

2023/05/07

In consideration of the shocking recent events, I would like to offer my sincerest apology. I'm sorry to hear that you feel disrespected by my sense of humor and/or actions. It was not, nor has it ever been my intention to offend you or anyone else. I often use humor to lighten the atmosphere in any given situation.

I acknowledge the perspective that you have expressed concerning your understanding of some said perceived recent events. I understand that different people have different sensitivities and what may be entirely innocuous and unoffensive to one person may not be to another. I apologize if my responses or actions were taken as offensive or inappropriate by you or anyone else. I certainly want to abide by municipal policies and serve council and the community in the best way possible.

I will do my best to avoid repeating any such actions in the future. I will always value constructive feedback as well as open honest communication and want to ensure that my responses are respectful and considerate of everyone's feelings.

Once again, I apologize for any conceived offense that I may have unwittingly caused you or anyone else.

Sincerely,

Mark Baker

Mark Baker

THIS IS EXHIBIT "A" REFERRED TO IN THE
AFFIDAVIT OF Mark Baker
SWORN/AFFIRMED BEFORE ME AT Sayward, BC
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 7th DAY OF October, 2025
[Signature]
A Commissioner for taking Affidavits
in the Province of British Columbia

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

2023/05/07

To [REDACTED]

In consideration of the shocking recent events, I would like to offer my sincerest apology. I'm sorry to hear that you feel disrespected by my sense of humor and/or actions. It was not, nor has it ever been my intention to offend you or anyone else. I often use humor to lighten the atmosphere in any given situation.

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Sincerely,

Mark Baker



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

May.12.23

At 4:30pm I received a call from John France.

We chatted briefly about his vacation.

John brought up the complaint of sexual harassment from [redacted] questioned where he got this information from because it was in camera. He stated he received the information from a staff member who called him before he went on holidays, stating they had received a sexual harassment claim against the mayor and what should the staff member do. John said he advised the undisclosed staff member to contact the CAO Keir.

John said since he got back from holidays he has been in contact with councilor Scott Bruchett and councillor Sue Paulsen regarding the complaint. He claimed he wasn't aware of the details of the complaint just the nature of the complaint.

He said that Scott and Sue were not happy with outcome of the investigation and that Scott will be moving forward with further actions against me. He stated that [redacted] and [redacted] would be going to the RCMP, and that Scott had no interest in letting this drop. John stated that I would not be covered under the indemnification bylaw in his opinion and that the municipality should get legal advice on that stating that in a criminal matter I wouldn't likely be covered which would inhibit my ability to cover legal costs.

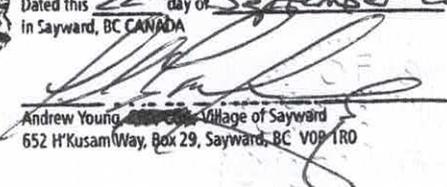
John advised me that for the betterment of the community I should step down from the SRD, Hospital board and waste management board, perhaps not permanently but maybe for a year so that I could take sensitivity training and that would appease Scott and Sue.

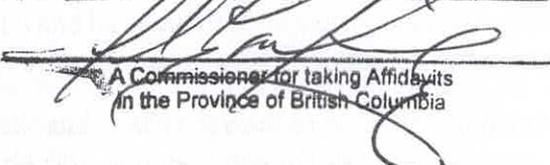
I repeated again that this was an in-camera issue and he should not be aware of it. He responded that I should not focus on, that it was an in-camera issue but focus on what is best for the village of Sayward.

John said he was concerned for the new CAO Keir and would not want to be called out of retirement to step in as acting CAO because of the new CAO dealing with the stress of this issue. Obviously it has been overwhelming for the CAO as the OCP hasn't been completed yet and that should be the priority for the village.

John repeated again I should not focus on the in camera information breach, I said bye and ended the phone call.

Mark Baker

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THIS 7th DAY OF October 2025

A Commissioner for taking Affidavits
in the Province of British Columbia

Bill Wos mobile	Saturday
Keir G (4) mobile	Friday
Jerry Berry mobile	Friday
John France mobile	Friday
Brad Unger mobile	Friday
The Lyons mobile	Friday
Dave Leitch mobile	Friday
Liana Gilmour mobile	Thursday
Janet Baker home	Thursday
Brad WFP	

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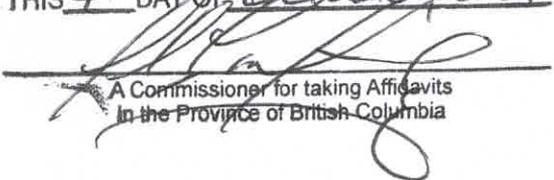
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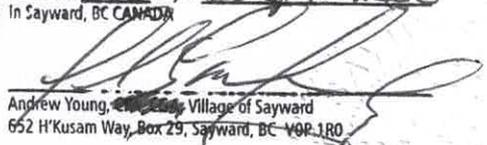
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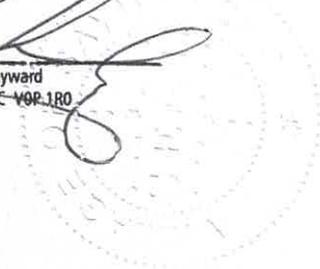
From: Janet Baker <fulograce@gmail.com>
Sent: Thursday, June 29, 2023 1:16:50 PM
To: Mark Baker <mark.baker@saywardvalley.ca>
Subject: re: John France post on Rant and Rave

Today at June.29.23 by John France 12:55pm

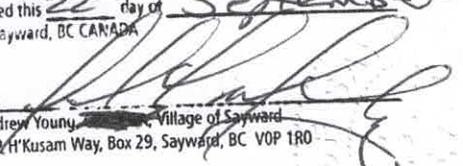
Hi Sayward! I have had a very memorable and professionally rewarding relationship with Sayward over the past 6 or so years, working with several Councils and a great staff as CAO. Unfortunately, seeing the current behaviour and actions on Council, I felt I had to speak up. I see a worsening progression in this behaviour which may have started in February of this year. At that time, I was approached for advice on how to handle an alleged incident of sexual misconduct by a Council member. I gave the appropriate advice and because of my past with Sayward, I hoped that the allegations would be resolved satisfactorily for all parties and with minimal expenditures of tax dollars. I have not asked for nor received any in camera information on the outcome or process...resolution of this issue is rightly an in-camera item. I do not know how it ended but I am curious if the bad

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behaviour on Council is connected to the allegations. Several recent Council meetings have been marred by a particular nastiness, in behaviour by Council not following the rules of conduct policy and in not following the processes within the procedure bylaw. The policy and bylaw are designed to regulate the behaviour of all members of council and now is wrongly being used to silence Councillors that may have legitimate concerns. Its sad to see this poor behaviour, including being too openly misogynistic towards one Councillor and while another Councillor is silenced by the loud voices, physical threats and the improper application of the rules. This all happens with one Councillor being consensually silent and the Mayor not doing his job pursuant to Council rules, curious! Councillors trying to bring forward a motion have been silenced without proper due process...their rights have been effectively silenced! But silenced for what purpose? Sadly, that big tax increase paid by all residents this year doesn't appear to be going to pay for public services rather its

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2023-06-29. 2:57 p r

going to Council training, seminars, team building and costs associated with resolving the allegations (???). I suspect these costs may be in the \$50,000 range. I think its time for Council to make clear to the public where and how funds are being spent and how public services are being jeopardized through these unbudgeted expenditures. Hopefully all those funds invested on team building and governance will eventually show up in a positive way in Council meetings! Sorry for the long post.

2025

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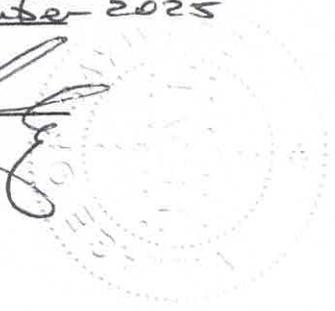


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Keir Gervais

From: Lisa Clark
Sent: July 20, 2023 11:42 AM
To: Keir Gervais
Subject: JF Rant & Rave post

Thursday July 20 11:32am

Good day...I signed into the Council meeting (July 18): I was late signing on but thought I would share a few comments.

The split on Council is again evident as is the majority's determination to silence the minority. The mayor had a difficult time following the agenda and proper process, nothing new there. At one point during the discussion on Sayward Council attendance at the UBCM, the mayor had to wake up one Councillor because he missed his cue to chime in. After another Councillor volunteered to attend, Mr. Sleepy wasn't sure he could attend but was somewhat interested. Apparently hunting trips are more important than doing important Sayward business at UBCM, but clearly the majority do not want to see one of the minority attending the UBCM meeting.

There was an important request for Staff to do a report to Council on identifying options to open the Kelsey Centre earlier than planned for family programs. It was a report request, but quickly descended into a charade. One Councillor raised concerns on budget, budget is of course important, but this same party has (I am guessing here) acquiesced to \$70,000+ of unbudgeted expenditures to support the mayor's alleged bad behaviour. I guess that's where his priorities lie!?! A Staff member raised concerns about Staff time needed to do the report, now in my experience you can only use this excuse sparingly and certainly not for an important report which has the potential of helping many families in the Valley and Village. It was a report people, a report that would look at options to help families at which point Council could decide next steps...no brainer, approve and move on...it turned into a sad farce.

Then there was the CAO report on Council appointments, all good laying out the rules, could have done it sooner and with less drama. Never, never ever, should a staff person limit the input of a Councillor by omitting their report to Council (which should have been attached to his report, as requested). If there is something wrong with the Councillor report, that discussion is for the open meeting and not by staff censoring behind the scenes. Good job on this one Mr. mayor...full report will be at the next meeting. CAO, consider this a free and valuable piece of advice.

I hope someone is paying attention to all the funds being spent on the alleged issue involving the mayor. For something that is alleged, sure spending a lot of taxpayer money. I am guessing up to \$70,000 and where is it coming from...I am sure no one has a clue because it's not in the budget! Sad part is, what programs will have to be cut...is Sayward going to lose the Kelsey Centre because of the inappropriate spending spree. Questions need to be asked and Council should be held accountable. Maybe it's time for all of the Council to sit back and think about better ways to do their business together in making Sayward a better place and not by enriching consultants and lawyers...just saying, time for reflection.

You get what you don't pay attention to! Please do ask questions...Like why the May 16 meeting video has not been posted contrary to what was stated by the CAO at the meeting.

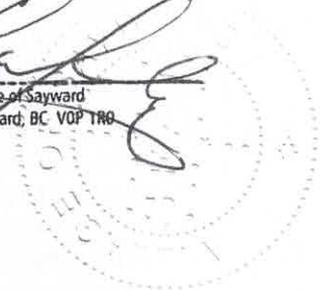
More to come, including the mystery of the fishing trip in the village pond???

Lisa Clark, CPA, CGA
Chief Financial Officer/Corporate Officer
Village of Sayward
652 H'Kusam Way, PO Box 29
Sayward, BC V0P 1R0
250-282-5512 Ext. 3 (office)



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Andrew Young, CMAA, Village of Sayward
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John France

Top contributor 18m ·

July 28, 2023

The Big Picture

Good day Sayward

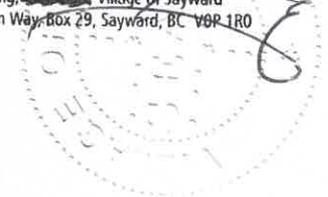
I am sorry if some did not like my previous posts however believe it or not, I do have a method.

My experience tells me that sometimes, to get a message across to an otherwise disinterested public, you have to catch and hold their attention. So, on this post I am going to be more specific so that hopefully the shared information will motivate the public to take notice and take action to encourage Council to step back to correct their actions. Up front, you should be concerned that voices on Council are being silenced by the majority and Council is spending a lot of taxpayer money to do this. Undoubtedly family programs and services will suffer by these unnecessary expenditures. All members of Council were elected by you (except the mayor, he was acclaimed) and deserve to be heard.

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Allegations have been against the mayor. I have to say allegations because the resolution of complaints made are all in camera and I am

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





of complaints made are all in camera and I am therefore not aware of the all the specific processes or outcomes.

This all started in February when the mayor and (most of) Council attended a function down island. During this function, the mayor made inappropriate comments, and he did other uninvited "actions", these are both alleged because they have not been made public. I also know there were other allegations of bad behaviour by the mayor. I know this because I was asked on how to handle the allegations. I gave good advice on the process and did not ask for details because it was obviously a confidential issue. I suspect an informal harassment investigation was undertaken by the Village as is required, and in camera.

Since that time in February, Council relations, as evidenced by the meeting video recordings, have deteriorated badly. I can only speak to the open meeting portions but it is obvious to me that two Councillors have been silenced by the majority by using the improper application of meeting rules. This is clearly evident by watching the videos and in understanding proper meeting procedures. The mayor is the adjudicator of meetings and he is governed by Village bylaws. He used those bylaws incorrectly to silence fellow members because I believe, he didn't want any of this made



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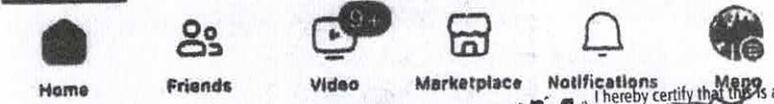


I believe, he didn't want any of this made public. I know that the two Councillors had important issues silenced because I helped them to draft resolutions to pursue them. They were not in camera resolutions but the mayor deemed them to be even though that he didn't see them or have them read out.

There is also a question on how the investigation process was put together. I sincerely hope the mayor had nothing to do with this part. Being the focus of the complaint, it would be inappropriate if he also gave direction on the process. I also suspect the real story on this part will come out as I am hopeful there will be a process review.

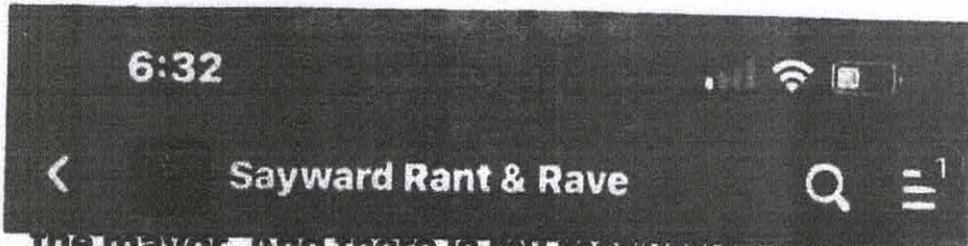
Sad part is, two simple actions could have solved the issue with a minimum of Council disruption and far less money. First a real apology acceptable to the aggrieved party/ parties and second, behavioural training to show that he, the mayor, is taking the situation seriously and intends on changing his behaviour. He did neither. To be clear, this is not about liking or disliking the mayor, it is about allegations of bad behaviour...and in treating people fairly.

