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Affidavit #1 of Mark Baker made January 21, 2026

IN THE SUPREME COURT OF BRITISH COLUMBIA

Between:

Mark Baker

Plaintiff

and

John France

Defendant

AFFIDAVIT

I, Mark Baker, Mayor and Municipal Councillo[redacted], Sayward, B.C., make oath and say as follows:

1. I am the Mayor for the Village of Sayward, am the plaintiff in this proceeding and have personal knowledge of the facts deposed to herein, except I state that my knowledge is based on information and belief.
2. I was born in Edmonton on August 22, 1963. I grew up in Alberta. I obtained my high school certification in college. I worked in different settings, primarily in restaurants and in retail operations. I was a service and operations manage for the Hudsons Bay Company. I worked in both Alberta and Saskatchewan for HBC and had roughly 300 direct reports in my work.
3. After I left HBC I did some property development in the Saskatoon area.
4. I was married to Janet Baker on August 31, 1991. Janet and I have known each other since we were in junior high school and remain happily married.
5. Janet and I decided to semi-retire in 2011 and come to Vancouver Island. We have two children, John and Kaitlyn. John is married and lives in Campbell river. He is 32 this year. He has a daughter named Cadence who is 18 months old. Kaitlyn has a son who is 9 years old named Finn. Kaitlyn lives in Maple Ridge.
6. I have been involved in public service in politics in Alberta and volunteered with the Boys and Girls club in Alberta. I worked as a camp counsellor when I was younger and then

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helped set up a summer camp for kids in Alberta and helped run that camp. I was also a municipal councillor in Osler, Saskatchewan and both Janet and I were involved with amateur athletics, coaching and working on non-profit boards. Being a part of the community and public service has been a staple of Janet and I's life, which has continued with my work on council in Sayward.

7. Janet and I have always enjoyed a good reputation in our communities which has been an important feature of our life. Our reputation is particularly important in a small community like the Village of Sayward. Having my reputation effectively destroyed by John France's malicious and defamatory posts has been devastating for me personally. As I detail further below, if I cannot be vindicated in this proceeding, it will likely spell an end to my political career as well.

8. I first ran and was elected on the council for the village of Sayward in 2020. I have been the mayor of Sayward since 2020.

The Village of Sayward

9. The Village of Sayward was incorporated under the former Municipal Act. The current population of the Village was, as at the 2021 Census, 321 people. The population includes working families, children and retirees. There is a recreation centre, an elementary school and a post office outlet. I estimate that roughly 250 residents of Sayward make up the voting population of the Village.

10. The government council is normally made up of 5 members. One of the council members is elected as the mayor of the Village. The council meets twice a month. There is a council office, with three full time office employees being the CFO, the CAO and the office administrator.

11. The annual budget is roughly $1.3 million. Those funds are used to maintain the basic infrastructure, run the water treatment plant and historically to run the Kelsey Centre, which was a recreation facility with a pool and a gym. The Kelsey Centre is no longer staffed and the pool is closed due to a funding shortage. The council offices and the council meeting chamber is inside the Kelsey Centre. The address is 652 H'Kusam Way in Sayward.

12. The Village is part of the Strathcona Regional District ("SRD") which is the municipality containing Campbell River, Sayward, Tahsis, Gold River, Zeballos and four electoral areas (Cortes Island, Quadra Island, Discovery Islands), along with Electoral Areas A, B, C and D.

13. The SRD board of directors of is made up of 14 members from the various towns and electoral areas. One individual on the SRD Board is nominated and elected to be the SRD Chair.

Current Council

14. The current Village council members are myself, Scott Burchett, Sue Poulsen, Jason Johnson and Debbie Coates.

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15. Sue Poulsen was elected the same time I was, in the fall of 2020, in a by-election. Scott Burchett was elected in 2022.

Board Positions and the Mayor of Sayward

16. The SRD and the Comox Valley share the running of the boards for the Comox Strathcona Waste Management Board and the Comox Strathcona Hospital Board.

17. When I was elected Mayor in the 2020 by-election, John MacDonald was the most recent mayor and had resigned when he was diagnosed with cancer. Sue Poulsen was married to John MacDonald.

18. When I started as Mayor in 2020, John suggested to me that because Sue Poulsen was a retired nurse, I may want to have her act on the two boards (Waste Management and Hospital) while I "got up to speed". John France was also suggesting to me at the time that Sue Poulsen should serve on those boards. The tradition was that the mayor served on those boards.

19. I agreed to have Sue Poulsen sit on those boards and she did that for two years or so. In November, 2022, I was elected as the Mayor of Sayward again and I was elected as the SRD chair in November of 2022. The SRD chair is automatically the co-chair of the Waste Management Board and is automatically appointed as a director of the Hospital Board. Because there can only be one director per electoral area or municipality, I had to tell Sue Poulsen that she would have to become and alternate director because as the Mayor I would be on the SRD, Hospital and Waste Management boards. I told Ms. Poulsen this in November, 2022.

20. When I told Sue Poulsen that she had to resign from the Hospital and Waste Management boards and become an alternate it was a telephone call. During the conversation Sue said that it was not justified that she step down from the boards and she was upset. She accused me of giving her incorrect information and did not believe that I had to be on those boards as the SRD board chair.

21. In the days following the call with Sue Poulsen I got a call from Jake Martins at the Comox Valley Regional District. Jake told me that Sue Poulsen had called enquiring about whether she had to resign from the boards because I, as the newly elected SRD Chair, was going to assume a spot on each board. He said that she had been calling and that she seemed very unhappy about it.

22. On December 6th, 2022 Sue Poulsen brought up this issue at a Village Council meeting. She was again complaining that she had been removed from those two boards. At the meeting Sue Poulsen said that she was upset about being removed from the boards and said that she did not believe what I was telling her - that the SRD chair automatically sat on those boards.

23. Sue Poulsen brought this up again on various occasions. She demanded to see where in writing it stated that the SRD board chair had to sit on the Hospital and Waste Management boards. She continued to complain and the SRD CAO, David Leitch, responded to her

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enquiries by writing a letter to the Village Council to advise that it was best practices to have the Mayor and Chair of the SRD board sit on those two boards. There was no formal rule regarding the SRD chair sitting on those two boards, but it has been the consistent tradition in the SRD.

24. It was a normal routine for the council members to meet outside after council meetings to chat, have a cigarette, talk with community members and so on. Within the first month after Scott Burchett was elected Burchett would start to comment that he should have been elected Mayor instead of me.

25. In December of 2022, we were talking about organizing the Christmas parade. Mr. Burchett had volunteered to organize a number of things for the parade, but had not done what he promised to do. When I followed up with him to see whether he had done what he said he would do in a phone call, he became belligerent. I had Mr. Burchett on speaker in the car and he became very rude and defensive when I pressed him on not getting things done and he hung up on me. This happened roughly a week before the informal decorating event where Talia Clark complained that I had touched her arm.

Scott Burchett

26. Scott Burchett was elected as a councillor in the fall of 2022 at the same time I was re-elected as the Mayor through acclimation. Mr. Burchett lives in the Village of Sayward. His romantic partner, Talia Clark, lives in or around Victoria.

27. I first met Mr. Burchett at the candidates forum prior to the 2022 election. He came across as very arrogant and was giving his opinion on all manner of things I did not think he had any expertise about. At the time I remember commenting to Jason Johnson something to the effect of "this guy is going to be a problem".

28. Mr. Burchett started complaining almost right away that I was not utilizing him and his talents enough in the municipal government. He was also complaining to Keir Gervais, which Keir relayed to me at the time.

29. Mr. Burchett also complained to me about me not utilizing him enough and those complaints started fairly soon after the election. Mr. Burchett considers himself an expert in a range of areas, as he has relayed it to me. He says that he has acted as a consultant to "billionaires" and has been the owner of several successful businesses and is an expert in search and rescue and emergency services.

30. At the time Sue Poulsen and Scott Burchett were both unhappy and complaining. Mr. Burchett was unhappy because he thought very highly of himself and thought he was being under utilized and Ms. Poulsen was unhappy as a result of losing her board seats. The two of them formed a sort of alliance and started to vote against every resolution I proposed.

31. Since early in 2023, Mr. Burchett has been disruptive and aggressive at council meetings. During an in camera portion of a meeting, when Keir was the CAO, in mid-2023, Mr. Burchett walked over to my chair when I was seated at the council table and stood directly

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over me. He looked like he was going to punch me or was trying to goad me into a fight. Keir told Mr. Burchett not to stand over me in an aggressive manner and Burchett left the meeting.

32. There have been three or four occasions where I had to call the RCMP to come because Mr. Burchett was asked to leave meetings for inappropriate behaviour and breaching our code of conduct. On those occasions, Mr. Burchett starts to yell and get belligerent, verbally attacking me, or other council members, or members of the public, shouting things like "you are an idiot" or yelling "you are attacking me", "you are pathetic" etc. After he is belligerent and rude in council chambers, he will turn around and sit there with his arms crossed, grinning, then leave when the RCMP arrive, or leave just before the RCMP get there. He has also, on a number of occasions, stared aggressively at me, or Keir, or one of the other councillors in a threatening manner.

33. On one occasion, Mr. Burchett screamed at Keir Gervais in the hall outside the meeting room after we had asked him to leave the meeting for belligerent conduct. He shouted something like "what the fuck are you looking at", like he was trying to pick a fight.

34. Mr. Burchett has also been aggressive and belligerent outside of meetings. When he sees me in Sayward, he gives me the finger, sneers at me and is otherwise obnoxious. Burchett was obnoxious and threatening towards Keir Gervais as well.

35. In around July of 2024, Keir Gervais took a leave, filing a workplace complaint for bullying and harassment against Mr. Burchett. Keir's claim was accepted by WorkSafeBC as a result of Mr. Burchett's abuse.

36. Mr. Burchett started gaslighting me, other council members and staff from very early on. Mr. Burchett behaves very poorly in meetings and towards members of the community or the staff and then accuses everyone of trying to "bully and harass" him. He has made multiple complaints. He complained about me to the council, to WorkSafeBC, the OIPC and he has made a Human Rights complaint against me, which is part of an ongoing proceeding.

37. To provide some perspective, the Council chambers for the Village are very small - roughly 26 feet x 23 feet. When Mr. Burchett acts as he does, it is extremely stressful and borderline traumatic for the other people who are in the room. I have attached, at **Exhibit A** a photo of the council chambers room taken from one side of the room. I appear sitting near the main council table and the podium is where members of the public would stand to speak. The black chairs in the foreground are for members of the public who attend meetings.

Talia Clark and Scott Burchett's Complaints

37. In February and March of 2023 Talia Clark and Scott Burchett made written complaints about me, which are attached to this Affidavit at **Exhibit B.**

38. With respect to allegations that I touched Ms. Clark on the shoulder or arm, I don't have any recollection of doing that. However, it is not unusual for me to touch someone on the arm or shoulder in greeting, or in farewell. I have attached a photo of me greeting a constituent

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on the dock in Sayward which my wife took at **Exhibit C**. I did not know him, but he came and introduced himself to me and I patted him on the arm in a "nice to see you" way. I would not be surprised if I did that when I met Ms. Clark at the light up, given that she was there to support a community event and I believe I thought it was nice of her to do that at the time. It would also not surprise me if I patted her forearm in a passing meeting in the hallway to the council chamber in a "nice to see you" way, or if I touched her to help her off a ladder during the decorating event.

39. At no point did I touch Ms. Clark in a sexual way or for any sexual purpose. I have not had contact with Ms. Clark since I received a copy of her first complaint, other than one time when she complained at a council meeting that I had released her personal information when I filed this proceeding, in which case I responded to her allegation briefly at the meeting.

The Christmas Light Up

40. On December 16th, 2022, there was a small group of people from the Village who met around 1:00 in the afternoon at a local park in the Village. It was me, Tony Legatt, Mike Clark, Scott Burchett and Talia Clark. In a public green space, which is not named, there is a Gazebo where is where we met. We met there to put up Christmas decorations and lights at about 1:00 in the afternoon. The decorations included various lights we used to decorate a coniferous tree near the Gazebo and we have some light up reindeer and snowmen which are kept in storage and brought out every December.

41. I had only seen Talia Clark once a couple of weeks before at the swearing in ceremony, but I did not know her. I thought it was nice that she had come to pitch in given she did not live in Sayward. Michael and Tony were both employees of the village and worked in public works.

42. It was an informal event. The event was not a public one - it was just something that we had started to do. I think this was either the first or second year that we had the event. The event itself was a little Christmas celebration at the Gazebo. We have snacks and hot chocolate in the Gazebo and we give prizes to local community members for the best Christmas lights on their houses.

43. At the decorating we were all working together to try and put up the decorations. We had a ladder for putting up lights on the Gazebo and the tree. In her written complaint, Ms. Clark says that I gently touched her arm. In her affidavit she says that I touched her arm and upper shoulder, once in the Gazebo while assembling a wire reindeer and the other while she was coming down a ladder. I have no recollection of touching Ms. Clark.

44. I would not be surprised if I had touched her arm or shoulder while she was coming down a ladder as I would normally do that for anyone to ensure that they did not fall. As I mentioned above, it would also not surprise me if I touched her arm in greeting to indicate that it was nice to see her. I certainly did not touch Ms. Clark for any nefarious or sexual

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purpose. This was all happening in broad daylight and we were all working together to get things set up for the Christmas event.

45. I have had no contact whatsoever with Ms. Clark outside of incidentally running into her because she has attended council events with Scott Burchett. I have never emailed her, texted her, phoned her or expressed any interest in her.

The LGLA conference in Nanaimo

46. In February, 2023 I attended a conference in Nanaimo. The conference was put on by the Local Government Leadership Academy ("LGLA") which provides training for municipal leaders and employees. There were courses and lectures during the day at the Conference Centre in Nanaimo and we were staying at the Best Western Hotel. I attended with Kohen Gilken and Scott Burchett. It was a three day conference and we stayed over night for two nights. We each had our own room.

47. I drove to and from the conference with Scott Burchett and Kohen Gilken. We drove in Mr. Burchett's car.

48. Ms. Clark drove to the conference from Victoria to visit Mr. Burchett and was there the second day. I had dinner with Scott Burchett and Kohen Gilken at the hotel restaurant the first night, but Ms. Clark was not there. The hotel had a restaurant called, I think, "Top Notch Burger", which is where we ate. We sat at a table rather than a booth. During dinner I was teasing Kohen Gilken about his lifted truck. At the time, Kohen was very young - he was 18 or 19 years old. I asked the waitress in jest whether she liked guys who drove lifted trucks. It was light hearted and she laughed and seemed to understand that I was teasing Kohen. Kohen also laughed. I do not understand Kohen to have been offended in any way. If I thought that I was making him uncomfortable, I would not have teased him. I have read Mr. Burchett's complaint at Exhibit A and my view is that it is wholly manufactured offence. Mr. Burchett was not offended, did not say anything to me about being offended and did not appear offended. I drove back to Sayward after the conference was over with Mr. Burchett and Mr. Burchett made no mention of being offended.

49. The next evening I remember meeting Mr. Burchett, Ms. Clark and Mr. Gilken for a drink (non-alcoholic on my part - I don't drink alcohol). I deny that I was making a series of sexualized or sexual comments during drinks. I certainly did not make any comments about or directed at Ms. Clark. I do remember that Ms. Clark and Mr. Burchett were drinking alcohol and that they went outside to smoke cannabis at one point. Mr. Burchett is a heavy cannabis user. I did not have dinner with them. I did not attend the conference dinner. Those dinners normally involve a fair amount of drinking and, since I don't drink alcohol, I tend to avoid them.

50. I deny that I ogled Ms. Clark on the Sunday morning or made any jokes about her being up all night with Mr. Burchett (or Mr. Gilken). I note that Ms. Clark's affidavit evidence is different than her written complaint. In the former she says I insinuated that she was up all

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night with Burchett and in her affidavit she says that I somehow insinuated that she was having sex with Mr. Burchett and Mr. Gilken. These allegations are both false and bizarre.

51. I did make a joke to Kohen Gilken about him having brought condoms to the conference in the hotel lobby. I was going outside for a cigarette and asked Kohen to watch my coat. Kohen asked if there was anything in the pockets he could steal and I joked that I had condoms which I brought to the conference for him. I don't believe this joke caused any offence.

52. I deny that I put my arm around Ms. Clark and held her for 10 or 15 seconds. I may have introduced her to a table of people if she had been standing with us - I don't remember.

53. Scott Burchett's suggestion that I asked our waitress to pass things in a certain way so that I could leer at her is both false and absurd.

The complaint regarding the council meeting joke

54. Ms. Clark complains that when she was at a council meeting, I greeted her in the hallway and touched her shoulder. She then says that I made a joke after the meeting, which is true.

55. I have no memory of touching Ms. Clark's shoulder in the council hallway, but if i did it would have been in greeting and nothing sexual or nefarious.

56. I did make a joke after the council meeting. Earlier I had been in an office with Tony Leggat who was the maintenance supervisor and had inadvertently brushed his backside when I turned around in close quarters. I joked after the meeting that I could be "up on charges because I had touched Tony's bum" or something like that. It was a light hearted comment which was obviously a joke. I am not aware of anyone taking offence to the joke and don't believe that Ms. Clark or Mr. Burchett took any offence to it.

Police Complaint

57. Talia Clark made a complaint to the RCMP in May, 2023 after I refused to comply with John France's demands.

58. The RCMP called me and asked if I would came down to the office. I spoke with Constable Amber Rossi. I went to the RCMP station with my wife Janet and had a conversation with Constable Rossi. It was on or around May 13, 2023. We spoke with Constable Rossi in the police station but not in an interview room - it was an informal discussion which took place in the office area where the RCMP officers have their desks.

59. We sat down with Constable Rossi and she told us that a complaint had been filed by Talia Clark. The complaint, which Constable Rossi showed me, was the same as the one which Ms. Clark had submitted to the Village. Constable Rossi told us about the results of her interview with Ms. Clark and in particular:

    a. when she asked Ms. Clark whether I had touched Ms. Clark in any kind of sexual area - like on her thigh, or buttocks or anything like that, and Ms. Clark had said no;

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b. when she asked Ms. Clark whether Ms. Clark found me sexually intimidating Ms. Clark said no;

c. when she asked whether Ms. Clark thought that I was sexually aroused during anything that happened Ms. Clark said no;

d. when she asked Ms. Clark what she hoped would be the result of the RCMP investigation and Ms. Clark said that she wanted to prevent me from attending council meetings;

e. Constable Rossi said that she told Ms. Clark that if Ms. Clark were intimidated, she should herself avoid council meetings; and

f. When Constable Rossi asked Ms. Clark why she was bringing the complaint Ms. Clark told her that she was making the complaint because she was trying to support Mr. Burchett.

60. A week or two later the police came to the door of my home. The officer was a corporal at the RCMP detachment but I forget his name. The corporal told us that the RCMP investigation did not support criminal charges against me and that they were closing their file on the matter.

61. Ms. Clark did not avoid council meetings after she made the police complaint. She attended a hand full of council meetings after she filed the police complaint. There are no records kept of who attends the meetings, otherwise I would have produced them. She did not seem to be in any apparent discomfort or fear being in the same room as me.

The complaints and investigation process

62. At the time that Ms. Clark and Mr. Burchett filed their complaints with the Village, Keir Gervais was the CAO of the Village. Before disclosing the first complaints to me, Keir retained Jerry Berry of JB Consultants and sought legal advice. Mr. Berry, as I understand it, reviewed the complaints and conducted an investigation. Mr. Berry suggested that we engage in an informal mediation process in relation to the complaints, which I did on April 20th, 2023. At that informal meeting, Mr. Burchett was present with me and Mr. Berry.

63. Mr. Berry and I discussed the possibility of me issuing an apology letter, which I was prepared to do provided that I was ok with the wording of the proposed letter. We discussed the wording of the letter and I agreed to it. Mr. Burchett did not agree to accept an apology letter and was, subsequently, apoplectic about the idea that there would not be a "full investigation" which he kept on demanding in a loud and obnoxious way. It was apparent to me at the time that Mr. Burchett wanted to make as much political hay as he could with these manufactured complaints and he became upset when he did not get his way.

64. At the same time as the *in camera* discussions, Mr. Burchett tried to have his own motion considered removing me from council and/or all of the SRD boards, but it failed.

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65. Subsequently the Council adopted an *in camera* resolution to accept the apology letters in resolution of the complaints. I understand from Keir Gervais' affidavit that Mr. Burchett was so enraged at not getting his way with the complaints that Keir feared that Mr. Burchett was going to physically assault him. From this point onward, Mr. Burchett's conduct in council meetings has been appalling and has led directly to Tom Tinsley and Kohen Gilkin's resignations and also caused Keir Gervais' departure on a medical leave and the acceptance of a bullying and harassment claim by WorkSafeBC.

66. In the defamatory statements which Mr. France makes in his Facebook posts, he says that I admitted to sexual harassment in an apology letter which I prepared. Copies of the letters, which I sent to each member of council, the council generally and Ms. Clark, are attached at **Exhibit D.** I did not admit to sexually harassing anyone in the letter, because I didn't. Mr. France says in on of his posts that he had copies of one of the apology letters (they are all the same), which I believe he obtained from Mr. Burchett and/or Ms. Poulsen. The intent of the letter was to apologize in the event I had caused anyone offence for making jokes which they found offensive. There is no mention at all of sexual harassment.

67. In a proceeding filed by the Village seeking an order to amend the quorum requirement so that the Village can pursue censure motions against Mr. Burchett and Ms. Poulsen, John Thomas swore an affidavit. That affidavit, filed in the proceeding, is available on the Village website and I have attached it at **Exhibit E.** As one can see from the correspondence exhibited to Mr. Thomas' affidavit, Mr. Burchett, Ms. Poulsen and Mr. France have been working together in an effort to undermine me as their political foe for some time. In their correspondence, they speak of carrying out a "plan" and scoring a "TKO" and it is clear that Mr. Burchett and Ms. Poulsen were providing Mr. France with confidential information.

John France

67. In the filed Notice of Civil Claim, I have recited the defamatory posts which Mr. France had made as at the date of filing. Screen shots of the posts themselves are found at **Exhibit F.**

68. I met John France in 2018 or 2019. My friend and neighbour, Bill Ives was on the Village council. John France was the CAO for the Village of Sayward at the time. John France had been the CAO off and on for some period of time prior to my election.

69. John France is close friends with Sue Poulsen. Sue Poulsen is a current council member and her late husband, John MacDonald, was the prior mayor of Sayward.

70. I was friendly with John MacDonald before he married Sue Poulsen. We all got along at the time. Around 2020 John MacDonald had to step down from council because he was diagnosed with terminal cancer.

71. John MacDonald used to give me advice on political issues and we were friendly, even though we had different opinions on various political issues. I had dinner at John MacDonald's home on a couple of occasions. I used to drop by his home when he was sick

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to see if he needed anything and after I was elected Mayor I sought advice from him on various things, which he freely gave.

72. John France came in as an acting CAO in 2020. There had been different acting mayors and there was a fair bit of disfunction on council. At one point Joyce Ellis was a council member and she became acting mayor. Joyce resigned from council in 2020, as a result of the disfunction at the time.

73. Bill Ives was a councillor at the time and had acted as the acting mayor. I was friends with Bill Ives. Bill Ives and Joyce Ellis were rivals on council. They did not get along and they had different political views. When Joyce resigned as acting mayor and Bill took over as acting mayor there were only three councillors left. Bill Ives was making decisions at the time that John France did not like.

74. At the time, John France was on Sayward Rant and Raves and was making negative comments about Bill Ives and I went online in defence of him. John France did not like the fact that I was sticking up for Bill. John France appears through his Facebook posts not to like it when people disagree with him. After John France left his position as CAO for the Village he continued to attack Bill Ives. John France is known for attacking people online when they have opinions which are different than his. He is is what is known as a troll in online internet speak.

75. Once I started to defend Bill Ives online, John France started to attack me as well.

76. At the time I was running for office in 2020, John France was trashing me online. At the time, John France was the CAO. Anne MacDonald took over as CAO and was there for roughly the first year I was in office and left after working for a one year contract.

77. John France was then hired back as the CAO on a temporary basis. Sue Poulsen was also on council at the time and she and John France were and are close friends. John France used to stay at Sue Poulsen's house while he was working, because his house was in Courtenay, which is about an hour and a half drive from Sayward.

78. John France stayed as interim CAO for roughly 8 months. During that period, we hired Keir Gervais into the CAO position on a permanent basis and Mr. Gervais started in early 2023.

79. John France left the interim post sometime in 2022 the best I can remember.

Post Complaints

80. On May 12th, 2023 John France called me on my cell phone. The conversation started off in a friendly manner. Mr. France had just come back from vacation. He had been out of the country for a lengthy stay and we chatted about that.

81. John France then brought up the February Burchett/Clark complaints . I asked him how he knew about the complaints, because the entire process had been handled on a confidential basis *in camera* within council. John France said something like "don't worry about that". He said that Mr. Burchett and Ms. Poulsen were not content with the outcome of the

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investigation (the apologies) and that they were going to be bringing further complaints and proceedings against me and that Burchett was going to complain to the police.

82. He said that I would not be covered for any legal fees arising from this because it was a criminal matter (I did not believe that) and so I would struggle with legal expenses. He said that I should step down from the SRD Board, the waste management board and the hospital board for at least a year and take sensitivity training and that maybe this would appease Ms. Poulsen and Mr. Burchett. I had the feeling that Mr. France was telling me that unless I gave in to Poulsen and Burchett's demands things would be very difficult for me financially and otherwise.

83. I did not agree with anything that John France suggested to me. John France told me that he got the information regarding the complaints from a staff member. I was concerned that John France was aware of the *in camera* information. Mr. France told me more than once that I should not worry about the *in camera* breach but I should do what he was telling me. He also suggested that it would be too bad if the new CAO had to deal with what would be a stressful situation.

84. John France characterizes that call as him trying to assist me in some way - but that was not the substance of the call. My impression of the call was that Mr. France, Ms. Poulsen and Mr. Burchett were going to try and make significant problems for me unless I did what they wanted.

85. It also became apparent later that Scott Burchett and Sue Poulsen were meeting with John France and that they had some kind of "plan". Those correspondence are attached to John Thomas' affidavit which is included in our response.

86. Two days after the John France phone call, when I refused to resign from my committee posts and as the SRD Chair, Talia Clark and Scott Burchett made the complaint to the police. Ms. Clark also complained to the OIPC and she and Mr. Burchett made a Human Rights complaint in September, 2023. They also made a complaint to the Ombudsperson and the Ministry of Municipal Affairs. On June 6th, 2023 Scott Burchett and Sue Poulsen made a motion at the council meeting to reject my letter of apology and made a motion to have me removed from the Hospital and Waste Management Boards and the SRD Board. That motion did not pass. The next day, Ms. Clark dropped off her February, 2023 complaint to the SRD.

87. On or around July 13th, John France started to make posts on Rants and Raves criticizing the Village Council and the Sayward Fire Service which I supported. John France posted a photo of my Ford Explorer which had rolled into the pond in town. I had been following a police officer on the way to the Hotel (which I was caretaking while it was empty) as a result of some kind of complaint. My brakes failed when I was coming down the road and was unable to stop at a T-intersection and went through it, bounced off a tree and stopped in the pond. Mr. France posted and suggested that the accident was "the driver's" fault and that the driver obviously did not have working brakes. Faith Morgan, who is the owner of a

On June 9-202 ... Agenda in its entirety.

store at the Sayward resort and reported to me that people were coming in and gossiping about me being drunk and crashing my car in the pond, even though I don't drink. Mr. France's post is attached at **Exhibit G.**

88. John France then began to post defamatory statements on the Rants and Raves in August, 2023. In or around that time, the Facebook group indicated that it had 1,500 members. The Sayward Rants and Raves Facebook page is officially a "private" Facebook group, which means that it is accessible to its members.

89. John France ran for office in the Village of Sayward by-in July, 2024. He was not elected.

The Scope of Publication

90. The population of the Village of Sawyard was, as at the time of the 2021 Census, 321. I am not aware of any substantial change in the population between 2021 and the dates of the defamatory posts.

91. The only people entitled to vote in the Village elections are those who reside within the Village boundaries. The Village is roughly 4.44 square kms in size. The population of the Village is largely clustered around the town centre. The Village is fairly isolated and there are very few homes once you leave the Village centre.

92. The members to the Sayward Rants and Raves total roughly 1700 people. According to the process for applying, an Administrator can approve your request to join and it asks applicants where they live and why they want to join. There is no requirement that you answer those questions and there is no verification process I am aware of.

93. I have reviewed a number of the people who are members of the Sayward Rant and Rave and most of them live outside of Sayward and over 300 appear to live outside the SRD altogether.

Responding to the truth of specific defamatory statements

94. Below I have recited the "sting" of the most significant defamatory statements which Mr. France has made:

    a. He said, on multiple occasions, that I "sexually harassed" two individuals. For reasons noted above, these allegations are not true.

    b. He said on more than one occasion that I issued apology letters and that this proves that I admitted to sexual harassment. On September 7, 2023 he said that "you don't apologize for something you didn't do" and on September 12, 2023 he describes "sexual harassment behaviour admitted to by the mayor". The apology letters speak for themselves and at no point have I ever admitted that I sexually harassed anyone.

    c. On October 26, 2023 Mr. France describes me being guilty of "unwanted advances" and says that Ms. Clark was not the only "recipient of unwanted advances" from which one would reasonably infer that I had made advances on both Ms. Clark and

On June 9-202 ... approved the in... diate... mo... Report ... 9 Jun ... -2026 In-Camera Agenda in its entirety.

other women (which is false). I did not make advances against anyone who was not my wife and Mr. France did not have any evidence to the contrary.

d. Mr. France accuses me in multiple occasions of trying to cover up my guilt by pursuing a censure motion against Mr. Burchett and Ms. Poulsen for disclosing confidential information to Mr. France. Since I did not sexually harass anyone, these assertions are false. Mr. France also suggests that I presided over "improper" spending in order to hide my misconduct from the public.

Effects of the Defamation

95. When the Facebook posts first came out, people were coming up to me and asking me what was going on, why I was still the Mayor, why had I not resigned, said that they had heard about sexual harassment and so on. This happened to me in different locations - in the Viillage store, in the post office, on the public sidewalk and at a council meeting. I have had people make comments to me at the park, at town functions like Canada Day and so on and people have approached my wife Janet. Mostly it is accusatory - people are accusing me of being a person who sexually harasses women and saying that I should get out of office. I fear that my reputation in the community has been irreparably damaged by John France's posts.

96. People who used to approach me in a friendly way now seem to avoid me and give me sideways glances, or looks of disapproval. The atmosphere and the public's attitude towards me seems to have significantly shifted.

97. Other people have made posts on Facebook in which they echo the false accusations against me which Mr. France made, or otherwise pile on. A number of these posts are attached at **Exhibit H.**

98. I have had two occasions where people have said to me words to the effect of "w*hy did you sexual harass people*" and "*shouldn't you be resigning from council?*". This happened at the local store where a stranger came up to me, a man who around 50 years old, and said something to the effect of "*why haven't you resigned?*" and made some reference to "*sexual harassment*". I responded to him that I had not resigned because it was not true.

99. When I was at a council meeting, the Agnews were there. Mrs. Agnew (who is in her 60's), who was there with her husband, stood up and asked why I had not resigned because I had sexually harassed people. I did not respond at the meeting.

How the defamation has affected me politically

100. There have been both Facebook posts which are saying that I should resign and people have told me that they think I should resign and that they can't to vote against me at the next election because I sexually harass women. I don't think that I will be a politically viable candidate in the Village unless I can have my reputation vindicated.

On June 9-202 ARE removed the immediate ...sement Report of 9 June 2026 In-Camera Agenda in its entirety.

How has it affected my physical and mental health

101. The defamatory campaign has a significant deleterious effect on my health. I suffer from constant anxiety for fear that people are thinking ill of me because of Mr. France's defamatory posts. This feeling is particularly acute because I live in a small community where people know who I am and in small places people talk. It has gotten to the point that I want to avoid going out for fear that I will get accosted or that someone will point at me and refer me to as a person who abuses women.

102. Although I have the support of my family, I of course also worry that my wife Janet and adult children will start to wonder about me or think less of me, which is devastating for me.

103. I have sought and received medical care for mental health problems which have arisen as a result of the fallout from the France defamation. I have been taking an increased dose of anti-depressant medication to help me cope with these issues. I have suffered from depression in the past and this has been significantly exacerbated by the France defamatory posts and the unjustified criticisms which have been levelled at me by members of my community.

104. My family doctor has told me that other health issues which have arisen are likely associated with or exacerbated by the stress and anxiety I have experienced as a result of the France defamatory posts, which includes blood pressure issues and issues with my heart.

105. In terms of monetary loss, if I am not able to gain re-election as a result of the damage to my reputation caused by John France's defamatory posts, I will lose my current livelihood which I receive as Mayor of the Village and chair of the SRD board. This will impose economic hardship on both me and my wife Janet. As things are, we may be forced to sell our home and move out of the community which we have come to call home. I don't believe that this would be the case but for the defendant's defamatory campaign against me.

106. The defamatory posts have affected my family broadly. My adult son John is very upset with the posts, which he has read. He is upset both because he knows they are not true but also because he has friends who believe that the accusations are true and have confronted him. My daughter has also read the posts and is upset by them. She is scared that Scott Burchett, who is a bully, will just continue his campaign of harassment against me and may physically attack me. My wife Janet is devastated by the false accusations and shares significant anxiety and upset along with me.

The audience for John France's defamatory statements

107. One of the defences which Mr. France relies on in the proceeding is a defence of "qualified privilege". There were, at material times, roughly 1,500 members of the Sayward Rants and Raves page and more than 1700 now. Members of the public can apply through the page and be admitted to the group, after which they have access to posts which are made,

On June 9-202 ... approved for immediate ... second Report of the ... 2026 ... n-Camera Agenda in its entirety.

including the posts which Mr. France made which are described in the Notice of Civil Claim in this matter.

108. The population of the Village, as noted above, is roughly 350, of which I estimate 250 people make up the voting population. This means that of the 1,500 members of the Facebook group, a large majority of members were outside of the Village and as noted above 100's appear to live outside the SRD. At **Exhibit I** I have attached a document containing 244 Facebook profile pages. These are all members of the Sayward Rants and Raves Facebook group and they all, according to the information on their pages, reside outside of the SRD.

My financial standing and reputation

109. I appreciate that it may be that some people, particularly those who are financially and/or politically powerful, may use defamation lawsuits to chill free speech. I am not, in my view, included within that group of people. Janet and I are in financially modest circumstances, with household income significantly below $100,000 per year. We do not have significant investments and we have a mortgage over our home in the Village.

110. In terms of the political power that I wield, it is modest. I am the mayor of the Village and one of five of the councillors on the Village council. I am the chair of the SRD Board, which has 14 members. I do not have the ability to unilaterally impose policy on any of the constituents of the Village. Although I chair the council meetings normally and chair the SRD Board meetings, I am only one vote in each body. In terms of political figures, I am well known within the Village, in part because it is so small. Overall I am a medium sized fish in a very small pond.

111. I can state without reservation that this proceeding is not an attempt to stifle legitimate political debate or criticism, but an attempt to restore my reputation which I believe has suffered grave harm as a result of John France's deliberate and false statements about me.

112. I was not physically present before Andrew G. LaCroix as commission of this affidavit because of my inability to meet physically, but was in his electronic presence linked via video technology and the process described for remote commissioning was utilized.

113. I acknowledge the solemnity of making the affidavit and acknowledge the consequences of making an untrue statement.

Sworn Before me in the City of Duncan, British Columbia, this 21 day of January, 2026.

A Commissioner for taking Affidavits within British Columbia

ANDREW LaCROIX
BARRISTER & SOLICITOR
2 - 177 FOURTH STREET
DUNCAN BC V9L 5J8

Mark Baker

On June 9 202 ... d the immediate ... ... of ... 2026 n-Camera Agenda in its entirety.

On June 9-2026 SAYWARD



This is Exhibit "A", referred to in the affidavit of Mark Baker
Sworn before me at Duncan, BC
this 21st day of Jan. 2026

A Commissioner for taking Affidavits within British Columbia

Agenda in its entirety.

Village of Sayward
Respectful Workplace Policy

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Appendix B – Respectful Workplace Complaint Form

RESPECTFUL WORKPLACE COMPLAINT FORM	
COMPLAINANT INFORMATION	
Name: Talia Clark	Position: N/A
Dept:	Date: Feb 22, 2023
RESPONDENT INFORMATION (Alleged Bully or Bully)	
Name(s): Mark Baker	Position: Mayor
Dept:	Date:
PERSONAL STATEMENT/COMPLAINT	
Please provide details of the bullying or harassment incident(s), including:	
-Names of all parties involved	*-Details about the incident(s) – behaviour and words used*
-Any witnesses to the incident(s)	
-Location, date and time of the incident(s)	*-All other relevant information*
Attach any supporting documents, such as emails or other social media evidence, notes, or photographs. Physical evidence, such as vandalized personal belongings, can also be submitted.	
(OR attach additional pages with the above information included)	
See letter	
Signature:	Date: Feb 22, 2023
Received by:	Date:

This is Exhibit "B", referred to in the affidavit of Mark Baker
Sworn before me at Duncan BC
this 21st *day of* Jan 2026

A Commissioner for taking Affidavits within British Columbia

On June 9-202 AR a roved the imm date s and part of h Jun -2026 n-Camera Agenda in its entirety.

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To Whom it May Concern,

Feb 19, 2023

Statement by Talia Clark

December 16, 2022 I was in Sayward visiting my partner Scott Burchett who was to help with the decorating for the light up festival being held the next day. As I was in Sayward to spend time with Scott I decided to go help with the decorating. This was the second or third time I met Mayor Mark Baker and the meetings previous had been very brief. The Mayor seemed interested in engaging me in friendly conversation which didn't surprise me as Scott was new on Council himself so it seemed natural for the Mayor to want to get to know us both more. While doing the decorating the Mayor put his hand gently on my arm and shoulder and rested it there a few times. I was a bit surprised by this action but it seemed harmless and didn't go any further, we were in a public space with others around so I didn't draw attention to this causing a scene. Later in private I asked Scott if he knew the Mayor to be a "touchy" type person and Scott replied that no he did not think he was and asked me to explain why I asked. I told Scott what had happened earlier and we both decided not to say anything but agreed that it was creepy and I would be watching out for any further similar behaviour.

February 16, 2023 I went to visit Scott in Nanaimo while he was there attending the LGLA convention with Mayor Baker and councillor Kohen Gilken. We sat to have a drink with the Mayor and councillor Gilken at the restaurant in the hotel and the Mayor's conversation seemed to be quite focused on what I thought to be inappropriate "advice" towards councillor Gilken in regards to women and a number of sexual comments were made. This struck me to be very odd, gross and unprofessional especially considering councillor Gilken's age and that I thought the Mayor would be mentoring the new councillor's in how to behave in public spaces. Note we were potentially surrounded by other local council members sitting at the nearby tables. Councillor Gilken giggled and blushed a bit at the comments.Scott and I left at this time as we had already decided we were not going to eat with the Mayor as Scott was quite disgusted with the Mayor's comments in the restaurant the previous evening.

February 17, 2023 Scott, councillor Gilken and I were heading to the elevator in the hotel at 7:30 in the morning and met with the Mayor who asked how we all slept. Scott replied he barely slept at all and the Mayor looked at me, made a comment and clearly looked me up and down with a grin insinuating I had kept Scott up all night. This eyeballing by the Mayor disgusted me and made me so uncomfortable I walked down the hall not wanting him to look at me. When we proceeded to breakfast the Mayor asked if we would watch his jacket for him for a moment and councillor Gilken asked if he had anything in his jacket he could take. Mayor Baker responded that he had condoms in his jacket for councillor Gilken which again I found very inappropriate and gross for many reasons. After breakfast Scott , the Mayor and councillor Gilken were introducing themselves to a group of councillors at a nearby table and when I walked up between the Mayor and councillor Gilken the Mayor put his arm on me in a somewhat possessive manner as if to say she's with us. This action was unnecessary and made me uncomfortable though again I did not say anything so as not to make a scene in public.

