfrance53@gmail.com>
To: Scott Burchett
Cc: Sue Poulsen
Subject: Re: Election Interference
Date: July 5, 2024 3:30:23 PM
Attachments: image001.png

With what she has posted here, I think she is right. But I think as usual, there may be other legal remedies - but I suggest for now, keep it in your back pocket ...if he gets in, problem, if not problem. He may have had a different take on posting it, not sure how bright he is, but eventually you may have to chat with him. I have to do the same.

On Fri, 5 Jul 2024 at 09:44, Scott Burchett <scott.burchett@saywardvalley.ca> wrote:

Sincerely,

Councillor Scott Burchett
Village of Sayward

Begin forwarded message:

From: Edith Watson <EWatson@srd.ca>
Date: July 5, 2024 at 9:07:24 AM PDT
To: Scott Burchett <scott.burchett@saywardvalley.ca>
Subject: RE: Election Interference

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Dated this 22nd day of September 2023
in Sayward, BC CANADA

Hi Mr. Burchett,

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Further to our phone conversation, thank you for putting your concerns into an email for my consideration.

The following is an excerpt from the Local Government Act regarding election offences:

Division 18 — Election Offences

Vote buying

161 (1) In this section, "inducement" includes money, gift, valuable consideration, refreshment, entertainment, office, placement, employment and any other benefit of any kind.

(2) A person must not pay, give, lend or procure inducement for any of the following purposes:

- (a) to induce a person to vote or refrain from voting;
- (b) to induce a person to vote or refrain from voting for or against a particular candidate;
- (c) to reward a person for having voted or refrained from voting as described in paragraph (a) or (b);
- (d) to procure or induce a person to attempt to procure the election of a particular candidate, the defeat of a particular candidate or a particular result in an election;
- (e) to procure or induce a person to attempt to procure the vote of an elector or the failure of an elector to vote.

(3) A person must not accept inducement

- (a) to vote or refrain from voting,
- (b) to vote or refrain from voting for or against a particular candidate, or
- (c) as a reward for having voted or refrained from voting as described in paragraph (a) or (b).

(4) A person must not advance, pay or otherwise provide inducement, or cause inducement to be provided, knowing or with the intent that it is to be used for any of the acts prohibited by this section.

(5) A person must not offer, agree or promise to do anything otherwise prohibited by this section.

(6) A person prohibited from doing something by this section must not do the prohibited act directly, indirectly or by another person on behalf of the first person.

Intimidation



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162 (1) In this section, "intimidate" means to do or threaten to do any of the following:

- (a) use force, violence or restraint against a person;
- (b) inflict injury, harm, damage or loss on a person or property;
- (c) otherwise intimidate a person.

(2) A person must not intimidate another person for any of the following purposes:

- (a) to persuade or compel a person to vote or refrain from voting;
- (b) to persuade or compel a person to vote or refrain from voting for or against a particular candidate;
- (c) to punish a person for having voted or refrained from voting as described in paragraph (a) or (b).

(3) A person must not, by abduction, duress or fraudulent means, do any of the following:

- (a) impede, prevent or otherwise interfere with a person's right to vote;
- (b) compel, persuade or otherwise cause a person to vote or refrain from voting;
- (c) compel, persuade or otherwise cause a person to vote or refrain from voting for a particular candidate.

(4) A person prohibited from doing something by this section must not do the prohibited act directly, indirectly or by another person on behalf of the first person.

Other election offences

163 (1) In relation to nominations, a person must not do any of the following:



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(a) contravene section 87 (4) [unqualified candidate consenting to nomination];

(b) before or after an election, purport to withdraw a candidate from an election without authority to do so or publish or cause to be published a false statement that a candidate has withdrawn;

(c) before or after an election, purport to withdraw the endorsement of a candidate by an elector organization except as provided in section 95 (b) [withdrawal of endorsement on ballot].

(2) In relation to voting, a person must not do any of the following:

(a) vote at an election when not entitled to do so;

(b) contravene section 124 (1) [each elector may vote only once] regarding voting more than once in an election;

(c) obtain a ballot in the name of another person, whether the name is of a living or dead person or of a fictitious person;

(d) contravene section 123 (2) [requirement to preserve secrecy of the ballot] regarding the secrecy of the ballot.