Its up to you to decide what to do with this information. It is costing you the taxpayer a lot of money to essentially protect the image of the mayor. And there is my motivation for all this. Accountability must happen. Redemption



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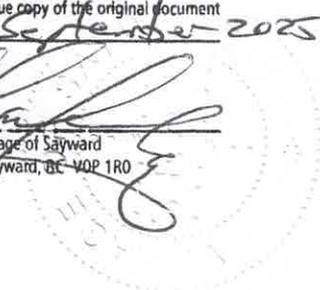


the mayor. And there is my motivation for all this. Accountability must happen. Redemption is possible, but it must be accompanied by contriteness and training. The mayor is your political rep to the outside world. Is this who Sayward wants representing them?



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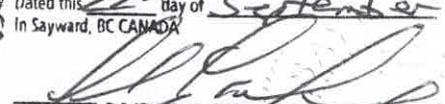
From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Monday, August 14, 2023 7:14 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: John France rant and rave post from today

August 13, 2023

The "inquisition" continues

The next Council meeting is on the 15th of August, read the agenda, not a lot there, but I hope residents will attend and ask questions. The noticeably absent parts are, 1, a staff report outlining all the projects Council has identified for village initiatives and improvements. It is an important report because it allows Council to see that staff are working on Council's priorities, it is a staff accountability issue. Unless Council gets this report, they have no idea what Staff are working on and the progress being made. The last report, was done a long time ago? And, 2, no budget variance report. Staff are accountable for the funds Council provides to get work done. It is also an opportunity to publicly discuss financial issues like overspending budgets as is the case

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in the council/admin budgets where substantial amounts are being spent on the "inquisition". These amounts, I am surmising, are considerably more than budgeted and Council will undoubtedly have to make spending cuts if they are to balance the budget as is required by law. And finally, 3, no staff reports on all the program issues identified by the area director in the August newsletter. These are huge issues for Sayward, where is Council direction, where is Staff advice?

The "inquisition" is scheduled for the in-camera portion, so you won't be able to attend. Never in my 30 years of government experience, have I seen so many reasons quoted for going in camera. What makes this "inquisition" different is that instead of someone being burned at the stake (and yes, they are trying to metaphorically do exactly that), it is only tax payer dollars that are being burned for a silly face-saving vendetta. It is interesting that the person whose behaviour started this mess is no longer the focus, but rather the focus is on the victim. How disappointingly modern! Hopefully soon the whole truth will come out, genuine apologies will be made, behaviour corrected...then back to doing the village's business.

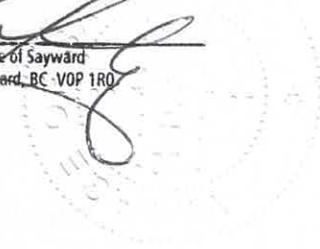
Yes, yes, I know...I am being negative again. There is not much that's positive with this Council/Staff at this time. I will be the first to congratulate when positivity returns and the "inquisition" is settled to everyone's satisfaction, within reason of course. In the meantime, I just try to report the news as factually as I can. Please attend the meeting, ask questions, be involved.

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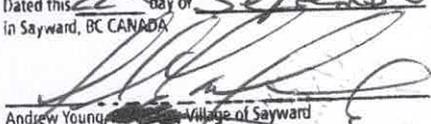


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From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Saturday, August 19, 2023 9:31 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: John France tonight's post on rant and rave

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August 18 – The Inquisition continues

"In a far-off place people gathered around the table of transparency to discuss important issues, seating left to right, Snow White, Prince Florian, Sleepy, Dopey and Grumpy appearing by video... and some other character I couldn't name, perhaps Lord Farquaad, who did a lot of talking. No wait, wrong storey line...start again."

Councils should always be shown respect but if their actions show that respect is not warranted, sadly they then get what they deserve.

Fabulous job Sayward attending the meeting, 30 plus! Not much was accomplished, but let's set the tone first. A concerted effort was made the by majority to appear conciliatory and in control, however, this effort was completely destroyed by Testy Tom. Testy Tom (TT) interrupted

constantly the efforts by the minority to bring transparency to Council decisions by calling points of order (10 at last count). Most of TT's points were set aside, it was obvious that he was simply trying to silence the minority and in a nasty bellicose fashion. One generous attendee suggested TT came across as...testy, because of his audio link. I think most people saw TT as simply being rude, nasty and non-transparent. Surprising that in all the mayor's calls for respectful dialogue TT was not called out once. The mayor continues to have problems in adjudicating the points the point correctly, following the bylaw is not that hard. Furthermore, the CAO is not helping him navigate the process and one might think he is taking sides by his silence. A political CAO is not a good thing. 16

A resolution was introduced by one councillor to ask staff to provide council with a budget variance report (outlining all budgetary issues) and a status report on village projects. TT, who proclaims himself to be a great defender of the budget (despite approving the spending of huge amounts in excess of the allotted budget on the inquisition) made several attempts to set aside this request, odd, transparency isn't his "thing" I guess. The resolution passed, next meeting should be interesting.

Several attempts were made by the minority to openly discuss community issues, the majority shut them down. The youngest member of Council needs to step up his game, it is quite evident he takes his direction on voting from the mayor (look at the video) and I am not sure that he is reading his agenda before the meeting, he seems lost. There was virtually no discussion on the SRD tax/service issues mentioned by the area Director in the August Sayward News. More on this below. The chicken issue was raised again and Council acknowledged it was taking a long time to get the issue resolved. Maybe the issues affecting residents would be solved sooner if Council was spending less time on the inquisition and more time dealing with community issues??? Water restrictions were discussed including the processed water used by the log sort. Using processed water to sprinkle logs does seem a waste and I can understand the affect of sea water on the equipment if it is used to control dust. What I don't understand is why sea water couldn't be used to sprinkle logs and processed water used for dust control. I am sure other log sorts use sea water for both, it is puzzling and a bad use of processed water. Water is a big issue.

There are three main issues going forward in my opinion.

1. There has to more transparency on the funds being spent on the inquisition (which again went in camera) and on the inquisition itself. While I appreciate the Initial harassment investigation needed to be in camera, once resolved, the community needs to know the facts. No one should be shielded by claiming in camera privilege, the community needs to know about the behaviour of its council members and tax payer's dollars spent on resolving the complaints.
2. Council needs to do a complete performance review of their CAO. The performance review must take into consideration expectations set in the original job offer and in progress completed to date on council's workplan. In my opinion, Council needs to clearly affirm that the CAO has acted in the best interest of council as a whole, the community and staff. Portions of the review should be made public especially if after this review complete, Council unanimously supports the CAO. This is not a vendetta; it is a healthy corporate affirming process.
3. Council needs to have a clear picture of the tax/service issues being proposed by the SRD and despite what the mayor claims, very little information has made it back to Council and the community for discussion. These issues include:

- Regional Fire Service
- Regional Transportation Service



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- Regional Recreation Service
- Regional Housing Service
- Expansion of the current Strathcona Gardens Service
- Sayward Valley Fire protection

Staff reports are needed for a fulsome discussion.

Sadly, there are many other important projects which are not being addressed because of the inquisition. In my opinion, the whole inquisition is a silly face-saving process and a waste of tax payer's dollars. Very amateurish! Extremely misguided!

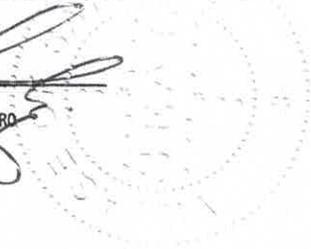
As usual, sorry for the long post. Lots more work needs to done. Accountability and questions, needs lots of both. Keep in mind, the Snow White story ends well!

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From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Monday, August 21, 2023 10:47 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: John france again tonight

The loonies in the looney bin have summoned me to the Inquisition

They are going to be so disappointed...

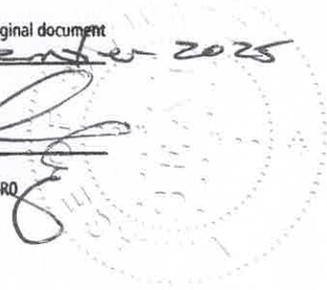
Now for the counter suit, possibly a harrassment charge, poetic...advice anyone?

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



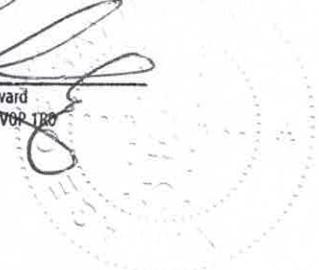
From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Friday, August 25, 2023 7:27 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: John France Rant and rave

Carmen Remmelzwaal keep in mind this whole affair started with the mayor's misbehaviour and the investigation part should be in camera. However, this is the coverup phase...and in my opinion should be open to the public to see the bad actions taken by the majority including all the monies spent to try to cover up the mayor's bad behaviour. Get Outlook for iOS



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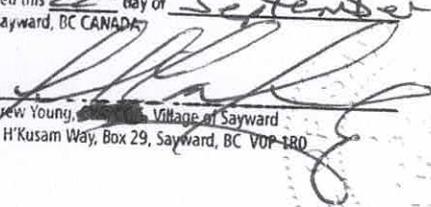


From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Friday, August 25, 2023 10:58 AM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: John France Rant and rave

Did anyone figure out why the inquisitors wanted police at the last meeting...strange

What are they worried about? Democracy? They certainly weren't transparent
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From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Saturday, August 26, 2023 1:34 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: Today's Rant and rave John France

Really good questions...I see two parts to this issue, probably more.

First is the question of finances, what does sayward gain or lose by joining the srd. This has to be an in-depth financial analysis which would be coupled to...second...which services would residents retain and lose. Obviously water, sewer, and solid waste would remain...all the rest would be discretionary including recreation, parks, building inspection etc Fire would be interesting... absolutely necessary yes, but, without an incorporated village you don't have the big grants that are paid annually...these grants subsidize many of the services sayward now receives. So the cost of any retained service would come out of locally assessed taxes through srd service areas.

There are many other nuances to the disincorporation issue...a thorough study is needed...suggest a feasibility study funded by the srd would be a good idea.

I appreciate people are frustrated, current council is doing a terrible job...spending tons on the Inquisition mayor face saving exercise is not a high priority for most people.

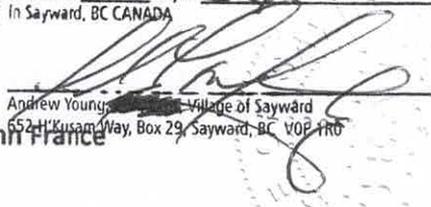
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[Handwritten Signature]
Andrew Young,
852 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Monday, August 28, 2023 6:02:44 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: More in camera information on Rant and Rave today from John France

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

August 26 Sure is good to be back!

I have given you all two posts outlining some of the issues but not all of the issues. Please do review council meeting videos to give you a better perspective of the majority's actions. It is not normal to have legitimate resolutions censored by pushing them in camera simply because they don't want residents to know what is really happening. Here is an important point...just because council says its in camera, doesn't make it in camera...council are you listening...every IC motion you have made is reviewable and challengeable. But that's a story for another day.

Here are the two take aways for this post.

First, Councilor Sue distributed a letter at the August 15 to the audience which asks the village auditor to do an audit, quote:

"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."

This letter was promptly put into in camera by the majority using a vague reason (again challengeable). This was a serious request and I know it was not taken lightly. But it is a necessary step because of the inaction by the majority over the past several months to respond to requests for information by the minority. Interesting at the August 15 when the minority again asked for the information, Testy Tom voiced his displeasure saying it wasn't necessary. AT LAST, admin stepped in and said a variance report would be coming in September, belated, but well-done staff! The important point here is, what happened to the audit request? Council can't

23

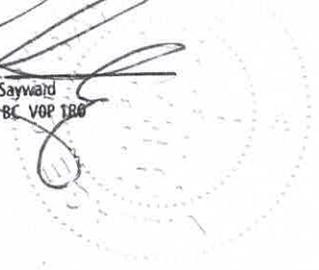
simply ignore it, especially as it is their actions that need audit oversight here???

The second point is...did you notice at the meeting, a discussion on who would be attending the UBCM this fall. It was promptly put into in camera (another challengeable one). Why would a matter of who attends the UBCM be an in-camera discussion? Were they worried about budget? Sending the right Councillor to represent Sayward? So, they have decided to send the mayor to UBCM...the person who started this whole inquisition with his sexual harassment actions at a public meeting in Nanaimo. That is who is going to represent Sayward. Sorry if this is harsh, but it is the truth. The mayor has not taken responsibility for his actions and here we are today six months later with a huge costly mess. Following my advice to him in June would have solved this whole painful episode. Ego can be a nasty adversary.
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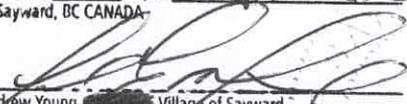
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From: Mark Baker <markb5639@gmail.com>
Sent: Monday, August 28, 2023 4:33:30 PM
To: Mark Baker <mark.baker@saywardvalley.ca>
Subject: re new post

John's Post
John France
Top contributor

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3h

I have given this situation a little thought...what posts should be re-posted to better bring into "the light" the ongoing inquisition saga. Thankfully, I won't post everything but will have some new content shortly. The purpose of this post was to high light actions taken by the majority to silence the minority and just as important, high light their inactivity on the real issues facing Sayward.

August 18 – The Inquisition continues

"In a far-off place people gathered around the table of transparency to discuss important issues, seating left to right, Snow White, Prince Florian, Sleepy, Dopey and Grumpy appearing by video... and some other character I couldn't name, perhaps Lord Farquaad, who did a lot of talking. No wait, wrong storey line...start again."

Councils should always be shown respect but if their actions show that respect is not warranted, sadly they then get what they deserve.

Fabulous job Sayward attending the meeting, 30 plus! Not much was accomplished, but let's set the tone first. A concerted effort was made the by majority to appear conciliatory and in control, however, this effort was completely destroyed by Testy Tom. Testy Tom (TT) interrupted constantly the efforts by the minority to bring transparency to Council decisions by calling points of order (10 at last count). Most of TT's points were set aside, it was obvious that he was simply trying to silence the minority and in a nasty bellicose fashion. One generous attendee suggested TT came across as...testy, because of his audio link. I think most people saw TT as simply being rude, nasty and non-transparent. Surprising that in all the mayor's calls for respectful dialogue TT was not called out once. The mayor continues to have problems in adjudicating the points the point correctly, following the bylaw is not that hard. Furthermore, the CAO is not helping him navigate the process and one might think he is taking sides by his silence. A political CAO is not a good thing.

A resolution was introduced by one councillor to ask staff to provide council with a budget variance report (outlining all budgetary issues) and a status report on village projects. TT, who

proclaims himself to be a great defender of the budget (despite approving the spending huge amounts in excess of the allotted budget on the inquisition) made several attempts to set aside this request, odd, transparency isn't his "thing" I guess.