It is very important to me that I be supportive of my partner councillor Burchett and as he is a political figure acting on behalf of the Village of Sayward I feel we are both accountable for our actions in the public eye, therefore we must behave in a respectful and professional manner at all times. I do not feel Mayor Baker is behaving in this manner. It upsets me that I now take the Mayor's behaviour towards me in consideration before deciding whether or not to attend events where he will be present.

Thank you,

Talia Clark

On June 9-202
Agenda - Regular Council Meeting - June 9-2020 In Camera Agenda in its entirety.

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FEB 2 2 2023

Village of Sayward
Respectful Workplace Policy

Appendix B – Respectful Workplace Complaint Form

RESPECTFUL WORKPLACE COMPLAINT FORM	
COMPLAINANT INFORMATION	
Name: SCOTT BURCHETT	Position: COUNCILLOR
Dept: VILLAGE OF SAYWARD	Date: FEBRUARY 22, 2023
RESPONDENT INFORMATION (Alleged Bully or Bully)	
Name(s): MARK BAKER	Position: MAYOR
Dept: VILLAGE OF SAYWARD	Date: FEBRUARY 22, 2023
PERSONAL STATEMENT/COMPLAINT	
Please provide details of the bullying or harassment incident(s), including:	
-Names of all parties involved	*-Details about the incident(s) – behaviour and words used*
-Any witnesses to the incident(s)	
-Location, date and time of the incident(s)	*-All other relevant information*
Attach any supporting documents, such as emails or other social media evidence, notes, or photographs. Physical evidence, such as vandalized personal belongings, can also be submitted.	
(OR attach additional pages with the above information included)	
PLEASE SEE LETTER(S) OF COMPLAINT	
Signature: Scott Burchett	Date: FEBRUARY 22, 2023
Received by:	Date:

On June 9-202 AR a roved the in diate se and Report of Mayor -2026 n-Camera Agenda in its entirety.

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Code of Conduct Behavioural Violations

February 20 2023

It is with great concern that these statements have to be recorded or even reported regarding the alleged behaviour of Mark Baker, acting mayor of the Village of Sayward.

To give some background about these allegations the timeline will start on the dates in December(15,16) 2022 when I was a newly elected councillor of the Village of Sayward and was involved in the decorations of the Christmas Light up Parade. While volunteering to do set up of lights and decorations, my girlfriend/partner Talia Clark had volunteered some of her time to help with the decorations. At the time there was inappropriate physical contact that was a concern of hers regarding how mayor Baker touched her while she was helping decorate. I will let her words speak to these allegations, as I was not completely aware of what happened at the time, although I did notice some uncomfortable situations. He seemed to be creeping around her and engaged in close contact/conversation when it was not invited.

Being a new councillor, I was shy and did not want any problems or confrontation regarding said behaviour. Talia had discussed to me immediately after helping set up decorations that she felt uncomfortable about the conduct (touching and general gross eyeballing) that mayor Baker engaged in. While it seemed to be relatively soft, such as a hand on the shoulder or back, and standing too close from behind, it was not warranted or accepted as appropriate to her. At the time we discussed this in private and decided to move on and not make an issue about it, as again, I will state that I was new to the municipal council and did not want to complicate the situation. It was brushed off as rude, gross, and sexist behaviour and we felt that "I guess the mayor is a creep and we will have to be on guard".

Moving forward to this past weeks LGLA (Local Government Leaders Academy) convention in Nanaimo (February 15 -17), this behaviour surfaced again. Let us not confuse private conversations between people not in the public eye, where a group of peers can have varying degrees of humour, the alleged behaviour was public, and witnessed by multiple people.

On Wednesday, February 15, 2023 myself, councillor Kohen Gilkin, and mayor Baker, where having dinner (Top Notch Burgers) at the hotel. We introduced ourselves as mayor and council for the Village of Sayward and where attending the LGLA conference. Our young female server named Ruby (as noted in the receipt) was around 19/20 years old approximately and was subject to very aggressive and sexist remarks from mayor Baker. This not only made myself feel extremely uncomfortable, but the same can be said about councillor Gilkin. It was not appropriate to ask her "are you into guys with lifted trucks" in reference to Kohen's truck. This gross conversation initiated by mayor Baker put councillor Gilkin on the spot and continued until everyone felt uncomfortable. Both myself and councillor Gilkin responded with the remarks to young Ruby that "we are not related to him" in reference to mayor Baker. An awkward laugh was the result, as Ruby was being professional and kind of caught off guard. This is not how the Village of Sayward is to be seen and represented, and I felt horrible.

On Thursday, February 16 2023, my partner Talia Clark came up from Victoria to visit and have dinner and I decided that I did not want to accompany the mayor for this evenings meal, as I was disgusted with the last nights events. We politely joined mayor Baker and councillor Gilkin for a beverage and then went for our own meal at a separate establishment.

On June 9-202 ... Agenda in its entirety.

On the morning of Friday, February 17 2023, the plan was to meet at my hotel room (Best Western 303) at 7:30am to put everyones luggage there for a late checkout (12:30pm) and leave from a there.
Upon arriving at my hotel room to store the luggage, a conversation started about how everyone had a poor sleep. While standing close together in the hotel room, I stated "I barely slept last night at all". Mayor Baker immediately looked at Talia, insinuating that she kept me up all night long, and then proceeded to eyeball her up and down in front of myself to the point where it was grossly uncomfortable. Talia had to walk down the hall to get some distance, and I was caught off guard with such disgustingly rude behaviour. Mayor Baker could not be more obvious and gross with how he conducted himself. This was also witnessed by councillor Gilken and I will let his words speak to this. The boldness of this predatory behaviour was seemingly entitlement and I am now very jaded in how I perceive mayor Baker.

Following this interaction, we had planned to have breakfast before the last day of the convention and we all went downstairs to eat at the hotel restaurant. The gross behaviour continued there. During casual conversation, the tone had changed to the point where my partner Talia actually called the mayor creepy. As his words were inappropriate again.

When our meal was finished, we engaged in conversation with the neighbouring table who were other delegates from the convention. Unbeknownst to myself, the following behaviour took place. Myself, councillor Gilkin, mayor Baker approached the neighbouring table to converse and have a brief meet. While talking to these people, mayor Baker inappropriately put his arm around Talia and pulled her towards himself in a possessive way that made her feel violated and uncomfortable. This was not a mutual agreeable behaviour and not permissible by Talia. I will let her words speak to this. I was not witness to this, as I was engaged in the conversation in front of me, but was made aware of it later. This made me feel sick to my stomach and I will not look past this.

Further to this issue, on February 7 2023 just before the Village of Sayward council meeting, I had a conversation with mayor Baker, councillor Gilkin, and councillor Tinsley. I opened up about my recent bad news that my partner Talia and myself were going through a hard time with [redacted] and that I might not be at my best, and will try to get through our council meeting the best I can. This was a call out for support and a very personal and private matter that is sensitive. I never thought that support from the mayor would be to grossly make my partner feel sexualized in an unwanted manner [redacted]. There are no excuses for this behaviour and it disgusts me just to write this and have to relive it.

It is with great concern that I even have to write this, and will let the statements of the others involved/witnessed speak to there own experience. A pattern of behaviour that makes females and people feel uncomfortable is not acceptable. I have let a few days transpire to let my head cool down and this is my statement. This is not a professional environment to perform in and not a recipe for success. I only want to hold my position of Village Councillor with high regard and ethics. This is not the way to mentor counsellor Gilkin and make him feel comfortable. Lastly, my partner Talia does not feel at all comfortable being around mayor Baker and neither do I.

Scott Burchett

Councillor Scott Burchett

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On June 9-2026 SAYWARD Council approved the Consent Agenda, Item 9-2 as a Camera Agenda in its entirety.

To Whom it May Concern,

Mar 26, 2023

Statement by Talia Clark

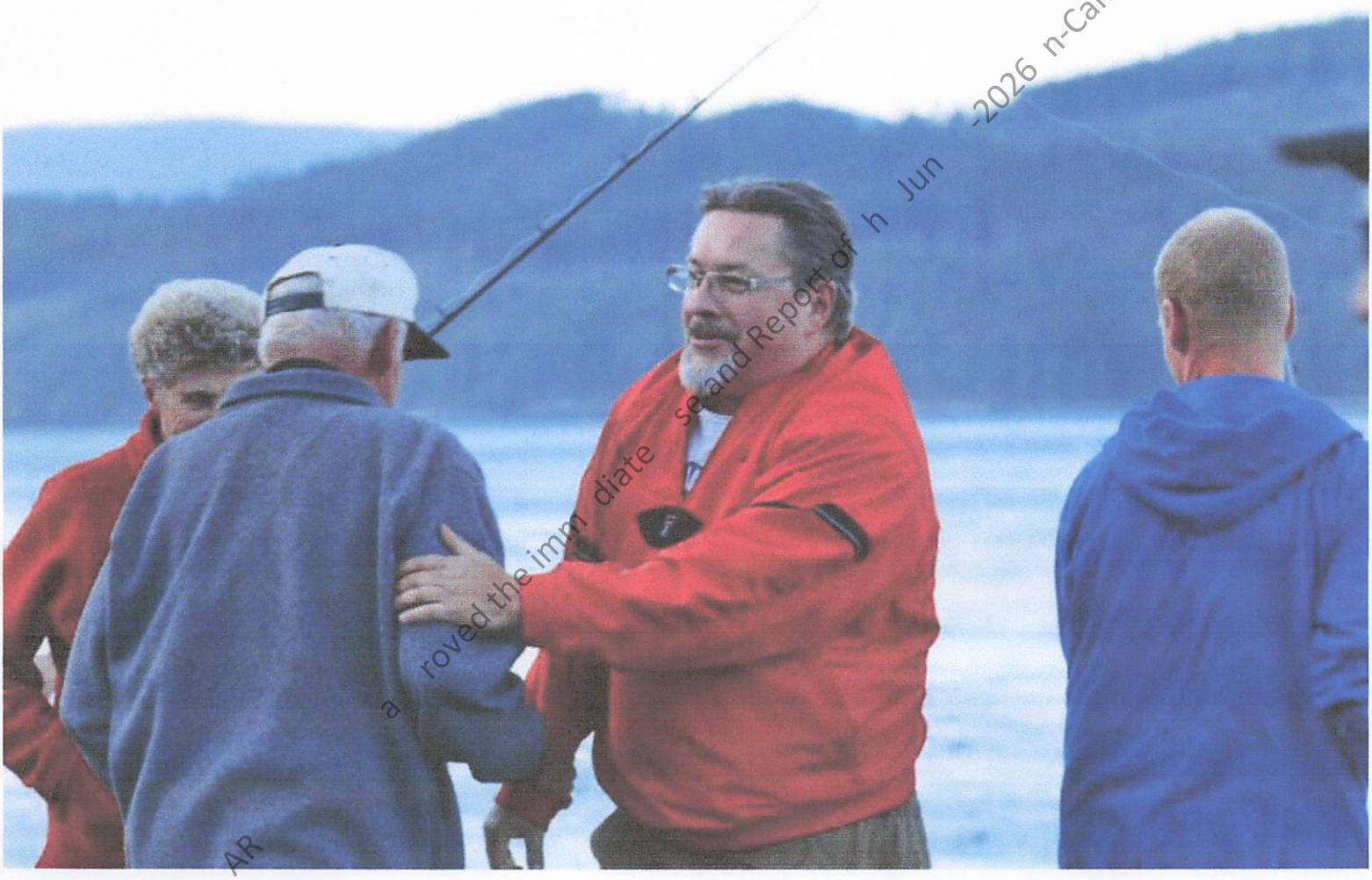
Once again I find myself relaying events from uncomfortable interactions with Mayor Mark Baker. On March 14, 2023 I was attending the Sayward Council meeting as part of the public as I wanted to watch my partner Scott Burchett "in action" as a councillor. I entered the building with Scott and as we walked down the hall to the Village of Sayward Council Chambers we passed Mayor Baker where he greeted both Scott and I. As I walked past he put his hand on my shoulder. This wasn't a big deal but after previous interactions I noted it and again thought it to be odd and unnecessary. I sat down in one of the chairs for the public and quietly watched the meeting as the only member of the public attending that night. At the end of the meeting I believe right after the Mayor adjourned the meeting he made a comment to everyone that I thought to be extremely out of place and completely uncalled for which was" Just so you all know I might be up on charges. I touched Tony's bum" or something very close to that. This made me very uncomfortable as well as all council members and staff also looked very uncomfortable and didn't quite know how to respond. The Mayor carried on to explain that it was some sort of joke maybe. At this point I stopped listening as I was focused on how out of place I thought this comment to be and how this was certainly no way to be speaking immediately after a council meeting with everyone there.

Thank you,

Talia clark

[redacted]

On June 9-202 ... Agenda in its entirety.



This is Exhibit "C", referred to in the affidavit of Mark Baker
Sworn before me at Duncan, BC
this 21st day of Jan., 2026

A Commissioner for taking Affidavits within British Columbia

On June 9-202
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This is Exhibit "D", referred to in the affidavit of Mark Baker
Sworn before me at Duncan BC
this 21st day of Jan., 2026
A Commissioner for taking Affidavits within British Columbia

2023/05/07

Mr. Burchett,

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, Mr. Burchett, or anyone else.

Sincerely,

Mark Baker

Mark Baker

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AR
On June 9-202

2023/05/07

To Ms Talia Clark,

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, council, or anyone else.

Sincerely,

Mark Baker

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On June 9-202

2023/05/07

Mr. Tinsley

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, Mr. Tinsley , or anyone else.

Sincerely,

Mark Baker

Mark Baker

a roved the imm diate se and Report of n 2026 n-camera Agenda in its entirety.
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On June 9-202

2023/05/07

Ms. Poulsen,

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, Ms. Poulsen, or anyone else.

Sincerely,

Mark Baker

Mark Baker

On June 9-202
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2023/05/07

To council,

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 council, or anyone else.

Sincerely,

Mark Baker

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2023/05/07

Mr. Gilkin

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, Mr. Gilkin , or anyone else.

Sincerely,

Mark Baker

Mark Baker

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Affidavit #1 of John Thomas
October 3, 2025

No. 2512336
Victoria Registry

IN THE SUPREME COURT OF BRITISH COLUMBIA

RE: THE VILLAGE OF SAYWARD IN THE MATTER OF SECTION 129 OF THE *COMMUNITY CHARTER*, SBC 2003, C. 26

1. I, John Thomas, Advisor and former Acting Chief Administrative Officer and Corporate Officer, of the Village of Sayward ("Village"), 652 H'Kusam Way, PO Box 29, Sayward, British Columbia V0P 1RO, have personal knowledge of the facts and matters referred to by me except where indicated to be on information and belief and where so stated I verily believe them to be true.

2. I make this Affidavit in support of the Village's application under sections 129(4) and 129(5) of the *Community Charter*, SBC 2003, c. 26 that the quorum for Village Council be reduced from three Councillors to two Councillors, being Councillors Debbie Coates and Jason Johnson, who may vote and discuss on whether to pass a resolution to:

   (a) resume consideration of a motion of censure and related sanctions ("Motion of Censure and Related Sanctions") against Village Councillors Susan Poulsen and Scott Burchett (together, the "Two Councillors") for their respective possible contraventions of *Community Charter* section 117 and sections 2(b), 3, 4, 17, 19, 25 and 26 and possibly section 10 of the Village's *Code of Conduct Bylaw No. 442, 2018* ("*Code of Conduct*") and section 21(7) of the Village's *Council Procedure Bylaw No. 416, 2015* ("*Council Procedure Bylaw*"), and possibly also under the new *Code of Conduct Bylaw* adopted on January 21, 2025, and in relation to:

      (i) the Two Councilors' possible unauthorized disclosure to third parties of information and documents received in confidence and information and documents discussed during closed Village Council meetings; and
      (ii) the Two Councillors' likely disrespectful behaviour towards Keir Gervais, (now former) Chief Administrative Officer of the Village;

   (b) possibly commence court proceedings against at least one of the Two Councillors and Village staff for possible wilful misconduct and possibly against

This is Exhibit "E", referred to in the affidavit of Mark Baker
Sworn before me at Duncan, BC
this 21st *day of* Jan 2026

A Commissioner for taking Affidavits within British Columbia

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John France for possible wilful conduct in assisting in such possible wilful misconduct; and

(c) for costs if the Village's application is opposed.

3. Between September 2024 and August 14, 2025 I was the Acting Village Chief Administrative Officer of the Village.

4. As of August 15, 2025 I am an Advisor to the Village.

5. As of August 15, 2025 Andrew Young is the Chief Administrative Officer.

6. As of the date of swearing this my Affidavit, I am now the Chief Administrative Officer with another local government

7. While I was the Acting Village Chief Administrative Officer I was assigned all of the duties listed under Schedule "A" of the Village's *Appointment of Officers Bylaw No. 488, 2022* (*"Bylaw No. 448"*), including the duties of managing the application of *the Freedom of Information and Protection of Privacy Act,* RSBC 1996, c. 165 ("*FIPPA*"). Attached and marked as **Exhibit "A"** to this my Affidavit is a certified copy of *Bylaw No. 448.*

Village and Village Council

8. Sayward is a small isolated community on Vancouver Island with a population of approximately 350 people that can only be accessed by way of a single lane small bridge.

9. Village Council is comprised of a Mayor, being Mark Baker, and four Councillors being Councillors Debbie Coates, Jason Johnson, Susan Poulsen and Scott Burchett.

10. Councillors Debbie Coates and Jason Johnson became elected officials of the Village on August 1, 2024 in a by-election after the resignation of Kohen Gilken on March 11, 2024 and Tom Tinsley on May 10, 2024 as Village Council members.

John France

11. Between February 2017 and April 2018, September 2020 to November 2020 and August 2022 and January 2023 John France was the Acting Chief Administrative Officer of the Village.

12. I have read copies of John France's June 29, July 20, July 28, August 13, August 18, August 21, August 25, August 26, August 28, September 2, September 3, September 5, September 7, September 20, October 7, October 8, October 19,

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October 22 and October 28, 2023, January 15, 2024 and January 14, 2025 social media postings on Sayward Raves, also called Sayward Rant and Rave (formerly Rant and Rave) (collectively, the "John France Social Media Posts"), all of which are attached as Exhibit "C" to Affidavit #1 of Mark Baker, which was produced and shown to me.

Councillor Poulsen's and Councillor Burchett's Possible Wilful Actions

13. On July 24, 2023, and within less than a month of learning the cost of investigation of the allegations of a Council member and a member of the public's allegations against Mayor Mark Baker (the "Allegations"), Councillor Poulsen and Councillor Burchett wrote to the Village's auditors, Chan Nowosad Boates, with an allegation pursuant to section 172 of the *Community Charter* that:

    (a) the Village Council has made substantial unauthorized expenditures to consultants, legal and others; and

    (b) there has been a theft, misuse or other defalcation or irregularity in the funds, accounts, assets, liabilities and financial obligations of the Village.

    Attached and marked as **Exhibit "B"** to this my Affidavit is a certified copy of Councillor Poulsen's and Councillor Burchett's July 24, 2023 letter to the Village's auditors.

14. October 11, 2023 emails among Councillor Poulsen, Village staff and John France (attached as Exhibit "H" to Mark Baker's Affidavit (the "October 11, 2023 emails") indicate that Councillor Poulsen and Councillor Burchett were meeting with John France on October 11, 2023 and they were to bring documents to that meeting and they were planning to discuss "what [they] accomplished so far and where they were going from [there]".

15. On October 11, 2023 Councillor Burchett submitted a FOI Request seeking the Village provide detailed information of expenditures for consultants, legal and others since February 1, 2023. Attached and marked as **Exhibit "C"** is a certified copy of Councillor Burchett's October 11, 2023 FOI Request.

16. On October 10, 2023 Councillor Poulsen submitted FOI Request also seeking the Village provide detailed information of expenditures for consultants, legal and others since February 1, 2023. Keir Gervais, then Village Chief Administrative Officer, responded:

    (a) on October 27, 2023 to Councillor Poulsen's October 10, 2023 FOI Request and declined to provide the sought records on the basis of several sections of *FIPPA*;

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(b) on November 3, 2023 and declined to provide to Councillor Poulsen an aggregate amount listing by vendors for all legal and professional Consulting (excluding engineer consulting) sought within Councillor Poulsen's revised October 30, 2023 FOI Request; and

(c) on December 13, 2023 to a case review officer of the Office of the Information and Privacy Commissioner ("OIPC")'s December 8, 2023 Notice of Request for Review in response to Councilor Poulsen's request for review of the Village's decision to deny provision of the sought records.

Attached and marked to this my Affidavit as **Exhibit "D"** are certified copies of Keir Gervais' December 13, 2023 letter in reply to the OIPC case review officer's December 8, 2023 Notice of Request for Review with attached copy of Keir Gervais' October 27, 2023 and November 3, 2023 letters and Councillor Poulsen's October 10 and 30, 2023 FOI Requests.

17. John France referenced in his October 19, 2023 posting on Sayward Raves, (which is within Exhibit "C" to Mark Baker's Affidavit #1), a short list of actions in the works:

> **FOI request for financial information**
> **Request for an audit to investigate improper approval of financial resources not contained in the financial plan.**
> (...)
> Ombudsman complaint in process on incorrect council meeting processes and bias/incorrect processes under s.134 of the Community Charter
> Human rights complaints on harassment.

18. John France also asserted multiple times in Sayward Raves postings that there had to be an audit of all Village expenditures since February 1, 2023 and notes Freedom of Information requests have been submitted. Within the following postings on Rant and Rave, now Sayward Raves or Sayward Rant and Rave, (which are within Exhibit "C" to the Affidavit #1 of Mayor Baker), John France stated:

(a) On August 19, 2023 that:

> A resolution was introduced by one councillor to ask staff to provide council with a budget variance report (outlining all budgetary issues) (...).
>
> There has to (sic) more transparency on the funds being spent on the inquisition (...)".

(b) August 25, 2023 that:

> (...) keep in mind this whole affair started with the mayor's misbehaviour and the investigation part should be in camera. However, this is the cover up 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.

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(c) August 28, 2023 that:

> (...) There has to be more transparency on the funds being spent 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 in camera privilege, the community needs to know about the behaviour of its council members and tax payer's dollars being spent on resolving the complaints.

(d) On September 7, 2023:

> Mayor and Council
>
> Lisa Clark Corporate Secretary
>
> I have received 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 [Allegations]. Extremely disappointed that so many scare resources are being used in this charade ... (...). 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.

(e) On September 9, 2023 that:

> 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 endeavors. I understand that disclosure of all amounts spent on consultants and lawyers year to date were requested for all council after the meeting and was again rejected.

19. On May 3, 2024 Mark Baker commenced defamation proceedings against John France: *Mark Baker* v. *John France*, British Columbia Supreme Court, Duncan Registry No. DUN-S-S-22667 (the "Defamation Proceedings"). John France is the only defendant in those proceedings.

20. The Village is not funding the Defamation Proceedings.

21. Andrew LaCroix represents Mark Baker in the Defamation Proceedings. Andrew LaCroix is not legal counsel for the Village.

22. Eyford Partners LLP represents John France in the Defamation Proceedings.

23. On July 24, 2024 Councillor Burchett submitted to the OIPC a privacy complaint that the Village breached *FIPPA* section 33. Attached and marked as **Exhibit "E"** to this my Affidavit is a copy of Councillor Burchett's July 24, 2024 privacy complaint and the OIPC's September 23, 2024 Notice of Complaint from Councillor Burchett with redactions made in accordance with *FIPPA*.

24. On December 4, 2024 Melissa Holmes, former Village staff, forwarded to me John France's October 11 and 12, 2023 texts to Melissa Holmes asking Melissa Holmes

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to "look for the Lacroix invoices" and to "[b]e very careful" and to "not use village email .. Keir is watching". On October 13, 2023 John France sent a text to the Village staff member "[d]on't look for the invoice" and "[t]here is a foi request in so it will be released soon". Attached and marked as **Exhibit "F"** is a copy of Melissa Holmes' December 4, 2024 email to me with attached October 11, 12 and 13, 2023 texts to Melissa Holmes together with Melissa Holmes' June 13, 2025 email to me indicating that Melissa Holmes had no objection to the information that Melissa Holmes provided to me being used in relation to ongoing matters, including investigation that may become public in nature in the future.

25. On March 24, 2025 Councillor Burchett forwarded to me a former Village staff's post on social media indicating a current Village staff member shared closed Village Council meeting information. Attached and marked as **Exhibit "G"** to this my Affidavit is a copy of Councillor Burchett's email to me with Melissa Holmes, former Village staff's post on social media, Sayward Raves.

26. After receipt of Councillor Burchett's March 24, 2025 email with forwarded post of Melissa Holmes, receipt of John France's October 11, 12 and 13, 2023 texts with Melissa Holmes and John France's January 14, 2025 post on Sayward Rant and Rave, I sought and Village Council authorized me to initiate an investigation of unauthorized release of confidential information.

27. On or about April 3, 2025 IZCO Technology Solutions, the Village's IT contractors, assisted me in restoring deleted emails of Councilor Burchett, Councillor Poulsen and Village staff. Some of the restored and deleted emails are corrupted or encrypted and I am unable to open them. Attached and marked as **Exhibit "H"** to this my Affidavit are deleted emails of Councillor Burchett and Councillor Poulsen, which I was able to open, and suggest that Councillor Poulsen and Councillor Burchett were acting with John France and possibly with Village staff in actions that caused the Village time and money to deal with:

    (a) On April 22 and 23, 2023 John France contacted Councillor Poulsen and stated "[i]f the accusations are true...he should not be rep for the RD".

    (b) On July 24, 2023 Councillor Poulsen sent an email to Councillor Burchett with attached July 24, 2023 letter to the Village's auditors and asking Councillor Burchett to sign it.

    (c) On September 18, 2023 Councillor Burchett's sent an email to John France and Councillor Poulsen indicating that he would sign a letter to respond to the Village's auditor and with John France's suggested language for that letter.

    (d) Within September 18 and 19, 2023 emails with John France Councillor Poulsen indicated that she adjusted the letter to the Village's auditors and also

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stated "Here's to Round 2. TKO". John France replied "Excellent … will make another post shortly".

(e) On October 10, 2023 Councillor Poulsen forwarded to John France the Village auditor's October 9, 2023 email to all of Village's Council members. John France responded that he took "great exception with how this has been handled by the auditor" and suggested some language for a response to the Village auditors.

(f) On November 24, 2023 Councillor Poulsen forwarded to John France her November 23, 2023 email to Mayor and Council and with complaints about the then Village Chief Administrative Officer and seeking clarity about the duration of his bereavement leave. John France replied "Woof! I will reread later today.

(g) On November 27, 2023 Councillor Poulsen forwarded to John France emails on the same date among Mayor Baker and Councillor Burchett and asked John for his thoughts on Mayor Baker's request that Councillor Burchett and Councillor Poulsen not contact the Village's then Chief Administrative Officer. John France replied:

> a smarter move would have been to have all council emails sent to mayor, then to cao… then some sort of recording method … more fodder for the ombudsman…
> (…)
> Can I Facebook this one.

Within that November 27, 2023 email chain Councillor Poulsen responded to John France:

> Please do not Facebook it yet. I'm going to call the ombudsman first.

(h) On November 30, 2023 Councillor Poulsen wrote to Village staff indicating that confidential information was being shared.

(i) On December 7, 2023 Councillor Poulsen forwarded to John France her December 4, 2023 email to Sayward residents which was copied to Mayor Baker, Councillors Tinsley, Burchett and Poulsen and the then Chief Administrative Officer.

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(j) On December 7, 2023 Councillor Poulsen sent to John France:

(i) Councillor Poulsen's December 4, 2023 reply email to Sayward residents with complaints;

(ii) a draft of her email to Mayor Baker and in reply to Mayor Baker's December 4, 2023 email about Councillor Poulsen's December 4, 2023 email to Sayward residents.

(k) On December 18, 2023 Councillor Poulsen forwarded to John France a December 18, 2023 email to Mayor and Council and copied to the then Chief Administrative Officer with alleged list of errors and omissions in the minutes.

(l) On December 18, 2023 Councillor Poulsen forwarded to John France her December 18, 2023 email to the Office of the Ombudsperson with complaints, among others, about errors and omissions in the Village open meeting agenda and minutes and with allegations of impropriety about Councillors Tinsley, Gilken and Mayor Baker.

(m) On February 28, 2024 Councillor Poulsen forwarded to John France her complaints to Mayor and Council about the Village Chief Administrative Officer and with a forwarded email from the Village Chief Administrative Officer with privileged legal advice which has been redacted.

(n) On March 19, 2024 Councillor Poulsen forwarded to John France her March 19, 2024 email to Mayor Baker and Councillors Burchett, Tinsley and Poulsen with complaints about the Village's then Chief Administrative Officer.

(o) On April 3, 2024 Councillor Poulsen forwarded to John France Councillor Burchett's complaints sent to Mayor Baker and Village Council about the Village Chief Administrative Officer.

(p) On July 5, 2024 Councillor Burchett forwarded to John France: Councillor Burchett's July 4, 2024 complaints to a Chief Election Officer and Regional District staff and with allegations about the then Village Chief Administrative Officer; and, the Regional District staff's reply dismissing Councillor Burchett's allegations.

(q) On July 11, 2024 Councillor Poulsen forwarded to John France her email to Mayor Baker, Councillor Burchett, Brian Carruthers and Pei-Shing Wang of the Office of the Ombudsperson with multiple complaints about the then Village Chief Administrative Officer.

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28. I could not find the October 11, 2023 emails within the restored or deleted emails of Councillor Poulsen or Village staff.

29. On May 1, 2025 the Village received a FOI request from Jared Cummings, legal counsel of Eyford Partners LLP. When I asked Jared Cummings on whose behalf the FOI Request was made, Mr. Cummings replied the FOI request was not submitted on behalf of John France. Attached and marked as **Exhibit "I"** is a copy of my emails with Jared Cummings on May 1 and May 6, 2025 with attached May 1, 2025 FOI Request from Jared Cummings (and with redactions in accordance with *FIPPA*).

30. Jared Cummings' May 1, 2025 FOI request seeks, among other things:

(a) "all documents, including but not limited to letters, emails, reports, records, notes and minutes- and including those produced in camera or containing in camera information – related to [the Allegations]";

(b) the "total amount of payments made by the Village of Sayward to legal counsel for services rendered in relation to [the Allegations] and discussed during closed Council meetings about [the Allegations] and Mayor Baker's defamation action against John France"; and

(c) "Audit reports, audit management reports, and management's responses to these reports for 2023 and 2024".

31. On May 6, 2025 Village Council received and discussed during a closed Village Council meeting the Village auditor's report for the Village's 2023 and 2024 year end and in response to the Two Councillor's July 24, 2023 letter to the Village auditors.

32. On May 20, 2025 Councillor Poulsen told me that John France assisted her in writing Councillor Poulsen's and Councillor Burchett's July 24, 2023 and September 18, 2023 letters to the Village's auditors.

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33. On June 4, 2025 I saw that a members of the public commented within social media postings about Councillor Burchett's behaviour toward the former Chief Administrative Officer and also about Councillor Burchett's comments at the May 20, 2025 open Village Council meeting indicating that Councillor Burchett would not be participating in any further closed meetings. Attached and marked as **Exhibit "J"** is a copy of the June 4, 2025 social media postings of members of the public.

SWORN BEFORE ME at Victoria, British Columbia, in the Province of British Columbia, this 3rd day of October, 2025

A Commissioner for Taking Affidavits in the Province of British Columbia

Dana J. Goodfellow

Print Name, Address and Contact Number

JOHN THOMAS

Dana J. Goodfellow
Barrister & Solicitor
PHOENIX LAW CORPORATION
203 - 1005 Broad Street
Victoria, BC V8W 2A1
tel: 250-580-8807
email: dana@phoenixlaw.ca

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THIS IS EXHIBIT "A" REFERRED TO IN THE AFFIDAVIT OF John Thomas SWORN/AFFIRMED BEFORE ME AT Victoria IN THE PROVINCE OF BRITISH COLUMBIA THIS 21 DAY OF October 2025

A Commissioner for taking Affidavits in the Province of British Columbia

VILLAGE OF SAYWARD

BYLAW NO. 488

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

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

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

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

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

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

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

1. CITATION

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

2. ESTABLISHMENT OF OFFICER POSITIONS

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

a) Chief Administrative Officer, as per Section 147 of the *Community Charter.*

b) Corporate Officer as per section 148 of the *Community Charter*. All references in bylaws and policies of the Village which refer to the Clerk shall be deemed to refer to the Corporate Officer.

c) Chief Financial Officer as Financial Officer as per section 149 of the *Community Charter*.

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

Andrew Yuding, Chief Financial Officer, Village of Sayward
652 H'Kusam Way Box 29, Sayward, BC V0P 1R0

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

3. ACTING/DEPUTY CAPACITY

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

4. METHOD OF APPOINTING OFFICERS

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

5. POWERS, DUTIES, AND RESPONSIBILITIES

a) The powers, duties, and responsibilities of the Chief Administrative Officer are set out in Section 147 of the *Community Charter*. Other duties assigned to the Chief Administrative Officer by Council are listed in Schedule "A".

b) The powers, duties, and responsibilities of the Corporate Officer are set out in Section 148 of the *Community Charter*. Other duties assigned to the Corporate Officer by Council are listed in Schedule "B".

c) The powers, duties, and responsibilities of the Financial Officer are set out in Section 149 of the *Community Charter*. Other duties assigned to the Financial Officer by Council are listed in Schedule "C".

6. OATH OF OFFICE

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

7. FINANCIAL DISCLOSURE

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

8. APPOINTMENT

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

9. SUSPENSION AND TERMINATION OF OFFICERS

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

10. SEVERABILITY

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

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

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

On June 9-202
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11. REPEAL

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

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

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

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

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

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

Adopted on the 16th day of August 2022.

Certified a true copy of Bylaw No. 488 this ___ day of _________, ______
Chief Administrative Officer Village of Sayward

Original signed by "M. Baker"
Mayor

Original signed by "L. Clark"
Corporate Officer

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Schedule "A"

Powers, Duties and Functions of Chief Administrative Officer

Human Resources

a) To recommend to Council the appointment, promotion, demotion, suspension, or termination of officers of the municipality, being those employees who are designated officers by bylaw.

b) Supervise all officers and employees of the municipality.

c) Appoint acting Chief Administrative Officer in case of illness or absence.

d) Responsible for contract negotiations with employees and recommend contract settlements to Council.

General Administration

a) Act as the principal intermediary between the municipality and the administration of other governments and all other entities dealing with the municipality.

b) From time to time, re-organize the administrative structure to improve the efficiency and effectiveness of the municipality.

c) Responsible for the calling and awarding of tenders for the supply of materials, equipment, services, or construction approved by Council.

d) Manage the application of the *Freedom of Information and Protection of Privacy Act*.

d) Exercise additional duties and responsibilities Council from time to time may assign.

Legal Advice and Proceedings

a) Obtain legal advice.

b) Authorize lawyers to defend or conduct any action or proceeding in a court of law or before any tribunal, board, or any person, for or on behalf of the municipality.

c) Authorize settlement of claims against the municipality.

I hereby certify that this is a true copy of the original document
Dated this 24 day of September 2025
in Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
692 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Council

a) Prepare Council agendas.

b) Supervise and assist in the writing of bylaws, policies, and procedures for approval of Council.

c) Supervise and assist the Financial Officer in the preparation of the annual budgets for Council

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approval.

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

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

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

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

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

On June 9-2025 ARC approved the immediate release and Report of the Meeting Agenda in its entirety.

Schedule "B"

Powers, Duties and Functions of Corporate Officer

Statutory

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

Human Resources

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

b) Supervise all employees in the absence of the Chief Administrative Officer.

General Administration

a) Responsible for the operations of the Corporate Officer position for the municipality.

b) Implement the directives of Council and the Chief Administrative Officer.

c) Assist the CAO in the preparation of Council agendas.

d) Provide advice and recommendations to Council on any matters relating to the Corporate Officer position.

e) Attend meetings of Council.

f) Responsible for the preparation of bylaws, policies and procedures for the municipality as required by Council.

g) Act as the Chief Election Officer for all municipal elections pursuant to the appropriate sections of the *Local Government Act*.

h) Exercise additional duties and responsibilities Council or the Chief Administrative Officer from time to time may assign.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-2026 In-Camera Agenda in its entirety.
AR
a Provid the imm diate second Report of th Jun -2026

Schedule "C"

Powers, Duties and Functions of the Financial Officer

On June 9-2026 In-Camera Agenda in its entirety.

Statutory

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

General Administration

a) Responsible for the financial operations of the municipality.

b) Implement the directives of Council and the Chief Administrative Officer.

c) Provide advice and recommendations to Council on any matters relating to the Financial Officer position.

d) Responsible for obtaining insurance as deemed necessary.

e) Prepare budgets, as required under the *Community Charter,* and as requested by Council and the Chief Administrative Officer.

f) Shall act as the Collector of taxes for the municipality.

g) Liaise with the municipality's auditor in connection with the financial audit

h) Exercise additional duties and responsibilities Council or the Chief Administrative Officer from time to time may assign.

Legal Advice and Proceedings

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

approved the imm date use and Report of h Jun
AR

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

Schedule "D"

Oath of Office

I, _____, having been appointed to the Office of_____

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

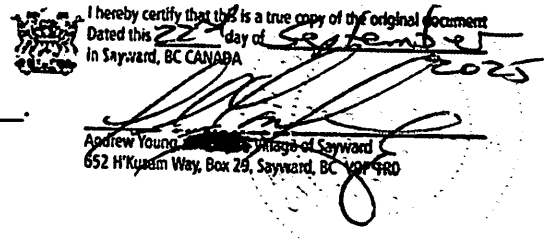
1. I will faithfully, honestly and impartially, to the best of my knowledge and ability, execute the powers, duties, and functions of my Office to which I have been appointed;

2. I will treat all matters and information that comes to my attention, as a result of my Office, in confidence;

3. I have not received, nor will I receive or accept any payment or reward, or promise of either, in return for the exercise of my powers, duties and functions;

4. I will not allow my personal interests to conflict with the duties of my Office; and

5. I will comply with all policies and directives of the municipality and comply with all laws.



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

_____
(Signature of person swearing/affirming oath)

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

On June 9-202 AR a roved the imm diate se and Report of h Jun -2025 In-Camera Agenda in its entirety.

RECEIVED
JUL 28 2023

July 24, 2023

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

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

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 202
In Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Sincerely,

Sue Poulsen

Scott Burchett

Sue Poulsen, Councillor, Village of Sayward [redacted] Sayward BC V0P 1R0	Scott Burchett, Councillor, Village of Sayward [redacted] Sayward BC V0P 1R0

CC Mayor and Council, Village of Sayward

On June 9-2026 SAYWARD COU I approved the Immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety.