(3) In relation to ballots and ballot boxes, a person must not do any of the following:

(a) without authority supply a ballot to another person;

(b) without authority print or reproduce a ballot or a paper that is capable of being used as a ballot;

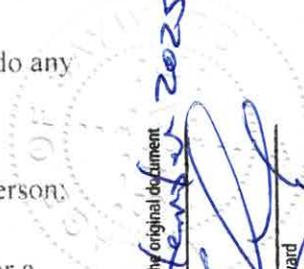
(c) without authority take a ballot out of a place where voting proceedings are being conducted;

(d) put in a ballot box, or cause to be put in a ballot box, a paper other than a ballot that the person is authorized

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[Signature]

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 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



to deposit there:

(e)interfere with voting under section 112 [use of voting machines] contrary to the applicable bylaw and regulations;

(f)without authority destroy, take, open or otherwise interfere with a ballot box or ballots.

(4) In relation to voting proceedings, a person must not do any of the following at or within 100 metres of a building, structure or other place where voting proceedings are being conducted at the time:

(a)canvass or solicit votes or otherwise attempt to influence how an elector votes:

(b)display, distribute, post or openly leave a representation of a ballot marked for a particular result in the voting;

(c)post, display or distribute

(i) election advertising, or

(ii) any material that identifies a candidate or elector organization, unless this is done with the authorization of the chief election officer:

(d)carry, wear or supply a flag, badge or other thing indicating that the person using it is a supporter of a particular candidate, elector organization or result in the voting.

(5) In relation to any matter or proceeding to which this Part applies, a person must not do any of the following:

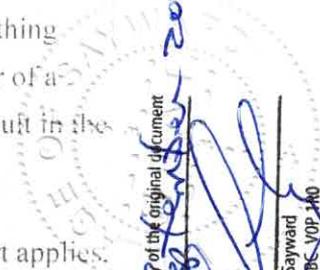
(a)provide false or misleading information when required or authorized under this Part to provide information;

(b)make a false or misleading statement or declaration

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 in Sayward, BC CANADA



Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1A0



when required under this Part to make a statement or declaration:

(c) inspect or access under this Part

- (i) a list of registered electors.
- (ii) nomination documents.
- (iii) disclosure statements or supplementary reports, or
- (iv) other election materials referred to in section 143 [*delivery of election materials to chief election officer*],

or use the information from any of them, except for purposes authorized under this Act;

(d) be present at a place where voting or counting proceedings are being conducted, unless authorized under this Part to be present;

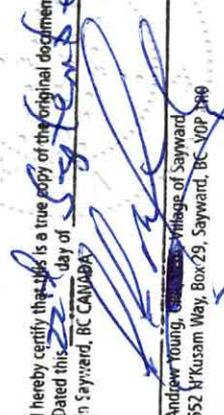
(e) interfere with, hinder or obstruct an election official or other person in the exercise or performance of the election official's or other person's powers, duties or functions under this Part or the Local Elections Campaign Financing Act.

(6) A person who is an election official must not contravene this Part with the intention of affecting the result or validity of an election.

Prosecution of organizations and their directors and agents

164 (1) An act or thing done or omitted by an officer, director, employee or agent of an organization within the scope of the individual's authority to act on behalf of the organization is deemed to be an act or thing done or omitted by the organization.

(2) If an organization commits an offence under this Part, an officer, director, employee or agent of the organization who authorizes,

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 in Sayward, BC CANADA

 Andrew Young, Village of Sayward
 652 Kusam Way, Box 29, Sayward, BC V0P 1K0

permits or acquiesces in the offence commits the same offence, whether or not the organization is convicted of the offence.

(3) A prosecution for an offence under this Part may be brought against an unincorporated organization in the name of the organization and, for these purposes, an unincorporated organization is deemed to be a person.

Time limit for starting prosecution

165 The time limit for laying an information to commence a prosecution respecting an offence under this Part is one year after the date on which the act or omission that is alleged to constitute the offence occurred.