25

Several attempts were made by the minority to openly discuss community issues, the majority shut them down. The youngest member of Council needs to step up his game, it is quite evident he takes his direction on voting from the mayor (look at the video) and I am not sure that he is reading his agenda before the meeting, he seems lost. There was virtually no discussion on the SRD tax/service issues mentioned by the area Director in the August Sayward News. More on this below. The chicken issue was raised again and Council acknowledged it was taking a long time to get the issue resolved. Maybe the issues affecting residents would be solved sooner if Council was spending less time on the inquisition and more time dealing with community issues???

Water restrictions were discussed including the processed water used by the log sort. Using processed water to sprinkle logs does seem a waste and I can understand the affect of sea water on the equipment if it is used to control dust. What I don't understand is why sea water couldn't be used to sprinkle logs and processed water used for dust control. I am sure other log sorts use sea water for both, it is puzzling and a bad use of processed water. Water is a big issue.

There are three main issues going forward in my opinion.

1. There has to more transparency on the funds being spent on the inquisition (which again went in camera) and on the inquisition itself. While I appreciate the initial harassment investigation needed to be in camera, once resolved, the community needs to know the facts. No one should be shielded by claiming in camera privilege, the community needs to know about the behaviour of its council members and tax payer's dollars spent on resolving the complaints.

2. Council needs to do a complete performance review of their CAO. The performance review must take into consideration expectations set in the original job offer and in progress completed to date on council's workplan. In my opinion, Council needs to clearly affirm that the CAO has acted in the best interest of council as a whole, the community and staff. Portions of the review should be made public especially if after this review complete, Council unanimously supports the CAO. This is not a vendetta; it is a healthy corporate affirming process.

3. Council needs to have a clear picture of the tax/service issues being proposed by the SRD and despite what the mayor claims, very little information has made it back to Council and the community for discussion. These issues include:

- Regional Fire Service
- Regional Transportation Service
- Regional Recreation Service
- Regional Housing Service
- Expansion of the current Strathcona Gardens Service
- Sayward Valley Fire protection

Staff reports are needed for a fulsome discussion.

Sadly, there are many other important projects which are not being addressed because of the inquisition. In my opinion, the whole inquisition is a silly face-saving process and a waste of tax payer's dollars. Very amateurish! Extremely misguided!

As usual, sorry for the long post. Lots more work needs to done. Accountability and questions, needs lots of both. Keep in mind, the Snow White story ends well!

Comments

Andi Marcle

Ohhhh here we go again the Jonny dumbfound is back at it 🤔

2h

Reply

John France

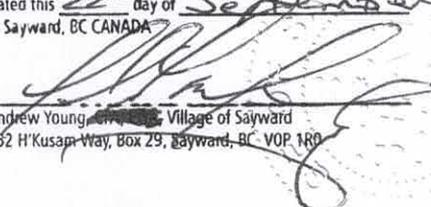
Author

Top contributor

Andi Marcle That's the best you got? Weak...

2h

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

From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Saturday, September 2, 2023 4:56 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: John France, Rant and Rave Today

Council meeting this week... important reports coming on finances, Adama property and projects update...all promised at last meeting.

At last the expenditures on the Inquisition will come into public view. Unfortunately, the Inquisition continues in camera the following week...more on that farce soon.

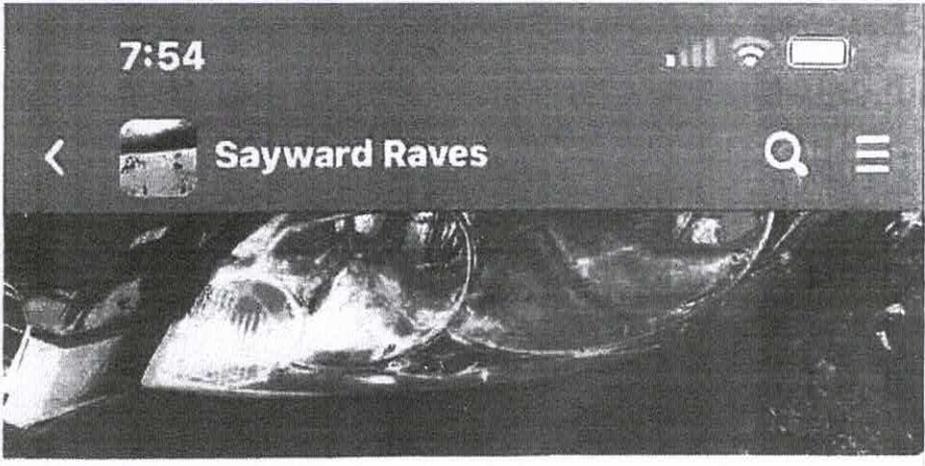
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Melissa Holmes and 2 others 1 comment

Like Comment Send



Lindsay Ellis
Top contributor
wow FRED amazing results!

Like Reply

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Comment as Kohen Gilkin



John France
Top contributor 2d ·

Another horrible meeting tonight...King Mark over played his hand and misogyny at work, again. Mystery of the overexpended budget continues. More to come.

3 3 comments

Like Comment Message



Delores E Mancell
OMG will he ever give up so sorry for sayward haveing hi... See more

Like Reply 5



Comment as Kohen Gilkin

16

3 comments

Like Comment Send



Rhonda Rae
Wow! Great pictures. What a wonderful story for this guy

Like Reply 1



Lee Ettinger
Author Top contributor
Gerry, the photog, is a very talented fellow..... See more

Like Reply 1



Comment as Kohen Gilkin



John France
Top contributor 5d ·

Council meeting this week... important reports coming on finances, Adama property and projects update...all promised at last meeting.

At last the expenditures on the Inquisition will come into public view. Unfortunately, the Inquisition continues in camera the following week...more on that farce soon.

1

3 comments

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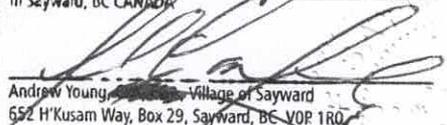
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From: Mark Baker <mark.baker@saywardvalley.ca>
Sent: Sunday, September 3, 2023 5:44 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: John France Sunday Rant and Rave

Just read the agenda ...no Inquisition financial disclosure this month...the suspense is building and so is the amount.

I am curious why no one made comments about the letter circulated before the last meeting which outlined a request for the auditor to inspect the accounts for unsupported expenditures. The motion was promptly moved in camera...good opportunity for a legal challenge there, no grounds, but then what happened to it?

This council is so secretive, well the majority is ...
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inquisition continues in camera the following week...more on that farce soon.

👤 1

3 comments

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John France

Author Top contributor

Just read the agenda ...no Inquisition financial disclosure this month...the suspense is building and so is the amount.

I am curious why no one made comments about the letter circulated before the last meeting which outlined a request for the auditor to inspect the accounts for unsupported expenditures. The motion was promptly moved in camera...good opportunity for a legal challenge there, no grounds, but then what happened to it? This council is so secretive, well the majority is ...

Like Reply



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Danielle Hayward

4d · 🧑

*****LOST CAT*****

Charlie is missing from the Howes rd area



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John France



Top contributor 9m ·

The inquisition continues...September 5 Council meeting

The disrespectful behaviour of the mayor and majority on council continued against the minority and especially against the one woman on Council. Apparently when a decision is being made and a councillor is collecting info to be able to make the best decision, its ok to say to the woman, you have enough info, you don't need anymore...then blow through the vote 3-2. Its about respect. If you want a respectful meeting, then all councillors should be able to ask for the info they need to make a proper decision. To cut them off is disrespectful, and disrespectful of the process. Apparently, this Council still doesn't understand what makes a council function well and they certainly don't understand the code of conduct rules. Said simply, 3-2 votes on a final decision where all of council has the information they need to make the decision, are fine. Limiting a councillor's right to have information to make a decision by a 3-2 vote is wrong and undemocratic!



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Cllr Scott was kicked out of the meeting for trying to bring transparency on a financial matter. The position of the CAO and the Mayor was that legal financial matters did not have to

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was that legal financial matters did not have to be disclosed to the public because the funds were spent on an in-camera item. This is so patently incorrect it is laughable. It is not OK to spend substantial amounts unless it is approved within the financial plan – How can it be OK that the approvers of the over expenditures can hide the expenditures until after their spending spree is over? This is not how democracy works, the public needs know what is happening with their tax dollars.

You will have to wait until December to find out how much money was spent by the majority (including the mayor) on gas lighting residents for the mayor's sexual harassment endeavours. I understand disclosure of all amounts spent on consultants and lawyers year to date, were requested for all council after the meeting and was again rejected.

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There was a lot of discussion around the totally inadequate council action report. One councillor said it was very professional while another commented about the nice green marks. The CAO when asked about the full "SPIT" report (this report outlines progress on all council priorities); he basically said it was too complex and he didn't have time to do it. It is Council's purview to decide on how best to inform themselves and the public...not the CAO's...on council/community priorities.

Where is the progress on the Adama file or on the other...



Where is the progress on the Adama file or on the other land use projects currently underway. Where is the progress on the ED position, or the public works position, OCP, grants in progress, or the fire service issues? Yes, the SPIT report is time consuming but is also essential. This issue shocked me, how can you govern and know you are being governed well without all the important info.

OCP...good job in reaching out to one of the first nations in our area but what about the other three? I seem to recall Council approving a course of action in January on how to proceed with First Nation engagement, what happened to that plan? It seems like the whole process is being reinvented but in bits and without overall council control or approval just seems odd.

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One last comment. One gentleman mentioned that council budgets always needed revision so why all this fuss in social media. Now I am sure he wasn't referring to me but I will answer him anyway. The over expenditures I am concerned about are not approved within the financial plan. They can be, but first council has to make the revisions public through a bylaw process. However, before this is done, how about some transparency now before council wastes more money? That is all I am advocating for, transparency. Then the public can decide whether the gas lighting inquisition



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can decide whether the gas lighting inquisition to protect the mayor's image was worth that huge tax increase incurred by all this year. Transparency is a wonderful thing, especially when this whole affair could have been settled months ago and with a lot less money. There is no reason why these expenditures can't be made public now, the reasons put forward by the CAO are wrong and not supported in law. Estimate \$40,000 and increasing!

👍 Like 💬 Comment 📄 Send

Milena Gradisar ...

4h · 🗨️

The situation is escalating, nothing good can come of it. If you possibly can, back off. If you dont know what I am talking about, good for you. Not everyone CAN back off.

This may be the most important post I have ever posted.

👍👍👍 5

24 comments

👍 Like 💬 Comment

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Lori Malcolmson

Well she is Tracy's friend and possible body guard by... See more

Like Reply 5 👍



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

From: John France <jdfrance53@gmail.com>

Date: Thu, Sept 7, 2023, 8:25 p.m.

Subject: September 12 Inquisition

To: <MayorandCouncil@saywardvalley.ca>, Lisa Clark <village@saywardvalley.ca>

Mayor and council
Lisa Clark Corporate Secretary

I have recieved your summons to the Inquisition meeting which is in support of the gas lighting process being taken by the majority to try to hide the sexual harassment misbehaviour of the mayor. Extremely disappointed that so many scarce resources are being used in this charade...resources that could have been used for the betterment of public services for Sayward residents. I estimate that the huge tax increase endured by residents this year has all been used in this unbudgeted travesty and suspect you are now spending strategic reserves. The majority's hiding of these expenditures from public scrutiny is not supported in law and I am sure will be subject to a future legal challenge, including the question of your fitness to be on council.

With this in mind, I again offer my services to try to help council come to an agreeable solution to this waste of time and taxpayer money. I am under no illusion that reaching an agreement will be easy. By the majority's long list of deplorable actions, an agreement will be difficult and finding the right downstream balance in acceptable behaviour will be challenging. However with all parties committing to finding a workable solution I believe this is the right course of action for Sayward.

I am prepared to do this gratis, except for travel costs. The process would be designed by myself with input from other competent individuals and would be agreed to by all parties before the start.

As for my inquisition summons, I have several questions:

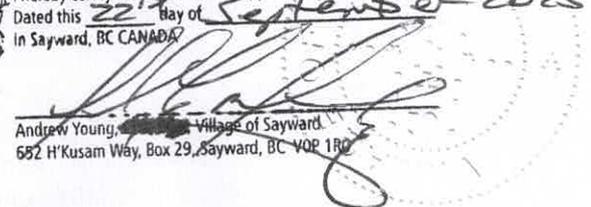
1. Will I be given the complete transcript of the meeting/s in writing and on tape?
2. As I am requested to bring materials, I ask for the complete agenda package and all materials to be delivered to me so that I may prepare for the meeting.
3. I request travel costs at \$.65/KM to attend all summons/meetings, my time is gratis.
4. Please provide the legal reasons why my testimony, which is clearly not an in camera item, should be held in camera complete with the section of the act.

I cannot attend the meeting unless I have a timely response and then time to consider your response.

Sincerely
John France CAO Sayward Retired (almost)

CC Residents of Sayward

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

From: Mark Baker mark.baker@saywardvalley.ca
Subject: Fwd: John France Sept 07/23
Date: September 7, 2023 at 9:09 PM
To: Keir Gervais cao@saywardvalley.ca

FYI

Get Outlook for iOS

From: Mark Baker <markb5639@gmail.com>
Sent: Thursday, September 7, 2023 9:08:19 PM
To: Mark Baker <mark.baker@saywardvalley.ca>
Subject: John France Sept 07/23

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Andrew Young, Mayor, Village of Sayward
652 H'Kusam Way, Box 28, Sayward, BC V0P 1K0

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Sayward Raves
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Lisa Clark Corporate Secretary

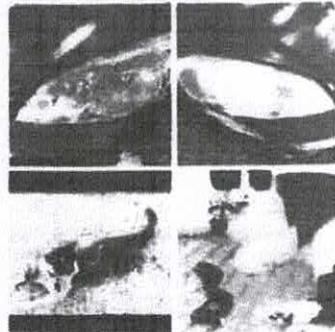
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I am prepared to do this gratis, except for travel costs. The process would be designed by myself with input from other competent individuals and would be agreed to by all parties before the start

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Community home

Sayward Raves

With this in mind, I again offer my services to try to help council come to an agreeable solution to this waste of time and taxpayer money. I am under no illusion that reaching an agreement will be easy. By the majority's long list of deplorable actions, an agreement will be difficult and finding the right downstream balance in acceptable behaviour will be challenging. However with all parties committing to finding a workable solution I believe this is the right course of action for Sayward.

I am prepared to do this gratis, except for travel costs. The process would be designed by myself with input from other competent individuals and would be agreed to by all parties before the start

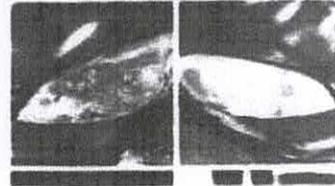
As for my inquisition summons, I have several questions:

1. Will I be given the complete transcript of the meeting/s in writing and on tape?
2. As I am requested to bring materials, I ask for the complete agenda package and all materials to be delivered to me so that I may prepare for the meeting.
3. I request travel costs at \$65/KM to attend all summons/meetings my time is gratis.