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	First Name	Middle Name	☑ Mr. ☐ Mrs. ☐ Miss ☐ Ms. ☐ Other ____
BURCHETT	SCOTT		

YOUR ADDRESS

	City/Town	Prov./Terr.	Postal Code
[redacted]	SAYWARD	B.C.	V0P1R0

YOUR TELEPHONE / FAX NO.(s) (incl. area code)

Day phone	Email Address	Day Fax No.
[redacted]	( ) [redacted]	( )

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? ☐ YES ☒ NO

If so, please attach, as appropriate:
a) That person's signed consent for disclosure, or
b) Proof of authority to act on that person's behalf

Preferred method of access to records:	Your signature	Date signed: YY/MM/DD
☐ Examine Original ☒ Receive Copy	Scott Burchett	2023,10,11

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

The Village of Sayward respectfully acknowledges that the land we gather on is on the unceded territory of the K'omoks 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 September 2025
In Sayward, BC CANADA

Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P1R0

THIS IS EXHIBIT "C" REFERRED TO IN THE AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA,
THIS 5th DAY OF October 2025

A Commissioner for taking Affidavits in the Province of British Columbia

On June 9-2026 SAYWARD COUNCIL approved the Immediate Release and Report to the June 9-2026 In Camera Agenda in its entirety.

FOR PUBLIC BODY USE ONLY		
Request No.	Request Category: ☑ ACCESS TO GENERAL INFORMATION ☐ ACCESS TO PERSONAL INFORMATION	
Request Code	Date Rec'd YY/MM/DD October 11, 2023	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, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-2026 I approved the immediate release and Report of h Camera Agenda in its entirety.
AR

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

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

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>

8 attachments (4 MB)

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

Good afternoon Ms. Seward-Wong,

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

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

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

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

Confidentiality

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

(a) **keep in confidence any record held in confidence by the municipality**, until the record is released to the public as lawfully authorized or required, and

(b) **keep in confidence information considered in any part of a council meeting** or council committee meeting that was lawfully closed to the public, **until the council or committee discusses the information at a meeting that is open to the public or releases the information to the**

I Hereby certify that this is a true copy of the original document Dated this 27 day of Jan 2025 in Sayward, BC CANADA
Andrew Young, Village of Sayward 652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

public.

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

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

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

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

Attached are copies of John France's June 29, July 20, July 28, August 14, 19, 21, 25, 26, 28, September 2, 3, 7, 8, 9, 20, October 7, 19 and 23, 2023 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 Pousen'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

I hereby certify that this is a true copy of the original document
Dated this 17 day of June 2025
in Sayward, BC Canada

On June 17, 2025, AR received the impugned se and Report from Jun 2025 in camera agenda in its entirety.

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

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

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

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

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

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

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

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

Regards,

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

I hereby certify that this is a true copy of the original document
Dated this 17 day of June 2025
In Sayward, BC CANADA
Andrew Young
Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202
AB - Review the item date one and Report for 17 Jun 2025 In-Camera Agenda in its entirety.

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

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

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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)

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]

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.

On June 9-2025 a decision and Reasons for Order and Report of the Honourable Jun -2026 n-C... Act, a copy of which is attached hereto and forms part of this Agenda in its entirety.

OFFICE OF THE
INFORMATION &
PRIVACY COMMISSIONER
FOR BRITISH COLUMBIA

16

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
[redacted]

To: The Public Body
Keir Gervais
CAO
Village of Sayward
e. cao@saywardvalley.ca

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
in Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
552 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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

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

OIPC Procedure

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

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

On June 9, 202 AR approved the immediate release of Report n Camera Agenda in its entirety.

PO Box 9038, Stn. Prov. Govt.
Victoria, BC V8W 9A4
TEL 250.387.5629
FAX 250.387.1696
info@oipc.bc.ca
oipc.bc.ca

17

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 2025
In Sayward, BC CANADA

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

On June 9-202 ... approved the in... diaries ... Board Report ... -2025 ... n-Camera Agenda in its entirety.

Village of Sayward

RECEIVED

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	First Name	Middle Name	
Poulsen	Susan	Janet	☐ Mr. ☐ Mrs. ☐ Miss ☒ Ms. ☐ Other ____

YOUR ADDRESS

Street / Apt #, PO Box, RR No.	City/Town	Prov./Terr.	Postal Code
[redacted]	SAYWARD	BC	V0P 1R0

YOUR TELEPHONE / FAX NO.(s) (incl. area code)

	Day Fax No.
[redacted]	( ) 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? ☐ YES ☒ NO
If so, please attach, as appropriate:
a) That person's signed consent for disclosure, or
b) Proof of authority to act on that person's behalf

Preferred method of access to records:	Your signature	Date signed: YY/MM/DD
☐ Examine Original ☒ Receive Copy	Susan J Poulsen	2023 10 10

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

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

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

On June 9-202 ... Agenda in its entirety. ... approved the inclusion ... and Reports ... 2026 ... Agenda ...

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.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 202
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 t'Kusam Way, Box 29, Sayward, BC V0P 1R0

Sincerely,

Amy Seward-Wong
Case Review Officer

On June 9-202 a roved the imm diate se and Report of h Jun -202 -Cam n Agenda in its entirety.
AR

Village of Sayward

File: FOI 2023-04

November 3, 2023

Councillor Sue Poulsen

[redacted]

via e-mail

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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.

On June 9-202 ... Camera Agenda in its entirety. ... and Report of ... June ... 2025 ... roactive imm ... state ... s ... Ac ...

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 2025
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Sincerely,

Keir Gervais
Chief Administrative Officer

On June 9-202 AR a roved the imm diate se and Report of h Jun ection ame Agenda in its entirety.

22

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	First Name	Middle Name	
POULSEN	SUSAN	JANET	☐ Mr. ☐ Mrs. ☐ Miss ☒ Ms. ☒ Other Councillor Village of Sayward

YOUR ADDRESS

	City/Town	Prov./Terr.	Postal Code
[redacted]	SAYWARD	BC	V0P 1R0

YOUR TELEPHONE / FAX NO.(s) (Incl. area code)

[redacted] 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 2023-3

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

Are you requesting access to another person's personal information? ☐ YES ☒ NO
If so, please attach, as appropriate:
a) That person's signed consent for disclosure, or
b) Proof of authority to act on that person's behalf

Preferred method of access to records:	Your signature	Date signed: YY/MM/DD
☐ Examine Original ☒ Receive Copy	Susan Janet Poulsen	23/10/30

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

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

On June 9-202 ...roved the imm diate ...2026 n-Camera Agenda in its entirety.

23

	FOR PUBLIC BODY USE ONLY	
Request No.	Request Category: ☐ ACCESS TO GENERAL INFORMATION ☐ ACCESS TO PERSONAL INFORMATION	
Request Code	Date Rec'd YY/MM/DD	FOI Head/Coordinator Signature

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

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

RECEIVED
OCT 31 2023

On June 9-2026 n-Canada Act, a roved the imm diate se and Report of h Jun -2026 a in its entirety.
AR

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

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

Village of Sayward

File: FOI 2023-03

October 27, 2023

Sue Poulsen
[redacted]

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 202
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

via e-mail

Dear Sue Poulsen,

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

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

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

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

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

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

On June 9-202 ... approved Item date ... Jun -202 ... In-Camera Agenda in its entirety.

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

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

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

Sincerely,

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

Keir Gervais
Chief Administrative Officer

On June 9-202 AR a roved the imm diate se and Report of h Jun -2 Sayward Agenda in its entirety.

RECEIVED
OCT 31 2023

26

October 30, 2023

CAO Keir Gervais:
Resubmission: REQUEST FOR ACCESS TO RECORDS-FREEDOM OF INFORMATION & PROTECTION OF PRIVACY ACT
File: FOI 2023-03

[redacted]

Please provide **an aggregate amount listing by vendors for all Legal and Professional Consulting (excluding Engineering Consulting) expenses** incurred by the Village of Sayward for the period 01 January to 20 October, 2023, as specified in OIPC Order F23-81, 2023 BCIPC 97, September 27, 2023:
In your reference to S 39, you say that "the facts of the matter before Alexander Lonergan as set out in Order F23-97 are different". Yes, you are correct. That case involved an outside party. I am an inside party as an elected official of the Village of Sayward Council, and as such, the whole Council is entitled to the information requested.
Furthermore, you state that the decision to deny this request is based in "relation to your conduct for a breach of Section 217 of the Community Charter; and that any information that the public has learned.....following an unlawful disclosure of such information to John France". Both these reasons for denial are ALLEGATIONS, based on rumor and hearsay, and have not been tried in a court of law.
Please note under Order F23-81 the OIPC has ruled a municipality cannot refuse the release of this information.
Please provide the requested information according to Section 6(2) - Duty to Create a Record as indicated in the CONCLUSION : [57] Item 1-4

Respectfully Submitted

Councillor Sue Poulsen
Village of Sayward

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

approved the minutes and Report of [illegible] 2026 meeting Agenda in its entirety.
On June 9-202
AR

OFFICE OF THE INFORMATION & PRIVACY COMMISSIONER FOR BRITISH COLUMBIA

OIPC File: INV-F-24-98386

NOTICE OF COMPLAINT

Freedom of Information and Protection of Privacy Act

September 23, 2024

THIS IS EXHIBIT "E" REFERRED TO IN THE AFFIDAVIT OF John Thomas S. SWORN/AFFIRMED BEFORE ME AT Victoria IN THE PROVINCE OF BRITISH COLUMBIA, THIS 31st DAY OF October 2025

A Commissioner for taking Affidavits in the Province of British Columbia

To: The Complainant
Scott Burchett
E: scott.burchett@saywardvalley.ca

To: The Public Body
Keir Gervais
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 investigating complaints under the *Freedom of Information and Protection of Privacy Act (FIPPA).*

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

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

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

OIPC Procedure:

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

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

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA
Andrew Young, Village of Sayward
652 HʼKusam Way, Box 29, Sayward, BC V0P 1R0

PO Box 9038, Stn. Prov. Govt.
Victoria, BC V8W 9A4
TEL 250.387.5629
FAX 250.387.1696
info@oipc.bc.ca
oipc.bc.ca

On June 9-202 ... approved the immediate ... sealed Report of h... 2025 ... Agenda in its entirety.

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

Contact Information:

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

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

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

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

Sincerely,

Joyti Birk
Case Review Officer

Encl.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 AR a roved the imm diate se and re ef of h Jun -2026 mera Agenda in its entirety.

29

OFFICE OF THE INFORMATION AND PRIVACY COMMISSIONER FOR THE PROVINCE OF BC

JUL 30 2024

58072

oipc OFFICE OF THE INFORMATION & PRIVACY COMMISSIONER

Freedom of Information and Protection of Privacy Act

Request for Review / Privacy Complaint Form

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

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

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

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

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

Name: Scott Burchett

Preferred pronoun:

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

Mailing address:
PO Box 78
Sayward, BC
V0P 1R0

City: Village of Sayward

Province: BC

Postal code: V0P 1R0

Contact Phone No.: 604-818-5558 ☐ Home ☐ Work ☑ Cell

Alternate Phone No.: ☐ Home ☐ Work ☐ Cell

Fax No:

Email Address: Scott.burchett@saywardvalley.ca

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

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

On June 9-2025 I moved that a redacted Report of In Camera Agenda in its entirety.

1. Are you making this request for review or complaint: [redacted]?
   (Please check only one box)

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

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

   Village of Sayward Municipality

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

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

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

   - Have you attempted to resolve the matter with the public body? ☑ Yes ☐ No
   - If yes, did you write to the public body outlining your concerns or to object to the public body's initial decision? ☐ Yes ☑ No

5. Have you received a written decision from the public body? ☐ Yes ☑ No

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

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

   Requests for review:

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

   Complaints:

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

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 ... -2026 In-Camera Agenda in its entirety. ... reveal the name, date ... second Report of ... in

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

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

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

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

Signature: Scott Burchett **Date:** JULY 24, 2024

Attach copies of the following documents if you have them:

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

Send this form and accompanying documents to:

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

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

I hereby certify that this is a true copy of the original document
Dated this 27 day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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

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

For OIPC use only:

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

On June 9-202 AR approved the imm diate Send Report of h Jun -2026 n-Camera Agenda in its entirety.

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

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

Thanks again Melissa, this means a lot.
John T

From: Melissa Holmes
Sent: Wednesday, December 4, 2024 8:03 PM
To: John Thomas
Subject: Re:

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

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

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

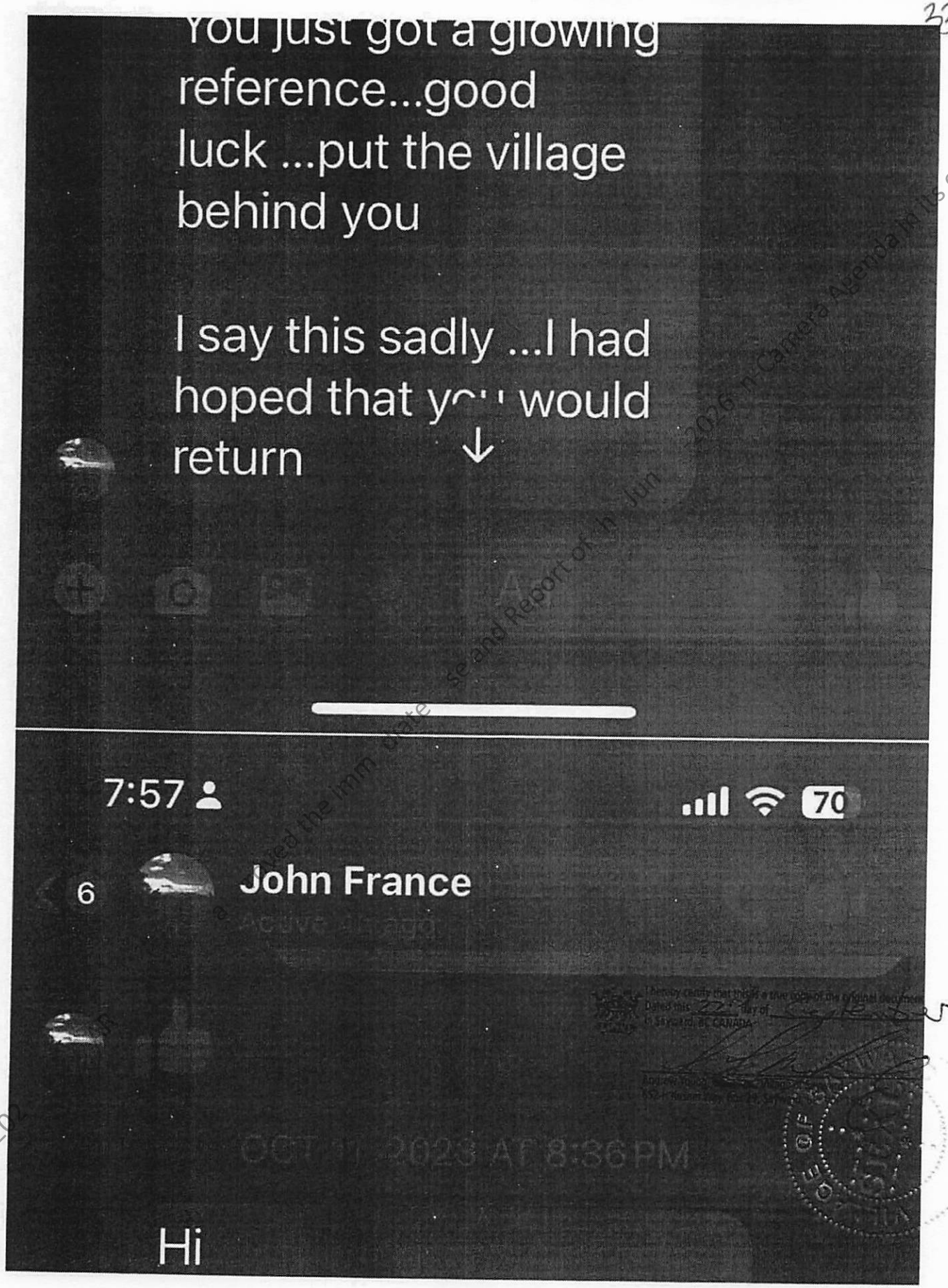
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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

A Commissioner for taking Affidavits
in the Province of British Columbia

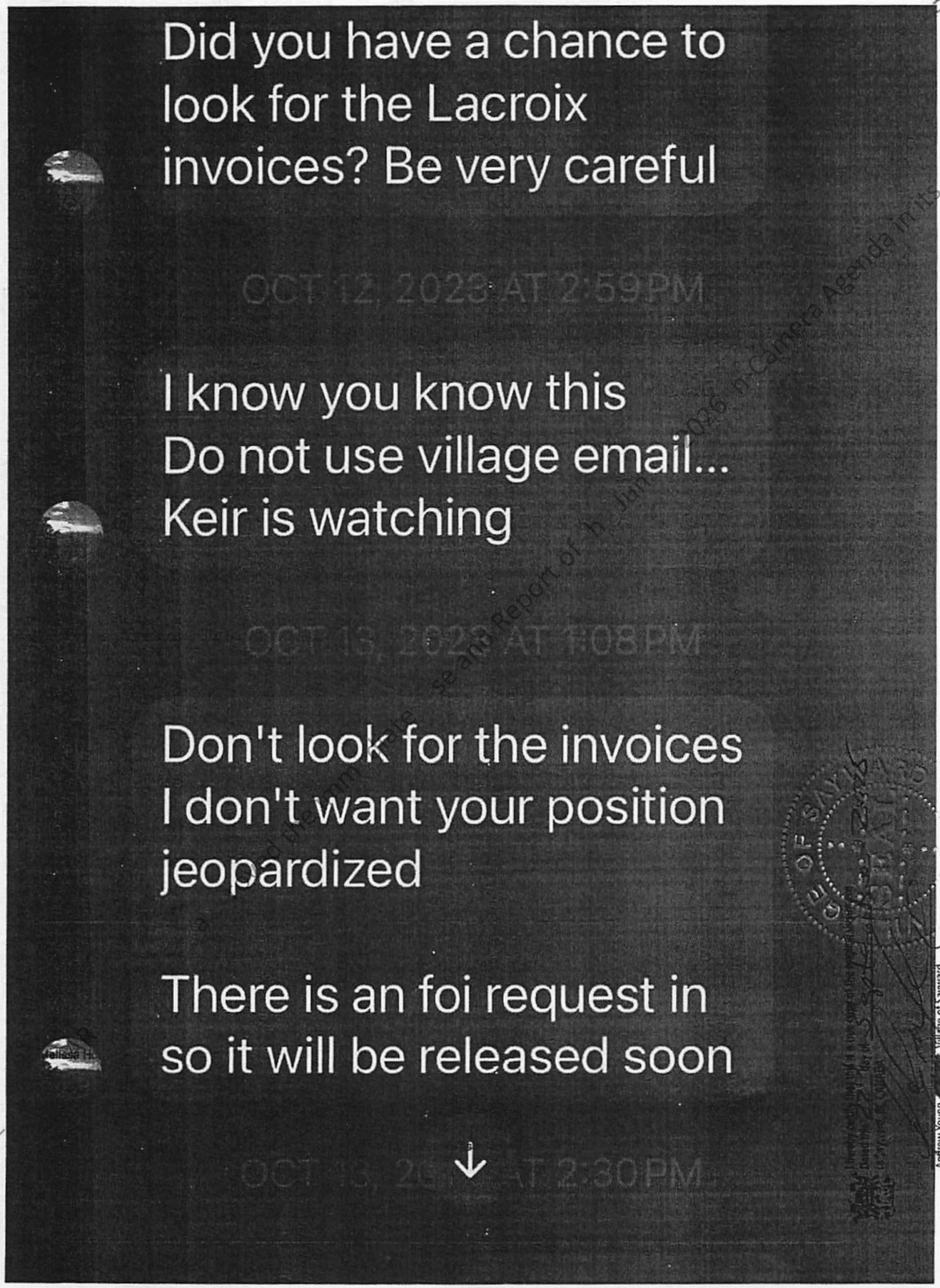
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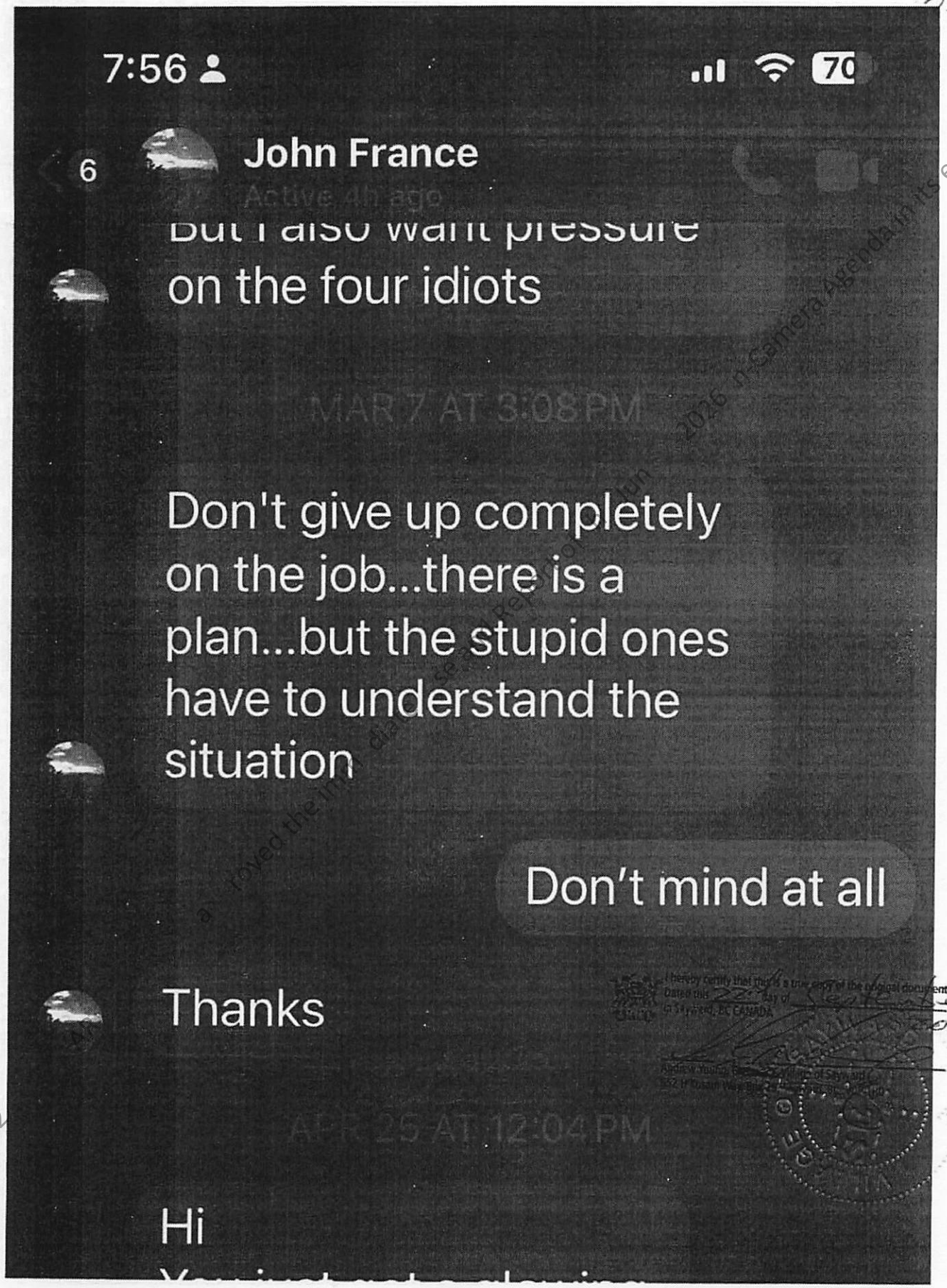
On June 9-202 ed the Imm ugee se and Resort of h Jun 2026 n Canada's Agenda in its entirety.

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On June 9-202 ... se and Report of h ... Jun ... 2026 9 Cahiera Agenda in its entirety.

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



On June 9-202 ... 2026 ... n-Camera Agenda in its entirety.

On June 9-202 AR a roved the imm diate se and Report of h Jun -2026 n-Camera Agenda in its entirety.

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

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

Have a wonderful weekend.

Melissa Holmes

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On Jun 13, 2025, at 2:39 PM, CAO Sayward <cao@saywardvalley.ca> wrote: 37

Good afternoon, Melissa,

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

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

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

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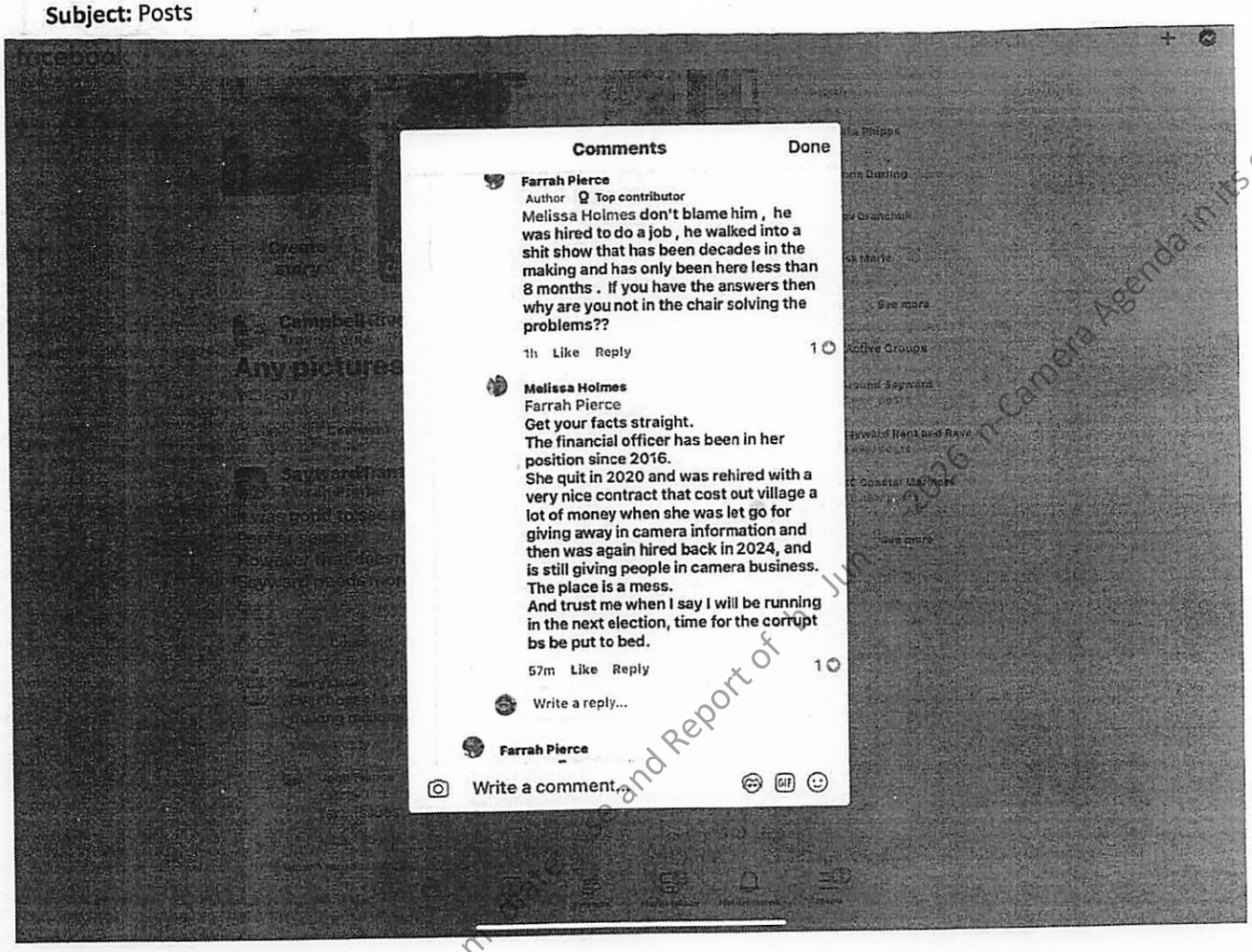
I sometimes work hours outside of a typical workday; please keep in mind that you are not obligated to respond if you receive an email outside of your regular workday.

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.

a roved the imm diate s and Report of h Jun -2026 amen agenda in its entirety.
AR
On June 9-202

From: Scott Burchett <scott.burchett@saywardvalley.ca>
Sent: March 24, 2025 5:22 PM
To: CAO Sayward <cao@saywardvalley.ca>
Subject: Posts

38



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

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

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

A Commissioner for taking Affidavits in the Province of British Columbia

On June 9-2026 In-Camera Agenda in its entirety.
Approved the immediate release and Report of June
AR

From: John France on behalf of John France [redacted]
To: Sue Poulsen
Subject: Re: HI
Date: April 23, 2023 8:08:06 AM

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

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

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

Sad really...big hug

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

> Yes I do
>
> Sent from my iPhone
>
> > On Apr 22, 2023, at 7:53 AM, John France <jdfrance53@gmail.com> wrote:
> >
> >
> > Do you have a few minutes to chat?
> > John

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

THIS IS EXHIBIT "H" REFERRED TO IN THE AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 21st DAY OF October 2025
A Commissioner for taking Affidavits in the Province of British Columbia

On June 9-2025 a Report of the Chief Administrative Officer and Recommendation was approved the immediate release of the In-Camera Agenda in its entirety.
AR

40

From: Sue Poulsen on behalf of Sue Poulsen [redacted]
To: Scott Burchett
Subject: Re: letter
Date: July 24, 2023 8:42:10 PM

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

Sent from my iPhone

On Jul 24, 2023, at 8:28 PM, Scott Burchett [redacted]

Sue

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

Sincerely,

Scott Burchett
Off The Grid Marine Ltd.

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

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

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

On June 9-2026 n-Camera Agenda in its entirety.
Report of H
a roved the mm diate
AR
On June 9-202

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

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

Sincerely,

Scott Burchett
Off The Grid Marine Ltd.

On Sep 18, 2023, at 12:30 AM, John France [redacted] wrote:

Suggest after the second quote...

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

Use, up to you
Your letter is great
Cheers john

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

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 AR a roved the am diate se a Report of h Jun n-Camera Agenda in its entirety.

42

From: John France on behalf of John France [redacted]
To: Sue Poulsen
Cc: Scott Burchett
Subject: Re: updated letter to auditor
Date: September 19, 2023 11:41:08 AM

Excellent....will make another post shortly

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

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

Here's to Round 2. TKO

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

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

On June 9-202 AR a roved the imm diate se and Report of h Jun -2028 Council agenda in its entirety.

From: John France on behalf of John France [redacted]
To: Sue Poulsen; Scott Burchett
Subject: Re: CNB Response to Correspondence Dated 9/17/2023
Date: October 10, 2023 3:33:06 PM

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

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

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

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

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

I know this is tough but they are playing hardball.

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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

Sent from my iPhone

Begin forwarded message:

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

On June 9-202 ... Agenda ... second Report of ... approved the ... diate ... Agenda in its entirety.

Cc: Keir Gervais <cao@saywardvalley.ca>, Lisa Clark <cfo@saywardvalley.ca>
Subject: CNB Response to Correspondence Dated 9/17/2023

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

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

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Thank you,

Derek M. Lamb, CPA, CA

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

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

On June 9-202 AR a rovers reimm diate se and Report of [illegible] 2026 In-Camera Agenda in its entirety.

From: John France on behalf of John France [redacted]
To: Sue Poulsen
Subject: Re: PRIVATE AND CONFIDENTIAL Meetings November 28 and 29, 2023
Date: November 24, 2023 6:46:07 AM

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

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

> I've been so occupied sending emails lately.
> Thought I'd run this by you after I sent it!
>
> Sent from my iPhone
>
> Begin forwarded message:

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 Klusam Way, Box 29, Sayward, BC V0P 1R0

> **From:** Sue Poulsen <sue.poulsen@saywardvalley.ca>
> **Date:** November 23, 2023 at 2:41:15 PM PST
> **To:** Mayor and Council <MayorandCouncil@saywardvalley.ca>
> **Subject: PRIVATE AND CONFIDENTIAL Meetings November 28 and 29, 2023**
>
> Mr Mayor and Councillors:
> I am seeking clarity around the Mayor's email yesterday, stating the CAO is off on bereavement leave for 5 days.
> Am I correct in calculating his absence as Wednesday, Thursday, Friday, Monday, and Tuesday, with an expected RTW next Wednesday?
> If that is the case, we are once again losing valuable time to get the village back on track. If you took the time to thoroughly review the Nov 21 agenda and the minutes of Oct 3, October 24, and November 7, you will have noticed many errors and omissions. It might be a good idea to suggest that ALL councillors thoroughly review the minutes and agendas back 6 months to see exactly what has not been getting done or just simply ignored. Let me be clear: this is not being disrespectful toward the CAO, it is fairly identifying the areas where he has failed to meet the administrative goals and objectives of his position and has proven his incompetence. However, the concerned citizens who have been denied information or ignored, hoping they would go away are getting restless and justifiably so.
> The restricted in camera meeting that Scott and I requested for November 7 was a set up for failure by the majority from the get-go, and a blatant contradiction to the Mayor's email sent on Nov 3, stating that a restricted in camera meeting would be held after the in-camera meeting.
> I still have my four page presentation of everything that has been neglected and am willing to present it to council members who are receptive and open to receiving information for discussion. I'm also open to discussing all the itemized good things the CAO has done according to Councillor Tinsley. Without identifying all the " good work the CAO continues to do for the village", it is difficult to make a full assessment of the CAO'S performance.

On June 9-2025 Camera Agenda in its entirety.

It took me 3 days to go through the agenda and minutes, only to have yet another week delay. I am trying to work as a councillor in the best interests of ALL the residents of Sayward.
When do you want to get started working together toward the same goals? Or do you?
Cllr Sue Poulsen

Sent from my iPhone

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

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

On June 9-202 AR a roved the imm diate se and Report of h Jun -2025 in-Camera Agenda in its entirety.

From: John France on behalf of John France [redacted]
To: Sue Poulsen
Subject: Re: Keir
Date: November 27, 2023 2:56:13 PM

Kk

On Mon, Nov 27, 2023, 12:14 p.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

> Please do not Facebook it yet. I'm going to call the ombudsman first
> Sent from my iPhone
>
> > On Nov 27, 2023, at 12:03 PM, John France [redacted] wrote:
> >
> > Gobsmacked yet again
> >
> > On Mon, Nov 27, 2023, 12:00 p.m. John France [redacted] wrote:
> >
> > > Have there been a lot of emails or calls to Keir? Just curious
> > >
> > > I don't see where the mayor has the right to single you out
> > >
> > > A smarter move would have been to have all council emails sent to mayor, then to cao...then some sort of recording method. But then he isn't smart...more fodder for the omsbudman...they have no right to limit a councillors access
> > >
> > > So...if you sent an email you would probably be blocked ....but suggest you reject the direction by return email to all of council, based on discrimination,....and then send some emails to Keir to force the issue. That way you have proof.
> > >
> > > They are not very good at this
> > >
> > > Can I Facebook this one?
> > >
> > > On Mon, Nov 27, 2023, 11:48 a.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:
> > >
> > > > So what do you make of this?
> > > > Sent from my iPhone
> > > >
> > > > Begin forwarded message:
> > > >
> > > > **From:** Scott Burchett <scott.burchett@saywardvalley.ca>
> > > > **Date:** November 27, 2023 at 10:53:17 AM PST
> > > > **To:** Mark Baker <mark.baker@saywardvalley.ca>

I hereby certify that this is a true copy of the original document.
Dated this 21 day of September 2025
In Sayward, BC CANADA
Andrew Young [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-2026 In-Camera Agenda in its entirety.
AR
Pkg. Pg. 444

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

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

Respectfully,

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

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

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
in Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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

Good morning, All

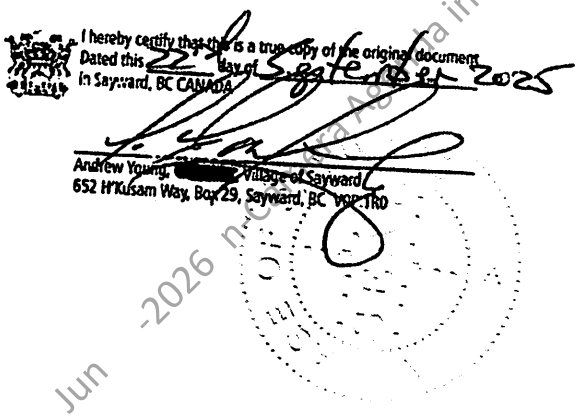
From here on in, Councillor Burchett ana Councillor Poulsen will not email or CC the CAO directly.

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

On June 9-202 AR a roved the imm diate ... and Report of h Jun -2026 n-Camera Agenda in its entirety.

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

or the Deputy Mayor present for that meeting! .



Mayor Mark Baker

mark.baker@saywardvalley.ca

Village of Sayward

PO Box 29, 652-A H'Kusam Way

Sayward BC V0P 1R0

Phone: 250-282-5512 (Office)

Fax: 250-282-5511

On June 9-202 AR a roved the imm diate se and Report of h Jun -2026 n-C a ra Act da in its entirety.

50

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

I have deleted your email but believe me, it is embedded in my brain. I am so sorry that you have endured so much and handled it in such a professional and confidential way. Keir has kept staff members and council members isolated from what is going on with each of us using a very skilled manipulative technique to divide the team using the breach of confidentiality terms is a direct way to force people to not discuss difficult situations. it has compelled individuals to remain silent for far too long and mental stress to each of us. I am so glad that we each have had the courage to stand up and defend for what is right and good for everyone concerned. It definitely has been along hard, fought battle but I feel like the time has come to make headway and move forward in the best interest of the people we represent. It won't be easy, and there will be tough patches ahead, but knowing we are telling the truth, being transparent and open, will give us the strength to find positive solutions.
[redacted], there are some statements [redacted] that would be very helpful for the ombudsman to read.
I hope you will feel comfortable enough to share this with him.
You have been the stable, reliable, professional force who has held the village together through thick and thin over the past 7 years. You are appreciated and loved more than you know.
Sue
Sent from my iPhone

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 AR a roved the imm diate se and Report of h -2026 i-Camera Agenda in its entirety.

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

None
Sent from my iPhone

On Dec 7, 2023, at 11:23 PM, John France [redacted] wrote:

Good letters

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

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

Begin forwarded message:

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

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

Sent from my iPhone

I hereby certify that this is a true copy of the original document
Dated this 2 day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-2026 In-Camera Agenda in its entirety. Approved the Council Report of June 9, 2026 AR

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

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

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

On June 9-202 AR a roved the imm ...ase so do Report from ...2026 n-Camera Agenda in its entirety.

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From: John France on behalf of John France [redacted]
To: Sue Poulsen
Subject: Re: Responds [redacted]
Date: December 7, 2023 11:15:18 PM

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

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

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

On Thu, Dec 7, 2023, 8:30 p.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

> apparently I didn't send this as I found it in my Drafts folder!
> Mark:
> Show me where it is written that as a councillor, I cannot respond to constituents. Are you telling me that I cannot respond to telephone calls, in person communication, when a constituent has a concern?
> Then explain how you get to respond to a constituent who asks a question PUBLIC INPUT regarding who is paying your PERSONAL LEGAL COSTS, and you did not call the question out of order. You answered it from the Mayors chair on your own behalf, and then you indulge a member of the public while she makes inappropriate comment about your legal adversary. The Community Charter and the Local Government Act are Statutes for ALL elected officials and municipal staff to abide by. Perhaps it is time you take your own advice and stop your many ongoing actions that put yourself, other councillors, and staff in legal jeopardy.
> What you call my blatant disregard for the village of Sayward is actually my extreme concern for the village residents who believe they are being treated disrespectfully by the village and staff.
> While you are chastising me for overstepping my boundaries as a Councillor and showing blatant disregard to the Village of Sayward, consider this as you spend more unauthorized funds on unnecessary legal funds:
> Ask the [redacted] who is treating them with blatant disregard. (it is clear in their letter who they believe it is)
> [redacted]
> Please stop harassing me with unfounded threats, gag orders, demands, and using

I hereby certify that this is a true copy of the original document
Dated this 22 day of Jan 2025
in Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 ... -2026 n-Camera Agenda in its entirety.