Penalties

166 (1) A person who contravenes section 161 [vote buying] or 162 [intimidation] is guilty of an offence and is liable to one or more of the following penalties:

- (a) a fine of not more than \$10 000;
- (b) imprisonment for a term not longer than 2 years;
- (c) disqualification from holding office in accordance with subsection (2) of this section for a period of not longer than 7 years.

(2) Disqualification under subsection (1) (c) is disqualification from holding office as follows:

- (a) on a local government;
- (b) on the council of the City of Vancouver or on the Park Board established under section 485 of the Vancouver Charter;
- (c) as a trustee under the Islands Trust Act;
- (d) as a trustee on a board of education, or as a regional trustee on a francophone education authority, under the School Act.

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 in Sayward, BC CANADA
 Andrew Young, Village of Sayward
 652 Hkaram Way, Box 29, Sayward, BC V0P 1R0

(3) A person or unincorporated organization who contravenes section 163 [other election offences] is guilty of an offence and is liable to one or both of the following penalties:

(a) a fine of not more than \$5 000;

(b) imprisonment for a term not longer than one year.

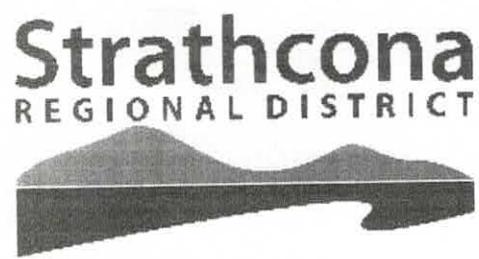
(4) Any penalty under this Division is in addition to and not in place of any other penalty provided in this Part.

(5) A person or unincorporated organization is not guilty of an offence under this Part if the person or organization exercised due diligence to prevent the commission of the offence.

In my opinion the concerns you listed do not meet the election interference criteria as described in the *Local Government Act*. However, if after reviewing the excerpt above you continue to believe there is an election interference/offence you can apply to courts to have that considered.

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Dated this 22 day of September
In Sayward, BC CANADA 2025
[Signature]
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Edith Watson, CMC
Manager, Corporate Operations
Chief Election Officer (Village of Sayward)



Strathcona Regional District
T: [250-830-6712](tel:250-830-6712) | C: [250-949-0267](tel:250-949-0267)
E: ewatson@srd.ca

The Strathcona Regional District respectfully acknowledges that our corporate office and the Strathcona

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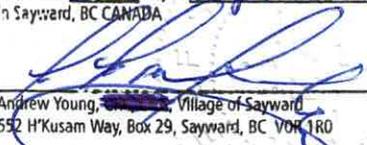
Gardens Recreation Complex are located on the traditional unceded territory of the Ligwida'x' people.

We also recognize that we operate within the traditional, treaty and unceded territories of the Ehattesaht, Homalco, Ka:'yu:'k't'h' / Che: k'tles7et'h', Klahoose, K'omaks, Mowachaht / Muchalaht, Nuchatlaht, Tlowitsis, We Wai Kai and Wei Wai Kum First Nations.

SRD.ca | [Facebook](#) | [Instagram](#) | [YouTube](#)

From: Scott Burchett <scott.burchett@saywardvalley.ca>
Sent: Thursday, July 4, 2024 4:19 PM
To: Email - elections@srd.ca <elections@srd.ca>
Subject: Election Interference

NOTICE: This email is from an external source.

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Dated this 22nd day of September 2025
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0K 1R0

Edith

I have been directed by the Ministry of Municipal Affairs and Elections BC to contact you regarding concerns about election interference.

These are formal complaints that need to be investigated and adjudicated on.

1) The ad for David Malinski that was printed in the Sayward News and issued on July 3, 2024 and approved by the Village of Sayward CAO Gervais, contains private information that was illegally obtained and distributed. This is in camera information that has not been a rise and report on. It comes from the ongoing litigation between mayor Baker and John France. It has not redacted the names of the public person involved and without her consent. Publishing a false

narrative for the purpose of this election id misleading and having the CAO for the Village of Sayward print it in our local paper is interference and biased. Please see attached copy of the add.

2) The Village of Sayward CAO Gervais promised to have the Regular Council meeting videos up for the public by the end of May, 2024. So far there has been no meetings posted for the constituents of Sayward to view and receive information. This is a direct interference issue and not acceptable that the public has no idea of what governance has taken place and therefore cannot make decisions based on this election with any certainty or transparency.