VISIONE
Anyone can find this group

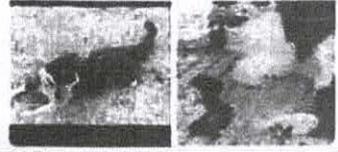
Sayward, British Columbia

Recent media



37

4. Please provide the legal reasons why my testimony, which is clearly not an in camera item, should be held in camera complete with the section of the act.
I cannot attend the meeting unless I have a timely response and then time to consider your response.



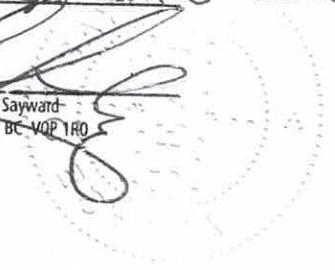
Suggest new chat

Sincerely
John France CAO Sayward Retired (almost)



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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 V0P 1R0



300

...

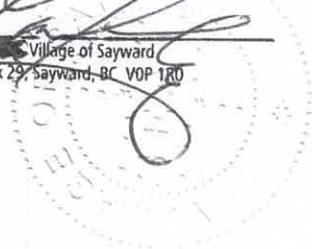
Mayor and council

Lisa Clark Corporate Secretary



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



I have recieved your summons to the Inquisition meeting which is in support of the gas lighting process being taken by the majority to try to hide the sexual harassment misbehaviour of the mayor. Extremely disappointed that so many scarce resources are being used in this charade...resources that could have been used for the betterment of public services for Sayward residents. I estimate that the huge tax increase endured by residents this year has all been used in this unbudgeted travesty and suspect you are now spending strategic reserves. The majority's hiding of these expenditures from public scrutiny is not supported in law and I am sure will be subject to a future legal challenge, including the question of your fitness to be on council.

With this in mind, I again offer my services to try to help council come to an agreeable solution to this waste of time and taxpayer money. I am under no illusion that reaching an agreement will be easy. By the majority's long list of deplorable actions, an agreement will be difficult and finding the right downstream balance in acceptable behaviour will be challenging. However with all parties committing to finding a workable solution I



Comment as Kohen...



GIF





Sayward Ravas

Top John France · 8h ·



39

As for my inquisition summons, I have several questions:

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4. Please provide the legal reasons why my testimony, which is clearly not an in camera item, should be held in camera complete with the section of the act.

I cannot attend the meeting unless I have a timely response and then time to consider your response.

Sincerely

John France CAO Sayward Retired (almost)

CC Residents of Sayward



Like



Comment



Message

Top comments



Beckie Terhaar



7m Like Reply



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in Sayward, BC CANADA

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



Comment as Kohen...



Sept 7, 2023

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https://www.facebook.com/groups/871311409626374

Seward Rant and Rave

Joined

John's Post

Debbie Zeiler
Andi Marde I'm just asking a question...I'm not interested in getting into personal attacks on anyone.

Like Reply 2w

John France Author Top contributor
Debbie Zeiler well neither am I...personal attacks are like that nitwit that keeps posting garbage about me. I deal in facts if they are wrong challenge them, if I am wrong, happy to apologize and recant. Criminal charges no, but it has been reported to the police...but there are ongoing investigations by the ombudsman for council improprieties and human rights are involved. If you are asking for proof of culpability...the mayor issued two poorly written apologies...you don't apologize for something you didn't do. I have seen one apology but not the second. Are you really saying it didn't happen? If so ask the mayor...

Like Reply 2w Edited

Debbie Zeiler
John France no...again...it was only a question...I am not making any assumptions or asking for proof of anything. I wasn't accusing you of the personal attacks ...I was responding to someone else but I see their

Write a comment...



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Dated this 22 day of September
in Sayward, BC CANADA

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

40

Sayward Rant and Rave
Private group · 1.5K members

Joined

Community home
Hannah posted a photo: Looking for a flexible job...

about budget? Sending the right Councillor to represent Sayward? So, they have decided to send the mayor to UBCM...the person who started this whole inquisition with his sexual harassment actions at a public meeting in Nanaimo. That is who is going to represent Sayward. Sorry if this is harsh, but it is the truth. The mayor has not taken responsibility for his actions and here we are today six months later with a huge costly mess. Following my advice to him in June would have solved this whole painful episode. Ego can be a nasty adversary.

6

Like Comment Send

Write a comment...

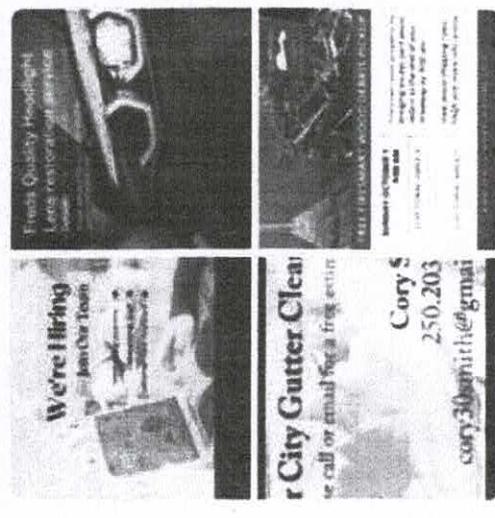
Tracy Jones
As I recommended to them..
Quit, or be fired or arrested.

On all these grounds and more the entire Council must be removed.
Vote of No Confidence.

Or better still, for many many reasons we need to unincorporate and become either our own Area under SRD, or to mutually benefit Sayward in its entirety we amalgamate into one Area under SRD.
[new](#)

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

<  **Sayward Rant and Rave** ...
Top contributor John France · 3d · 

 **John France**
Author Top contributor
Lorna Agnew good questions
Legal
My opinion, I think there is a personal vendetta which went on between the three councillors and Sue and Scott... personal because Scott/Talia brought sexual harassment charges against the mayor and he then did his best to get Scott and Sue off council. The mayor had a direct conflict of interest in any in camera decisions made by the majority on the harassment issue, it was his personal issue...more about this later. So the mayor/majority used taxpayer dollars to go after Scott and Sue and it didn't work. But what's really sad is, if the inquisition process had completed the worst case was censure against Sue and S... See more

6h Like Reply

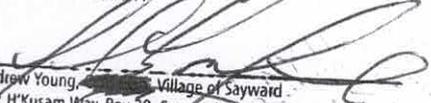
 **John France**
Author Top contributor
Lorna Agnew also legal... hopefully a good lawyer lays out all the contingencies both good and bad...but I have to say this whole series of events is a head scratcher

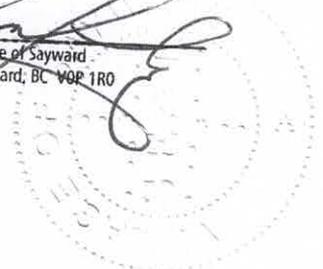
Rules

 Write a comment...   



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Andrew Young, Village of Sayward
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September 20, 2023

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Sayward Raves
Private group 15K members

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Community home

5 posts

Sayward Raves

John France
6h

Sept 20/2023

I posted my comments to council last week and my reasons for not attending their inquisition. For greater clarity.

The mayor has issued two apologies to individuals for sexual harassment, nothing new there. I have seen one of them. I know one was rejected because it wasn't really an apology.

The mayor and majority then started a process AKA inquisition, because they thought in camera (IC) information had been shared with me by Councillors Poulsen and Burchett. They did not allege, rather, they accused. This puts a negative bias on the process, they appear to have already decided that information was shared without any factual basis.

The inquisition is designed to draw public attention away from the mayor's harassment case.

The IC information dealt with the inquisition deliberations around the sexual harassment admitted to by the mayor. I know this because of the letter I received from the inquisition leaders.

The mayor, by participating in the process, a process he started by sexually harassing two individuals, puts him in a conflict-of-interest position and pursuant to the community charter, subjects him to sanctions including being disqualified from public office.



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Dated this 20th day of September
in Sayward, BC CANADA

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

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Facebook navigation bar with icons for home, search, notifications, and profile. Includes a search bar and a '+ Invite' button.

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Sayward, British Columbia

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9°C Clear 8:45 PM 9/20/2023

43

Sayward Raves
 Private group 1.5K members

Community home
 5 posts

Sayward Raves
 position and pursuant to the community charter, subjects him to sanctions including being disqualified from public office.

This is not speculation: the mayor was and is in a conflict-of-interest position on any decisions he participated in by council on this process. Not only did sexually harass two individuals, he then approved tax payer monies (\$40,000?) to silence the minority on council. Is this who Sayward really wants to see as their mayor. A mayor who represents Sayward to the North Island and beyond? Someone who will spend your money in trying to protect his image?

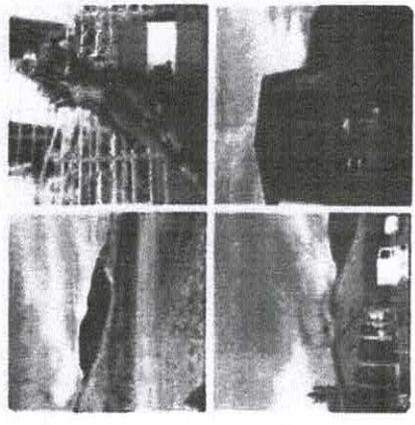
I offered months ago to try to find a settlement, but the majority refused. Sad, council would have spent a lot less money. Village issues which are presently not being addressed because of the inquisition would have been addressed. And maybe the mayor would have avoided his conflict of interest. Sometimes politicians respond to a situation in ways that are not in the best interests of residents as a whole but rather in their personal interests. Unfortunately, the path taken by mayor was not in his best interests either.
 Next steps, your call Sayward.

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 in Sayward, BC CANADA

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

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 9/20/2023

Most relevant

Sort



John France

Top contributor 32m · [Profile icon]

October 7, 2023



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In Sayward, BC CANADA

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

Dear mark

I have received your SLAPP letter, poorly worded, full of false arguments and indeed typos. For example, I did not say you were, and I quote, "using his (your) authority within counsel for corrupt purposes", rather I said you were using your authority within Council to move the dialogue away from your own bad behaviour. Going beyond the silly accusations in your letter, here is my answer...I do not believe by your actions you are fit for office, but that is a decision for Sayward residents. I sincerely hope residents begin the process to remove you from office and recover all the funds you approved by your actions, actions which you undertook when you were clearly in a conflict-of-interest position. More to follow.

See you in court.

1

1 comment

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Farrah Pierce

I believe that for the good of



Home



Video



Marketplace



Dating



Notifications



Menu

Sayward Rant and Rave
Private group · 1.5K members

Joined
Community home
Lee posted: If MOWI wins this lawsuit, it will be E...

John France
Top contributor · 16m · October 7, 2023

Good day Sayward, so I got my SLAPP letter from mark baker. For those that don't know what a SLAPP is...A SLAPP is a "Strategic Lawsuits Against Public Participation (SLAPPs)" are used by individuals and corporations to intimidate and silence public critics by forcing them into legal battles they cannot afford until they cease their criticism or opposition. So let me start by saying, what a weak effort! Did you (whenever "you" is used, I refer to mayor baker) really think this would work? Well, bring it on, exposing you in a court of law and have you pay my legal expenses...it will be karma for you and justice for Scott and Sue. I hope the municipality is not again paying for legal bills associated with this case.

I am going to share with residents portions of your letter to me and my responses, so here goes...sorry everyone, my post will be long. Yes, I have used the term sexual harassment several times in my posts, because what you did was sexual harassment. You did not own up to it in your fake apology letter and this of course is the reason why this issue has persisted and has cost the village so much money. Had you made a proper sincere apology, we wouldn't be talking about this issue now. I appreciate using the term "sexual harassment" is serious. If you hadn't behaved in that manner, I would not have used the term, however, clearly you did sexual harass individuals. On May 16, Council received an offer from an experienced mediator. This offer spoke

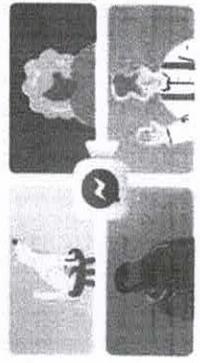
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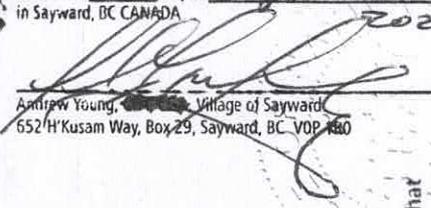
46

Sayward Rant and Rave
 Private group · 1.5K members

Joined | Community home
See posted. If MOWI wins this lawsuit, it will be E...

Sayward Rant and Rave

you didn't deliver in that manner, I would not have used the term, however, clearly you did sexual harass individuals. On May 16, Council received an offer from an experienced mediator. This offer spoke about a code of conduct violation, your violation. It did not mention sexual harassment, but when one Councillor asked whether the sexual harassment case was now out of in camera, you and the CAO responded no. You didn't correct the sexual harassment statement. This same mediator's offer was then pulled from the online agenda package, why? It was pulled to hide from the public that the mayor had been involved in the sexual harassment of two individuals. Contrary to what you state in the letter, the law says harassment exists for both the recipient and the persons that heard or saw the misbehaviour. Therefore, your comment about there being no employee/employer relationship because Cllr Burchett's "girlfriend" is not an employee, hence no sexual harassment, does not absolve you. To think that sexual harassment only exists in an employee/employer relationship is plain silly. I also note that the occasion of the sexual harassment was while you were at a municipally sponsored event, yes you were on the municipal clock. You also mention Scott's "girlfriend" as if to imply being only a girlfriend, then your behaviour didn't matter. I asked Scott for permission to use this point, he advised she has been his partner for 8 years and is considered a common law partner. I won't say anything more about this part because more will come out soon and you have more to be accountable for. Karma/accountability can be harsh. One last point, if you want to argue in a court about whether sexual harassment was committed by you, I suggest you wait until Human Rights court case

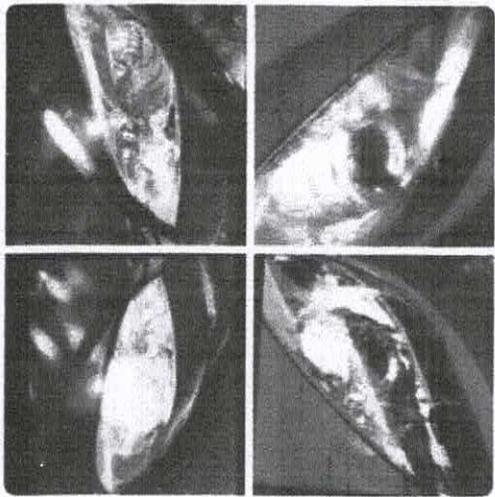
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48

From: Mark Baker mark.baker@saywardvalley.ca
Subject: Fwd: John France Post Rant and Rave Oct 08/23
Date: October 8, 2023 at 9:11 PM
To: Keir Gervais cao@saywardvalley.ca

Get Outlook for iOS

From: Mark Baker <markb5639@gmail.com>
Sent: Sunday, October 8, 2023 9:09:52 PM
To: Mark Baker <mark.baker@saywardvalley.ca>
Subject: John France Post Rant and Rave Oct 08/23

The screenshot shows a Facebook post within a group named "Sayward Rant and Rave". The post is from John France, a top contributor, dated October 7, 2023. The text of the post reads: "I am can't get over the CAO and majority on council letting Lisa go...how does paying 50k to let go the best accountant in the north island? An employee that has kept the piace running over the past five years, a local, with strong local connections??? Sayward she will be missed and those accountable for the injustice must be held to answer for it. Then they still have to find someone...and that costs more. And the current CAO who admitted he has very little financial experience in his interview, has to run the financial operations. One major screw up after another by this council and administration". The post has 3 reactions and options to like, comment, or send.