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

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

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

Get Outlook for iOS

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

Councillor Poulson

Get Outlook for iOS

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

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

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Dated this 22 day of September 2023
In Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 ... reved the imm ... date ... and Report of h ... Jun ... Camera Agenda in its entirety.

55

Sue Poulsen

Sent from my iPhone

> On Dec 4, 2023, at 6:49 PM, [redacted] wrote:
>
>
> sorry everyone I have had only two lessons on how this works thank you ann and her son michael. So here goes again. I hope that you receive the full message this time. Again my apologies. We have tried to communicate with you, both verbally and electronically with unsatisfactory response. Two councillors have responded; silence from both tom and kohen; silence from the mayor as well. We rarely get a response from keir. We have tried extremely hard to illicit a response to those elected and hired to the position of responding to individuals such as Lorna and Myself, with our legitimate grievances. This silence is a form of manipulative punishment and can also be considered as tactical ignoring as well as a form of social rejection. The Attorney General of B,C, considers this abusive and bullying behaviour. We also consider this bullying and have been left with no alternative but to contact the Ombudsperson and others in regards to your lack of action. Thank you. to scott and sue, thank you so much for telling us of the incomplete message. We want our message to be perfectly clear to those concerned. [redacted] the invisible couple at [redacted]

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

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

a roved the imm diate se and Report of h Jun 2024 Council Agenda in its entirety.
AR
On June 9-202

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

Sent from my iPhone

Begin forwarded message:

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

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

On June 9-202 AR a roved the imm diate se and Report of h Jun -2026 n-Camera Agenda in its entirety.

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

Sent from my iPhone

Begin forwarded message:

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

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Sue Poulsen Sayward Village Councillor

Hello Pei-Shing

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

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

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

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

On June 9-202 AR a Reveal the imm diate se me Report of h -2026 n-Camera Agenda in its entirety.

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

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

Thank you for accepting our file.

Sue Poulsen

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

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

On June 9-202 AR a roved the imm diate se and Report of h Jun -2026 n-Ca e Agenda in its entirety.

From: John France on behalf of John France [redacted]
To: Sue Poulsen; Scott Burchett
Subject: Re: Notice of Special In-Camera Meeting
Date: February 28, 2024 6:17:32 PM
Attachments: image001.jpg

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

Stonewalling...put the written notice in as required

Did he respond to the payroll issue?

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

Sent from my iPhone

Begin forwarded message:

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

Keir

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

Respectfully,

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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

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

On June 9-202 AR a roved the imm diate se and Re ort of h Jun -2026 n-Camera Agenda in its entirety.

60

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

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

Mayor & Council,

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

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

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

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

- [redacted]

On June 9-202 AR a roved the name date s and Report of h Jun -2026 n-C a Agenda in its entirety.

- [redacted]
- [redacted]
- [redacted]

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

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

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

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

Regards,

Keir Gervais

Chief Administrative Officer

Village of Sayward

652 H'Kusam Way, PO Box 29

Sayward, BC V0P 1R0

On June 9-202 AR a roved the in mediate se and Report of n 2026 n-Camera Agenda in its entirety.

250-282-5512 Ext. 2 (office)

cao@saywardvalley.ca

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

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

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2021
in Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-2026 AR a roved the imm diate se and Report of Jun 2026 n-Camera Agenda in its entirety.

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

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

Sent from my iPhone

Begin forwarded message:

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

I hereby certify that this is a true copy of the original document
Dated this 22 day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Good morning Mark and council
I have considerable concerns about the agenda for tonight's meeting with the indication in the heading that there is a public hearing before the regular council meeting.
At the October 3, 2023, regular meeting council passed first and second readings of bylaw application to rezone 18 Sayward Rd.
No other reports were submitted until the February 20/24 report from Kevin Brooks, where council directed staff to schedule a public hearing for rezoning by law 504.
The CAO DID NOT FOLLOW THROUGH
[redacted]
THE CAO DID NOT PRESENT TO COUNCIL A REPORT OUTLINING THE PUBLIC HEARING MEETING PROCESS, A REMINDER OF PROTOCOLS, SELECTION OF THE CHAIR FOR THE MEETING, CONSENSUS OF THE PUBLIC HEARING PROCESS, TIMING AND PLACE FOR COUNCIL TO APPROVE. THE LACK OF PROCESS AND FOLLOW THROUGH IS

On June 9-202 AR a copy of the imm liate sta Report of h Jun -2026 n-Camera Agenda in its entirety.

DISRESPECTFUL BEYOND MEASURE TO [redacted]WHO [redacted]

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

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

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

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

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

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

Councillor Sue Poulsen

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

Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P1R0

On June 9-202 AR a roved the imm diate se and Report of h Jun -2026 n-Camera Agenda in its entirety.

From: John France on behalf of John France [redacted]
To: Sue Poulsen
Subject: Re: Upcoming Meetings
Date: April 3, 2024 12:02:41 PM
Attachments: image001.jpg

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

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

On Wed, Apr 3, 2024, 10:14 a.m. Sue Poulsen <sue.poulsen@saywardvalley.ca> wrote:

> Good morning! I hope you're feeling refreshed after a good nights, sleep, and ready to start a new chapter
> Sent from my iPhone
>
> Begin forwarded message:
>
> **From:** Scott Burchett <scott.burchett@saywardvalley.ca>
> **Date:** April 3, 2024 at 9:39:49 AM PDT
> **To:** Keir Gervais <cao@saywardvalley.ca>, Mayor and Council <MayorandCouncil@saywardvalley.ca>
> **Subject: Re: Upcoming Meetings**
>
> I stand with every single item in Councillor Poulsen's email yesterday stating the things that need to be done before a Public Hearing can happen. This was to be discussed in the Regular Council meeting last night that was again cancelled under suspicious circumstances and again at the last minute. Very disappointing and not good for the Village of Sayward. The Public Hearing date was not done by council resolution or decided by council as a whole. Fail. If the terms of the Agenda Adoption are not met or discussed in a public forum as they should have been at last nights cancelled meeting then I expect that there will be no quorum moving forward. Time to show up and actually do the work properly or there will be further consequences for this disruptive and weak effort that seems to be the norm. There was a clear plan to get things done and do it the right way and this keeps getting ignored at the expense of [redacted] Failure to properly communicate with council as a whole and to continue a rogue approach to administration will continue to damage the Village of Sayward's credibility and function. Excuses, mistakes and false blame are not the way to success.
>
> Scott Burchett
> Councillor
> Village of Sayward
> 652 H'Kusam Way, PO Box 29
> Sayward, BC V0P 1R0
> 250-282-5512 (office)

I hereby certify that this is a true copy of the original documen.
Dated this 2nd day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-2026 re: Disclosure and Report of ... Jun -2026 re-Sollera Agenda in its entirety.
AR

604-818-5558 (cell)

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

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

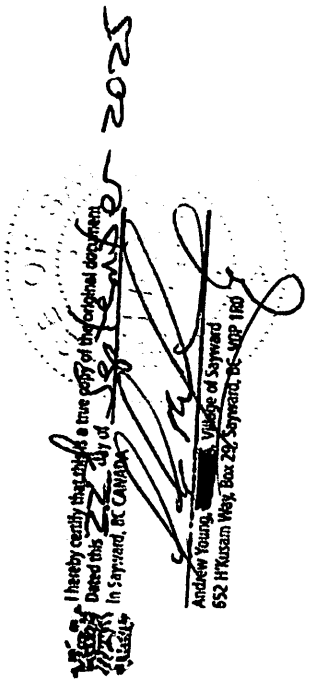
Good morning,

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

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

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

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



On June 9-202 AR a roved the imm diate release and report of h Jun -2026 n-Camera Agenda in its entirety.

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

Public Hearing fo[redacted] on[redacted]

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

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

Regards,

AR

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)

On June 9-202 a roved Regular Council Meeting Agenda and Reports in Camera Agenda in its entirety.

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.

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On June 9-202 ... a roved the imm diate se and Report of h Jun -2026 n-Camera Agenda in its entirety.

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

Good morning,

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

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

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Instructions

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

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

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

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

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652 H'Kusam Way, Box 28, Sayward, BC V0P 1R0

On June 9-202 AR ...ove the entire date se and report of the un... 2025 n-Camera Agenda in its entirety.

Community Relations

p.

q.

r.

Economic Development

s.

t.

u.

v.

w.

x.

Asset Management

y.

z.

a1.

Living Green

a2.

a3.

a4.

Professional Development

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a5.

a6.

Tourism Development

a7.

a8.

a9.

Village Operations

a10.

a11.

A12.

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

OP1.

OP2.

OP3.

OP4.

OP5.

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

Thank you,

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

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

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Keir Gervais

Chief Administrative Officer

Village of Sayward

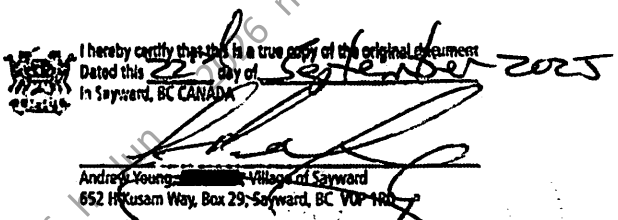
652 H'Kusam Way, PO Box 29

Sayward, BC V0P 1R0

250-282-5512 Ext. 2 (office)

cao@saywardvalley.ca





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On June 9-2026 In-Camera Agenda in its entirety.
a roved the imm diate s and Report of Mayn
AR

73

From: John France on behalf of John France [redacted]
To: Scott Burchett
Cc: Sue Poulsen
Subject: Re: Election Interference
Date: July 5, 2024 3:30:23 PM
Attachments: image001.png

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

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

Sincerely,

Councillor Scott Burchett
Village of Sayward

Begin forwarded message:

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

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

Hi Mr. Burchett,

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

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

Division 18 — Election Offences

Vote buying

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

On June 9-2026 In-Camera Agenda in its entirety. a report of the immediate AR

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

(a)to induce a person to vote or refrain from voting:

(b)to induce a person to vote or refrain from voting for or against a particular candidate:

(c)to reward a person for having voted or refrained from voting as described in paragraph (a) or (b):

(d)to procure or induce a person to attempt to procure the election of a particular candidate, the defeat of a particular candidate or a particular result in an election:

(e)to procure or induce a person to attempt to procure the vote of an elector or the failure of an elector to vote.

(3) A person must not accept inducement

(a)to vote or refrain from voting.

(b)to vote or refrain from voting for or against a particular candidate, or

(c)as a reward for having voted or refrained from voting as described in paragraph (a) or (b).

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

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

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

Intimidation

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

(a)use force, violence or restraint against a person:

(b)inflict injury, harm, damage or loss on a person or property:

(c)otherwise intimidate a person.

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

(a)to persuade or compel a person to vote or refrain from voting:

(b)to persuade or compel a person to vote or refrain from voting for or against a particular candidate:

(c)to punish a person for having voted or refrained from voting as described in paragraph (a) or (b).

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

(a)impede, prevent or otherwise interfere with a person's right to vote:

(b)compel, persuade or otherwise cause a person to vote or refrain from voting:

(c)compel, persuade or otherwise cause a person to vote or refrain from voting for a particular candidate.

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

Other election offences

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

I hereby certify that this is a true copy of the original document
Dated this 20th day of June 2025
In Sayward, BC CANADA
Andrew Young, Village of Sayward
652 Hkusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 AR a roved the imm diate re and Report of h Jun -2026 n-Camera Agenda in its entirety.

to deposit there:

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

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

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

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

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

(c)post, display or distribute

(i) election advertising, or

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

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

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

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

(b)make a false or misleading statement or declaration

I hereby certify that this is a true copy of the original document
Dated this 27 day of June 2025
In Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9-202 AR a roved the imm diate second Report of h Jun -2026 In Camera Agenda in its entirety.

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

(c)inspect or access under this Part

(i) a list of registered electors.

(ii) nomination documents.

(iii) disclosure statements or supplementary reports. or

(iv) other election materials referred to in section 143 *[delivery of election materials to chief election officer].*

or use the information from any of them. except for purposes authorized under this Act:

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

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

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

Prosecution of organizations and their directors and agents

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

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

I hereby certify this to be a true copy of the original document
Dated this 2nd day of Sept 2025
in Seyward, BC CANADA
Andrew Wallace, Commissioner for Taking Affidavits for the Province of Seyward
652 N'Kusam Way, Box 29, Seyward, BC V0P 9M0

On June 9-202 AR a roved the imm diate se and Report of n jun -2025 n Camera Agenda in its entirety.

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

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

Time limit for starting prosecution

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

Penalties

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

(a)a fine of not more than $10 000;

(b)imprisonment for a term not longer than 2 years;

(c)disqualification from holding office in accordance with subsection (2) of this section for a period of not longer than 7 years.

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

(a)on a local government;

(b)on the council of the City of Vancouver or on the Park Board established under section 485 of the *Vancouver Charter*;

(c)as a trustee under the *Islands Trust Act*;

(d)as a trustee on a board of education, or as a regional trustee on a francophone education authority, under the *School Act*.

I hereby certify that this is a true copy of the original document
Dated this 22 day of June 2025
In Sayward, BC CANADA
Andrew Young, Administrator, Village of Sayward
652 Haddam Way, Box 69, Sayward, BC V0P 1R0

On June 9-202 AR a royal the imm date se and Report of H Jun -2025 In Camera Agenda in its entirety.

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

(a)a fine of not more than $5 000:

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

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

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

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

I hereby certify that this is a true copy of the original document
Dated this 2 day of September
In Sayward, BC CANADA 2025

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

Edith Watson, CMC

Manager, Corporate Operations

Chief Election Officer (Village of Sayward)

Strathcona
REGIONAL DISTRICT

Strathcona Regional District
T: 250-830-6712 | C: 250-949-0267
E: ewatson@srd.ca

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

On June 9-202 AR a roved the imm diate se and Report at th Jun -2026 in-Camera Agenda in its entirety.

Gardens Recreation Complex are located on the traditional unceded territory of the Lig̓ʷildax̱ʷ people.

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

SRD.ca | Facebook | Instagram | YouTube

On June 9 026 SAYWARD COUNCIL approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

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

NOTICE: This email is from an external source.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Edith

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

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

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

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

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

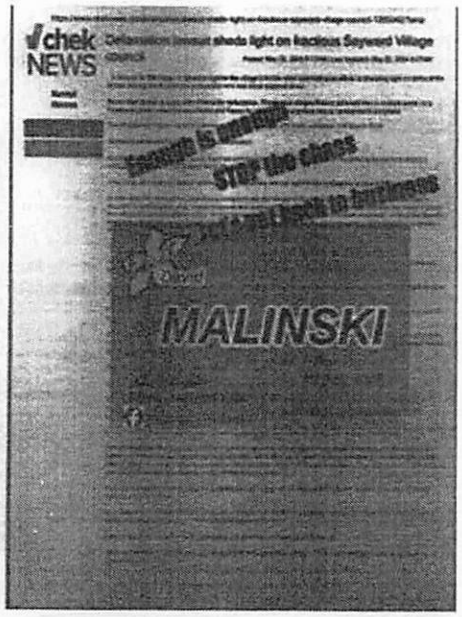
3) There have been no Regular Council meeting minutes available for council to approve and distribute to constituents for information and proper governance transparency. This is purposeful and a direct interference with this election.

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

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

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

On June 9 026 SAYWARD CO CIL approved the Immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety



Sincerely,

Scott Burchett

Councillor

Village of Sayward

652 H'Kusam Way, PO Box 29

Sayward, BC V0P 1R0

250-282-5512 (office)

604-818-5558 (cell)

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

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

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

On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

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

Here is the email I sent
Sent from my iPhone

Begin forwarded message:

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

Hi everyone.
Receiving your phone call, Mark, telling me that the CAO is off on [redacted] leave was not a total surprise, but for the moment left me with several unresolved issues.
Please notify management staff of the CAO's absence and let them know what the initial plan is going forward.
I hope you will have a post on the village website ASAP announcing that the CAO will not be available until further notice, that the scheduled regular meeting Tuesday, July 16 is cancelled, and an interim CAO will be in place as quickly as possible. We also urgently need a CFO to clean up the financial disaster we are in and be able to do the regular routine work of a CFO
You have asked Trish to get the ROEs out to the rec centre employees ASAP. Please Have Trish contact each employee to pick up the ROE rather than mailing and delaying the process longer.
Who knows what other financial items have been neglected. I do know that neither Scott nor I have been reimbursed for travel expenses submitted in April and early June. Some financial oversight needs to happen quickly. You said Janice, the temporary CFO was no longer available and there has been no report from the CAO on this or an effort to hire a CFO.
Although the regular council meeting for next week is cancelled (once again because of the CAO's absence), I believe it is imperative that we have a debriefing meeting with Brian as was planned for next Tuesday. Please arrange the meeting and notify council.

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

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

I hereby certify this to be a true copy of the original document
Dated this 21 day of September 2023
in Sayward, BC CANADA
Andrew Young
Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

On June 9 026 SAYWARD CO... Chief Officer at the meeting held on the June 9-2026 In-Camera Agenda in its entirety

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

I hereby certify that this is a true copy of the original document
Dated this 2 day of September 2025
In Sayward, BC CANADA

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

On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2026 Council Agenda in its entirety

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

Hi John,

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

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

Thanks and regards,
Jared

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA
Andrew Young [redacted] Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Jared G. Cummings
Associate

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

EYFORD

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

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

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

2025-06-20, 2:04 a.m

THIS IS EXHIBIT "I" REFERRED TO IN THE AFFIDAVIT OF John Thomas
SWORN/AFFIRMED BEFORE ME AT Victoria
IN THE PROVINCE OF BRITISH COLUMBIA
THIS 3rd DAY OF October 2025
A Commissioner for taking Affidavits in the Province of British Columbia

On June 9 026 SAYWARD CO CIL approves the immediate rise and report of the June 9-2025 Council Agenda in its entirety

Subject: RE: Request For Access To Records

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Good morning, Jared and Zaineb,

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

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

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
In Sayward, BC CANADA
Andrew Young, [redacted], Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

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

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

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

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

Good day Zaineb,

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

John Thomas, MBA

On June 9 026 SAYWARD COUNCIL approved the immediate Rise and Report of the June 9, 2026 In-Camera Agenda in its entirety

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

88

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

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

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

Good morning,

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

Kindly confirm receipt of this email and attachment.

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

Kind Regards,

Zaineb Al-Dleamy
Legal Assistant

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

EYFORD

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

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On June 9 026 SAYWARD CAO approved the immediate Rise and Report of the June 9-2026 In Camera Agenda in its entirety

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Village of Sayward

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

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	First Name	Middle Name	
CUMMINGS	JARED	GRAHAM	☒ Mr. ☐ Mrs. ☐ Miss ☐ Ms. ☐ Other ____

YOUR ADDRESS

Street, Apt.#, PO Box, RR No.	City/Town	Prov./Terr.	Postal Code
1744-1055 DUNSMUIR ST.	VANCOUVER	BC	V7X 1L2

YOUR TELEPHONE / FAX NO.(s) (incl. area code)

Day phone	Email Address	Day Fax No.
(604) 899 5220	( ) jcummings@exford partners.com	( ) N/A

DETAILS OF REQUESTED INFORMATION

Please describe the records you are requesting. Be as specific as possible, as this will assist the Request process. Attach a separate sheet, if the space below is not sufficient.

See attached Schedule "A".

Please specify any Ref # or File #, if known.

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

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

Are you requesting access to another person's personal information? ☐ YES ☒ NO

If so, please attach, as appropriate:

a) That person's signed consent for disclosure, or
b) Proof of authority to act on that person's behalf

Preferred method of access to records:	Your signature	Date signed: YY/MM/DD
☐ Examine Original ☒ Receive Copy		25/05/01

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

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

On June 9 026 SAYWARD CO CU approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

FOR PUBLIC BODY USE ONLY		
Request No.	Request Category: ☐ ACCESS TO GENERAL INFORMATION ☐ ACCESS TO PERSONAL INFORMATION	
Request Code	Date Rec'd YY/MM/DD	FOI Head/Coordinator Signature

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

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

On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

Schedule "A"

(1) All documents, including but not limited to letters, emails, reports, records, notes, and minutes – and including those produced *in camera* or containing *in camera* information – related to [redacted] complaints against [redacted] on or about 19 February 2023 and 6 March 2023 and [redacted] complaints against [redacted] filed on or about 20 February 2023 and 20 March 2023.

(2) All documents, including but not limited to letters, emails, reports, records, notes, and minutes – and including those produced *in camera* or containing *in camera* information – created after 15 February 2023 which mention or relate to John France and, in particular, those related to council's summons of John France pursuant to s. 134 of the *Community Charter* (as set out in the "Appointment to Examine" dated 15 August 2023).

(3) All video recordings of all council meetings from February 2023 to date.

(4) A list of all cancelled council meetings from November 2020 to date.

(5) The total amount of the payments made by the Village of Sayward to legal counsel for services rendered in relation to [redacted] complaints [redacted] complaints, and mayor Baker's defamation action against John France.

(6) Audit reports, audit management reports, and management's responses to these reports for 2023 and 2024, with the dates of each.

(7) All documents, including but not limited to letters, emails, reports, records, notes, and minutes – and including those produced *in camera* or containing *in camera* information – related to the request for financial information made pursuant to s. 172 of the *Community Charter* by Councillors Burchett and Poulsen in or around July 2023.

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

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

On June 9 026 SAYWARD CO Approved the immediate Rise and Report of the June 9 2026 In-Camera Agenda in its entirety

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3:20 48

Sayward Rant and Ra...

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

A Commissioner for taking Affidavits in the Province of British Columbia

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

Milena Gradisar

Top contributor 3h ·

SAYWARD VILLAGE, YOU NEED TO SEE THIS

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

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

On June 9 026 SAYWARD RD 10 GL approved the immediate release and Report of the June 9-2026 Camera in its entirety

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





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

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

On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

2:10 LTE



Sayward Rant and Rave

Milena Gradisar · 2h ·

of, by the council.

I hereby certify that this is a true copy of the original document
Dated this 22nd day of September 2025
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

Are you interested in this post?

Interested **Not interested**

Like Comment Send

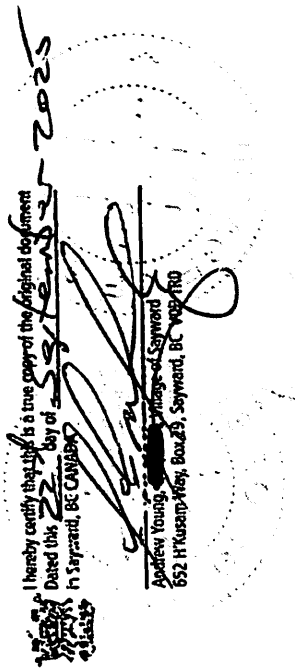
All comments



Lee Ettinger All-star contributor

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

On June 9 026 SAYWARD CO Cropped at the immediate Rise and Report of the June 9-2026 In Camera Agenda in its entirety



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

51m Like Reply

Comment as Lisa Ma...

On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9, 2025 In-Camera Agenda in its entirety

2:10 LTE



Sayward Rant and Rave

Milena Gradisar · 2h ·

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

I hereby certify that this is a true copy of the original document
Dated this 27 day of June 2025
in Sayward, BC CANADA
Andrew Young, Village of Sayward
652 H'Kusam Way, Box 29, Sayward, BC V0P 1R0

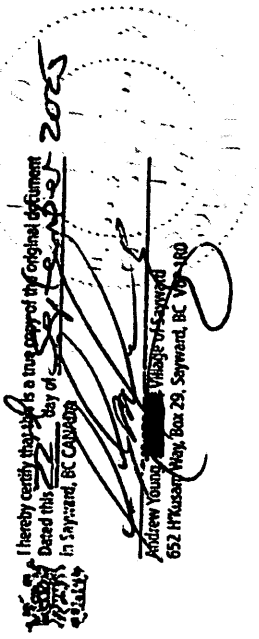
On June 9 2025 CHAPPYED THE WARD CO Clapped the immediate Hide an Report of the June 9 2025 In-Camera Agenda in its entirety

97

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

51m Like Reply

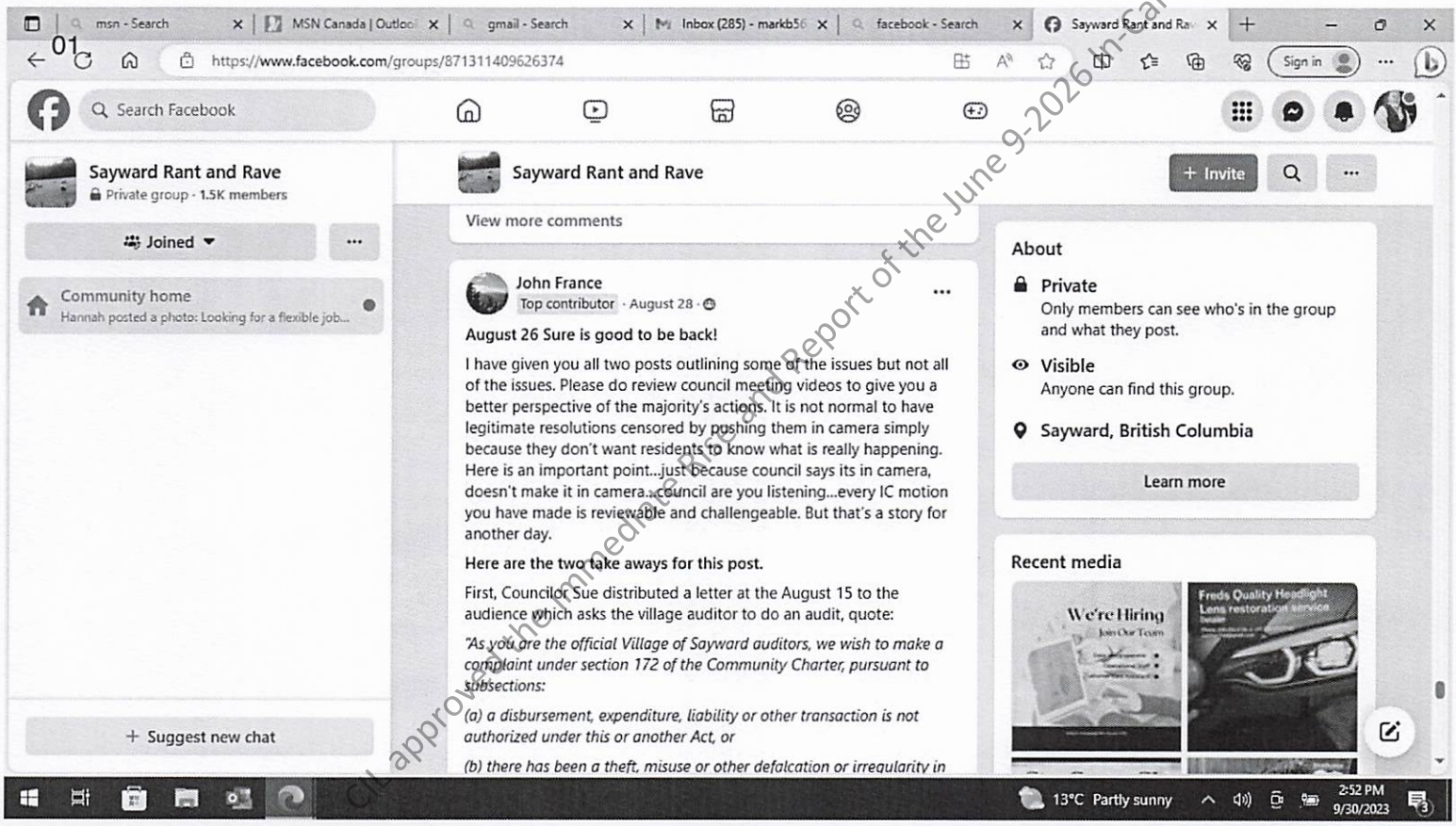
Comment as Lisa Ma...



On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2025 In-Camera Agenda in its entirety

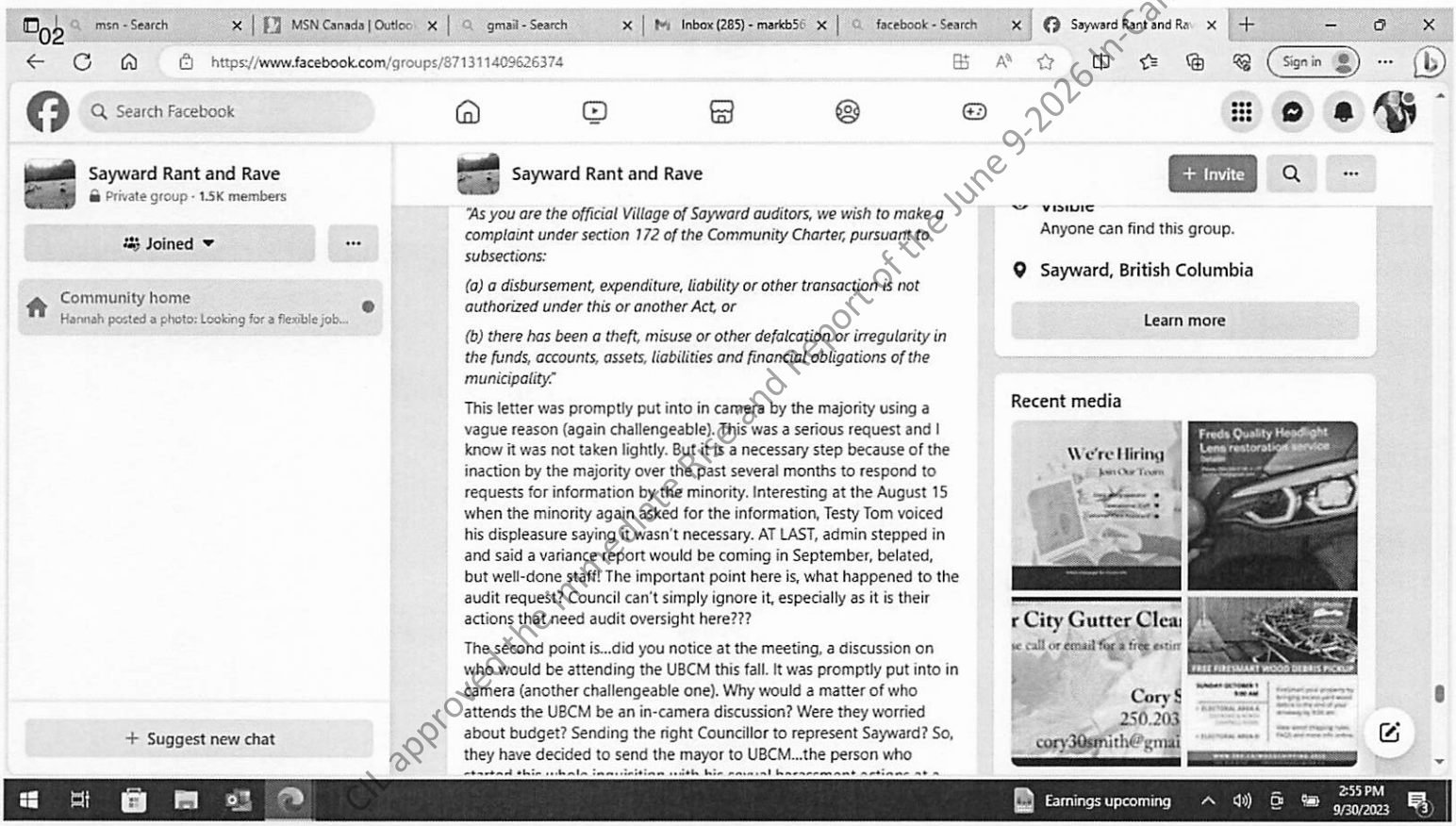
On June 9 026 SAYWARD CO CI approved the Immediate Release Report of the June 9-2026 In-Camera Agenda in its entirety

01



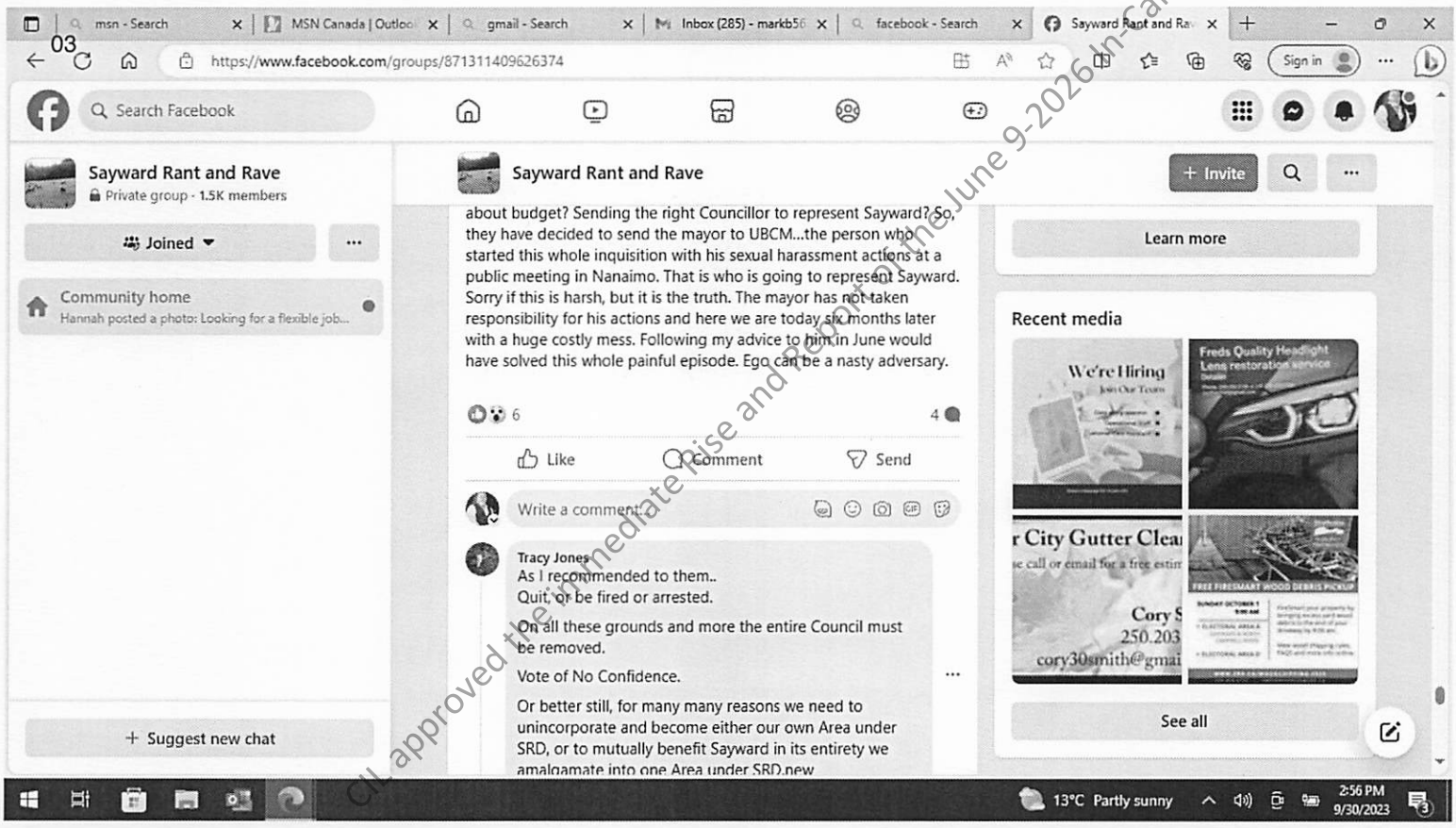
This is Exhibit "F", referred to in the affidavit of Mark Baker
Sworn before me at Duncan, BC
this 21st *day of* Jan. 2026

A Commissioner for taking Affidavits within British Columbia



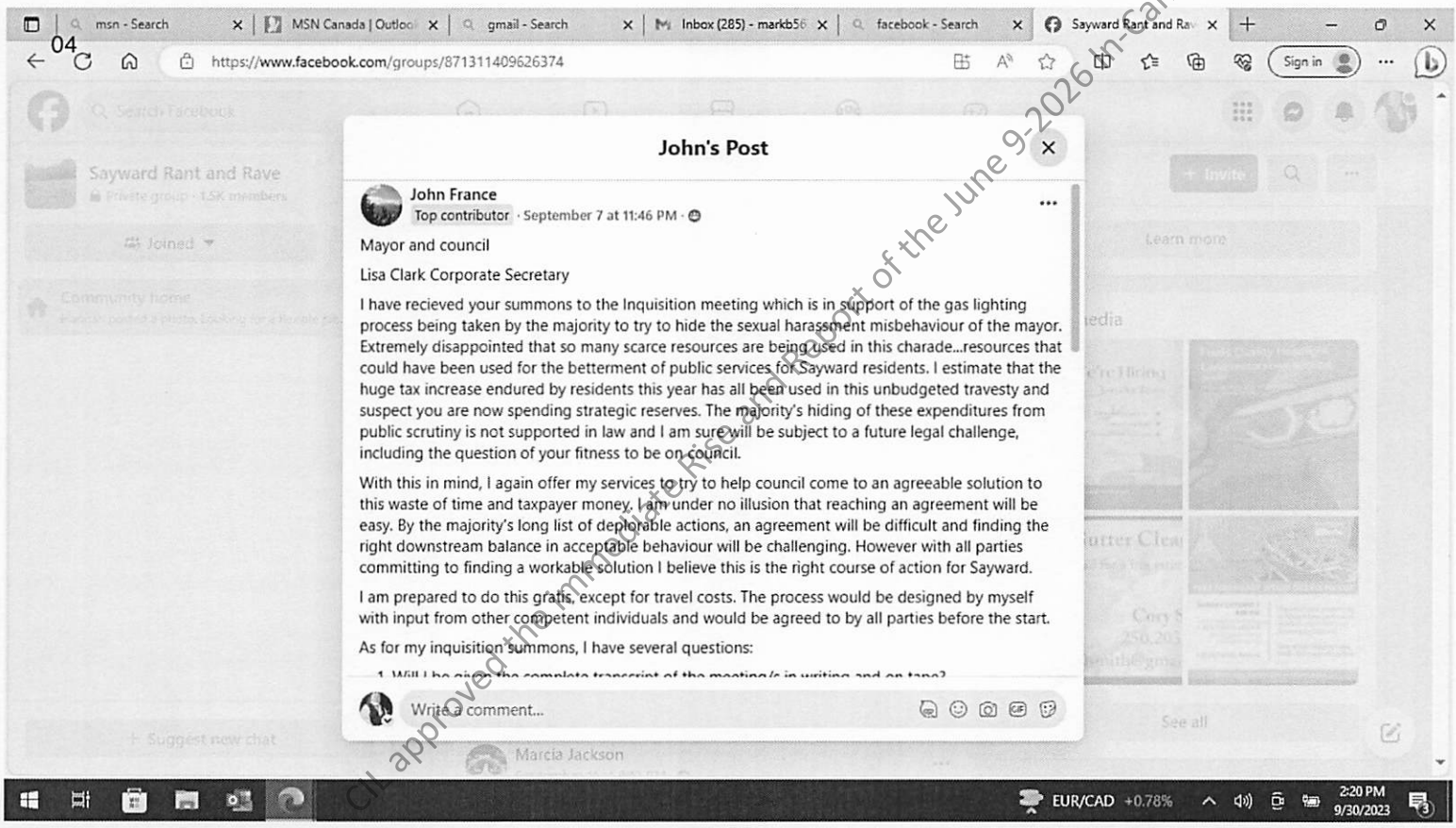
On June 9 026 SAYWARD CO Cl approved the attached Agenda and Report of the June 9-2026 in-camera Agenda in its entirety