3) There have been no Regular Council meeting minutes available for council to approve and distribute to constituents for information and proper governance transparency. This is purposeful and a direct interference with this election.

4) There are no minutes available to the auditors who should have had the audit for the Village of Sayward done by May 15, 2024. This is a direct interference to this election and hides the failure of administration issues that are pertinent to this election. This provides zero accountability and governance transparency to the constituents of the Village of Sayward to make any decisions on how to vote.

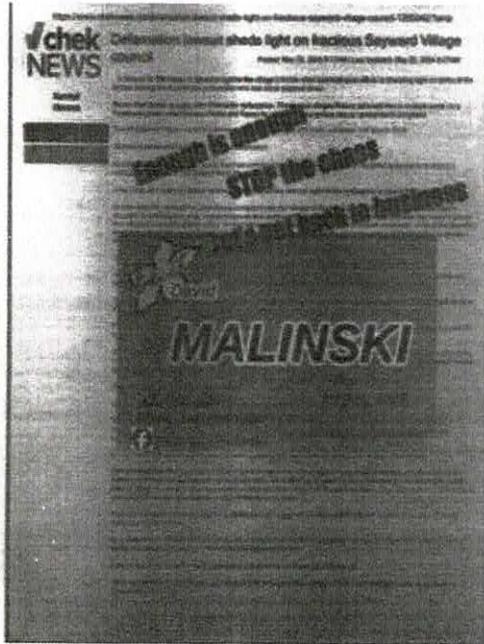
These serious issues need to be addressed as soon as possible for the public to have any kind of trust in this election process. The constituents of the Village of Sayward demand accountability in this process.

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 Dated this 22nd day of September 2025
 In Sayward, BC CANADA

[Signature]

Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0





Sincerely,

Scott Burchett

Councillor

Village of Sayward

652 H'Kusam Way, PO Box 29

Sayward, BC V0P 1R0

250-282-5512 (office)

604-818-5558 (cell)

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2025
 in Sayward, BC CANADA

[Signature]
 Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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From: Sue Poulsen on behalf of Sue Poulsen <sue.poulsen@saywardvalley.ca>
To: John France
Subject: Fwd: CAO medical leave
Date: July 11, 2024 4:41:30 PM

Here is the email I sent
Sent from my iPhone

Begin forwarded message:

From: Sue Poulsen <sue.poulsen@saywardvalley.ca>
Date: July 11, 2024 at 2:22:23 PM PDT
To: Mark Baker <mark.baker@saywardvalley.ca>, Scott Burchett <scott.burchett@saywardvalley.ca>, Brian <brian@bdcarruthers.ca>, Pei-Shing Wang <PWang@bcombudsperson.ca>
Subject: CAO [REDACTED] leave

Hi everyone.

Receiving your phone call, Mark, telling me that the CAO is off on [REDACTED] leave was not a total surprise, but for the moment left me with several unresolved issues.

Please notify management staff of the CAO's absence and let them know what the initial plan is going forward.

I hope you will have a post on the village website ASAP announcing that the CAO will not be available until further notice, that the scheduled regular meeting Tuesday, July 16 is cancelled, and an interim CAO will be in place as quickly as possible. We also urgently need a CFO to clean up the financial disaster we are in and be able to do the regular routine work of a CFO

You have asked Trish to get the ROEs out to the rec centre employees ASAP. Please Have Trish contact each employee to pick up the ROE rather than mailing and delaying the process longer.

Who knows what other financial items have been neglected. I do know that neither Scott nor I have been reimbursed for travel expenses submitted in April and early June. Some financial oversight needs to happen quickly. You said Janice, the temporary CFO was no longer available and there has been no report from the CAO on this or an effort to hire a CFO.

Although the regular council meeting for next week is cancelled (once again because of the CAO's absence), I believe it is imperative that we have a debriefing meeting with Brian as was planned for next Tuesday. Please arrange the meeting and notify council.

Finally, I believe it is essential to include council in the telephone call with Peter Johnson. The CAOs repeated absences causing 10 council meetings being cancelled since November has had a huge impact on council's ability to govern effectively.