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

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

October 19, 2023

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Mark Baker

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Sayward Straight: Up!

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Contacts

Janet Gilmour Baker

Dave Meehan

Kathryn Baker

Bill Ives

Lois Gilmour

Christine Baker

Watchlist ideas

3:01 PM 10/19/2023

Feeling/activity

Photo/video

Live video

Sayward Rant and Rave
John France 2h

October 19, 2023

A few comments about the meeting, although I was denied video access and for what reason (other than their discomfort?) I do not know.

The meeting start was delayed, because of procedural "things". Testy Tom was at it again trying to silence the minority, I was told 7 points of order all objecting to additions to the agenda...why is he so afraid of discussing issues or is it because Cllr. Scott brought them up? The agenda was light, 22 pages with many issues not being brought forward from past agendas as requested by council. People (residents) also noted the minutes from past meetings were very deficient, missing items, incorrect voting references, etc. I can certainly understand the drop in agenda and minute standards, the CAO got rid of the only person there that could do proper minutes and agendas and of course now he doesn't have time because he has no support. Not terribly deep thinking! Time to reconsider bringing back one of few persons capable of actually facilitating a working administration. In my opinion, if you are stuck paying damages, at least pay them for dumping the right person, sorry, its nasty logic, but its sound logic. I suspect with the current staffing issues, these bad decisions are going to cost the village another \$55K to add to the bad decisions already made by council through the inquisition, estimate is now over \$100k of unplanned expenditures, lots of deficits this year, lots of

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50

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Lithium Deep Cycle Marine Trolling Motor Batteries dakotailithium.com

Contacts

Janet Grimoult Baker

Dave Wiebena

Sarahlyn Baker

Bill Ives

Lois Gilinciat

Christine Baker

3:07 PM 10/19/2023

Watchlist Ideas

\$100k of unplanned expenditures, lots of deficits this year, lots of budget amendments. They have to make some serious service reduction decisions or consider huge tax increases in 2024 to cover these costs and most of these costs were avoidable - all bad decisions by the majority on council and the CAO.

I heard the mayor said he agreed with the petition presented on not participating in the new service for Strathcona Gardens...good for him! But the issue still has not been discussed by council. The village's answer to this question and all the other new SRD service funding initiatives are council decisions, not the mayor's and he has brought nothing back from the SRD to discuss with his council and his community. When is council going to have a discussion on his "no show" approach to SRD issues?

Sadly, work continues to rectify the wrongs done by the mayor and majority, because the mayor/majority insist on pursuing their inquisition regardless of the costs to the village taxpayer. Here is a short list of actions in the works:

- Ombudsman complaint in process on incorrect council meeting processes and bias/incorrect processes under S134 of the Community Charter
- Human rights complaints on harassment
- FOI request for financial information
- Request for an audit to investigate improper approval of financial resources not contained in the financial plan
- Investigating process to remove the mayor and possibly other councillors from office for conflict of interest and improperly authorised expenditures.

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Andrew Young

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Andrew Young

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Mark Baker · Friends · Memories · Saved · Groups · Video · Marketplace · Feeds · See more

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Contacts

- Janet Gilmour Baker
- Dave Mizena
- Karlyn Baker
- Bill Ives
- Lois Gilmour
- Christine Baker

2

Pagan Michael
Wow thanks for the info didn't know it was this bad ...

Like Reply

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Like Comment Send

2

2

3:03 PM
15°C cloudy
10/19/2023

· Ombudsman complaint in process on incorrect council meeting processes and bias/incorrect processes under S134 of the Community Charter

- Human rights complaints on harassment
 - FOI request for financial information
 - Request for an audit to investigate improper approval of financial resources not contained in the financial plan
 - Investigating process to remove the mayor and possibly other councillors from office for conflict of interest and improperly authorised expenditures.
- And all of this is/was manageable by candidly and factually engaging all of council in a process to address everyone's grievances. It has always been up to the majority to find a solution, not too late, but the path through litigation is looming large as are the costs. Message of today, tell your council to play nice in the sand box and reach a mutual understanding. There is a plan available council, just ask!

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[Signature]

Andrew Young, Village of Sayward
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 in Sayward, BC CANADA

[Signature]

Andrew Young, Village of Sayward
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October 22, 2023

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Sayward Rant and Rave
Private group 15K members

Joined

Community home
1 photo, 1 post

Sayward Rant and Rave
Most relevant

John France
Top contributor 38m

Apology to Mark Baker October 22, 2023

I have been asked to present an apology to mark for remarks I have made about him: this request came to me in his recent SLAPP letter. After giving this much thought I offer mark the following. Note it is not in the Sayward News as requested because I couldn't trust that it would be added verbatim.

I offer my apologies to mark for the following:

- I apologize for not instilling in your cao and the majority, a rightful sense of duty the cao and majority should have in the proper administration of the village and to not use their "power" to silence and humiliate.
- I apologize for not informing you better on the processes that you are required to follow by law and by bylaw, including proper use of points of order, proper conduct of meetings, proper process to spend taxpayer monies, proper use of in camera meetings and the downside of making such a huge mess of the village administration that nothing gets done except the unnecessary spending of taxpayer monies;
- I apologize for not explaining to you that dismissing a valued community member and long-term employee for no cause is a terrible injustice especially for someone that has served the community so

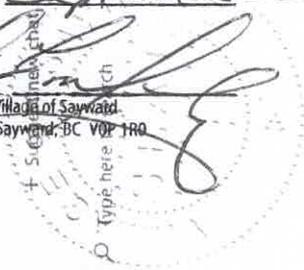
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8°C Mostly sunny 4:51 PM 10/23/2023



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in Sayward, BC CANADA

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



52

Sayward Rant and Rave
 Private group · 1.5K members

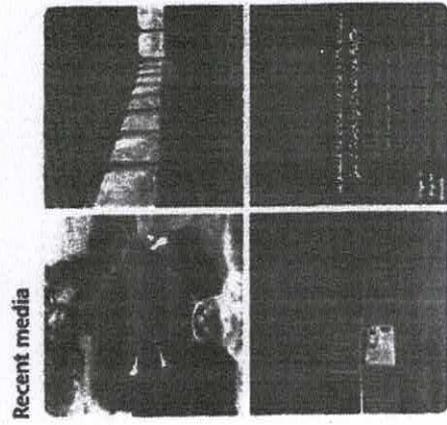
Joined
 Community home
 1 photo, 2 posts

Sayward Rant and Rave

· Etc., etc., etc....you get the gist.
 There you go mark, I apologize, but less so to you and more to the village. I am taking responsibility and accountability for everything because as everyone should know by now, you are not good at either. There appears to be a tongue and cheek in here somewhere. I can make it up to you, when you are ready, I will come back to Sayward and help you sort out the mess you and the majority have created... and actually get some work done! Self preservation makes you do strange things don't they mark!

Like Comment Send
 Write a comment...

Lindsay Ellis
 Top contributor · in
 Check ya engine in winter there may be a human keeping warm this time of year
 But really...watch out for those kitty's trying to stay warm please



See all

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'Kasam Way, Box 29, Sayward, BC V0P 1T0

56

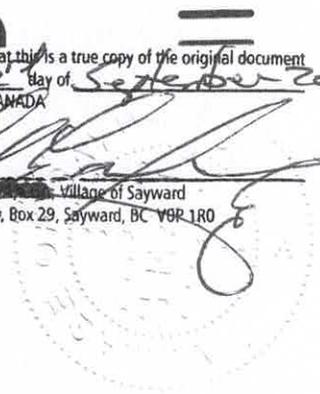
reflection on all parties and a process using local expertise who already knew the workings within council...no, the three inquisitors took a different far more costly and destructive path.

Unfortunately, it did not take long for things to go wrong mostly because, in my opinion, an open attempt of revenge on the part of the mayor because he didn't like being held accountable for his actions. His subsequent actions also potentially put him in a conflict-of-interest position...how can he vote on resolutions advocating actions against councillors for the alleged sharing of in camera information on an issue directly related to him (and Cllr. Scott)? We will see, that issue will be adjudicated and not by the three inquisitors.



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In Sayward, BC CANADA

Andrew Young
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V9R 1R0





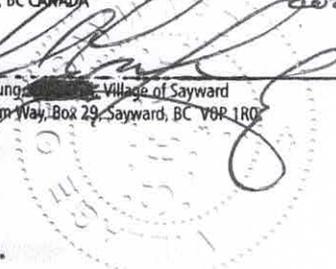
I now have more knowledge on what actually happened last February. This knowledge did not come from anyone on council. When I heard it, I was disgusted. The extent of the mayor's misbehavior on the harassment and subsequent actions will eventually come out. In the meantime:

- The inquisition three will continue to spend tax payer money on their false narrative.
- Testy tom, who says he is fiscally conservative, but continues to support the expenditure of over \$100,000 not in the financial plan.
- Sleepy continues to spend tax payer money while not paying any taxes in Sayward.
- The mayor continues his defence of his harassment behaviour using your tax dollars.
- The inquisition continues to hide the true cost of their misadventures.
- The illegal silencing of two council continues.
- The only staff person that was actually producing something for council and Sayward has now been fired because why? Ask Council or the CAO because it sure wasn't a performance issue. And the CAO bumbles on... clearly not equipped to be CAO.



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Andrew Young, Village of Sayward
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So here is the hard part. In my 30 years of experience in local government I have always respected politicians because they get paid little for their long hours of work and they have to put with difficult, argumentative and sometimes impassioned people. **And now I am one of those people and I hate it.** At the same time, I will not stand by and let nasty people use their power to hurt my friends and the community I genuinely care about and



Home



Video



Friends



Marketplace



Notifications



Menu

58



Sayward Rant and Rave

Top contributor John Francis



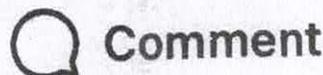
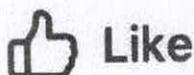
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in Sayward, BC CANADA

Andrew Young
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1T0

clearly not equipped to be CAO.

So here is the hard part. In my 30 years of experience in local government I have always respected politicians because they get paid little for their long hours of work and they have to put with difficult, argumentative and sometimes impassioned people. And now I am one of those people and I hate it. At the same time, I will not stand by and let nasty people use their power to hurt my friends and the community I genuinely care about and admire. Its about justice and I have found that finding it hurts and I wish people would simply give their heads a shake and come to the table to reach some sort of consensus. People, it isn't working with the current method, don't you think its time to try something different? You have the resources locally, do it!

Besides I would much prefer to be doing something different, yes, it is true, it takes a lot of effort to do this... but don't do it for any one person, do it for Sayward.



5

59

Top comments ▾



Lynn Beaton
Top contributor

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

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

What a tangled web has been woven! Will
 be interesting to hear the outcome at what
 cost? Just on a side note, Bill Ives, what
 sticks out for me when you were on council
 was the number of people that resigned. I
 may stand corrected but was it not and



Write a comment...



10:53



Sayward Rant and Rave



John France

Top Contributor

Happy new year Sayward! I am rested and energized to begin a new year and I hope the same is true for you all as well. I thought first, seeing as it is a new year, I would make a list of resolutions, things to improve my life and hopefully make other peoples lives better too! Then I thought, I already have that goal... reporting on the continuing disaster that is the control of the majority on Sayward council and the negative impact it is having on the community. Ok, so we all want things positive for the new year, me especially. So here is my resolution:

- when the majority's inquisition nonsense stops, and when the majority takes steps to encourage a positive work environment for

10:53



6)



Sayward Rant and Rave



· when the majority comes clean on all the work that remains undone (because they are too busy with the inquisition – financial over expenditures, deficit disclosure, failed EDC grant process, Agnews land issue, animal control bylaw, the big tax increase for 2024 because of poor management, improper posting of staff positions, Adama land issue... etc. etc. etc....incompetence!)

· when they recognize the wrong person was fired

· when the mayor apologizes for his behaviour in an acceptable manner

· THEN at that point, I will say job done. I know, it's a huge resolution!

In the meantime, a fresh new year, lots to expose, lots to look forward to – Ombudsman

council and staff

· when the mayor learns how to properly conduct a meeting in accordance with the village procedure bylaw

· when the majority comes clean on the taxpayer money they have wasted (legal, consultants, and staffing)

· when the majority comes clean on all the

Video

Friends

Marketplace

Notifications

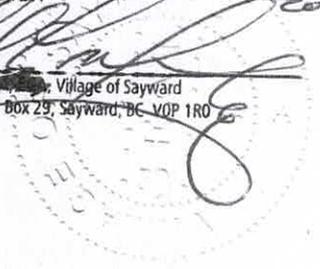
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Keir Gervais



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

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



63

complaints, auditor explaining their lack of action on an official complaint on irregular spending of taxpayer funds, and the harassment complaints against the mayor.

Please do attend the meeting tomorrow. There is a storm coming so I will not attend in person and because the cao has stopped electronic attendance (to limit access to the show?), so I can't attend that way either. But I

Video

Friends

Marketplace

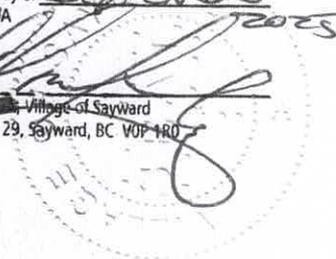
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Andrew Young
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



10:53



WA



Sayward Rant and Rave



show?), so I can't attend that way either. But I will be providing comments. I hear through the gripevine that a couple of people do have access to the meetings electronically, friends of the mayor I guess. Another thing for the ombudsman to determine and to rule on.

PS Please don't believe the majority when they say the over expenditures have occurred because of Sue and Scott. Over expenditures have occurred because of the poor advice given to Council and the incompetent way they have handled the whole harassment issue and council process issue. Sue and Scott did not decide to go down the current path, the Council majority forced them to react to their bad choices. The really sad thing is, they spent a lot of money to protect the mayor, and their process is going nowhere. And to add to the whole

incompetence story, they fired the only employee they had that understood administration, understood the finances, understood proper processes – who was doing an unquestionably a great job! And they paid a lot of money to do it. Sad.