On June 9 026 SAYWARD CO CIL approved the immediate rise and Report to the June 9-2026 In-Camera Agenda in its entirety

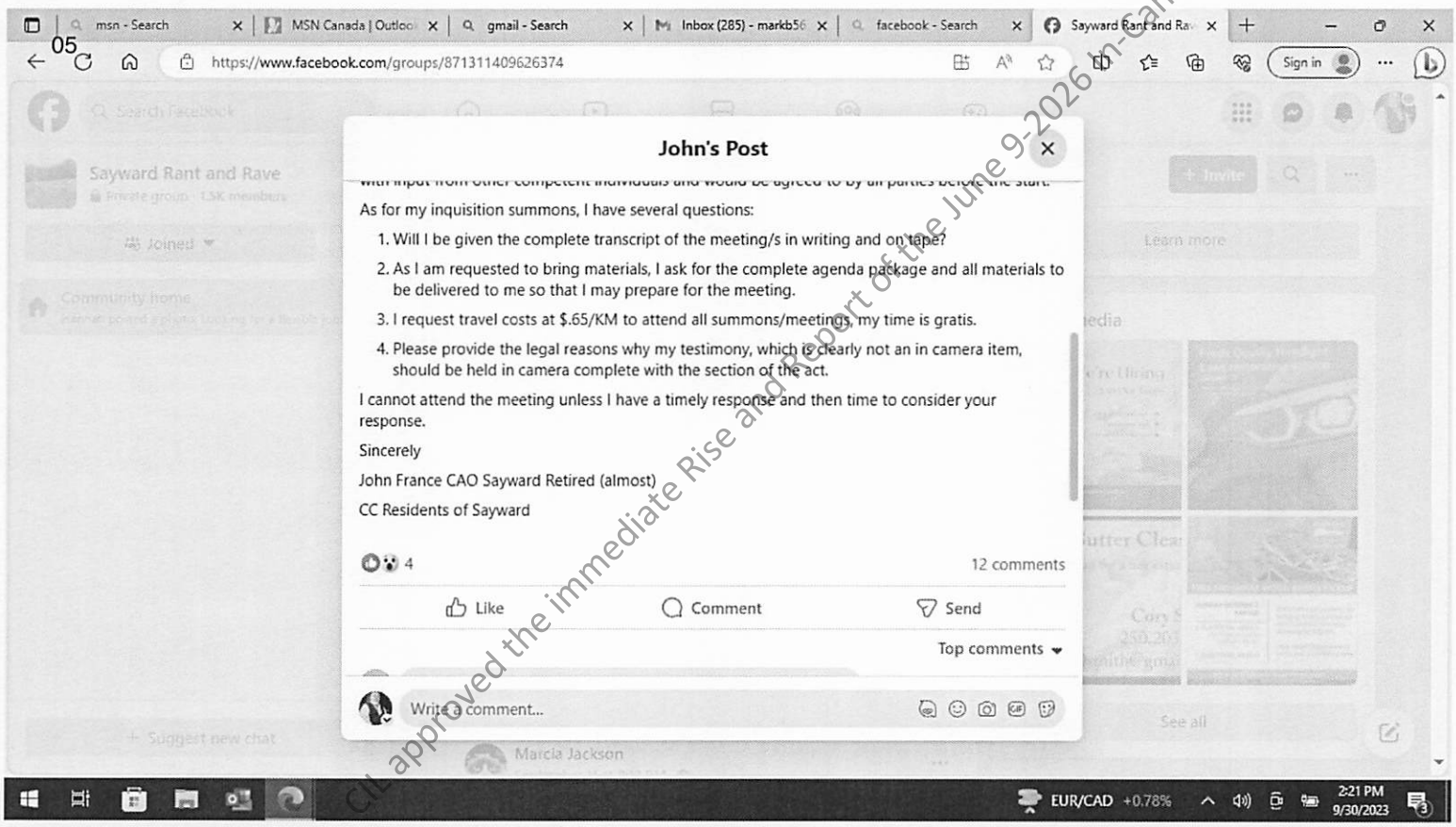


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04

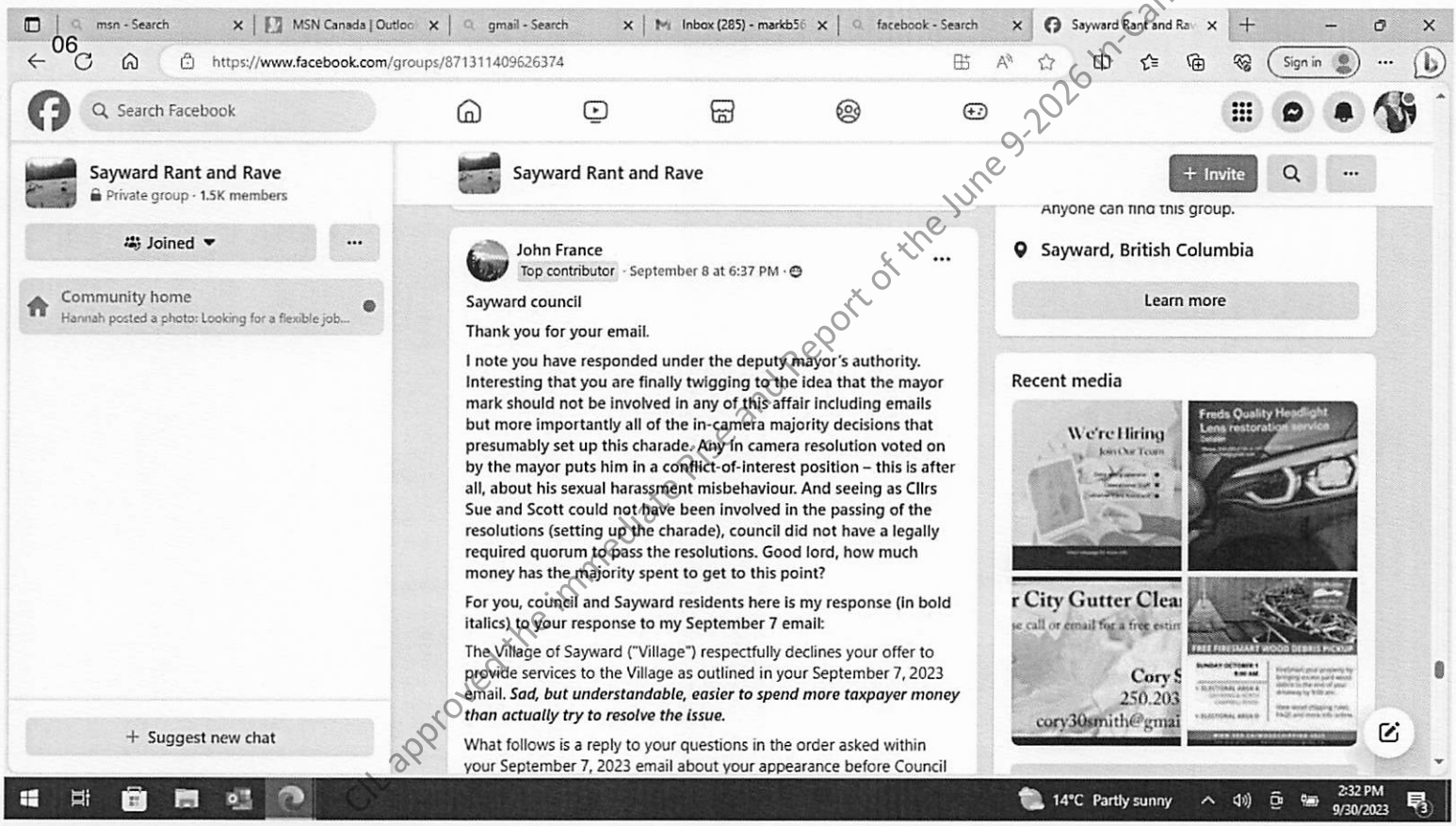


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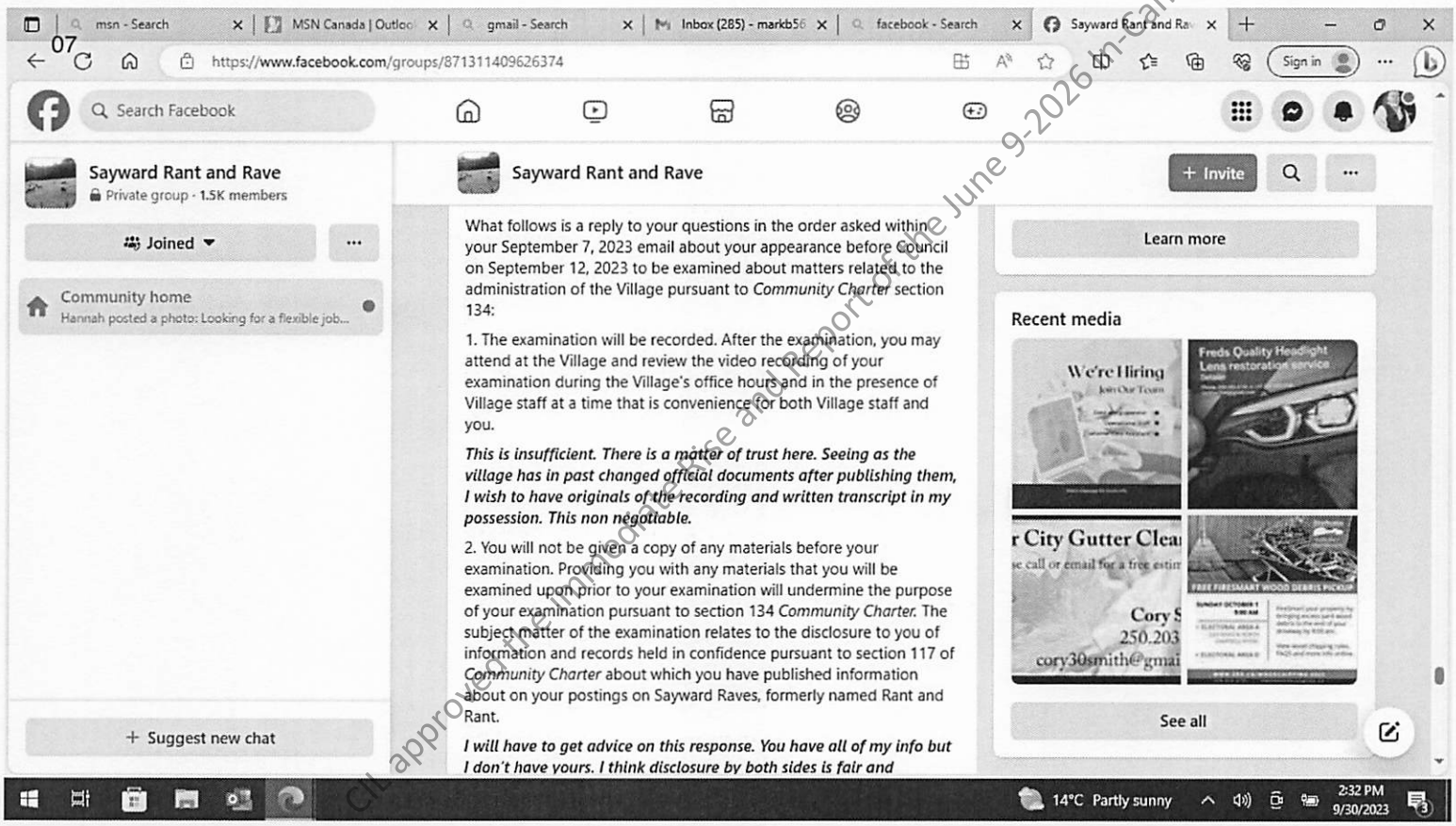
On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2026 in-Camera Agenda in its entirety

On June 9 026 SAYWARD CO CIL approved the inclusion of the attached report of the June 9-2026 in-Camera Agenda in its entirety

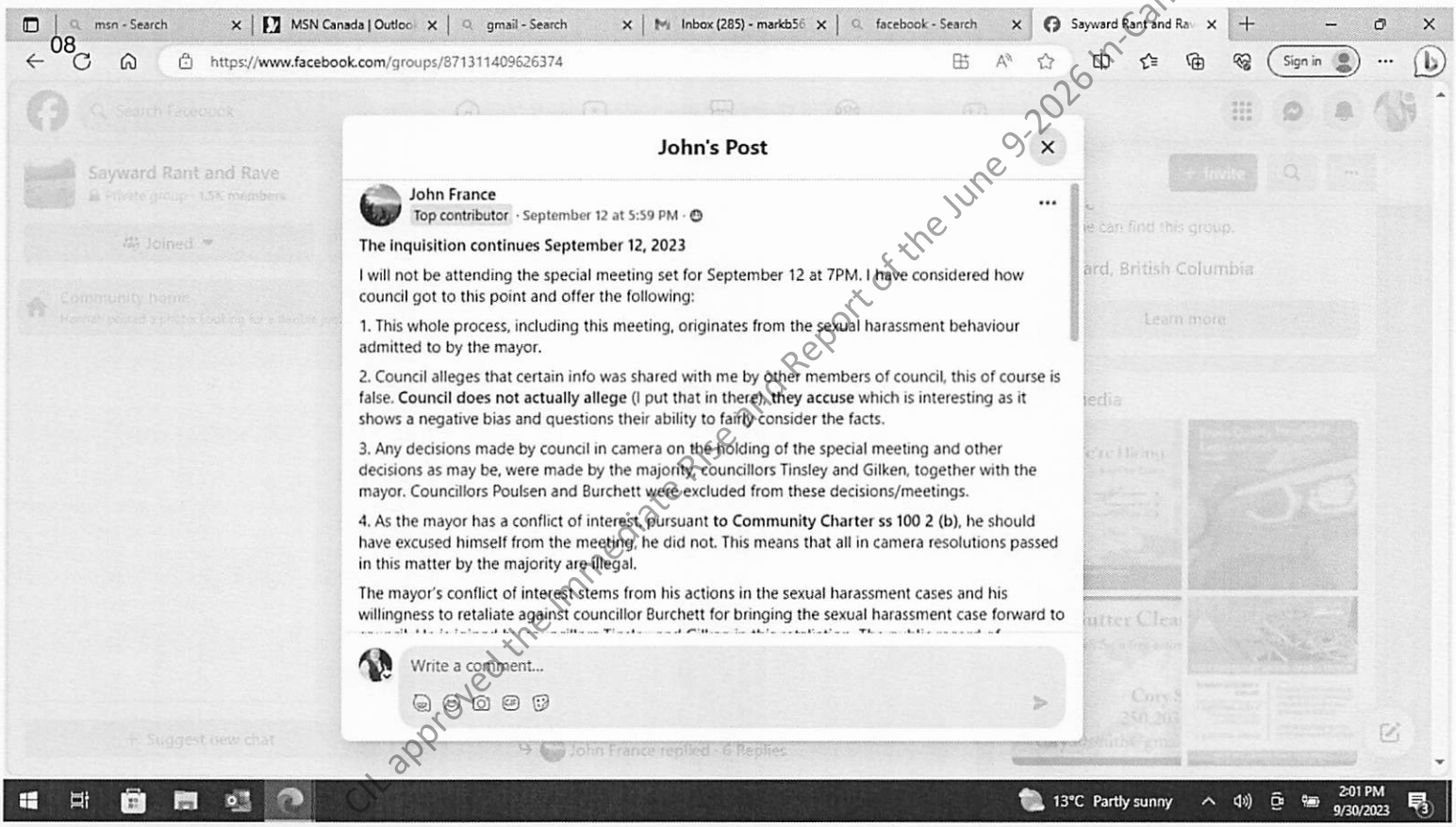


On June 9 026 SAYWARD CO CI approved for inclusion in the June 9-2026 In-Camera Agenda in its entirety

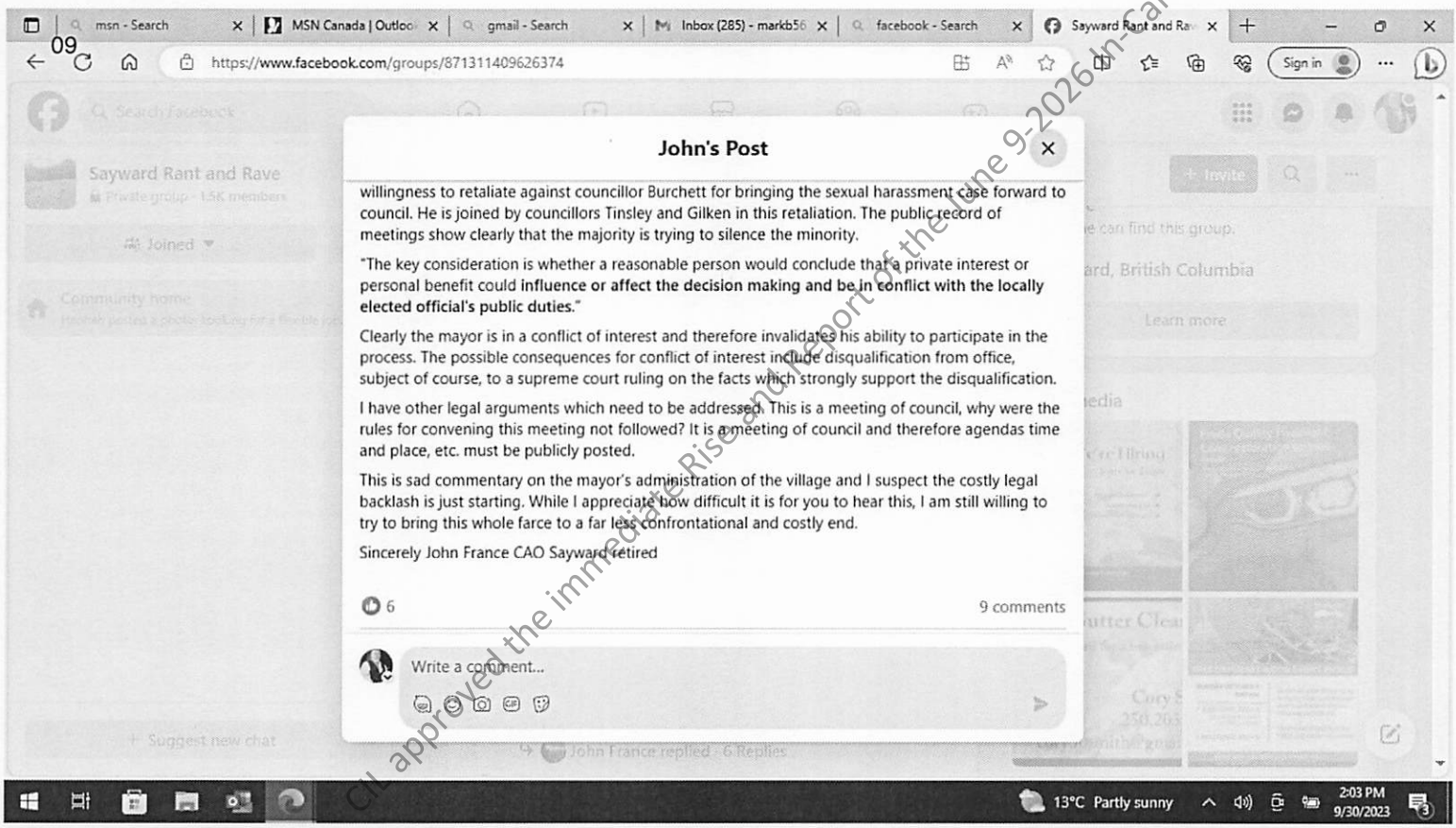
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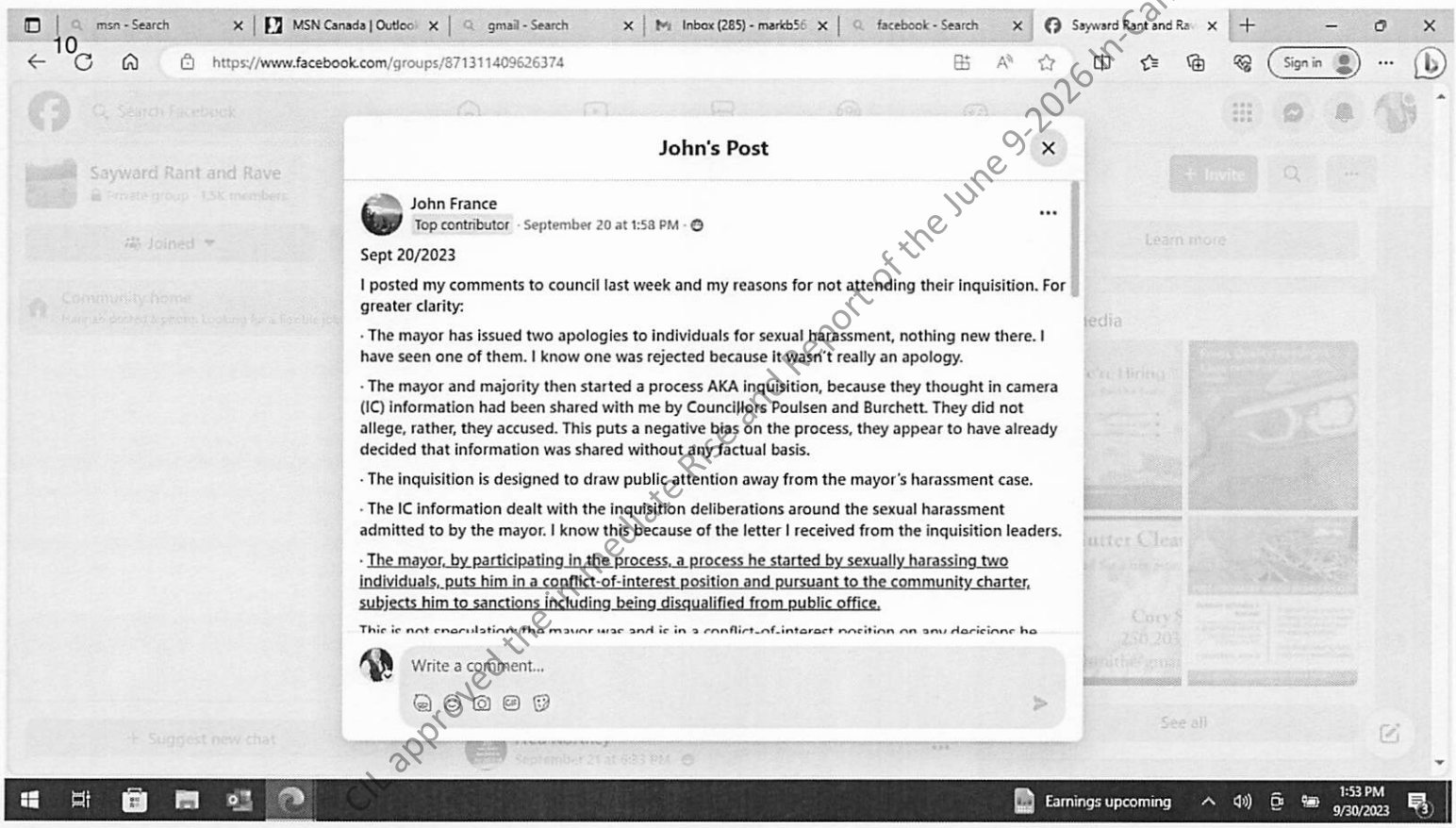


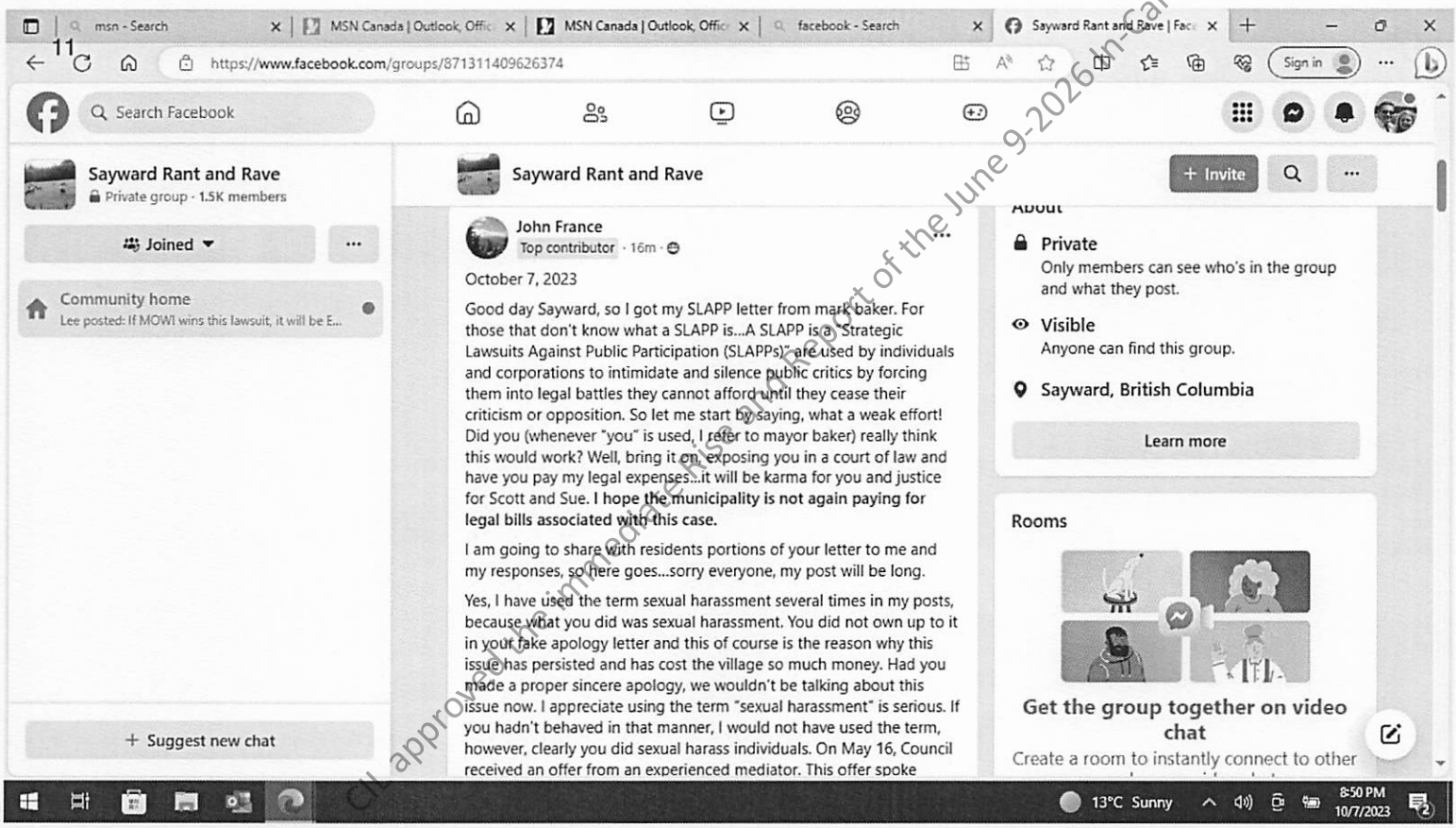
On June 9 026 SAYWARD CO CI approved the immediate Release Report of the June 9-2026 in-camera Agenda in its entirety



On June 9 026 SAYWARD CO CL approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

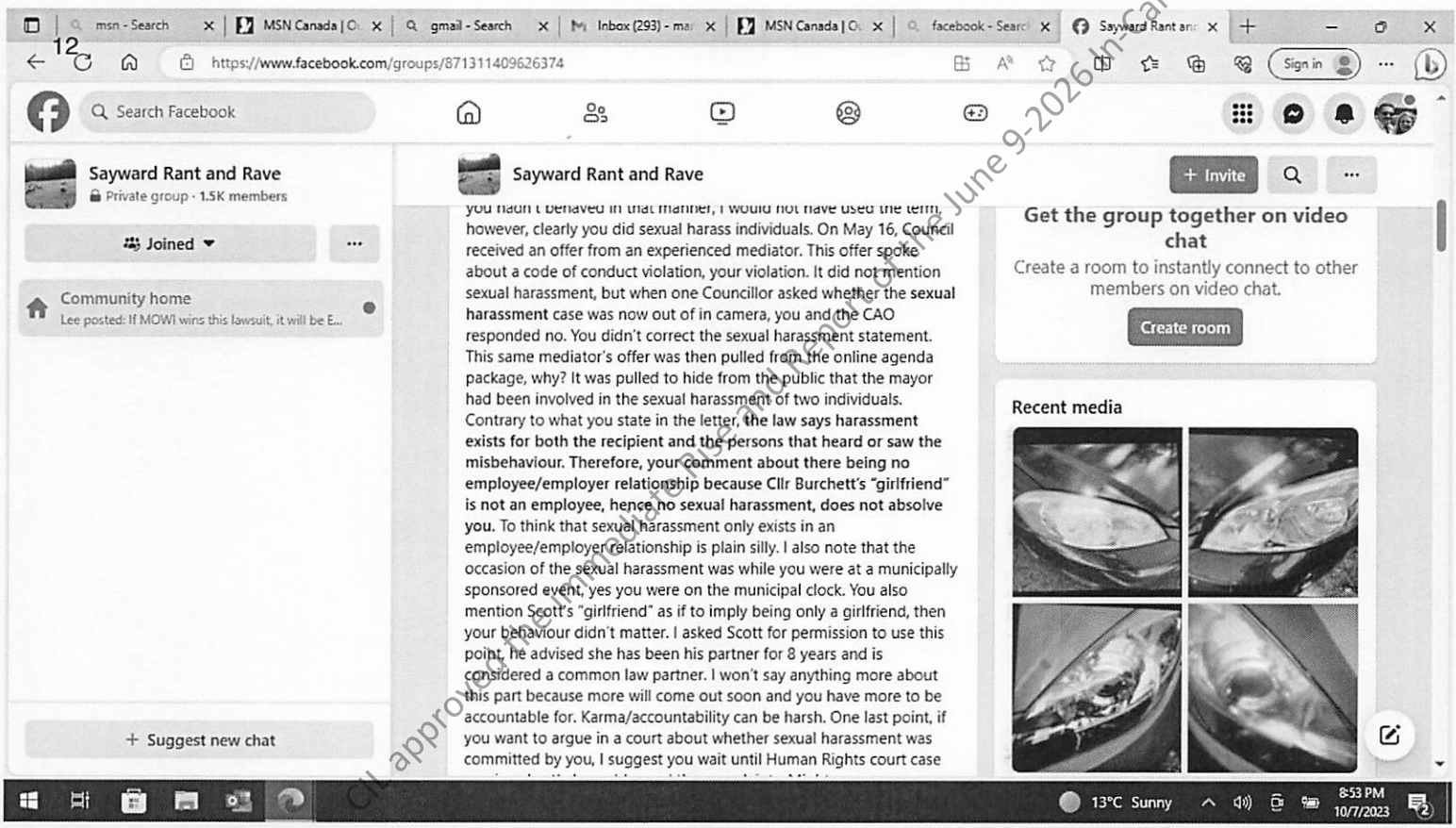
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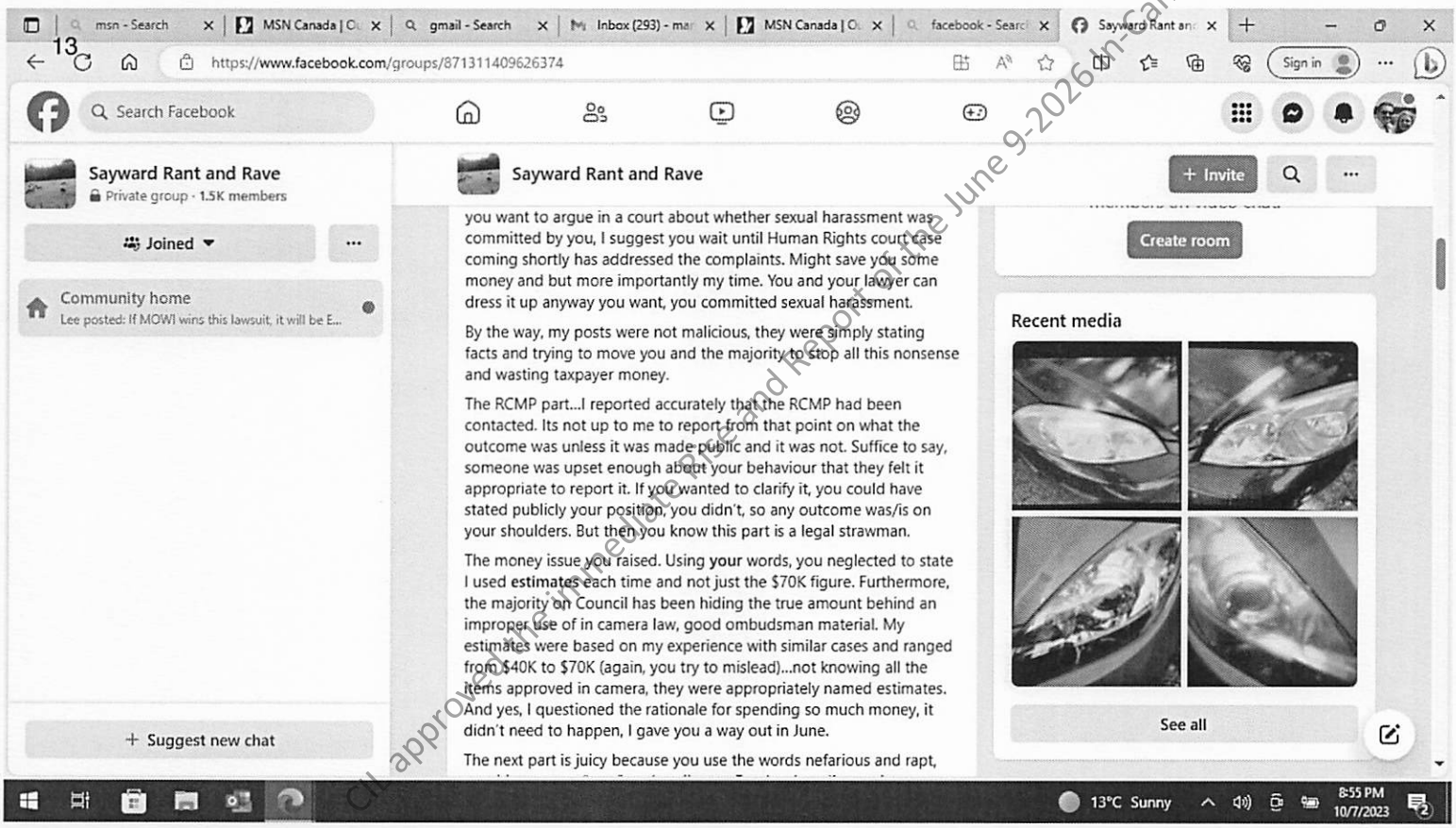




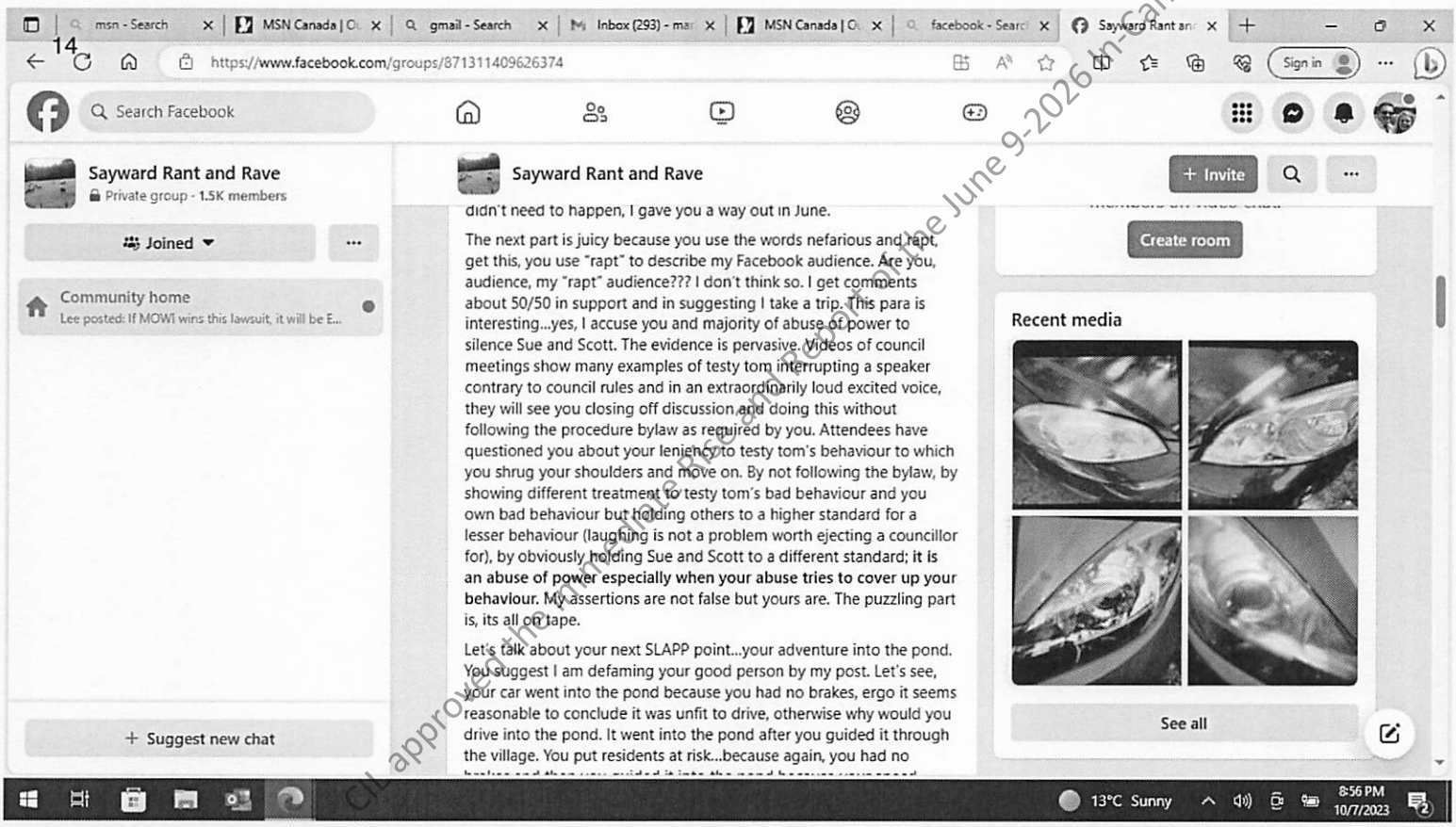
On June 9 026 SAYWARD CO CI approved in-camera disclosure of the June 9-2026 in-camera Agenda in its entirety

On June 9 026 SAYWARD CO CL approved the immediate release of this June 9-2026 In-camera Agenda in its entirety