If the CAO is to be off until further notice, it is our due diligence to have his access to all files on the Village computer revoked, as well as return all master keys and fobs, the laptop, and any village files and property he has at his personal

I hereby certify that this is a true copy of the original document
Dated this 11th day of July 2024
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P-1R0

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residence.

As well, his trailer (temporary residence) at the municipal campground should be removed before the end of the current month for which rent has been paid. If it isn't removed, council should vote on a recommendation to have the daily camping rate applied for the maximum stated in the campsite regulations and remove the trailer at the owners expense after the maximum campsite stay is reached.

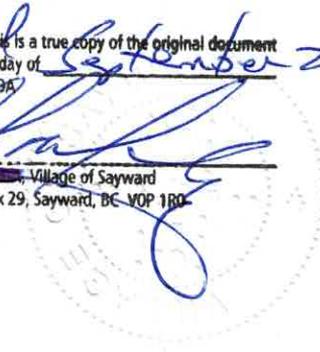
I look forward to receiving your reply to my requests.

Councillor Sue Poulsen



I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652/H'Kusam Way, Box 29, Sayward, BC V0P 1R0



From: Jared Cummings <jcumplings@eyfordpartners.com>
Sent: May 6, 2025 10:42 AM
To: CAO Sayward <cao@saywardvalley.ca>
Cc: Zaineb Al-Dleamy <zaldleamy@eyfordpartners.com>
Subject: RE: Request For Access To Records

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Hi John,

We are legal counsel for John France, but our request is not made on his behalf pursuant to section 5(1)(b) of the *Freedom of Information and Protection of Privacy Act*, R.S.B.C. 1996, c. 165. That subsection does not apply here.

Please explain how and why the identity of the applicant "may impact the production of records sought", as you indicate in your May 1 email.

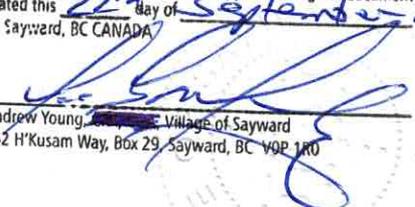
Thanks and regards,
Jared

Jared G. Cummings
Associate

t: 604 899 5220
f: 604 899 5216
e: jcumplings@eyfordpartners.com

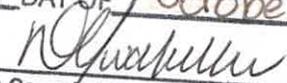


Eyford Partners LLP
1744 – 1055 Dunsmuir Street, PO Box 49254
Vancouver, BC V7X 1L2, Reception: 604 899 5240

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September, 2025
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

This message, including any attachments, is confidential and may contain privileged information intended only for the person(s) named above. Any other distribution, copying, or disclosure is strictly prohibited. If you are not the intended recipient, please notify us immediately by reply email and permanently delete the original transmission from us, including any attachments, without making a copy.

From: CAO Sayward <cao@saywardvalley.ca>
Sent: Tuesday, May 6, 2025 8:57 AM
To: Zaineb Al-Dleamy <zaldleamy@eyfordpartners.com>
Cc: Jared Cummings <jcumplings@eyfordpartners.com>; CAO Sayward <cao@saywardvalley.ca>

THIS IS EXHIBIT "I" REFERRED TO IN THE
AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 3rd DAY OF October 2025

A Commissioner for taking Affidavits
in the Province of British Columbia

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Subject: RE: Request For Access To Records

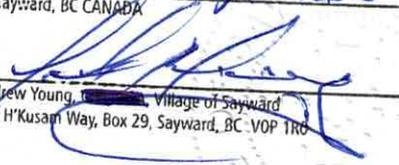
Good morning, Jared and Zaineab,

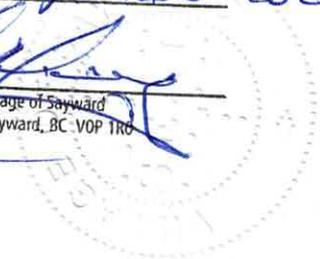
I hope this email finds you well. As you may recall, on May 1, 2025, the Village received an email containing an FOI request for certain records. That same day, the Village wrote to confirm receipt of the document as requested in the original email and the Village further requested confirmation of the names of the applicant(s) you are representing. To date, the Village has not received a response. Under section 5(b) of the *Freedom of Information and Protection of Privacy Act*, the Village politely reiterates its request that Jared Cummings or Zaineab Al-Dleamy provide confirmation of whether your office(s) is/are acting on behalf of another person and if so, the name(s) of such person(s).