5 comments

Message

Video

Friends

Marketplace

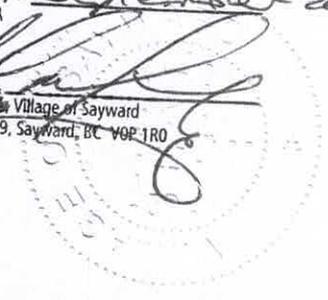
Notifications

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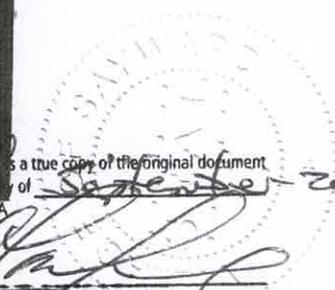
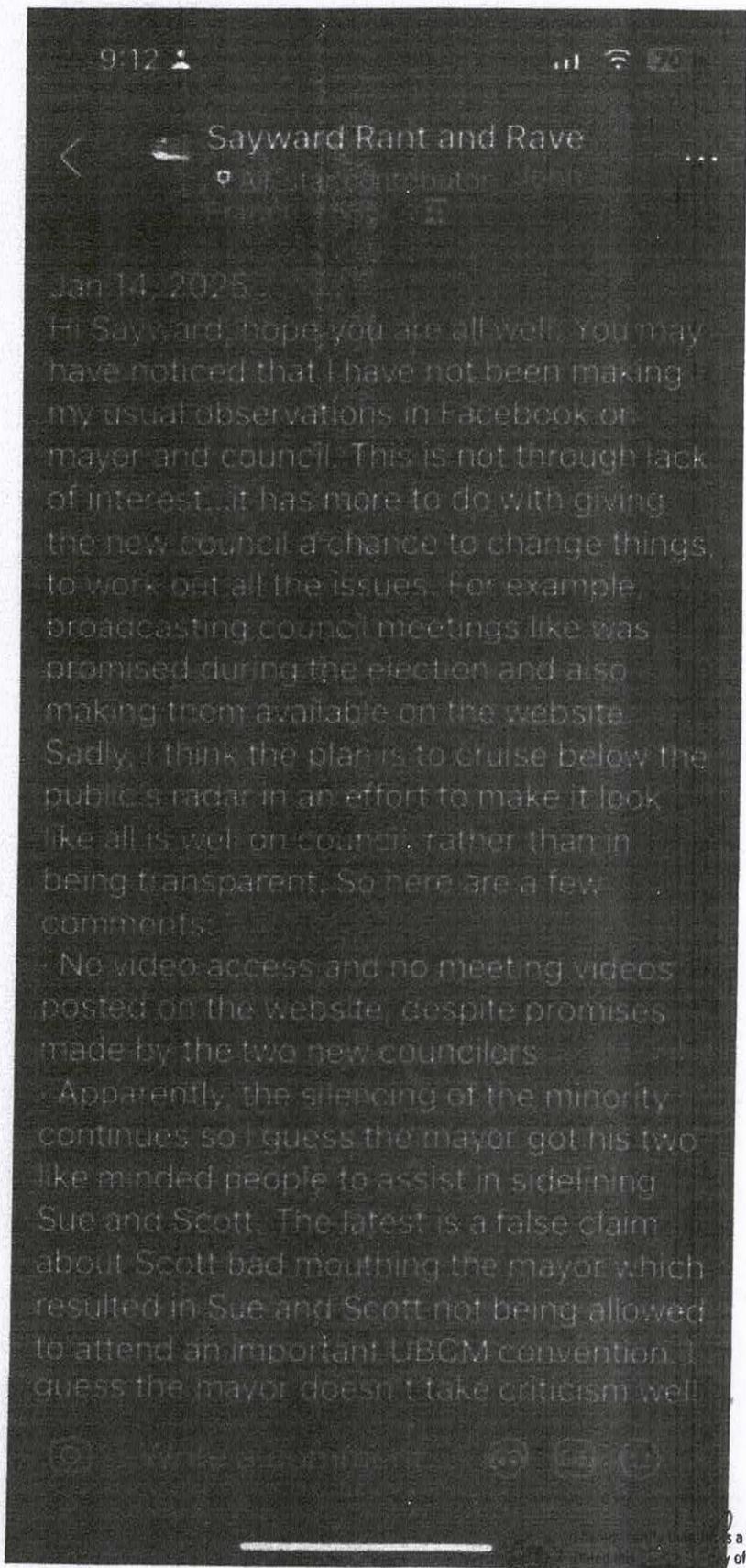


I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2020
in Sayward, BC CANADA

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



66



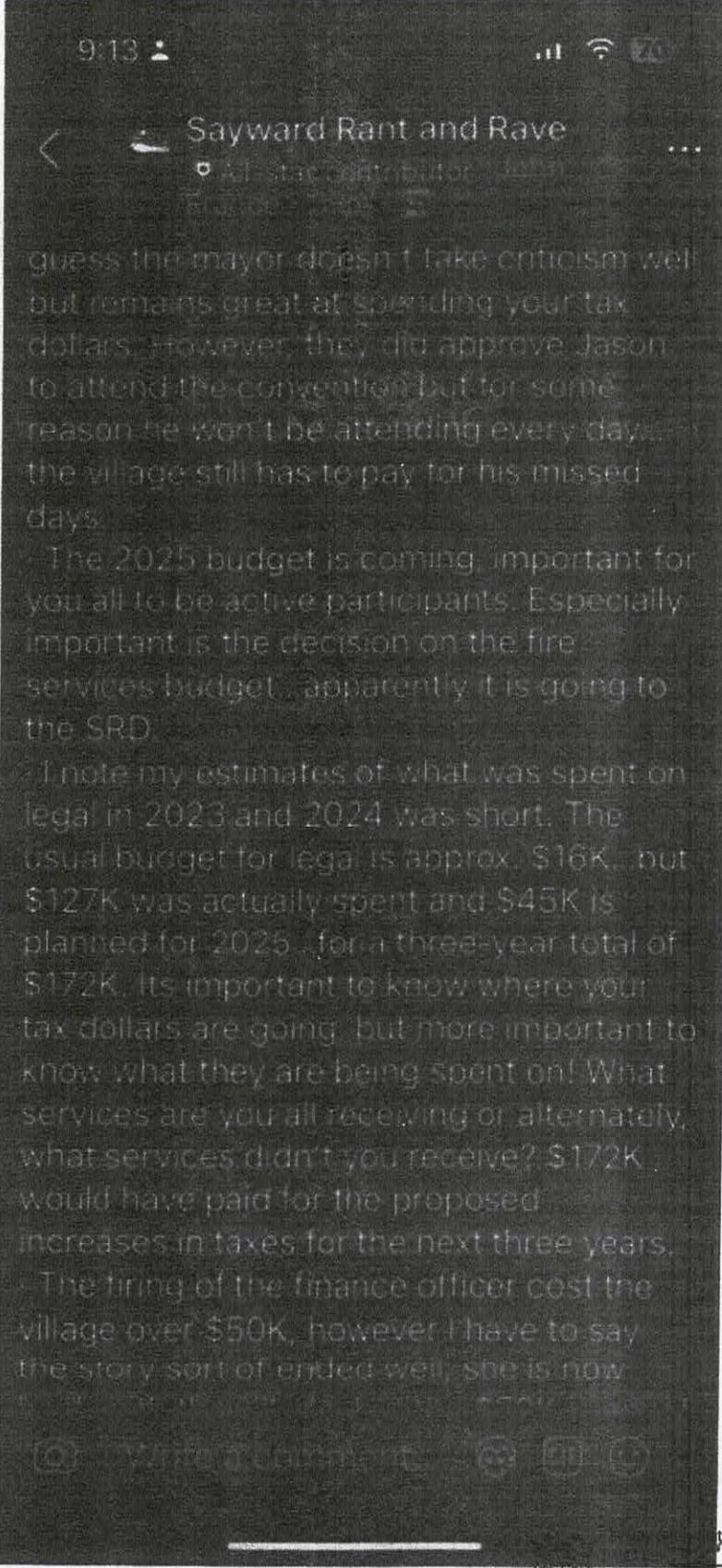
is a true copy of the original document
 of September 2025

In Sayward, BC CANADA

[Signature]

Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R9

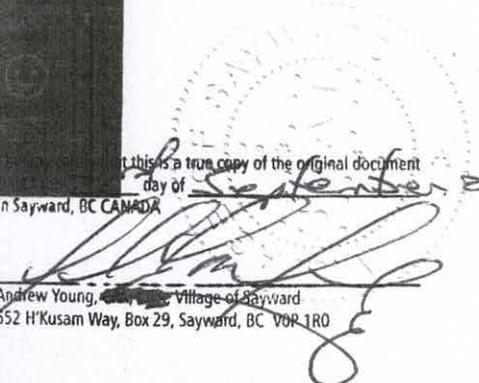
67



This is a true copy of the original document
day of September, 202

In Sayward, BC CANADA

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



68

9:13

Sayward Rant and Rave

All-star contributor

the story sort of ended well, she is now back with the village, but the \$50K is gone! What was achieved?

- Admin salaries are increasing but frankly past history (CAO turnover is very expensive), says maybe more money is needed to get an experienced and qualified CAO. You have a great finance officer so at least that part is good. To clarify, this comment has nothing to do with the current acting CAO, who I understand is doing a good job in very difficult circumstances.

- I understand the surplus for 2024 is being touted as a success. Think about it...in the money that was spent, has council actually told you what was achieved? if no planned work was completed (I can think of lots of incomplete work) then what did they spend your money on, see bullet 4 and 5 above. If they need a 10% tax rate increase to balance the budget, have you considered in that number is an approx. \$50 K drop in tax spending on fire services? Where do you think this will be funded in 2025? Another hide the pea exercise...I know where, you guess.

Witnessed and certified to be a true copy of the original document

Dated this 15 day of September 2025

[Signature]

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

< Sayward Rant and Rave ...

All-star contributor John Franco · 50m · 🗨️

money that was spent, has council actually told you what was achieved? If no planned work was completed (I can think of lots of incomplete work) then what did they spend your money on...see bullet 4 and 5 above. If they need a 10% tax rate increase to balance the budget, have you considered in that number is an approx. \$50 K drop in tax spending on fire services? Where do you think this will be funded in 2025? Another hide the pea exercise...I know where...you guess.

I still have hope things will work out, but you are in for rough ride. Council has to disclose where the money was spent and what on what activities because that will tell you their true priorities and sadly it is not for your benefit. Ask questions, be involved.

Have a great day!

👍 Like 💬 Comment 📧 Send ➦ Share

👍 1

All comments



Karren McClinton

This will not be a comment on the original post



Write a comment



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

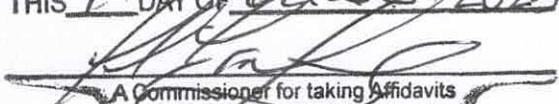
Andrew Young, Village of Sayward
 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

RECEIVED
JUL 28 2023

July 24, 2023

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

THIS IS EXHIBIT "D" REFERRED TO IN THE
AFFIDAVIT OF Mark Baker
SWORN/AFFIRMED BEFORE ME AT Sayward
IN THE PROVINCE OF BRITISH COLUMBIA,
THIS 7th DAY OF October 2023


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.

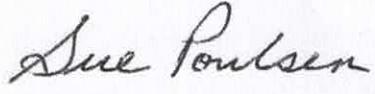
We believe that both subsections may apply. Council has made substantial expenditures to consultants, legal and others, which are not included in the financial plan nor has Council provided a rationale or formal approval for these expenditures. These unauthorized expenditures put services to Sayward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

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


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

Sincerely,





Sue Poulsen, Councillor, Village of Sayward Box 167 Sayward BC V0P 1R0	Scott Burchett, Councillor, Village of Sayward Box 78 Sayward BC V0P 1R0
--	--

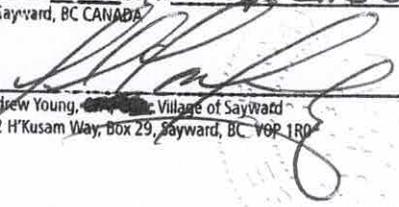
CC Mayor and Council, Village of Sayward

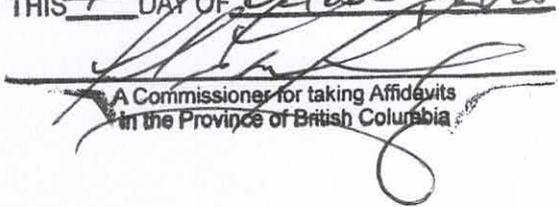
71

Sent: Monday, August 21, 2023 7:52 PM
To: Keir Gervais <cao@saywardvalley.ca>
Subject: Letter that was sitting beside the agenda!

Hello Keir, This was given to me today from a member of the public who attended last Tuesdays Council meeting. It was beside the agenda that the public picks up when they enter the Council chamber. This kind of crap must stop and stop fast! Please review the letter and send me your thoughts. Thank you

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

THIS IS EXHIBIT "E" REFERRED TO IN THE
AFFIDAVIT OF Mark Baker
SWORN/AFFIRMED BEFORE ME AT Sayward
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 7th DAY OF October 2025

A Commissioner for taking Affidavits
in the Province of British Columbia

Issue 1

A letter was sent to the village auditor in late July. This letter outlined concerns raised on expenditures being improperly made by the majority on Council. We have since been told by the auditor that the author of these expenditures, the majority on Council, has the right to curtail or delay this legally sanctioned process. Furthermore, we were told that the CAO has directed the auditor to not respond to our letter. We believe there is nothing in the Community Charter that gives the auditor or CAO the right to not act on our request. Furthermore, it is simply ridiculous to think the Act gives potential perpetrators of unbudgeted expenditures, the right to stop an investigation into their alleged unbudgeted expenditures.

That Council direct staff to provide a legal review of the auditor's and CAO's actions in response to our request under S172 of the community Charter;

And Further That, Council acknowledge It has no role to play in this process except in dealing with the outcome of the auditor's report.

This will go no where...a point of order will be raised...but see below.

Issue 2

We have heard very little on the service changes being considered by the SRD Board. These new and/or changed services may have an impact on services to our residents. Furthermore, the taxation impacts need to be considered by Council and residents.

That Council needs to fully understand the issues being discussed at the SRD Board and the implications these issues will have on services and taxes to our residents;

That Council direct staff to prepare reports for the first Council meeting in October on the following service issues complete with staff reports already prepared by SRD staff:

- **Regional Fire Service**
- **Regional Transportation Service**
- **Regional Recreation Service**
- **Regional Housing Service**
- **Expansion of the current Strathcona Gardens Service**
- **Sayward Valley Fire protection**

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

Issue 3

The lack of financial info is very troubling. We have not received a variance report since May and we all know considerable unbudgeted expenditures have been made by the majority on Council on in camera issues which can't be discussed here...however the expenditures can be discussed. Taxpayers demand transparency on this issue especially as the outcome may be a reduction in services. The majority has worked hard to silence the minority and what we want is transparency for all of Council and for our residents.