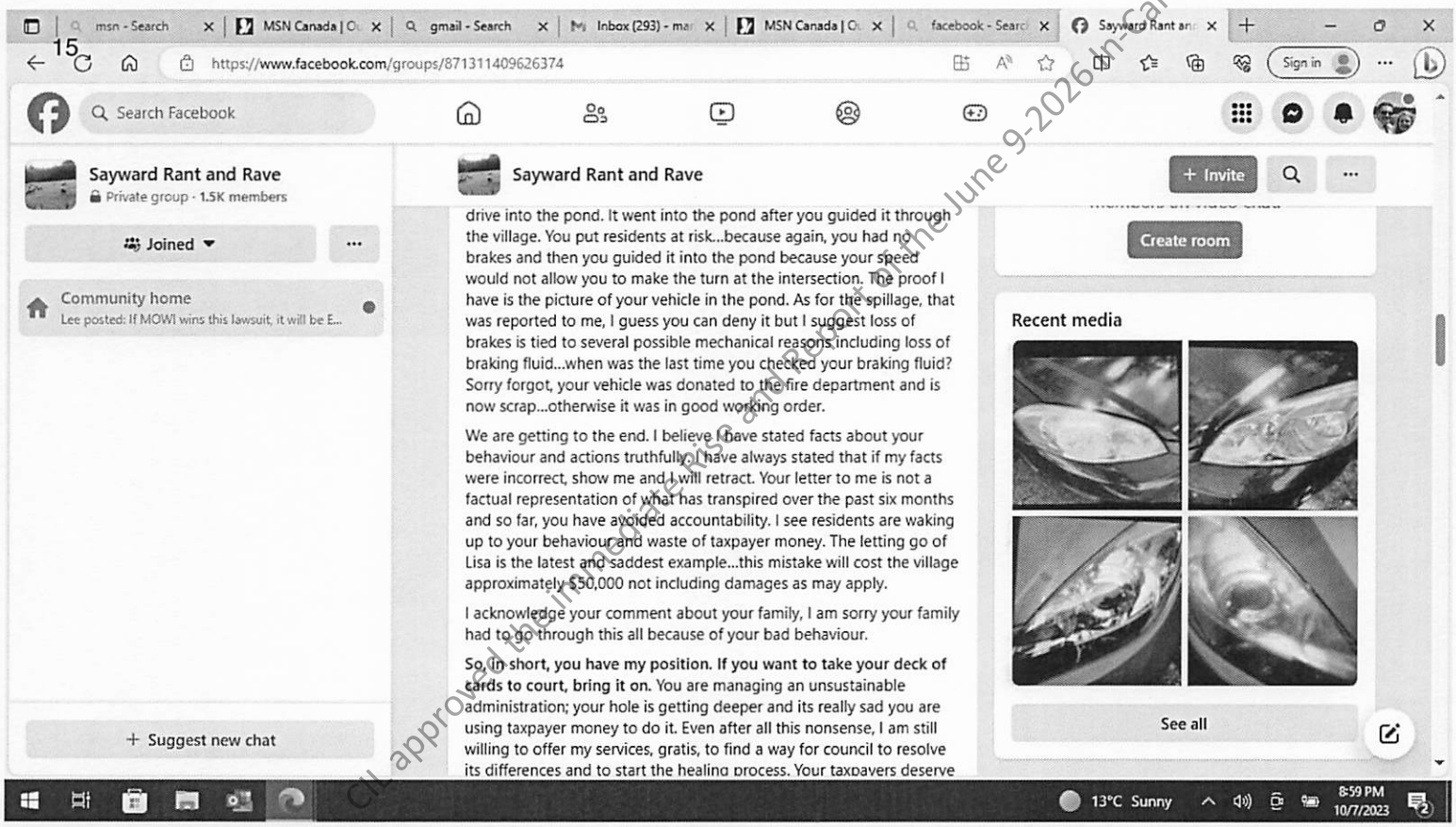




On June 9 026 SAYWARD CO Cl approved this item and Report to the June 9-2026 In-camera Agenda in its entirety

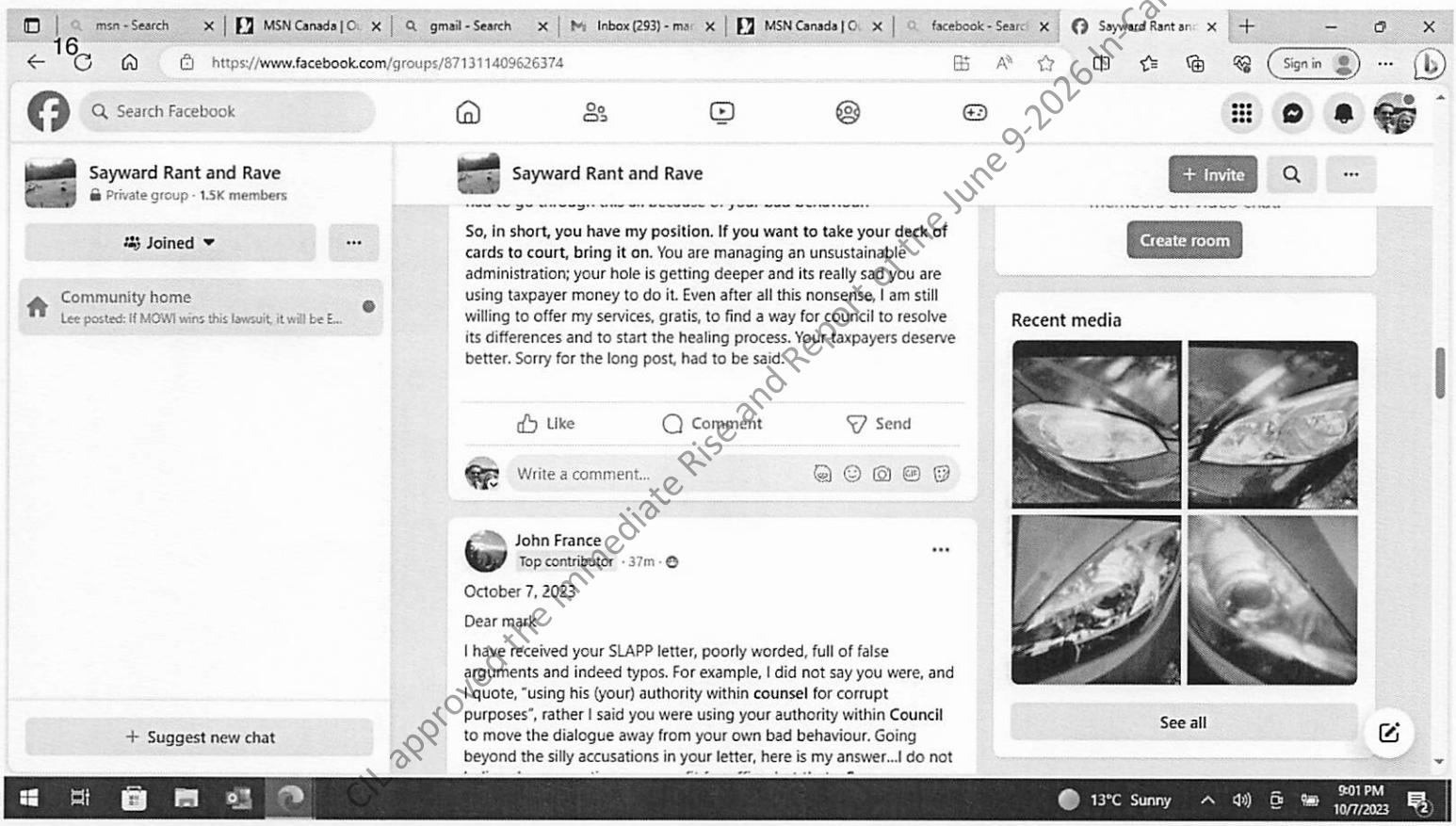


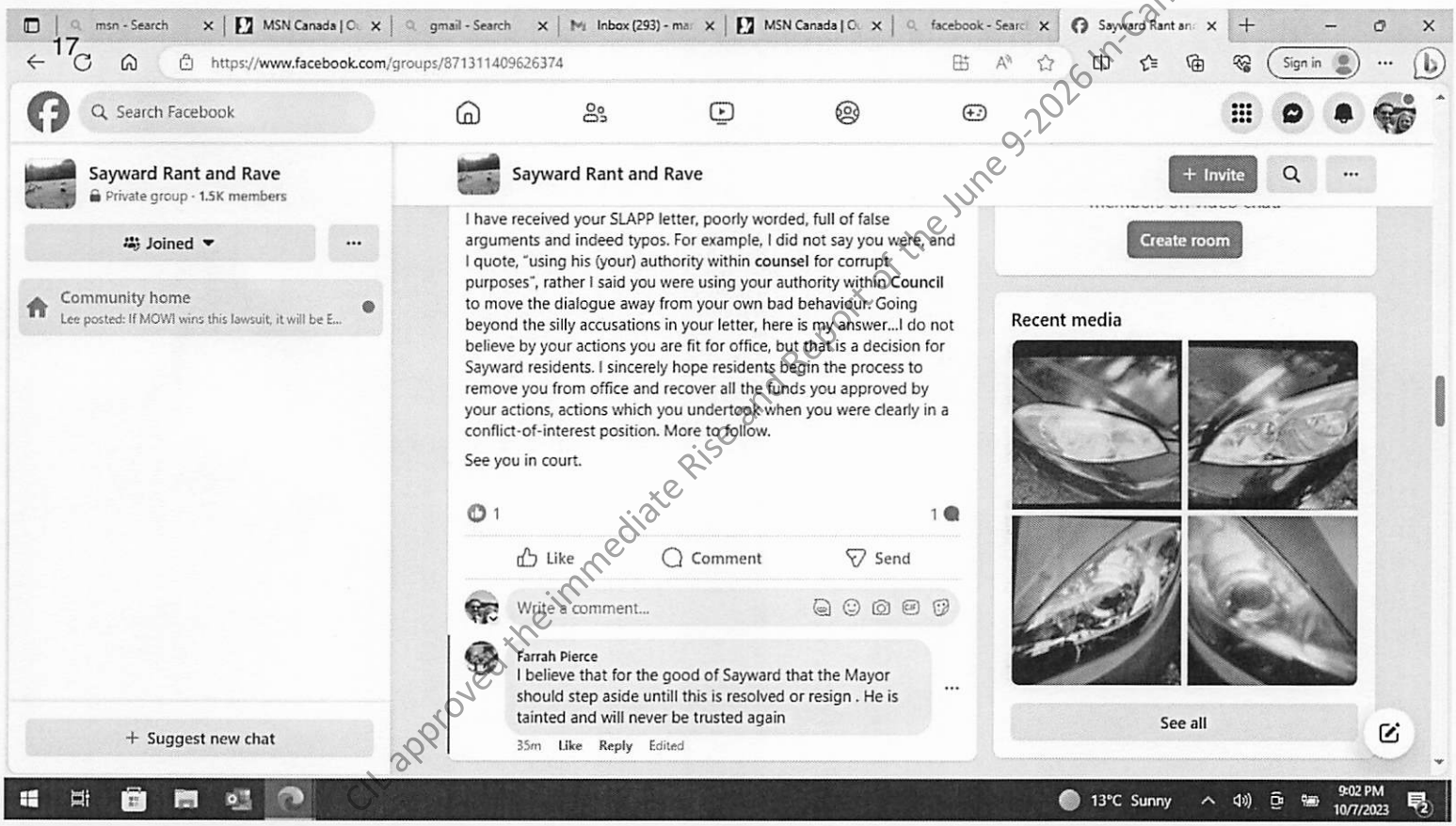
On June 9 026 SAYWARD CO CL approved the meeting be recorded on the June 9-2026 In-Camera Agenda in its entirety



On June 9 026 SAYWARD CO CL approved the in-camera Report to the June 9-2026 In-camera Agenda in its entirety

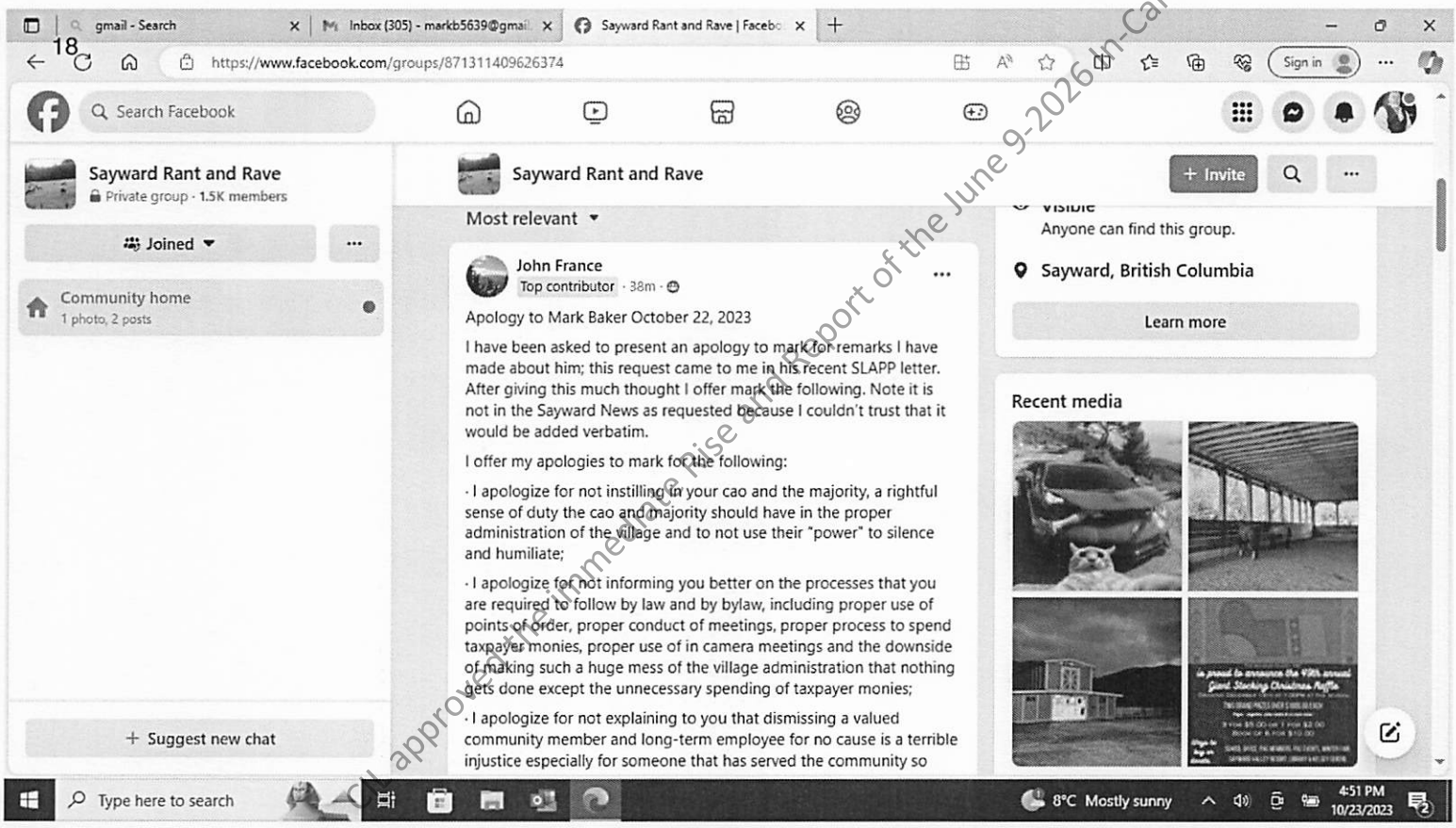
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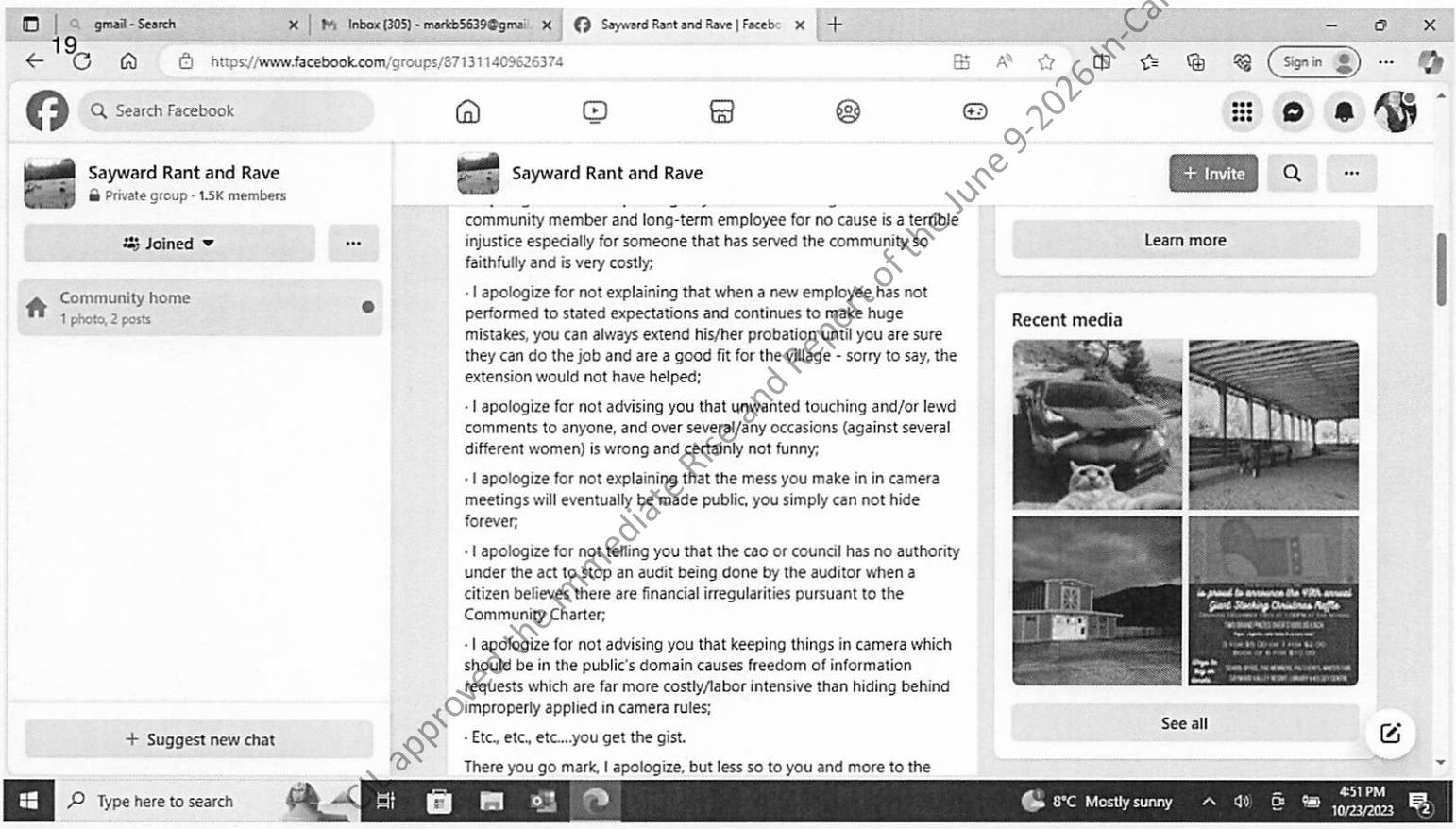


On June 9 026 SAYWARD CO CI approved the immediate Release Report of the June 9-2026 In-Camera Agenda in its entirety

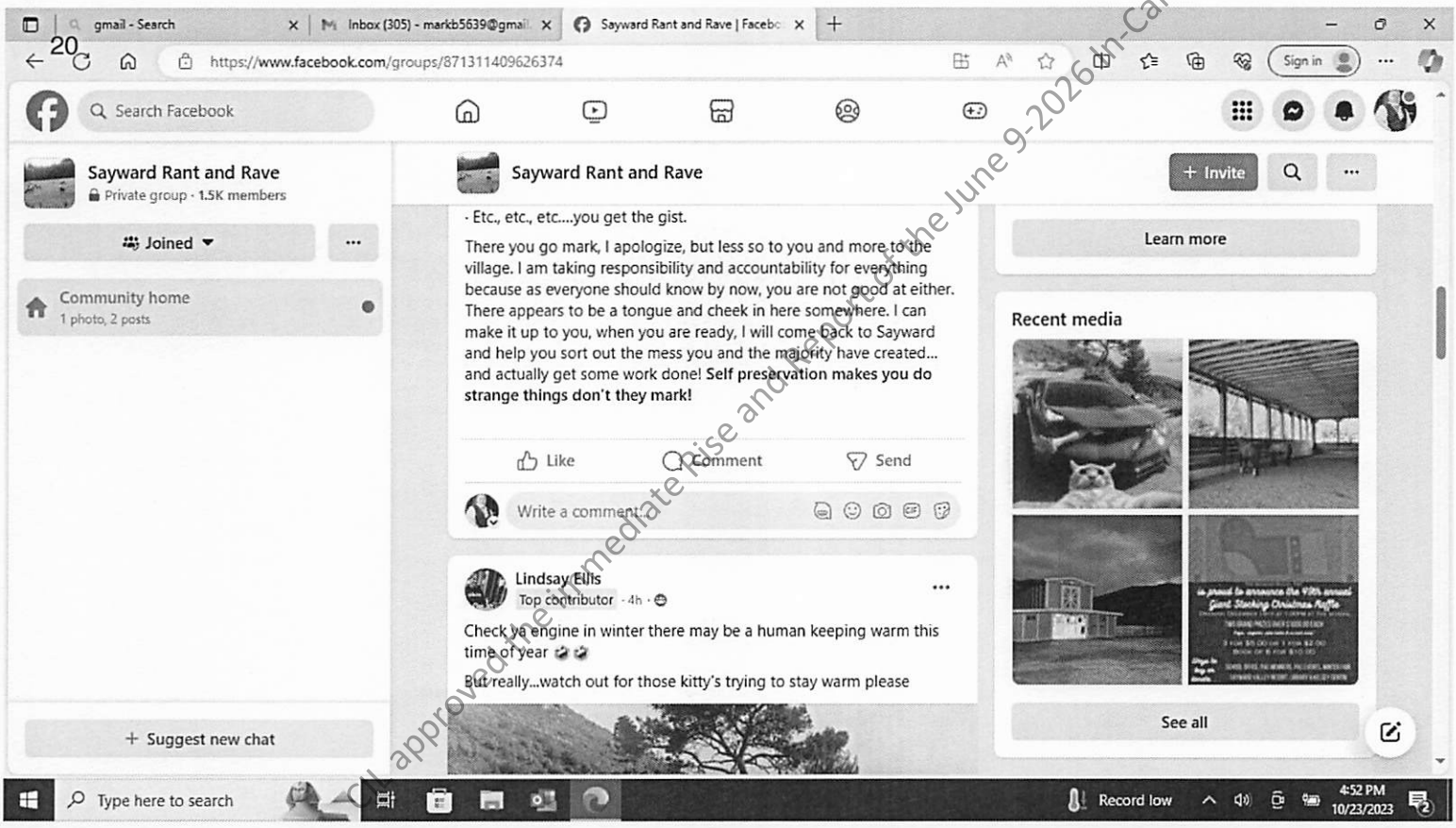
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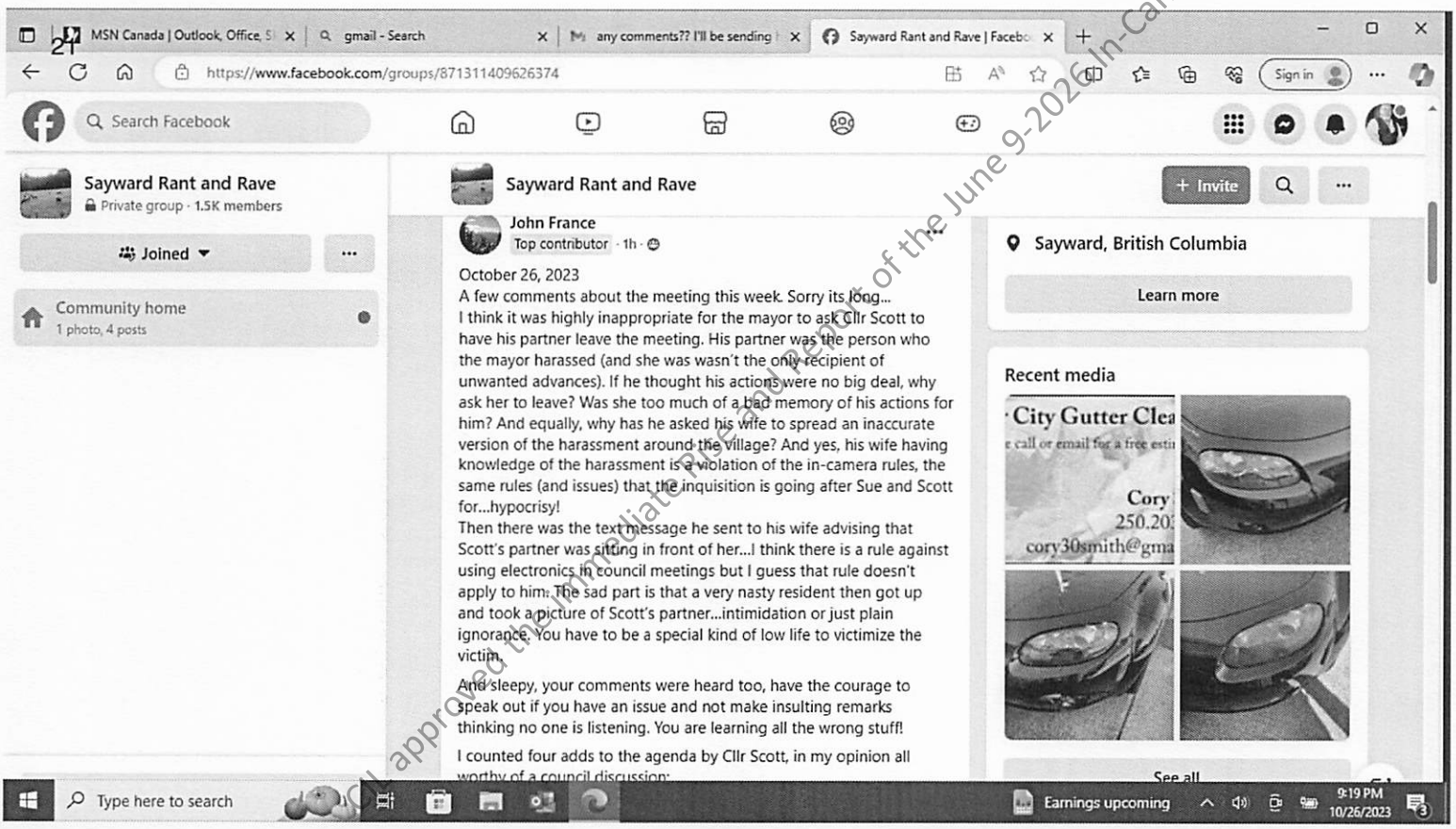
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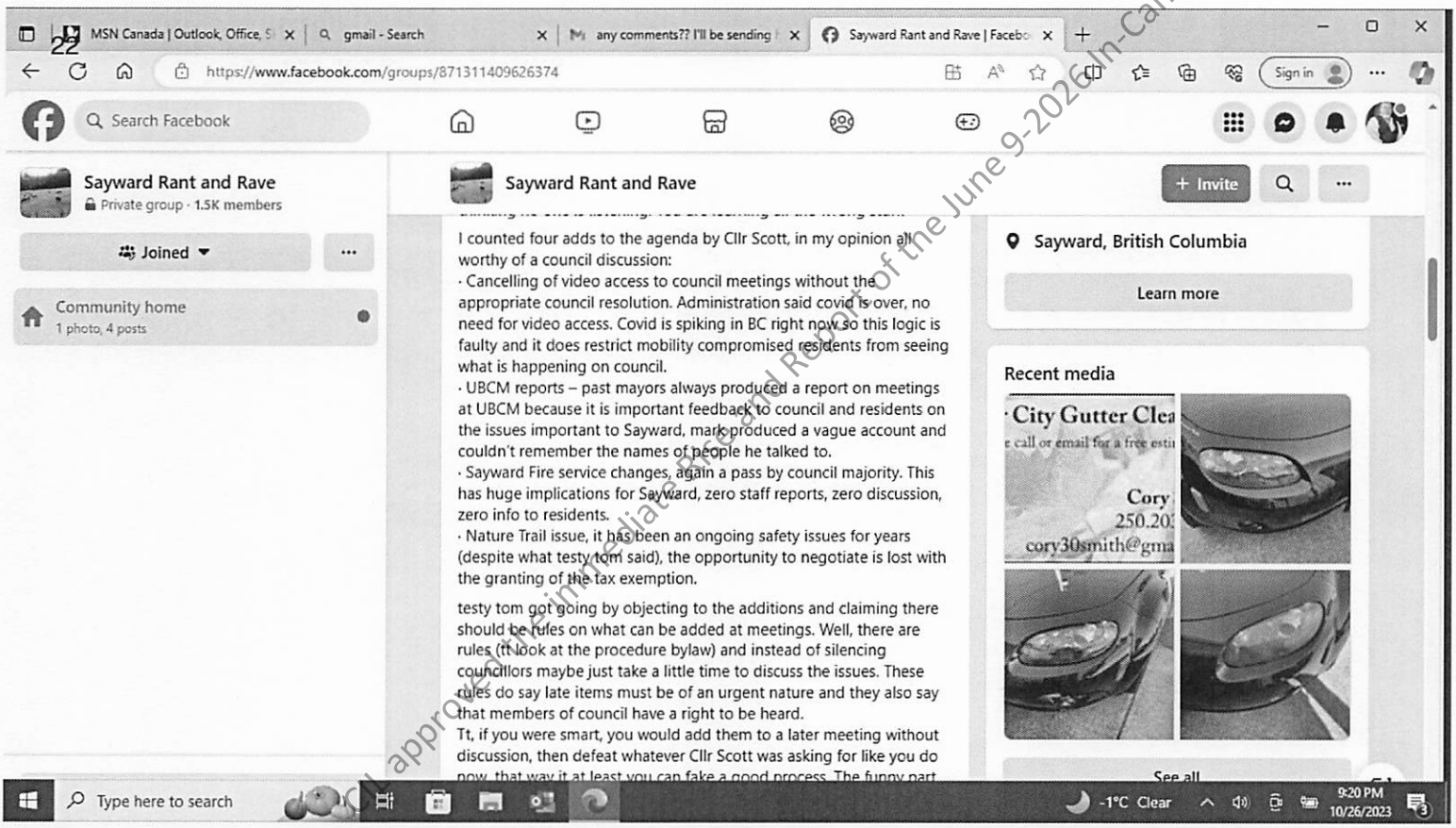


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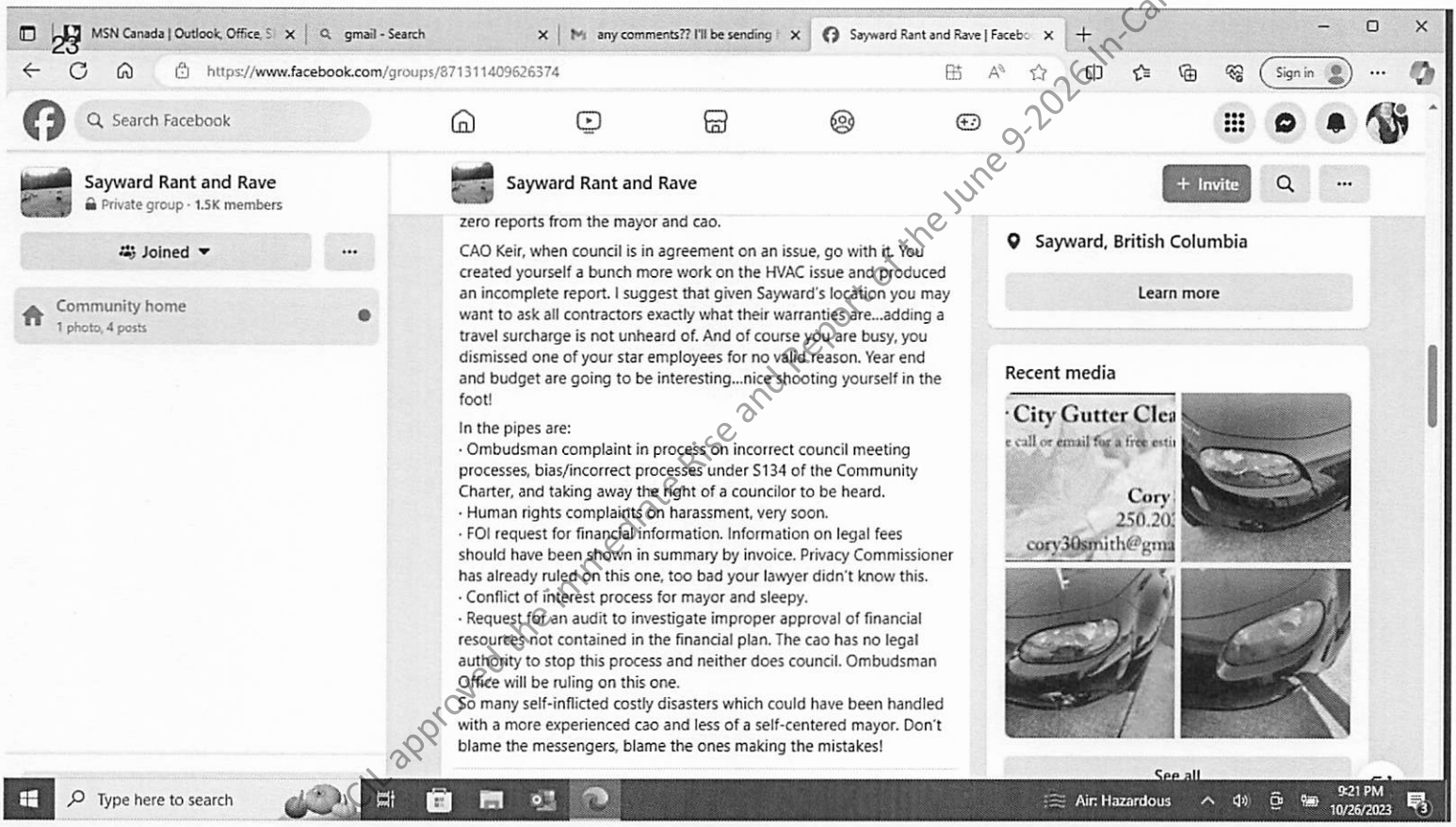


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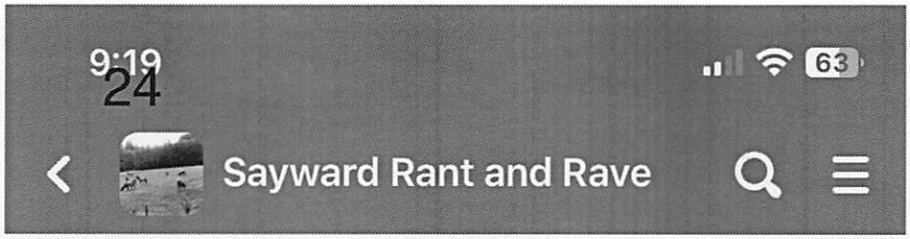




On June 9 026 SAYWARD CO approved in principle at the June 9-2026 In-Camera Agenda in its entirety



On June 9 026 SAYWARD CO ...ncil approved the in-camera Rise and Report of the June 9-2026 In-Camera Agenda in its entirety



John France

Top contributor 7h ·

October 28, 2023

About my posts

A few of you will find this post unbelievable or difficult, you are entitled to your opinion. I learned of the mayor's misbehaviour last February, I was approached by staff on how to handle it. At that time, nothing about this encounter was in camera, because the complaint had not been given to the CAO. My actions at that time were to direct staff to the processes contained in village codes/bylaws...to try to support all those involved and the cao in the search for a mutual agreement. When I approached the CAO to offer help, I was rudely dismissed. He didn't want help from someone with 30 years of local government experience and 5 years in Sayward...I could have saved him a lot of grief, time and money. This is not grandiose statement on my part, the answer to this whole situation was simply honest 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.



On June 9 026 SAYWARD CO rill approved the immediate release of the June 9, 2026 In-Camera Agenda in its entirety

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.

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

On June 9 026 SAYWARD CO CL approved the immediate Rise and Report of the June 9, 2026 In-Camera Agenda in its entirety

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.**

3 1 comment

Like Comment Send

Andrew Boland

Top contributor 22h ·

Hey, "Sayward Rant and Rave" Admin, looks like time for another group name change.

I suggest:

"Sayward Feelings and Memes"

PS - The comments above were all composed by me, not somebody else. I picked all the words I used, all by myself ....

10 3 comments

Like Comment Send

On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

facebook

Sayward Rant and Rave

John France · 24m ·

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 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 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

On June 9 026 SAYWARD CO Council approved the immediate rise and report of the June 9 2026 In-Camera Agenda in its entirety

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 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 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.

Like Comment Send

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On June 9 026 SAYWARD CO CJ approved the immediate release Report of the June 9, 2026 In-Camera Agenda in its entirety



Sayward Rant and Rave

John France · 4m ·

March 20, 2024

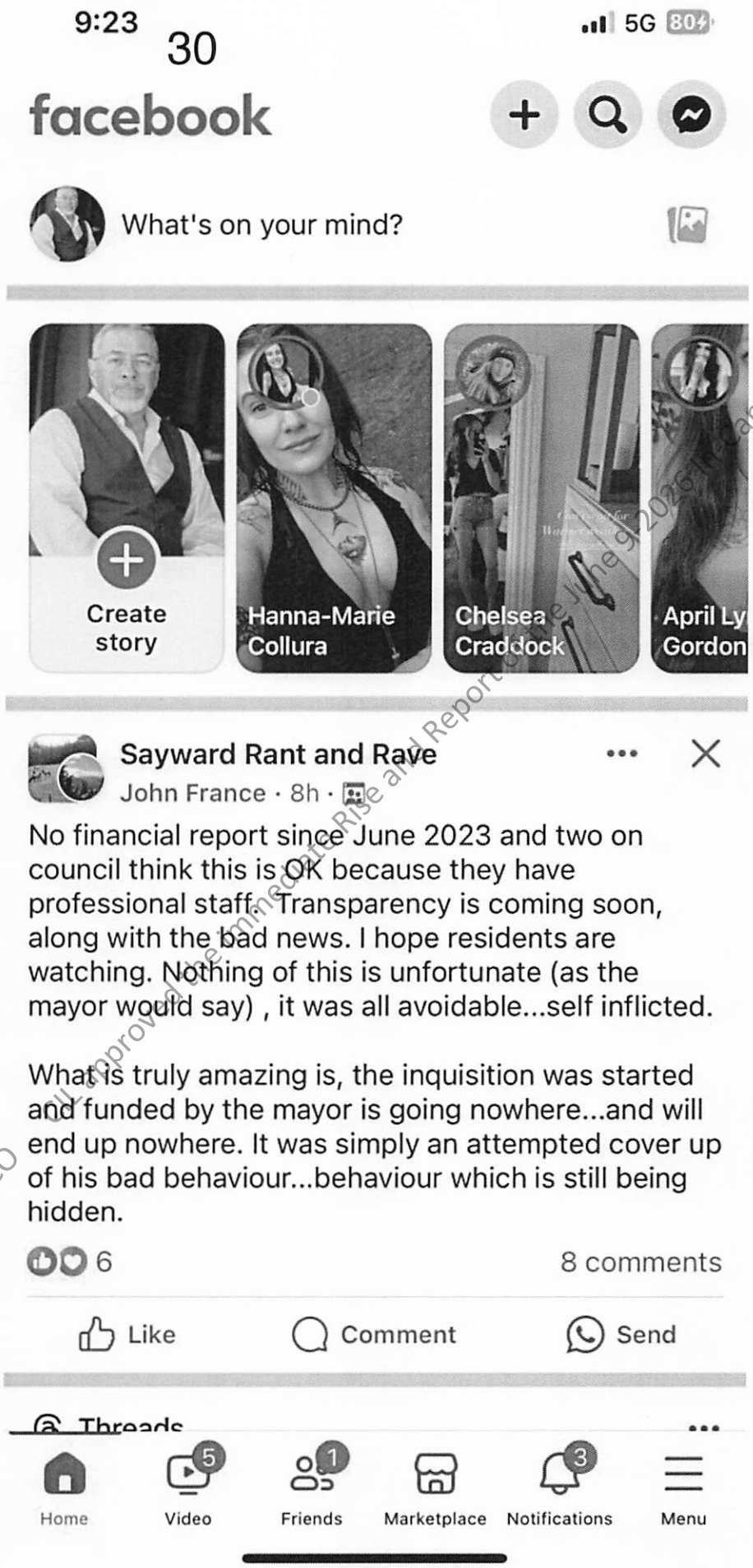
Good day Sayward, a few comments about last night. But first, Kohen, I wish you well. Go out and have fun, live life. I was disappointed in how you lined up with testy and touchy and I sincerely hope you give reflection to it and learn something from it...that is what life is about. Experiencing and learning. Whatever the ups and downs, its not the end of the world, move on.