The Village looks forward to receiving a prompt response so as to not create any potential delays in processing the request, inclusive of any potential notifications that may be required according to the act.

John Thomas, MBA
Acting Chief Administrative Officer
Acting Corporate Officer
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 Ext. 2 (office)
[cao@saywardvalley.ca]cao@saywardvalley.ca

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA


Andrew Young, CAO, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



I sometimes work hours outside of a typical workday; please keep in mind that you are not obligated to respond if you receive an email outside of your regular workday.

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

From: CAO Sayward
Sent: May 1, 2025 2:06 PM
To: zaldleamy@eyfordpartners.com
Cc: jcumplings@eyfordpartners.com
Subject: RE: Request For Access To Records

Good day Zaineab,

Thank you for your email. I can confirm receipt of the FOI request on behalf of the Village. While the Village will be working to fulfill the request within the legislative timeframe, we kindly ask that you confirm the name of the applicant you are representing in this matter, as this information may impact the production of records sought, thanks.

John Thomas, MBA

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Acting Chief Administrative Officer
 Acting Corporate Officer
 Village of Sayward
 652 H'Kusam Way, PO Box 29
 Sayward, BC V0P 1R0
 250-282-5512 Ext. 2 (office)
[\[cao@saywardvalley.ca\]](mailto:cao@saywardvalley.ca)cao@saywardvalley.ca



I sometimes work hours outside of a typical workday; please keep in mind that you are not obligated to respond if you receive an email outside of your regular workday.

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

From: Zaineb Al-Dleamy <zaldleamy@eyfordpartners.com>
Sent: May 1, 2025 10:55 AM
To: Sayward Finance-Admin <village@saywardvalley.ca>
Cc: Jared Cummings <jcumplings@eyfordpartners.com>
Subject: Request For Access To Records

Good morning,

Please find attached a copy of our Request for Access to Records. Should you require any additional information, please let us know.

Kindly confirm receipt of this email and attachment.

Kind Regards,

Zaineb Al-Dleamy
 Legal Assistant

t: 604 899 5217
 f: 604 899 5216
 e: zaldleamy@eyfordpartners.com



I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2025
 in Sayward, BC CANADA

[Signature]
 Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

EYFORD |

Eyford Partners LLP
 1744 – 1055 Dunsmuir Street, PO Box 49254
 Vancouver, BC, Canada V7X 1L2
 reception: 604 899 5240
www.eyfordpartners.com

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Village of
Sayward

Complete this form, print, sign, and submit to: Village of Sayward, PO Box 29, Sayward, BC V0P 1R0, or by e-mail village@saywardvalley.ca

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Request for Access to Records

You may make a request for access to records without using this form, provided you do so in writing. Personal information contained on this form is collected under the *Freedom of Information and Protection of Privacy Act* and will be used only for the purpose of responding to your request. There may be a cost associated with this request.

YOUR NAME			
Last Name CUMMINGS	First Name JARED	Middle Name GRAHAM	<input checked="" type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Miss <input type="checkbox"/> Ms. <input type="checkbox"/> Other _____
YOUR ADDRESS			
Street, Apt.#, PO Box, RR No. 1744-1055 DUNSMUIR ST.	City/Town VANCOUVER	Prov./Terr. BC	Postal Code V7X 1L2
YOUR TELEPHONE / FAX NO.(s) (incl. area code)			
Day phone (604) 899 5220	Email Address jcumings@eyfordpartners.com	Day Fax No. N/A	
DETAILS OF REQUESTED INFORMATION			
Please describe the records you are requesting. Be as specific as possible, as this will assist the Request process. Attach a separate sheet, if the space below is not sufficient. See attached Schedule "A".		Please specify any Ref # or File #, if known.	
<p>I hereby certify that this is a true copy of the original document Dated this 22 day of September 2005 in Sayward, BC CANADA</p> <p>Andrew Young Village of Sayward 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0</p>			
Are you requesting access to another person's personal information? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO If so, please attach, as appropriate: a) That person's signed consent for disclosure, or b) Proof of authority to act on that person's behalf			
Preferred method of access to records: <input type="checkbox"/> Examine Original <input checked="" type="checkbox"/> Receive Copy	Your signature 		Date signed: YY/MM/DD 25/05/01

Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

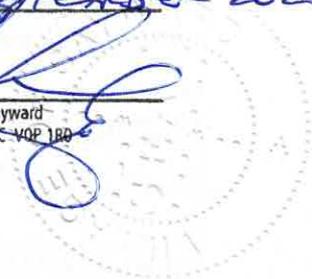
FOR PUBLIC BODY USE ONLY		
Request No.	Request Category: <input type="checkbox"/> ACCESS TO GENERAL INFORMATION <input type="checkbox"/> ACCESS TO PERSONAL INFORMATION	
Request Code	Date Rec'd YY/MM/DD	FOI Head/Coordinator Signature



I hereby certify that this is a true copy of the original document
 Dated this 22nd day of September 2025
 in Sayward, BC CANADA

[Handwritten Signature]

Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



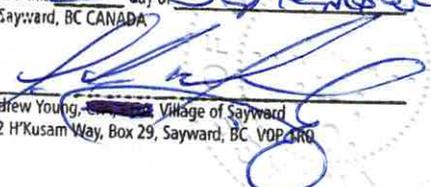
Sayward Village Office, 652 H'Kusam Way, PO Box 29, Sayward, BC, V0P 1R0
 Phone: 250-282-5512 Fax: 250-282-5511 e-mail: village@saywardvalley.ca

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

Schedule "A"

- (1) All documents, including but not limited to letters, emails, reports, records, notes, and minutes – and including those produced *in camera* or containing *in camera* information – related to [REDACTED] complaints against [REDACTED] on or about 19 February 2023 and 6 March 2023 and [REDACTED] complaints against [REDACTED] filed on or about 20 February 2023 and 20 March 2023.
- (2) All documents, including but not limited to letters, emails, reports, records, notes, and minutes – and including those produced *in camera* or containing *in camera* information – created after 15 February 2023 which mention or relate to John France and, in particular, those related to council’s summons of John France pursuant to s. 134 of the *Community Charter* (as set out in the “Appointment to Examine” dated 15 August 2023).
- (3) All video recordings of all council meetings from February 2023 to date.
- (4) A list of all cancelled council meetings from November 2020 to date.
- (5) The total amount of the payments made by the Village of Sayward to legal counsel for services rendered in relation to [REDACTED] complaints [REDACTED] complaints, and mayor Baker’s defamation action against John France.
- (6) Audit reports, audit management reports, and management’s responses to these reports for 2023 and 2024, with the dates of each.
- (7) All documents, including but not limited to letters, emails, reports, records, notes, and minutes – and including those produced *in camera* or containing *in camera* information – related to the request for financial information made pursuant to s. 172 of the *Community Charter* by Councillors Burchett and Poulsen in or around July 2023.

I hereby certify that this is a true copy of the original document
 Dated this 21st day of September 2023
 In Sayward, BC CANADA



Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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3:20

48

Sayward Rant and Ra...

THIS IS EXHIBIT "D" REFERRED TO IN THE
 AFFIDAVIT OF John Thomas
 SWORN/AFFIRMED BEFORE ME AT Vul 00119
 IN THE PROVINCE OF BRITISH COLUMBIA
 THIS 3RD DAY OF October 2025
[Signature]
 A Commissioner for taking Affidavits
 in the Province of British Columbia



Milena Gradisar

Top contributor 3h ·

SAYWARD VILLAGE, YOU NEED TO SEE THIS

Read the whole minutes of the May 20 2025 council meeting. This is only a part of it.