That Council direct Staff to prepare a variance report for the first September Council meeting;

And further That, Staff be directed to prepare an up-to-date status report on all Council priorities and initiatives, the first September Council meeting.

IN THE SUPREME COURT OF BRITISH COLUMBIA

RE: In the Matter of the Administration of the Village of Sayward, Section 117 and 134 of the Community Charter, SBC 2003, c. 26

AFFIDAVIT OF PERSONAL SERVICE

I, Dave MacDonald, Process Server, of P.O. Box 12, in the community of Black Creek, in the Province of British Columbia, Canada, MAKE OATH AND SAY THAT:

On Monday, the 21st day of August 2023, at 6:00 PM, I served JOHN FRANCE at 64 Grayhawk Place, Courtenay, British Columbia, Canada, with a letter dated August 15th, 2023 from Village of Sayward and signed by Deputy Mayor Tom Tinsley, a copy of which is attached to this Affidavit and marked as Exhibit "A", along with an APPOINTMENT TO EXAMINE, a copy of which is attached to this Affidavit and marked as Exhibit "B". I served the aforementioned documents by handing them to and leaving them with JOHN FRANCE.

That at the time of service, the person I served did admit to me that he was, JOHN FRANCE, and that he was the proper person to be served in this matter.

SWORN BEFORE ME at Black Creek, in the Province of British Columbia, this 22nd day of August, 2023.

Hedi Macdonald
A COMMISSIONER FOR TAKING AFFIDAVITS FOR BRITISH COLUMBIA

HEDI MACDONALD
8950 McLarey Ave
Black Creek, BC V9J 1A2
250-702-4221
Expiry: January 31, 2024

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

Dave MacDonald
DAVE MACDONALD

THIS IS EXHIBIT " F " REFERRED TO IN THE AFFIDAVIT OF Mark Baker Sayward SWORN/AFFIRMED BEFORE ME AT Sayward IN THE PROVINCE OF BRITISH COLUMBIA, THIS 7th DAY OF October 2023

A Commissioner for taking Affidavits in the Province of British Columbia



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

August 15, 2023

John France
 64 Grayhawk Place
 Courtenay, BC
 V9N 0G1

THIS IS EXHIBIT MARKED "A"
 REFERED TO IN THE AFFIDAVIT OF
John France
 SWORN BEFORE ME THIS 22nd DAY
 OF August 2023
Andrew Young
 A COMMISSIONER FOR TAKING AFFIDAVITS
 WITHIN THE PROVINCE OF BRITISH COLUMBIA

Re: In the Matter of the Administration of the Village of Sayward, Sections 117 and 134 of the Community Charter, SBC 2003, c. 26

Section 117(1) of the *Community Charter* imposes a statutory obligation and duty on Council members (current and former) to preserve Council confidences. Section 117 of the *Community Charter* 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 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 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.

Through your social media postings on June 29, July 20 and 28, 2023, copies of which are attached, your telephone call to Mayor Baker on May 12, 2023, and your unsolicited May 18 and 19, 2023 emails to the Village of Sayward ("Village")'s Chief Administrative Officer, the Village has learned that two elected officials of the Village, Councillors Scott Burchett and Sue Poulsen, likely disclosed to you records held in confidence by the Village and information considered during *in camera* Council meetings:

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.

1. February 2023 complaints (the "Complaints") of an [redacted] and the [redacted] with allegations against another elected official of the Village;
2. Information received and discussed *in camera* related to a form of apology ("Apology") offered following a confidential investigation of the Complaints;
3. Proposed motions received from an elected official sought to be placed on the agenda for regular and *in camera* Council meetings (the "Motions").

Within each of your June 29, July 20 and 28, 2023 postings on Rant and Rave, a social media site you have referenced information within the Complaints, the outcome of an investigation of the Complaints, the Apology and Motions. For example:

- Within your June 29, 2023 posting on Rant and Rave you have stated (with emphasis added):

Unfortunately, seeing the current behaviour and actions on Council, I felt I had to speak up. I see a **worsening progression in this behaviour which have started in February of [2023]. At that time, I was approached for advice on how to handle an alleged incident of [redacted] by a Council member. I gave the appropriate advice and because of my past with Sayward, I hoped that the allegations would be resolved satisfactorily for all parties and with minimal expenditures of tax dollars. (...) resolution of this issue is rightly an in-camera item. (...)** Councillors trying bring a motion have been silenced without proper due process... their rights have been effectively silenced!
(...)

Sadly, that big tax increase paid by all residents this year doesn't appear to be going to pay for public services rather its going to Council training, (...) and costs resolving the allegations(???). I suspect these costs may be in the \$50,000 range. I think it is time for Council to make clear to the public where and how funds are being spent and how public services are being jeopardized through these unbudgeted expenditures. (...)

- Within your July 20, 2023 posting on Rant and Rave you have stated (with emphasis added):

I hope someone is paying attention to all the funds being spent on the alleged issue involving the mayor. **For something that is alleged, sure spending a lot of taxpayer money. I am guessing up to \$70,000 and where is it coming from... I am sure no one has a clue because it's not in the budget!**

- Within your July 28, 2023 posting on Rant and Rave you have stated (with emphasis added):

Allegations have been against the mayor, I have to say allegations because the resolutions of complaints made are all in camera (...). This all started in February when the mayor and (most of) Council attended a function down island. During this function, the mayor [redacted] these are both alleged because they have not been made

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

I hereby certify that this is a true copy of the original document
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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.

public. I also know there were other allegations of [redacted] by the mayor. I know this because I was asked on how to handle the allegations. I gave good advice on the process (...). I suspect an [redacted] investigation was undertaken, by the Village as is required, and in camera.

(...) it is obvious to me that two Councillors have been silenced by the majority (...). I know that two Councillors had important issues silenced because I helped them to draft resolutions to pursue them. (...)

First a real apology acceptable to the aggrieved party/parties and second, behavioural training to show that, he, the is taking the situation seriously and intends on changing his behaviour. He did neither. To be clear, this is not about liking or disliking the mayor, it is about allegations of bad behaviour (...).

It is costing taxpayer a lot of money to essentially protect the image of the mayor. (...)

Village's Authority to Compel Witnesses

Section 134 of the *Community Charter* provides Village Council with the authority to require your attendance before Council to compel you to be examined about the matters related to the administration of the Village in accordance with the *Supreme Court Civil Rules*, BC Reg. 168/2009. Section 134 of the *Community Charter* reads:

Authority to compel witnesses

- 134 (1) A council or council committee
 - (a) has power, under the signature of the mayor, to summon witnesses for examination on oath respecting matters related to the administration of the municipality, and
 - (b) has the same power to enforce the attendance of witnesses and compel them to give evidence as is vested in a court of law in civil cases.
- (2) A member of council or the corporate officer may administer the oath to or take the solemn affirmation of a witness.
- (3) A witness may be examined, cross examined and re-examined according to the rules and practice of the Supreme Court in civil cases.

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

Enclosed is an appointment requiring your attendance at the Village of Sayward, 652 H'Kusam Way, Sayward, BC V0P 1R0 and before Council at 7:00 pm on September 12, 2023 to be examined pursuant to section 134 of the *Community Charter* related to the administration of the Village.

As noted in the enclosed appointment, you must bring with you all documents in your possession or control relating to:

- the matters referenced in your June 29, July 20 and July 28, 2023 postings on Rant and Rave;
- the motions that you helped the Councillors pursue as referenced in your July 28, 2023 posting on Rant and Rave; and

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

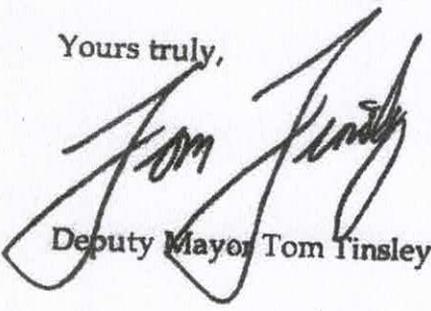
The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'ómoks First Nation, the traditional keepers of this land.

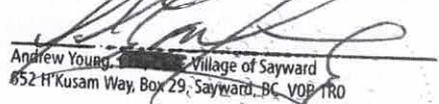
- the Complaints, letters, emails, notes and memoranda reporting on the investigation of the Complaints, the Apology and Council *in camera* agenda that you received from or discussed with Councillors Poulsen and Burchett; and
- the Complaints, letters, emails, notes, memoranda and motions to place before Council that you wrote on behalf of or assisted Councillors Burchett and Poulsen to write relating to the matters you discussed with Mayor Baker on May 12, 2023 and allegations within your June 29, July 20 and July 28, 2023 postings on Rant and Rave.

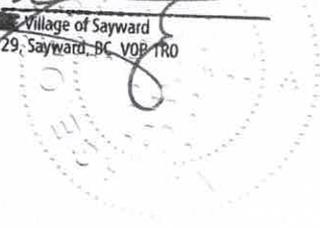
The Village strongly suggests that you retain legal counsel.

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

Yours truly,


 Deputy Mayor Tom Tinsley


 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.

78
THIS IS EXHIBIT MARKED "B"
REFERRED TO IN THE AFFIDAVIT OF
Dave MacDonald
SWORN BEFORE ME THIS 22nd DAY
OF August 2023
Robert MacFarlane
A COMMISSIONER FOR TAKING AFFIDAVITS
WITHIN THE PROVINCE OF BRITISH COLUMBIA

IN VILLAGE OF SAYWARD COUNCIL CHAMBERS
IN THE MATTER OF THE ADMINISTRATION OF THE VILLAGE OF SAYWARD
PURSUANT TO SECTION 134 OF THE COMMUNITY CHARTER, SBC 2003, C. 26

AND

JOHN FRANCE, SCOTT BURCHETT AND SUE POULSEN

APPOINTMENT TO EXAMINE

To: **John France**

Take notice that you are required to attend before Village of Sayward Council to be examined pursuant to section 134 of the *Community Charter* and in accordance with the *Supreme Court Civil Rules*, BC Reg. 168/2009. You must, unless Village of Sayward Council otherwise orders, bring with you all documents in your possession or control relating to:

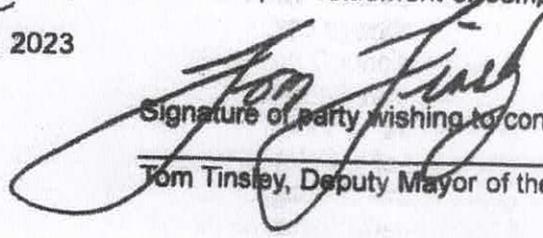
- the matters referenced in your June 29, July 20 and July 28, 2023 postings on Rant and Rave, a social media site;
- the motions that you helped the Councillors of the Village of Sayward pursue as referenced in your July 28, 2023 posting on Rant and Rave;
- February 2023 complaints of an elected official and the elected official's partner with allegations against another elected official of the Village of Sayward (the "Complaints"), letters, emails, notes, memoranda and reports on the investigation of the Complaints, the apology offered following the investigation of the Complaints and Council *in camera* agenda that you received from or discussed with Councillor Scott Burchett and Councillor Sue Poulsen; and
- the Complaints, letters, emails, notes, memoranda and motions to place before Council that you wrote on behalf of or assisted Councillor Scott Burchett and Councillor Sue Poulsen to write relating to the matters you discussed with Mayor Baker on May 12, 2023 and allegations within your June 29, July 20 and July 28, 2023 postings on Rant and Rave.

Please note the provisions of the *Community Charter* and the *Supreme Court Civil Rules* reproduced below.

Place: Village of Sayward, 652 H'Kusam Way, Sayward, BC V0P 1R0
Date: September 12, 2023 **Time:** 7:00 pm

Implied undertaking to the Village of Sayward
Documents produced are not to be used by the other party(ies) except for the purposes of this matter unless and until the scope of the undertaking is varied by a court order or other judicial order, consent or statutory override or a situation of immediate and serious danger emerges. This implied undertaking continues despite settlement or completion of this matter.

Date: August 15, 2023


Signature of party wishing to conduct examination
Tom Tinsley, Deputy Mayor of the Village of Sayward

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

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

Sections 117 and 134 of the *Community Charter* state:

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 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 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.

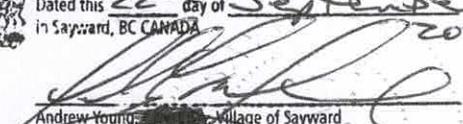
Authority to compel witnesses

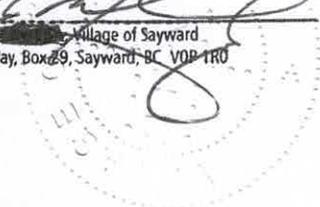
- 134 (1) A council or council committee
- (a) has power, under the signature of the mayor, to summon witnesses for examination on oath respecting matters related to the administration of the municipality, and
 - (b) has the same power to enforce the attendance of witnesses and compel them to give evidence as is vested in a court of law in civil cases.
- (2) A member of council or the corporate officer may administer the oath to or take the solemn affirmation of a witness.
- (3) A witness may be examined, cross examined and re-examined according to the rules and practice of the Supreme Court in civil cases.

Rules 22-7 (5) and 22-8 (4) of the *Supreme Court Civil Rules* state in part:

- 22-7 (5) ... if a person, contrary to these *Supreme Court Civil Rules* and without lawful excuse,
- (a) refuses or neglects to obey a subpoena or to attend at the time and place appointed for his or her examination for discovery, ...
- then
- (f) if the person is the plaintiff or petitioner, a present officer of a corporate plaintiff or petitioner or a partner in or manager of a partnership plaintiff or petitioner, the court may dismiss the proceeding, and
 - (g) if the person is a defendant, respondent or third party, a present officer of a corporate defendant, respondent or third party or a partner in or manager of a partnership defendant, respondent or third party, the court may order the proceeding to continue as if no response to civil claim had been filed.
- 22-8 (4) A person who is guilty of an act or omission described in Rule 12-5 (25) or 22-7 (5), in addition to being subject to any consequences prescribed by those rules, is guilty of contempt of court and subject to the court's power to punish contempt of court.

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


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



Mayor and Council

An important issue is being discussed around Seward, one which may have a very serious impact on this council.

Residents want to know and I want to know whether the mayor was in conflict of interest in actions taken by Council since February of this year.

I believe the mayor's involvement is a clear case of conflict of interest, where he should never have involved himself in the actions taken related to the case or actions taken against myself and councillor Burchett.

I therefore put the following resolutions forward for discussion and support.