The cao decided that the Adama project should move forward last night. I have looked at minutes over the past 6 months, I saw no staff report on the timing, process, location or chair appointment. Common practice by administration is provide council with a detailed report on the process, legalities, and what I have mentioned above, before the public hearing. This is normal, it provides clarity on process and informs council and the public on expectations, this is good transparency. What happened last night was bad for everyone, but it at least serves one purpose.

I do not know if all the issues with this project have been addressed; there are many and the potential liability is substantial for taxpayers. This does not mean the project should not be done, it simply means it has to be looked at carefully by the village. The cao will probably say the law on public hearings for zoning has been done correctly...I do not know this to be true, I have doubts. But the real issue here is; an important project for the village is now delayed again because two elected officials had concerns about the project and process and the mayor and cao refused to hear them in an open public forum. It is another example of failed administration or as the mayor would say, it was unfortunate. Well, there was nothing unfortunate about last night. Scott and Sue raised their concerns several days before the meeting. The cao and mayor had ample time to cancel the meeting and then address their concerns. Instead, they acted like a majority and pushed

On June 9 026 SAYWARD CO C approved the Immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

On June 9 026 SAYWARD CO ...ul approval the immediate Rise and Report ...e June 9, 2026 Council Agenda in its entirety



John France
Top contributor · 3h ·

The Fishing Trip Mystery
I was going to add a little humour to this story but it really isn't funny at all. How does a resident drive an unfit vehicle, unfit because it obviously didn't have working brakes, through town, through an busy intersection and into the pond. This put everyone along the route at risk of physical and property injury. The mystery part is...there was no accountability for the actions of the driver, no charges, no apology, nothing. There is a legal framewo... **See more**



19 10 comments

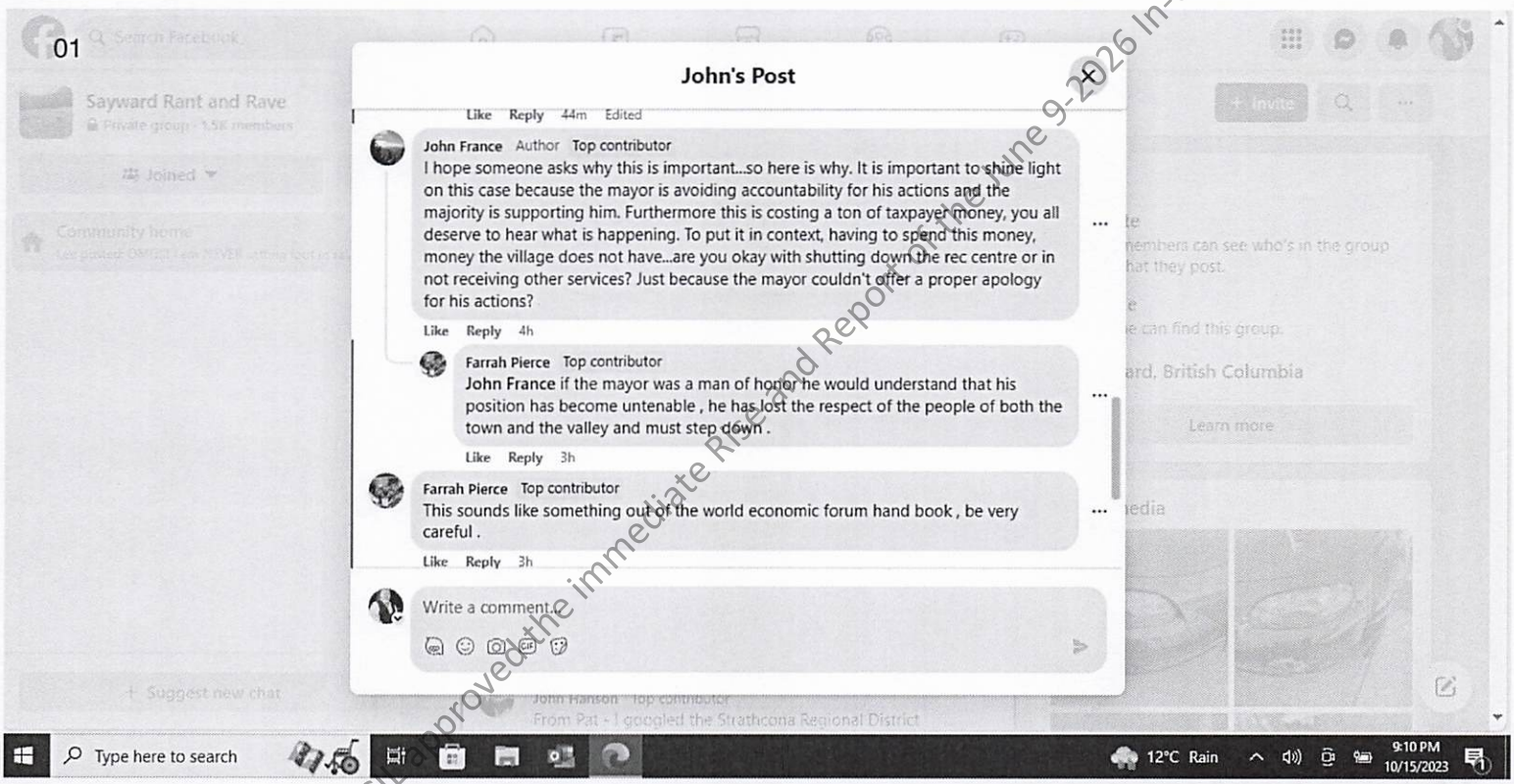
On June 9, 2026 Council approved the immediate Rise and Report of the June 9, 2026 Regular Council Meeting Agenda in its entirety

This is Exhibit "G", referred to in the affidavit of Mark Baker
Sworn before me at Duncan, BC
this 21st day of Jan., 2026

A Commissioner for taking Affidavits within British Columbia

On June 9 026 SAYWARD CO CL approved the immediate RISE and Report at the June 9-2026 In-Camera Agenda in its entirety

01



This is Exhibit "H", referred to in the affidavit of Mark Baker
Sworn before me at Duncan, BC
this 21st *day of* Jan. 2026

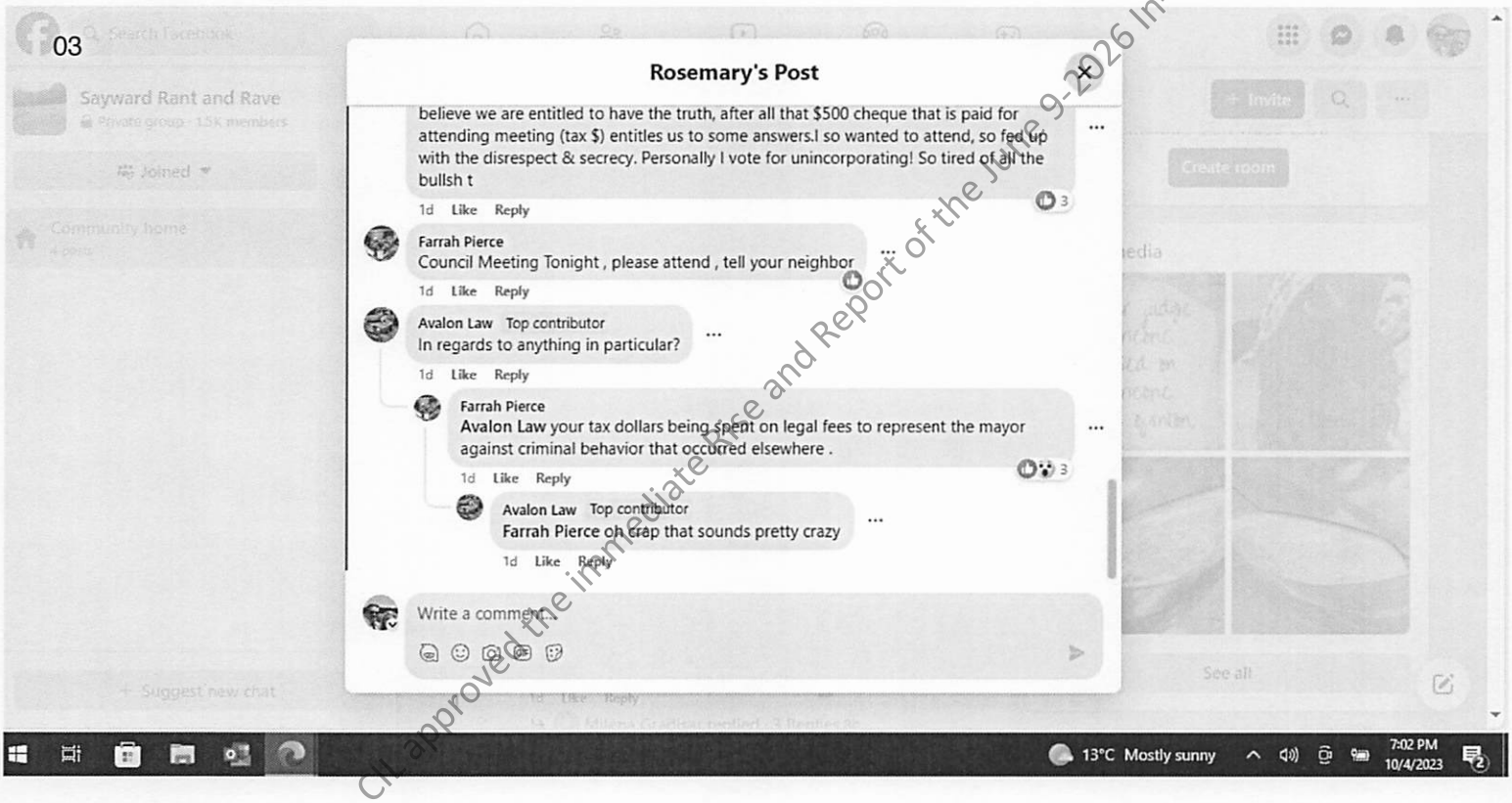
A Commissioner for taking Affidavits within British Columbia

02



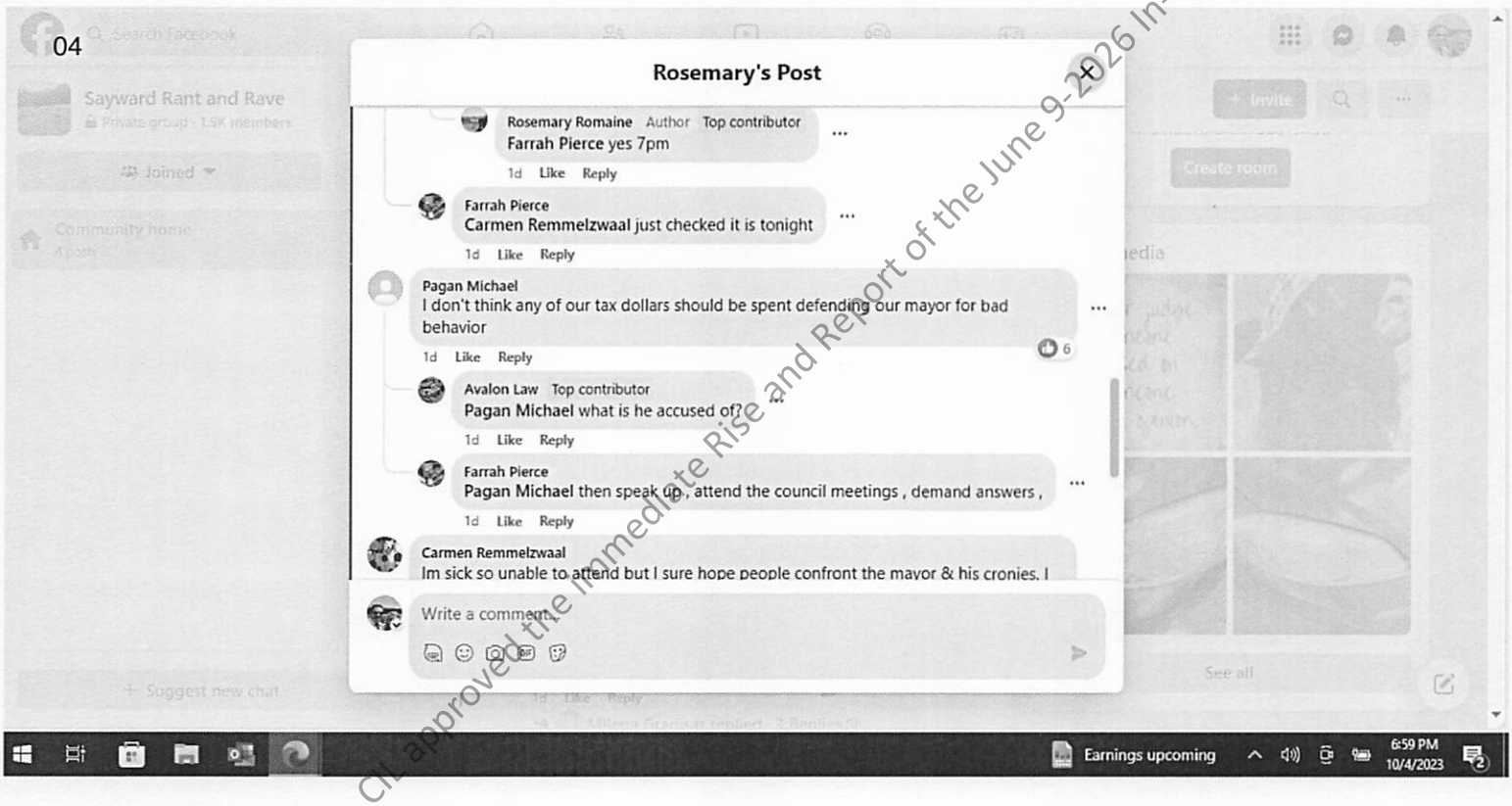
On June 9 026 SAYWARD CO CL approved the immediate release and Report of the June 9-2026 In-Camera Agenda in its entirety

03



On June 9 026 SAYWARD CO Cil approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

04



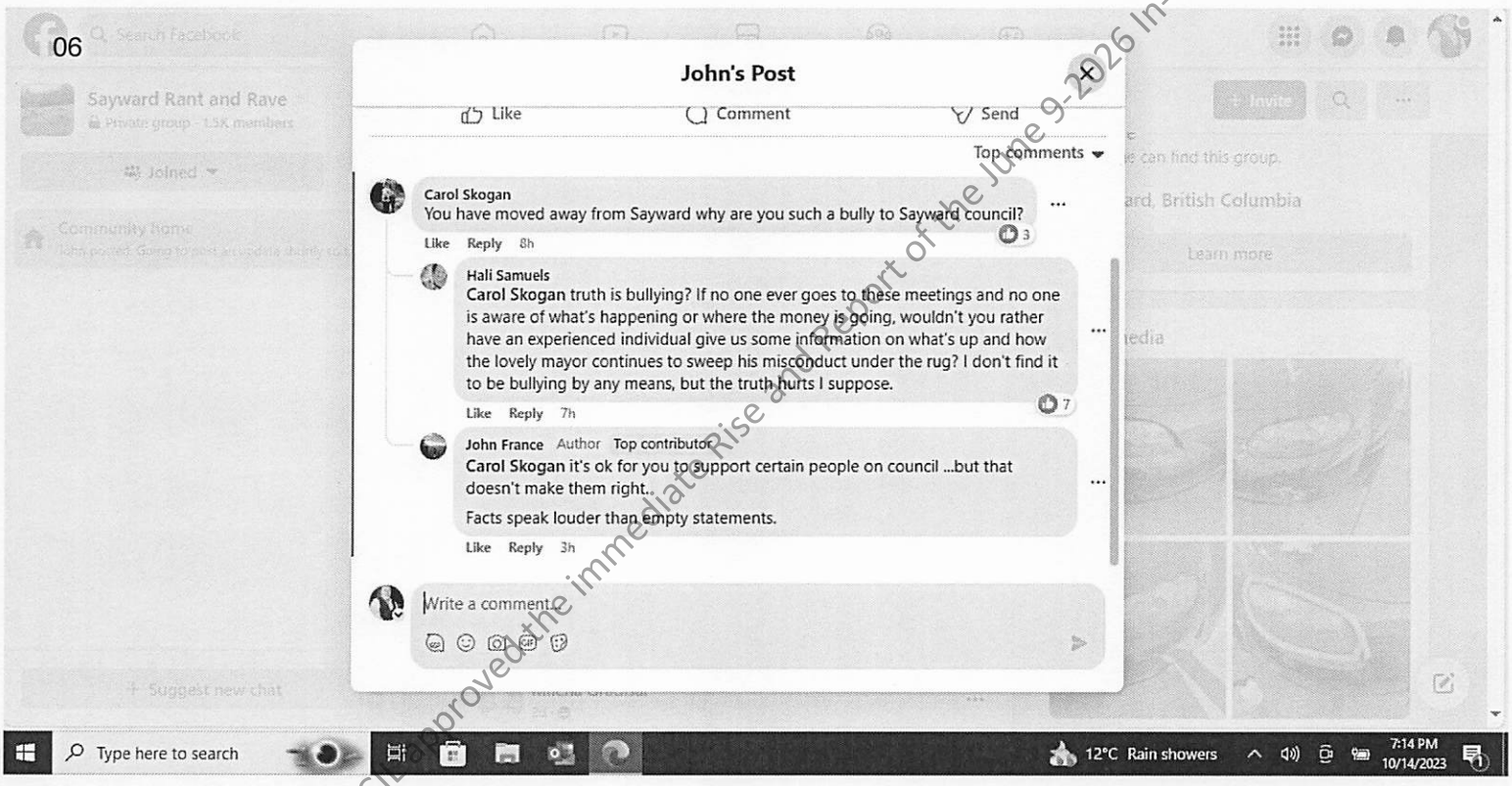
On June 9 026 SAYWARD CO CL approved the Immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

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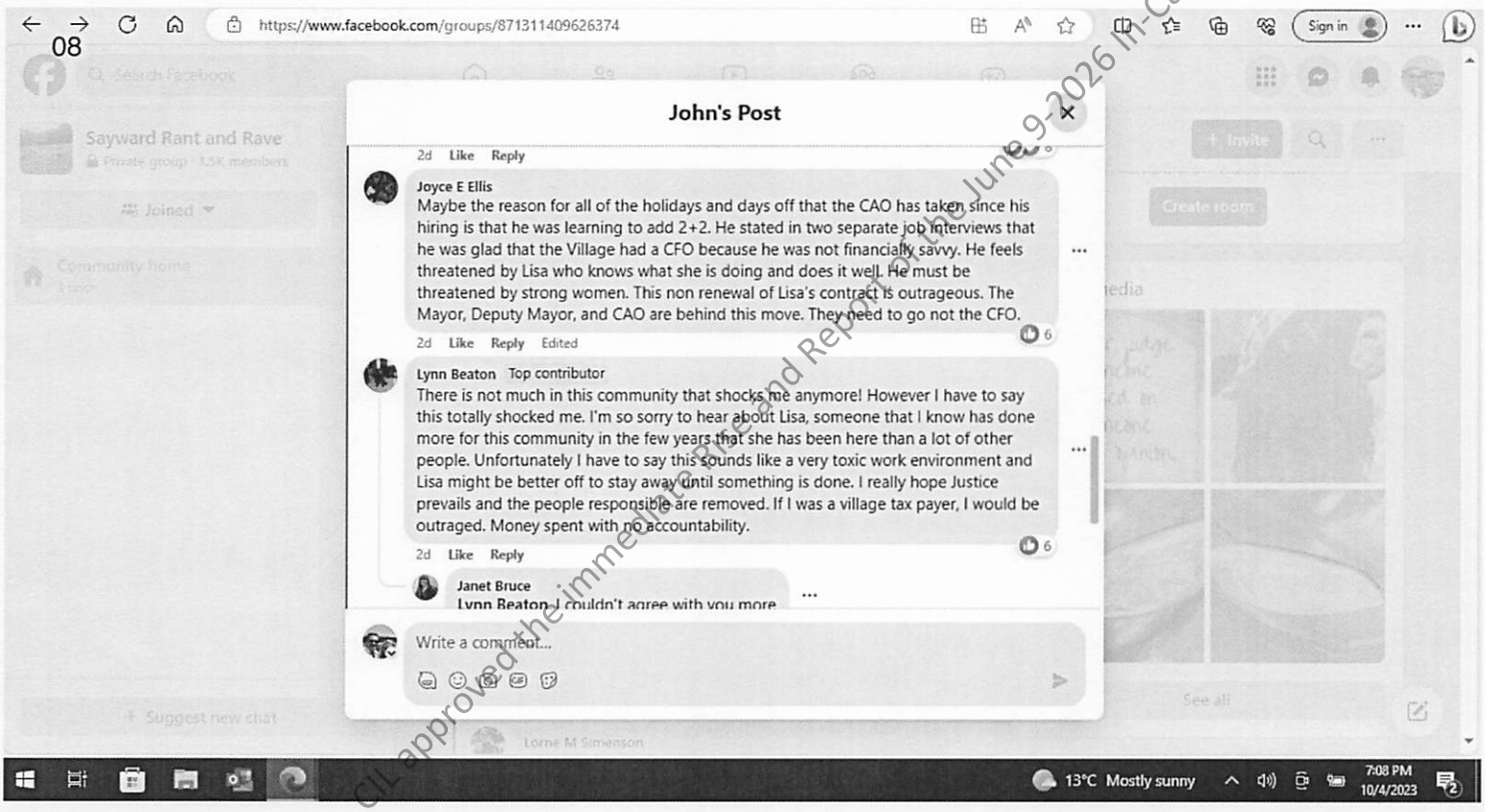
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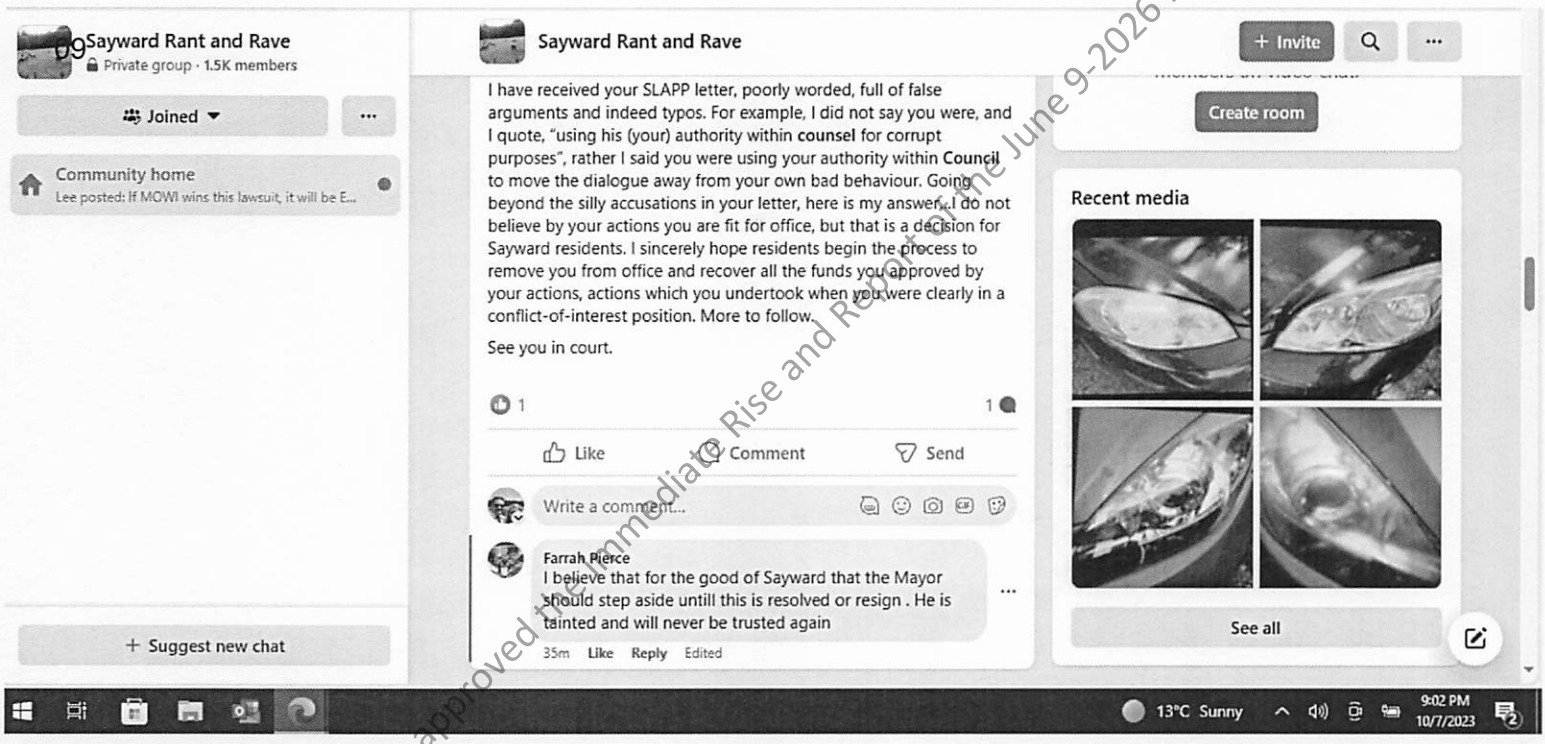


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08



On June 9 026 SAYWARD CO CL approved the immediate Recommend Report for the June 9, 2026 In-Camera Agenda in its entirety



On June 9 026 SAYWARD CO CIL approved the immediate Rise and Report of the June 9-2026 In-Camera Agenda in its entirety

Don's Post

Burchett said he had introduced two items to the agenda calling for a vote on who the deputy mayor would be because no one has been appointed. He also wanted to review committee appointments, something that should have been done in November.

When those items came up on Monday, Baker said that he could not vote on them and left, Burchett said, estimating that council was about 10 minutes into the meeting. Baker did not return.

Because the village's financial bylaws were to follow Burchett's items on the agenda, they were not dealt with on Monday.

Baker could not be reached for comment on Tuesday.

The three-member council held a special emergency council meeting Tuesday morning where first, second and third reading of the financial bylaws were passed. But a full day must pass before fourth reading, which is set to happen at a 6:45 a.m. meeting Thursday. If approved, the bylaws would go to the province one day late.

"We are in uncharted waters ... It's all on the ministry to give us an extension," Burchett said.

If the province refuses an extension, "It doesn't allow us to collect taxes," he said.

4 11 comments

Like Comment Send

Top comments

Rosemary Romaine
Mayor has to go...Period..You are correct **Jodi AndDennis Pedersen**

3w **Like** **Reply**

Michael Coates
Rosemary Romaine Why does the mayor have to go and are you suggesting that one of the two remaining councilors would be a better choice.

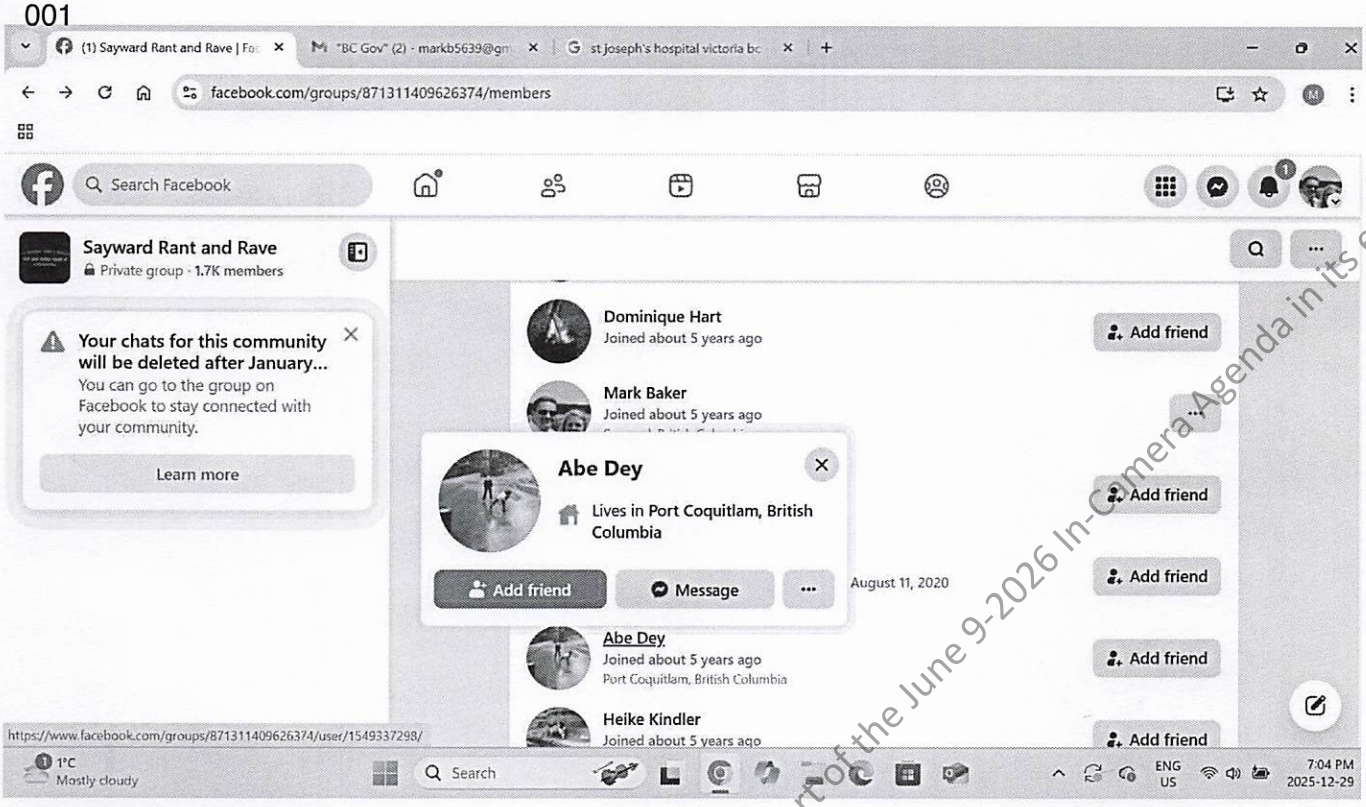
2w **Like** **Reply** 3

Rosemary Romaine
Michael Coates Next election

Comment as Katherine Martin

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001

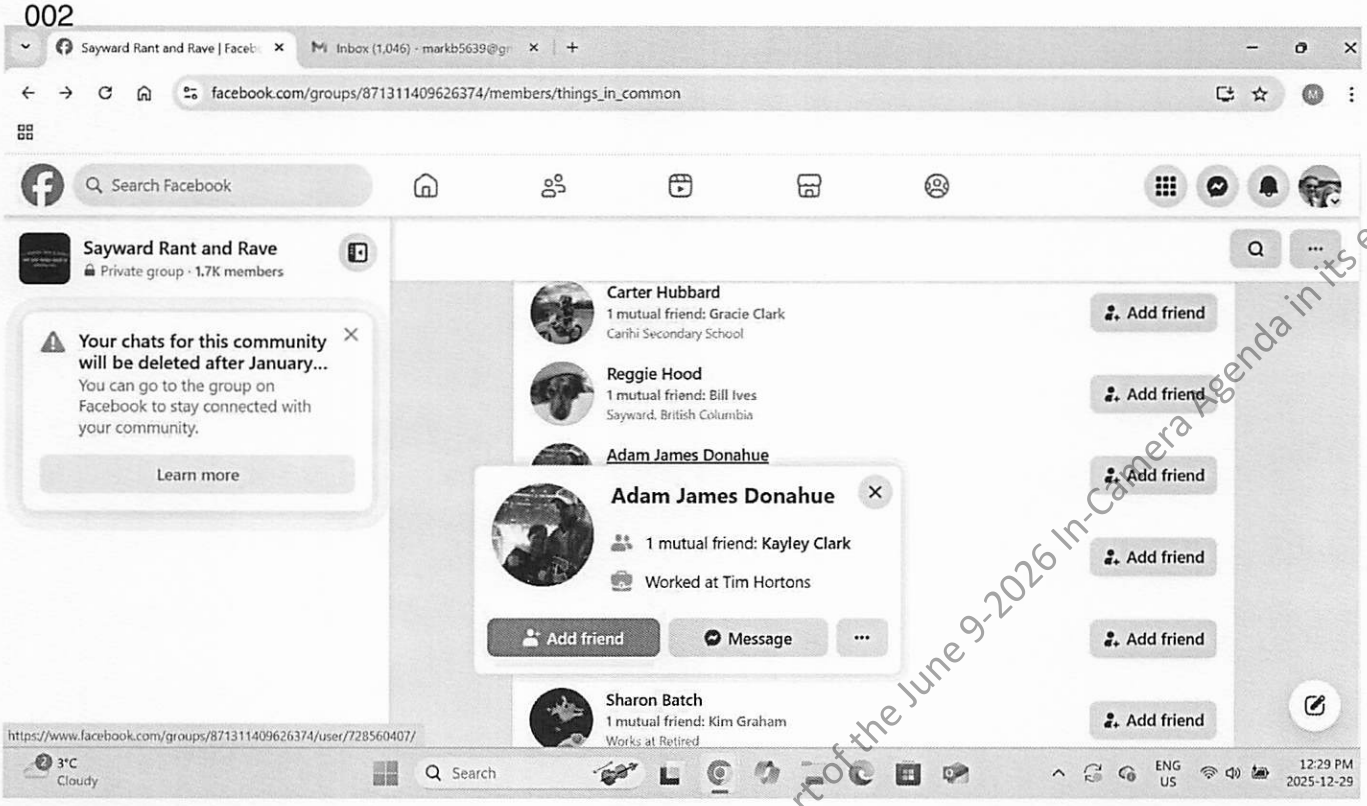


This is Exhibit "I", referred to in the
affidavit of Mark Baker
Sworn before me at Duncan, BC
this 21st day of Jan, 2026