Cllr Burchett declared, in his opinion, and without prejudice, he will not participate in the InCamera part of this meeting due to the harassment and corruption he has observed and been subject to. He said this is not a safe place or a fair place to conduct business and he will not participate until further notice in any In-Camera proceedings with the Village of Sayward. CAO Thomas stated that when a member of council on their own volition refuses to perform their duties of office, that is their responsibility, their conscience, their oath of office, not the village. Cllr Burchett left the meeting at 7:19pm. CAO Thomas continued, stating that in doing so, it does not take away from the obligation of the council to fulfill its legal, lawful duty to the citizens that elected them. Cllr Burchett

I hereby certify that this is a true copy of the original document.
 Dated this 22ND Day of September
 In Sayward, BC CANADA
[Signature]
 Andrew Young,
 Village of Sayward,
 652 Hukam Way, Box 29, Sayward, BC V0P 1R0

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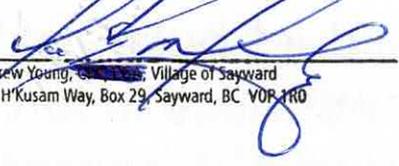
has declared his intention of not sitting in any future in-camera council meeting. If a point arises where quorum comes into question, he may request council formally request from the minister an adjustment to the quorum for the village, but we are not at that stage yet. CAO Thomas also vehemently and categorically disagreed with the characterization that Cllr Burchett has been or is being bullied by anybody in the audience, by staff or from what he is aware of, by the council.

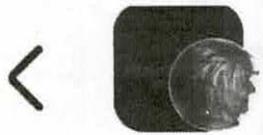
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Dated this 22nd day of September 2025
in Sayward, BC CANADA


Andrew Young, Cllr, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



Sayward Rant and Rave

Milena Gradisar · 2h ·

or, by the council.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2022
in Sayward, BC CANADA

Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Are you interested in this post?

Interested

Not interested

Like

Comment

Send

All comments



Lee Ettinger All-star contributor
So interesting that Mr. Burchett
refuses to participate in civic duties
that he swore an oath to uphold.
Especially since he has no qualms
whatsoever about asking the Village
taxpayer to pick up the tab for his
LEGAL FEES to sue our former CAO
for..... you guessed it.....
BULLYING! LOL! ANYONE who

95

regularly attended Council meetings will remember seeing Mr. Gervais conduct himself with utmost civility in the face of MR. BURCHETT'S BULLYING. Fortunately, all the videos of those meetings are available to Mr. Gervais' lawyers, and it is a relatively safe bet that "Potty Scotty" is gonna lose this one..... and WE are... See more

51m Like Reply



Comment as Lisa Ma...

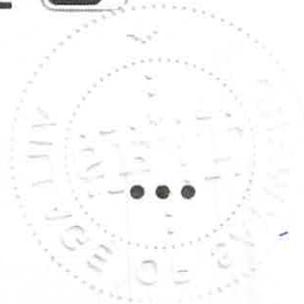


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in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam-Way, Box 29, Sayward, BC V0P 1R0



Sayward Rant and Rave

Milena Gradisar · 2h · [Group Icon]



BULLYING! LOL! ANYONE who regularly attended Council meetings will remember seeing Mr. Gervais conduct himself with utmost civility in the face of MR. BURCHETT'S BULLYING. Fortunately, all the videos of those meetings are available to Mr. Gervais' lawyers, and it is a relatively safe bet that "Potty Scotty" is gonna lose this one..... and WE are gonna lose a lot of TAX DOLLARS. Year-to-date estimate of Village legal expenses are +/- \$170K..... and you can bet your last (tax) dollar that those fees aren't for land re-zoning and conveyancing, etc. Of interest is a local rumor that our talented acting CAO was able to recover a significant quantity of Village emails that certain people thought they had

I hereby certify that this is a true copy of the original document
 Dated this 22nd day of June 2025
 in Sayward, BC CANADA

[Signature]

Andrew Young, Village of Sayward
 652 McKusick Way, Box 29, Sayward, BC V0K 1R0

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DELETED. Emails, some of which are actually a criminal violation of the oath of confidentiality that those people were sworn to. Never underestimate the ability of a talented computer tech to recover data that wasn't subjected to a "military wipe" of the hard drive.....LOL! There is definitely going to be a reckoning

I hereby certify that this is a true copy of the original document
Dated this 22nd September 2025
in Sayward, BC CANADA

Andrew Young
Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0S 1R0

51m Like Reply



Comment as Lisa Ma...