If council did legally vet the mayors involvement in actions relating to the case and related issues:

That, if council approves the legal reviews all of council should be allowed to review and provide comments on the questions asked for the review of our lawyer.

that the legal opinion be shared with all of Council:

If Council did not legally vet the mayors involvement in actions relating to the [redacted] case and related issues:

That council request a legal opinion on whether the mayor was in a conflict of interest by participating in any discussions or voting on any resolutions relating to the mayors case or the subsequent actions relating councillors Burchett and Poulsen,

And further:

That if council approves the legal review, all of Council should be allowed to review and provide comments on the questions asked for the review by our lawyer.

As the mover, I get to speak first on these resolutions. I suggest to council:

Consider the consequences of a conflict of interest situation. I submit it is better to understand the legal ramifications of these actions now, rather than be discovered in a court of law after considerably more time and money has been expended on this issue.

Furthermore I submit this discussion should be held in open meeting as well as the results of the legal review. Residents have a right to know!

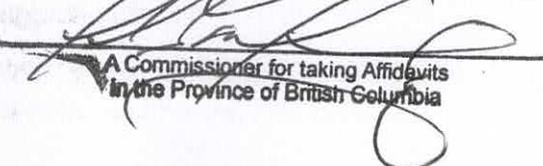
As an additional process, I would prefer some sort of mediation process to get us out of this mess. It is costing us too much money and time, time which would be better spent on improving the lives of our residents.

Respectfully submitted,

Councillor Sue Poulsen

October 3, 2023

THIS IS EXHIBIT "G" REFERRED TO IN THE AFFIDAVIT OF Mark Baker SWORN/AFFIRMED BEFORE ME AT Seyward IN THE PROVINCE OF BRITISH COLUMBIA, THIS 7th DAY OF October, 2023


A Commissioner for taking Affidavits
in the Province of British Columbia

I hereby certify that this is a true copy of the original document
Dated this 7th day of September 2023
in Seyward, BC CANADA

Andrey Bourgi, Witness of Seyward
652, H'Kusam Way, Box 29, Seyward, BC V0P 1R0

Lisa Clark

From: SUE POULSEN <espoulsen@shaw.ca>
Sent: Wednesday, October 11, 2023 2:08 PM
To: Lisa Clark
Subject: Fwd: Meeting

Hi Lisa

Scott and I are going to meet with JF at his place tomorrow at noon. You are welcome to attend as we will be discussing what we were accomplished so far and where we are going from here.

I am continuing on to Chemain, us and Duncan for the weekend, but I believe Scott will be coming home after the meeting. So if you wanted to travel with him, give him a call and let him know. He does have a Physio appointment in Campbell River from 9:15 AM for about an hour.

Otherwise I could pick you up so you don't have the hour wait in Campbell River, and you could ride back with Scott. Let me know if any of these plans would work for you and we can make further arrangements.

I hope you are enjoying today 😊
Sent from my iPhone

Begin forwarded message:

From: John France <jdfrance53@gmail.com>
Date: October 11, 2023 at 12:35:48 PM PDT
To: SUE POULSEN <espoulsen@shaw.ca>
Subject: Re: Meeting

Documents
Suggest just bring your files

On Wed, Oct 11, 2023, 11:32 a.m. SUE POULSEN <espoulsen@shaw.ca> wrote:

Good morning!
Scott has a 915 appointment tomorrow in Campbell River for Physio and then he plans to join us for a meeting at your place. We plan to arrive by 11:30 AM.
Is there any documentation we need to bring with the object of this meeting to make a plan going forward?
Should we invite Lisa to attend?
Look forward to seeing you tomorrow. And.

Sent from my iPhone

I hereby certify that this is a true copy of the original document
Dated this 11th day of October 2023
in Sayward, BC CANADA
Andrew Harris, Justice of the Peace
552 H.Kusam Way, Box 29, Sayward, BC V8B 4R0

THIS IS EXHIBIT "H" REFERRED TO IN THE
AFFIDAVIT OF Mark Baker
SWORN/AFFIRMED BEFORE ME AT Sayward
IN THE PROVINCE OF BRITISH COLUMBIA,
THIS 7th DAY OF October, 2023
[Signature]
A Commissioner for taking Affidavits
in the Province of British Columbia



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@offthegrid.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	

I hereby certify that this is a true copy of the original document
Dated this 11 day of October
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

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 "I" REFERRED TO IN THE
AFFIDAVIT OF Mark Baker
SWORN/AFFIRMED BEFORE ME AT Sayward
IN THE PROVINCE OF BRITISH COLUMBIA,
THIS 7th DAY OF October 2025

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 October 11, 2013	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

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.

 Outlook

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 "J" REFERRED TO IN THE
 AFFIDAVIT OF Mark Baker
 SWORN/AFFIRMED BEFORE ME AT Sayward
 IN THE PROVINCE OF BRITISH COLUMBIA
 THIS 7th DAY OF October 2025

8 attachments (4 MB)

September 20 John France post on Rant and Rave; Fwd: John France Rant and Rave; Fwd: John France 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;



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

Good afternoon Ms. Seward-Wong,

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

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**

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.

85
I hereby certify that this is a true copy of the original document.
Dated this 23rd day of September 2023
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0R 1R0

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 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

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.

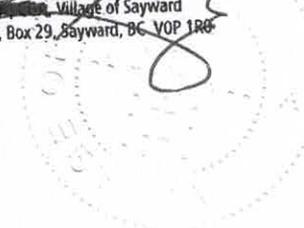
Should you or Ryan Graves or other OIPC staff require further information, please call the undersigned.

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

Regards,

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

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



[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: 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)

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
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 28, 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

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.



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

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

Andrew Young
652 Hkusam Way, Box 29, Sayward, BC V0P 1R0

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
in Sayward, BC CANADA 2023

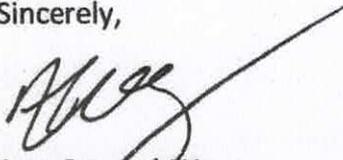
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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>.

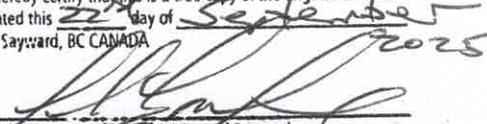
If you have questions regarding the status of this file, I can be reached at (250) 883-1771, or by using the toll-free Enquiry BC phone line, which is (604) 660-2421, if you are calling from the Greater Vancouver area, or 1-800-663-7867, if you are calling from elsewhere in the province. An operator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

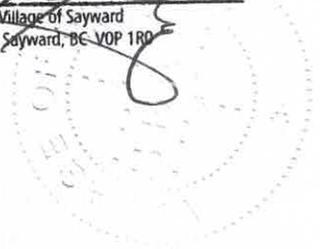
Sincerely,



Amy Seward-Wong
Case Review Officer

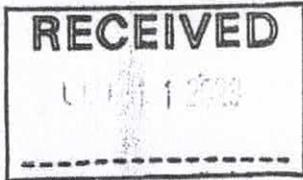
I hereby certify that this is a true copy of the original document
Dated this 22nd day of September
in Sayward, BC CANADA


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.
CAO Keir Gervais:			
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.			
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.			
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 <i>Susan J Poulsen</i>		Date signed: YY/MM/DD 2023 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 22nd day of October 2023
in Sayward, BC CANADA
Andrew Young
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0



Village of Sayward

November 3, 2023

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

via e-mail

Dear Sue Poulsen,

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.

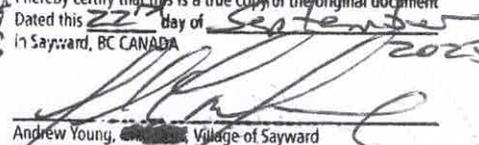
File: FOI 2023-04

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

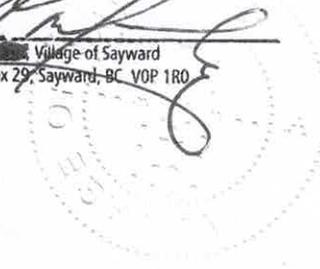
Please further note that when situations arise wherein Council members disagree with a particular direction or request made of the Chief Administrative Officer ("CAO") by a member of Council, the only way to determine the will of Council is for Council to consider and vote on a motion. Section 147 of 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.

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



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



Sincerely,



Keir Gervais
Chief Administrative Officer

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

RECEIVED
OCT 31 2023

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 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 see attached Sheet.		Please specify any Ref # or File #, if known. FOI 2023-36	
<p>I hereby certify that this is a true copy of the original document Dated this 22 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: <input type="checkbox"/> Examine Original <input checked="" type="checkbox"/> Receive Copy	Your signature Susan Janet Poulsen	Date signed: YY/MM/DD 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

RECEIVED
 OCT 31 2023

I hereby certify that this is a true copy of the original document
 Dated this 29 day of September
 in Sayward, BC CANADA

Andrew Yousef, 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.*

RECEIVED
OCT 31 2023

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 Loneragan 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.

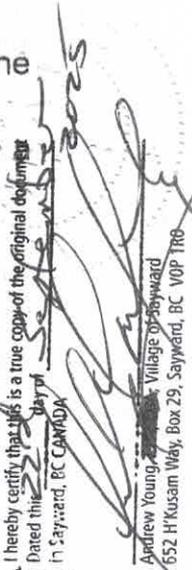
Please note under Order F23-81 the OIPC has ruled a municipality cannot refuse the release of this information.

Please provide the requested information according to Section 6(2) - Duty to Create 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 23rd day of October 2023
in Sayward, BC CANADA



Andrew Young
Village of Sayward
552 H'Kusam Way, Box 29, Sayward, BC V0P 1R8

From: Sue Poulsen on behalf of Sue Poulsen <sue.poulsen@saywardvalley.ca>
To: Mark Baker; Scott Burchett; Kohen Gilkin; Tom Tinsley; Sue Poulsen
Cc: [REDACTED]
Subject: Re: Pay period #5
Date: February 28, 2024 3:48:19 PM

Mayor and Council

Thank you to [REDACTED] for his integrity and honesty in promptly reporting this huge error in misappropriation of Village of Sayward funds.

Whoever is responsible for preparing the payroll for pay period number five has shown a complete lack of competence for performing the duties around payroll and has put the Village of Sayward financial department in grave jeopardy of being abused.

Learning of this latest incompetent act should be enough information for all of council who have said they are unavailable to attend the special restricted in camera meeting tonight to reconsider and make their best effort to attend.

THIS IS THE LATEST OF MANY URGENT ISSUES REGARDING THE CAO'S INCOMPETENCE.

This is urgent. It is long past due that all of council discuss the CAO performance and plan for positive steps moving forward.

Please reply as soon as possible and let the mayor know that every councillor will attend.

Thank you.

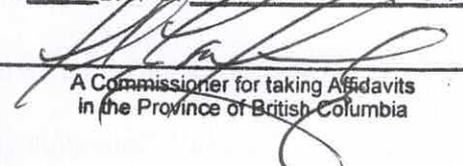
Councillor Sue Poulsen

On Feb 28, 2024, at 3:14 PM [REDACTED] wrote:

Hi Cllr Poulsen, I had your e-mail address incorrect in my original message, please see below. No need to respond.

Thank you,
 [REDACTED]

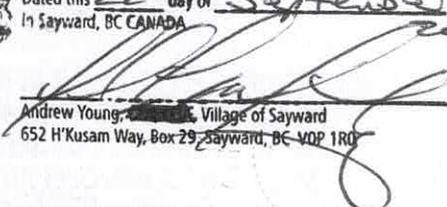
THIS IS EXHIBIT "K" REFERRED TO IN THE AFFIDAVIT OF Mark Baker SWORN/AFFIRMED BEFORE ME AT Sayward IN THE PROVINCE OF BRITISH COLUMBIA, THIS 7th DAY OF October, 2025


 A Commissioner for taking Affidavits in the Province of British Columbia

Begin forwarded message:

From: [REDACTED]
Subject: Pay period #5
Date: February 28, 2024 at 3:13:09 PM PST
To: mark.baker@saywardvalley.ca, Tom Tinsley <tom.tinsley@saywardvalley.ca>, susan.poulsen@saywardvalley.ca, scott.burchett@saywardvalley.ca, kohen.gilken@saywardvalley.ca
Cc: CAO <cao@saywardvalley.ca>

I hereby certify that this is a true copy of the original document
 Dated this 27th day of September 2025
 In Sayward, BC CANADA


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

Good afternoon,

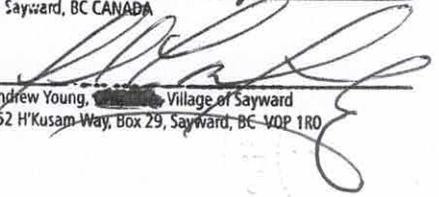
I am writing to express my concerns about receiving an incorrect pay advice for the most recent pay period. It appears as though my pay has been duplicated, resulting in a rather large overpayment. The

funds have not been deposited to my bank account as of yet, however I am concerned about the contents of the pay advice and whether this error will be duplicated for other staff on payroll.

Regards,



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

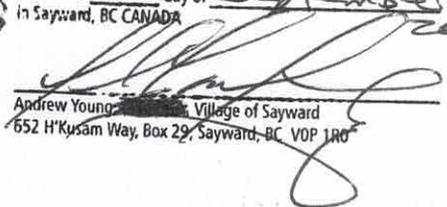
From: Keir Gervais on behalf of Keir Gervais <cao@saywardvalley.ca>
To: [Redacted]
Cc: Mayor and Council
Subject: RE: Pay period #5
Date: February 28, 2024 6:40:48 PM

[Redacted]

After speaking with RBC late this afternoon about options to resolve this processing error in a manner that would not negatively impact yourself or pose a risk to the Village, the option decided on is to leave the deposit as is and reconcile the pay period #5 overpayment through pay period #6. Effectively, it has been decided to pay you in advance for pay period #6. I will be working with Maise support staff in the coming days to ensure there is no financial consequence whatsoever to you (ex. overpayment of taxes). The details will be outlined in a separate letter to you next week.

This was an unfortunate error, thank you for bringing it to my attention.

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 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

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.

-----Original Message-----

From: [Redacted]
Sent: Wednesday, February 28, 2024 3:13 PM
To: Mark Baker <mark.baker@saywardvalley.ca>; Tom Tinsley <tom.tinsley@saywardvalley.ca>; susan.poulsen@saywardvalley.ca; Scott Burchett <scott.burchett@saywardvalley.ca>; kohen.gilken@saywardvalley.ca
Cc: Keir Gervais <cao@saywardvalley.ca>
Subject: Pay period #5
Importance: High

Good afternoon,

I am writing to express my concerns about receiving an incorrect pay advice for the most recent pay period. It appears as though my pay has been duplicated, resulting in a rather large overpayment. The funds have not been deposited to my bank account as of yet, however I am concerned about the contents of the pay advice and whether this error will be duplicated for other staff on payroll.

Regards,
[Redacted]