A Commissioner for taking Affidavits
within British Columbia

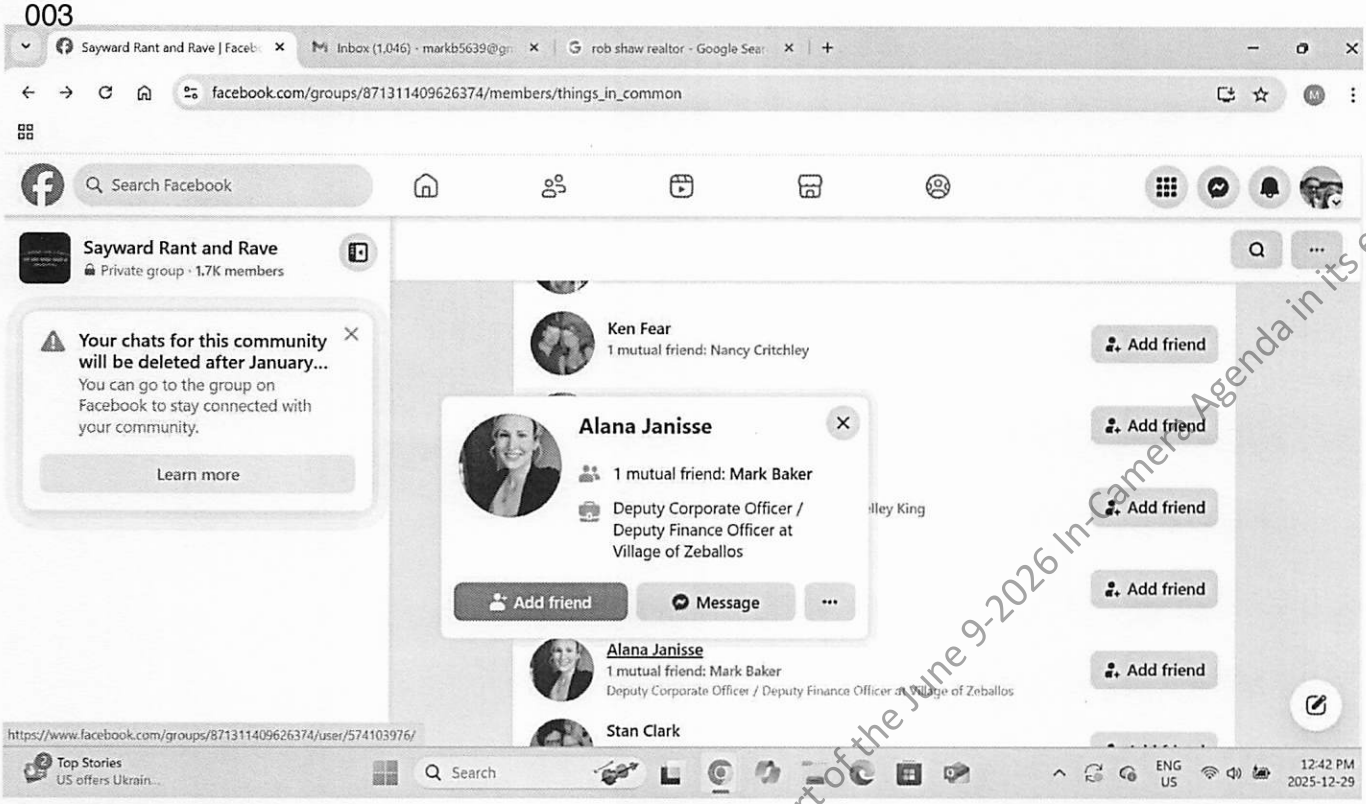
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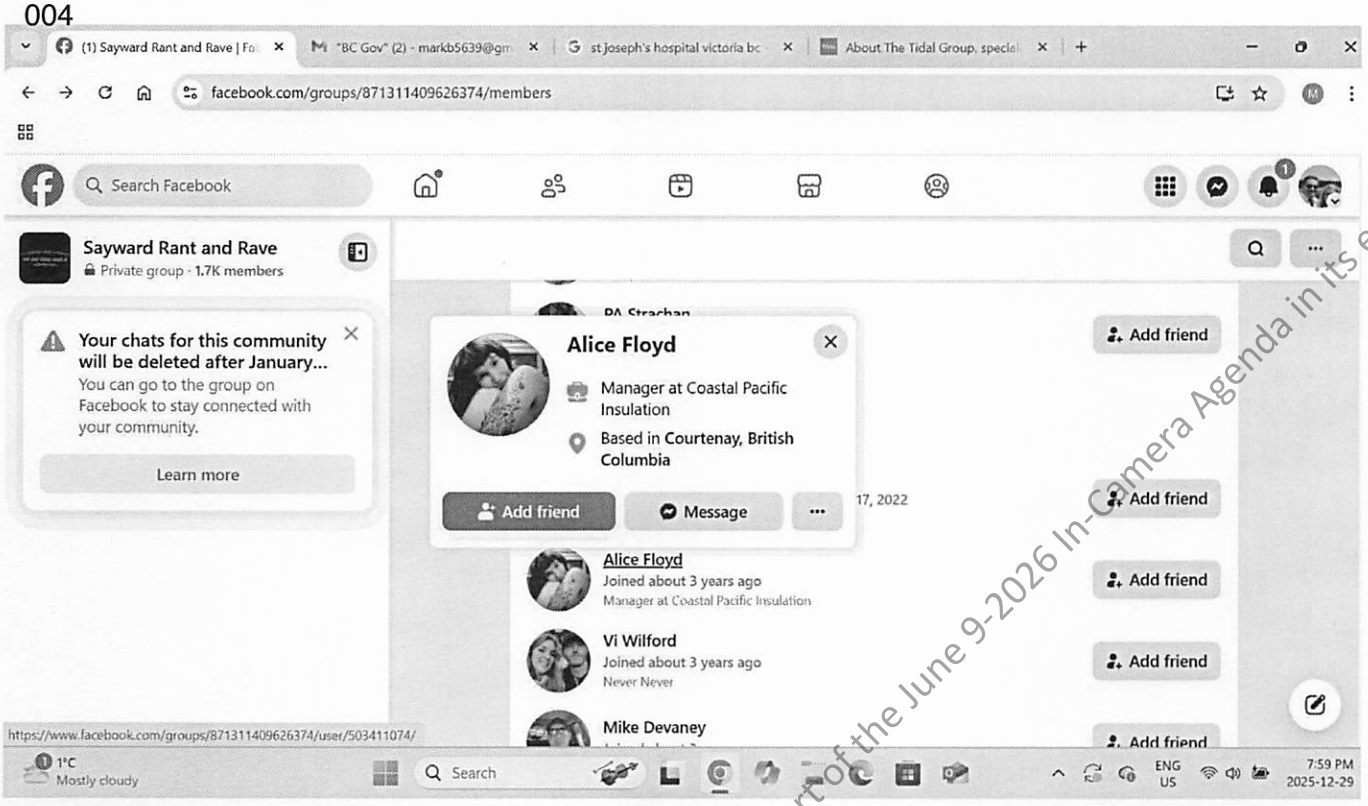
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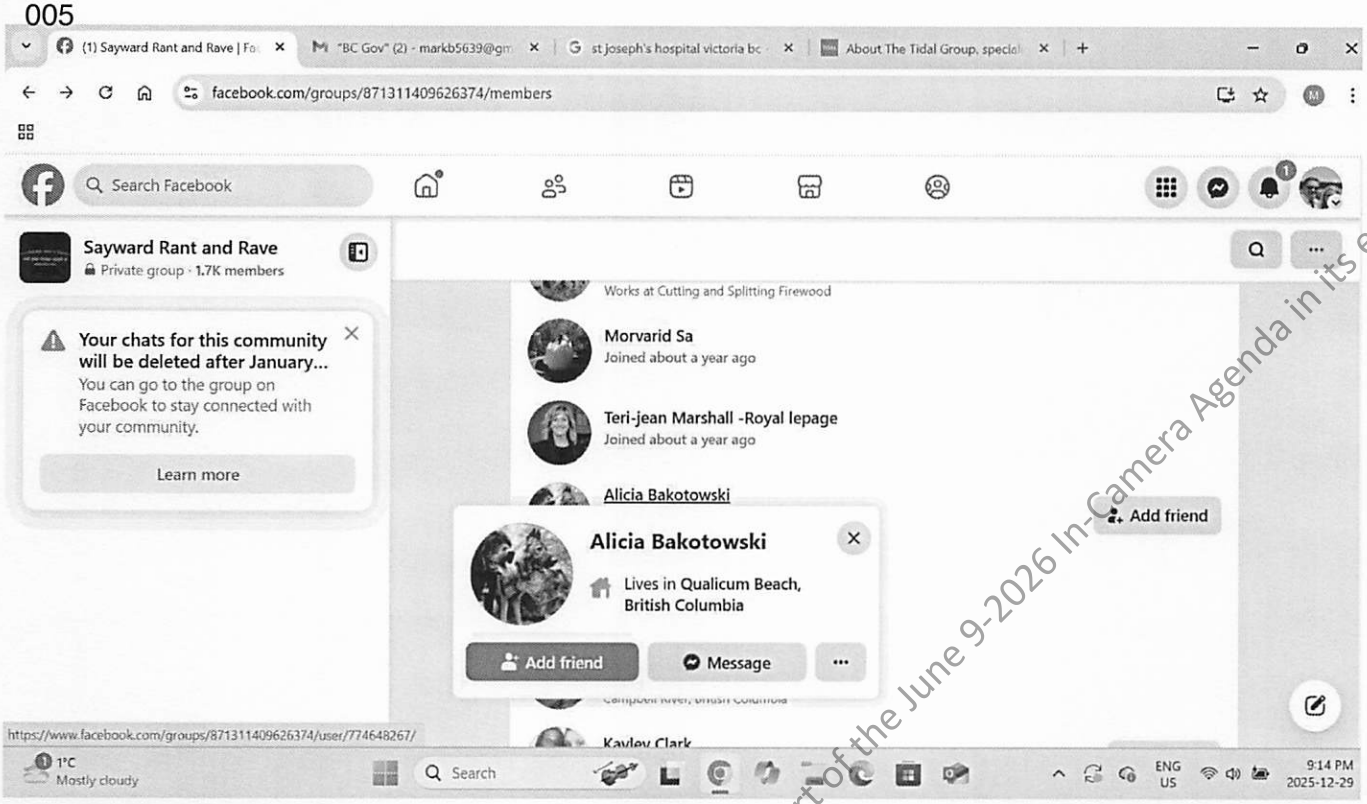
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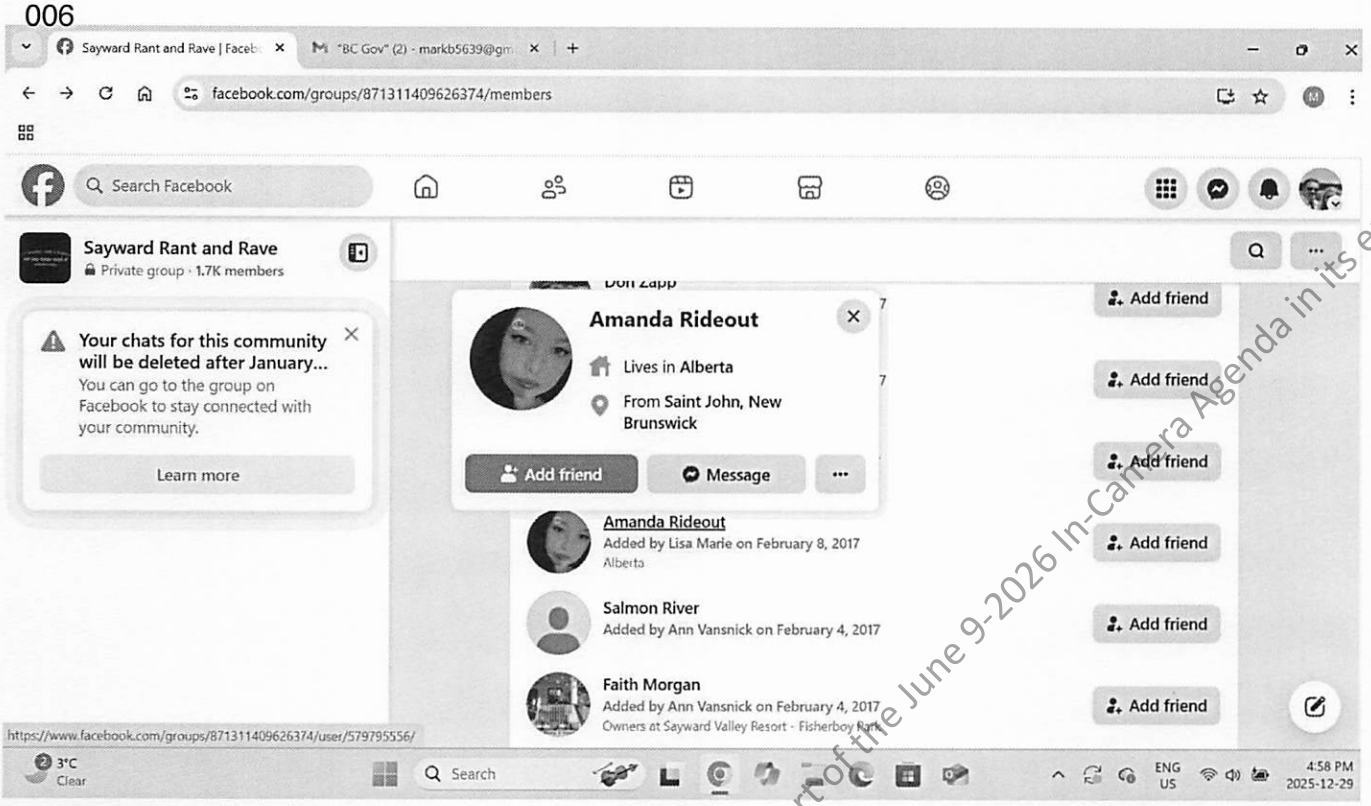


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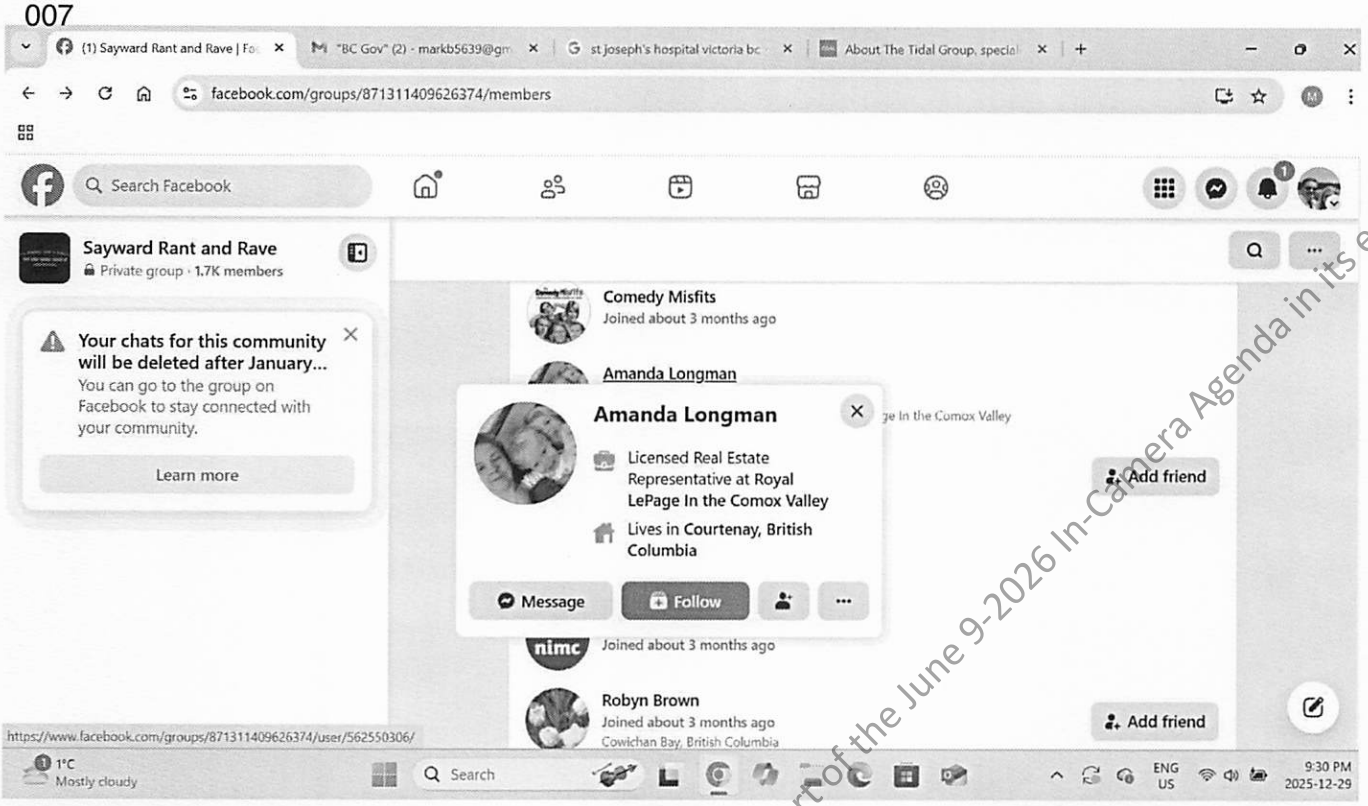
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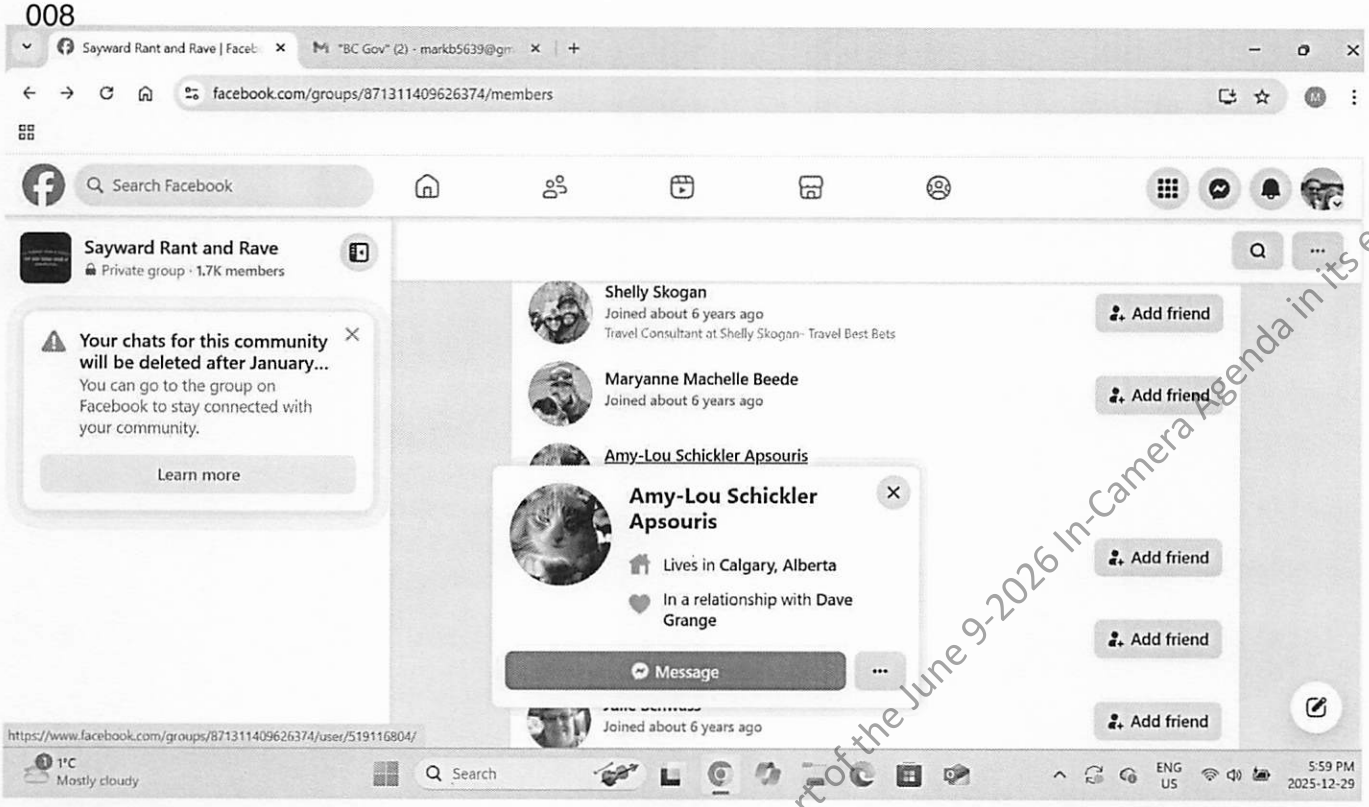


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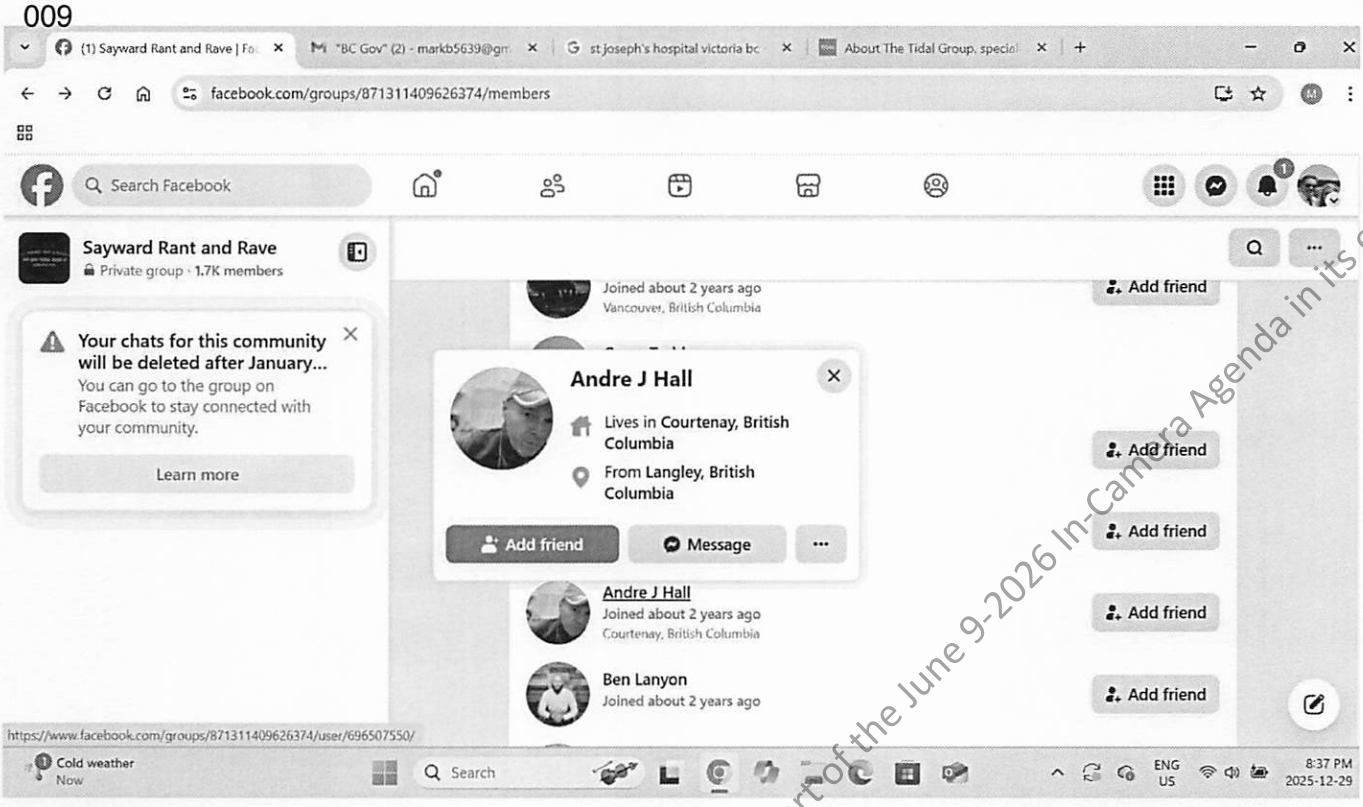
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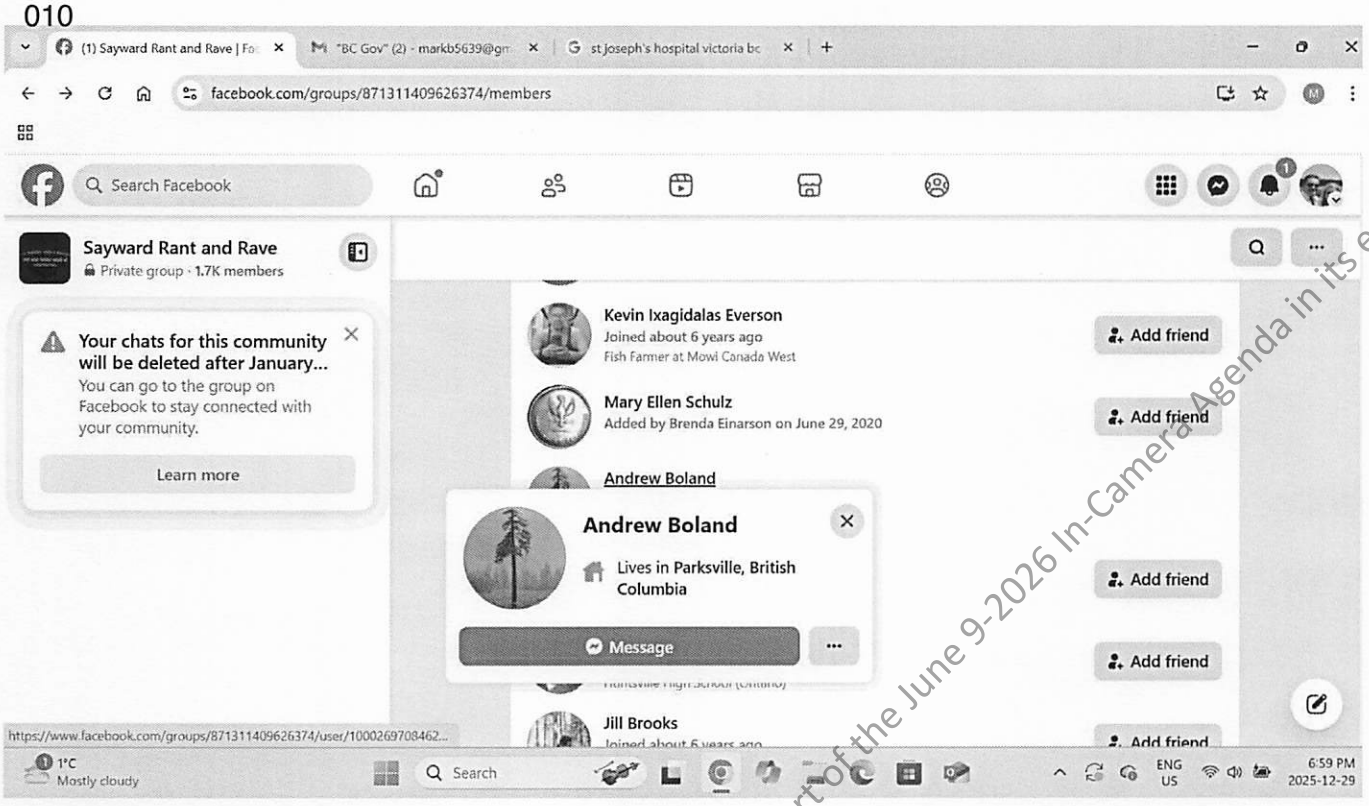
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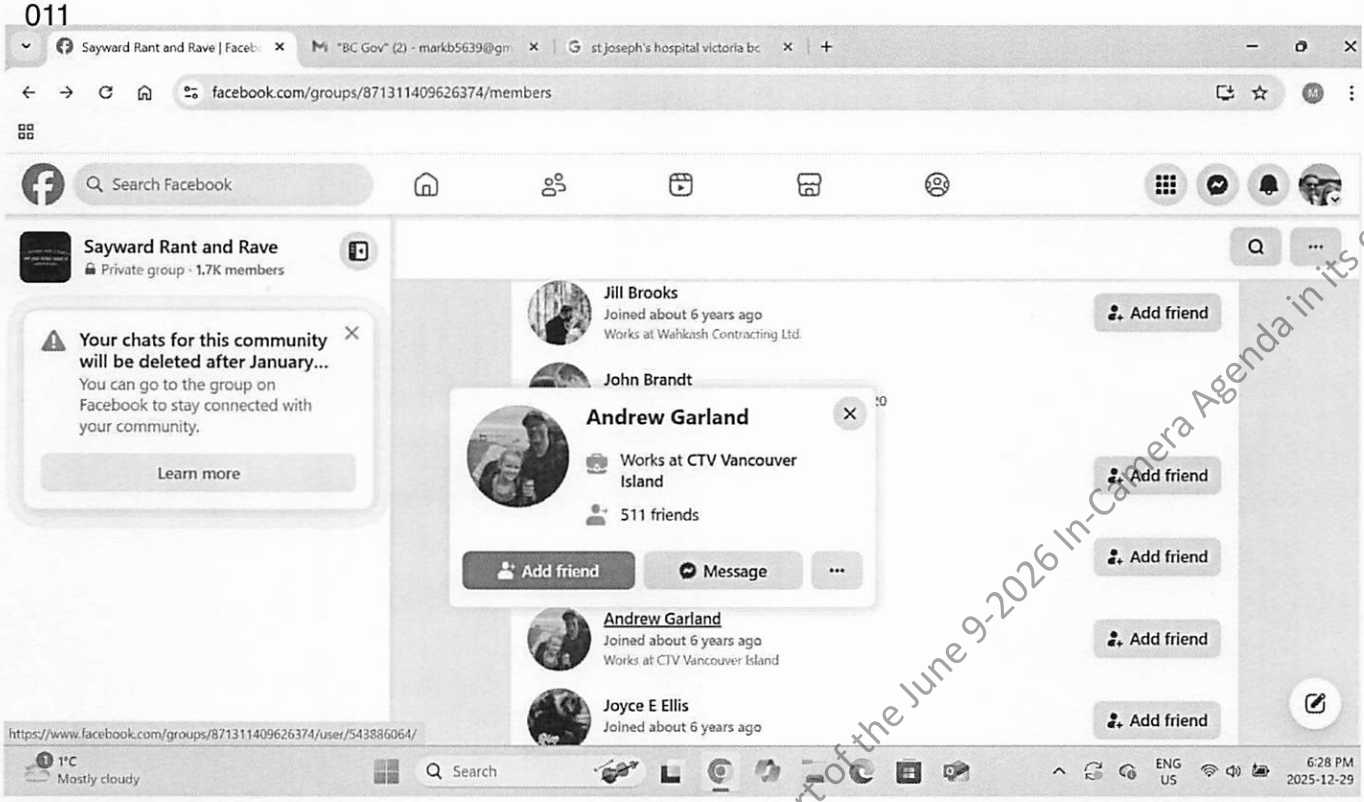
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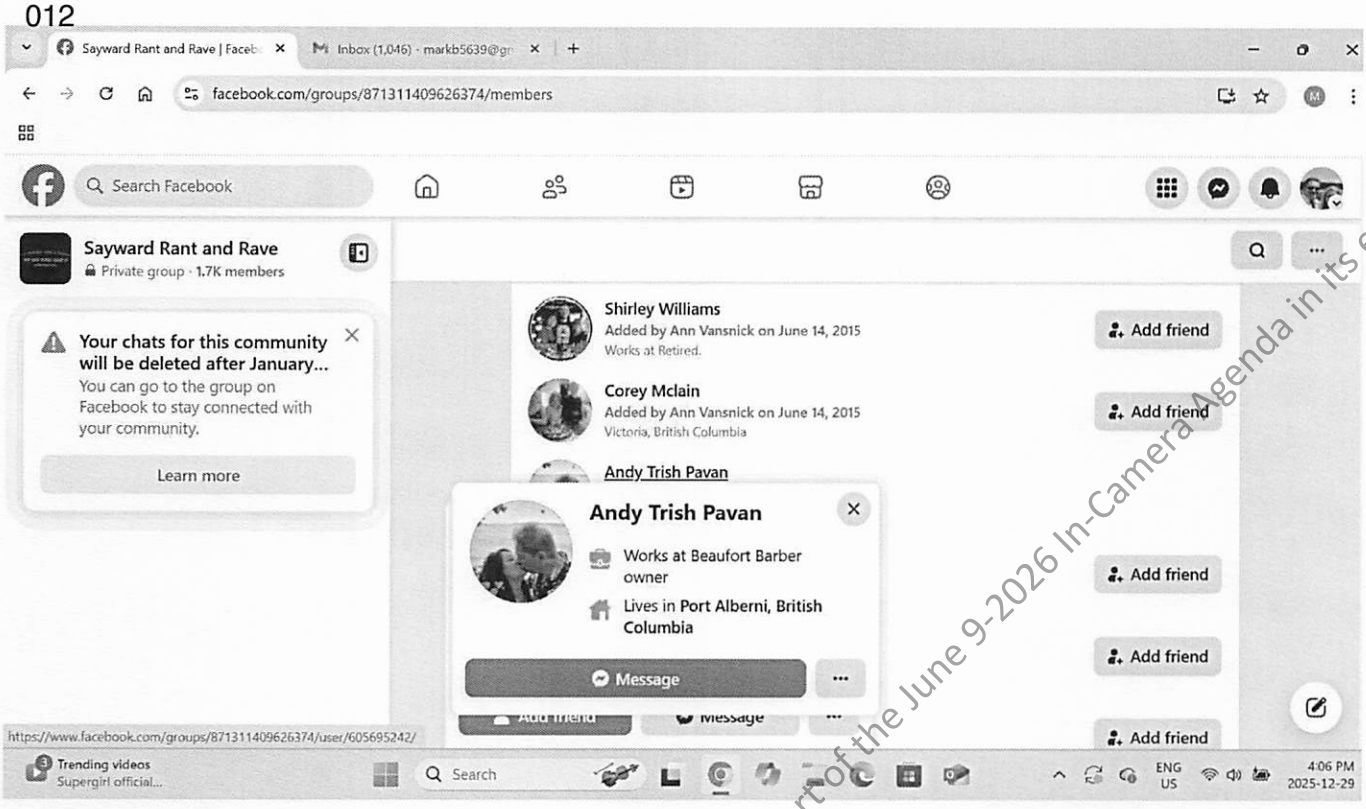


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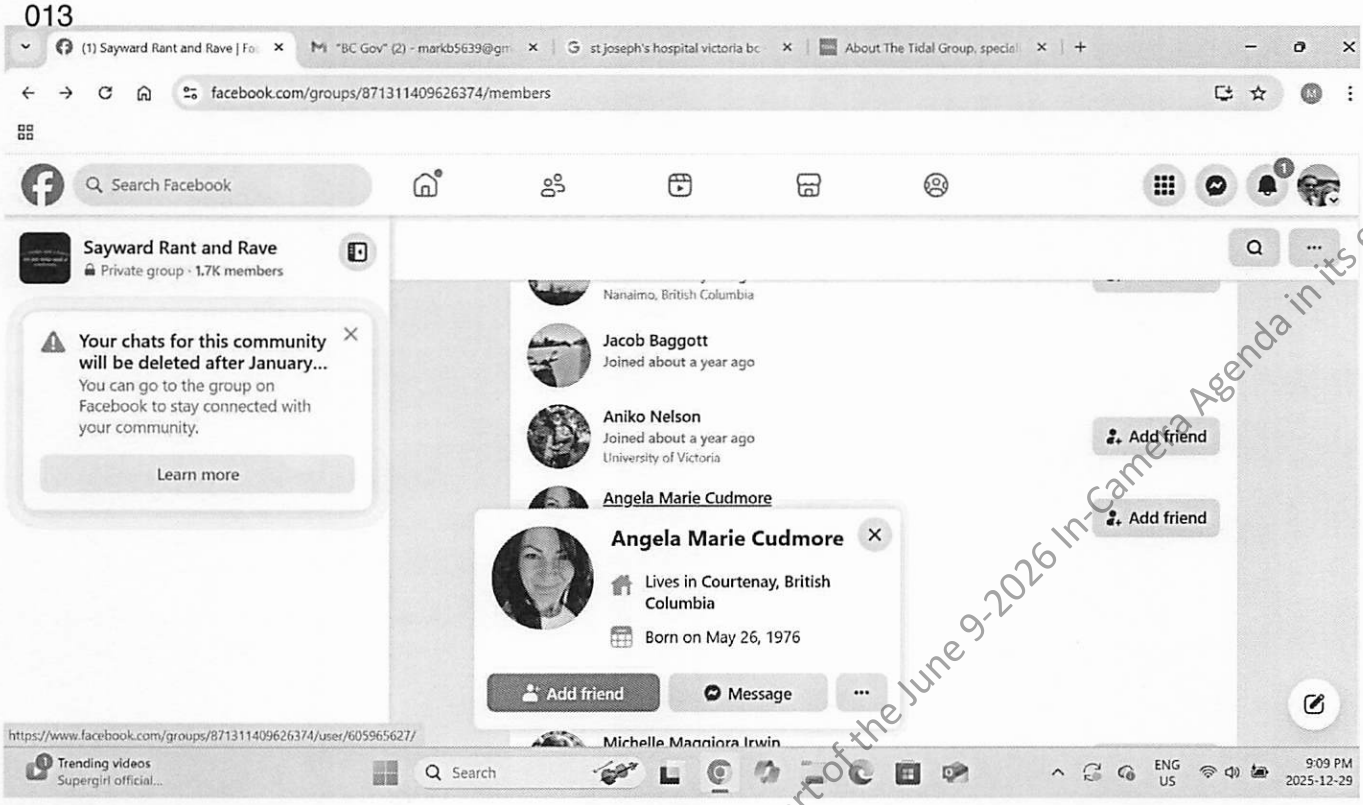
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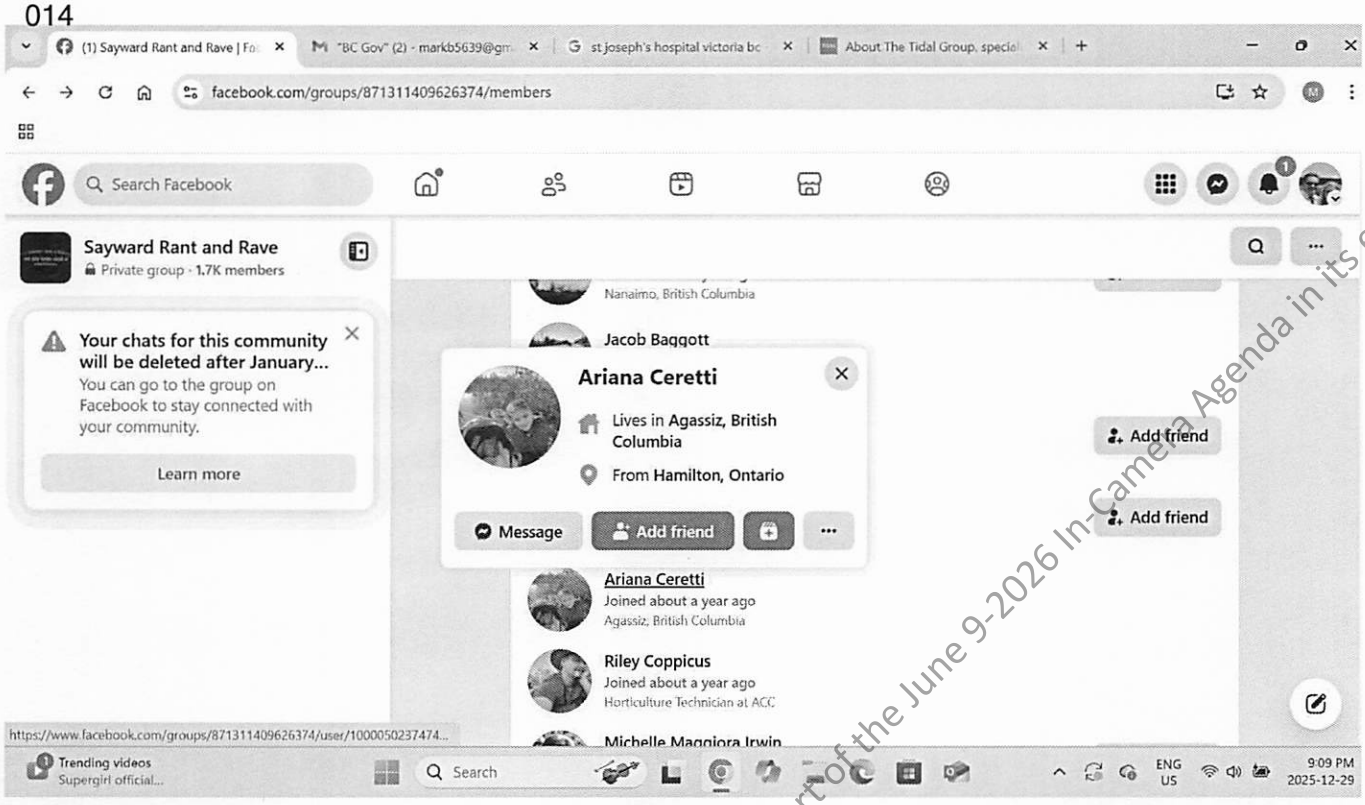
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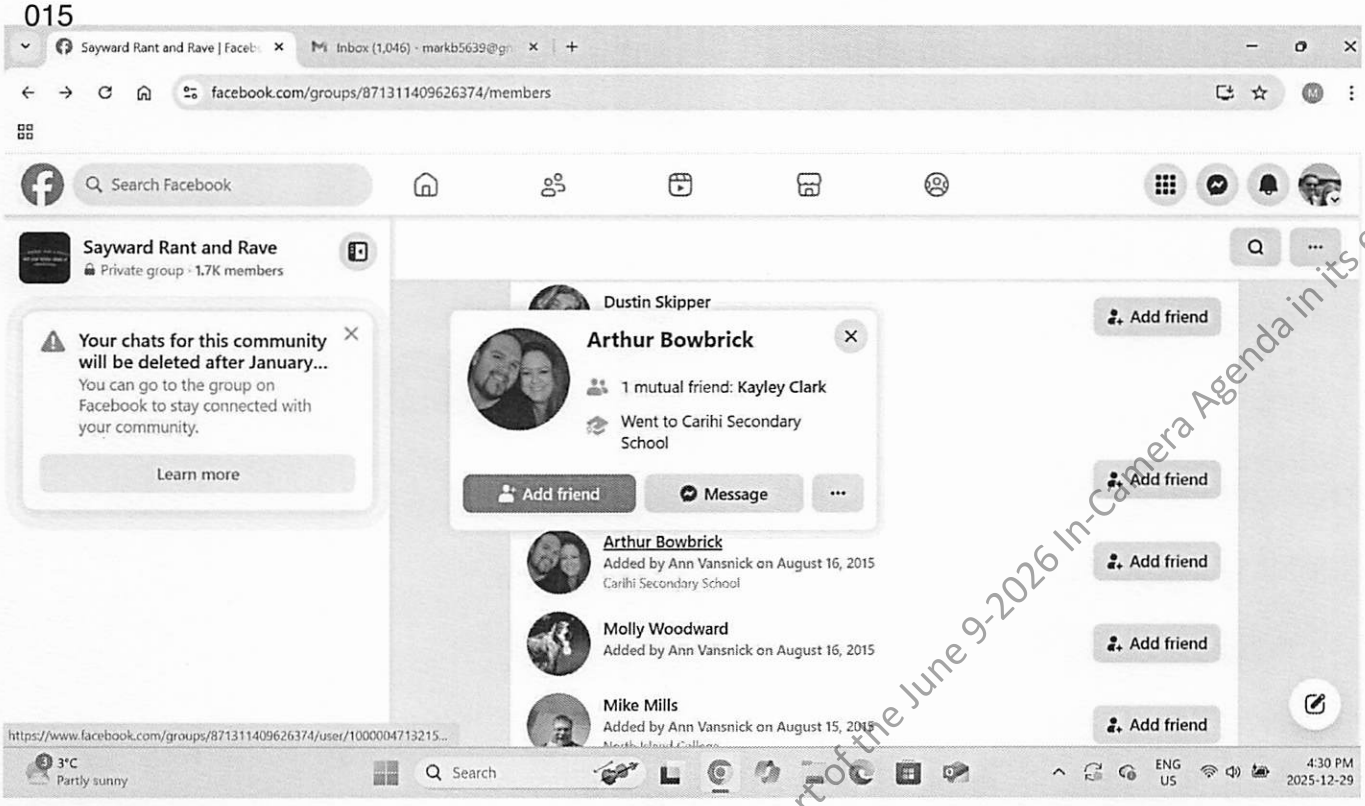
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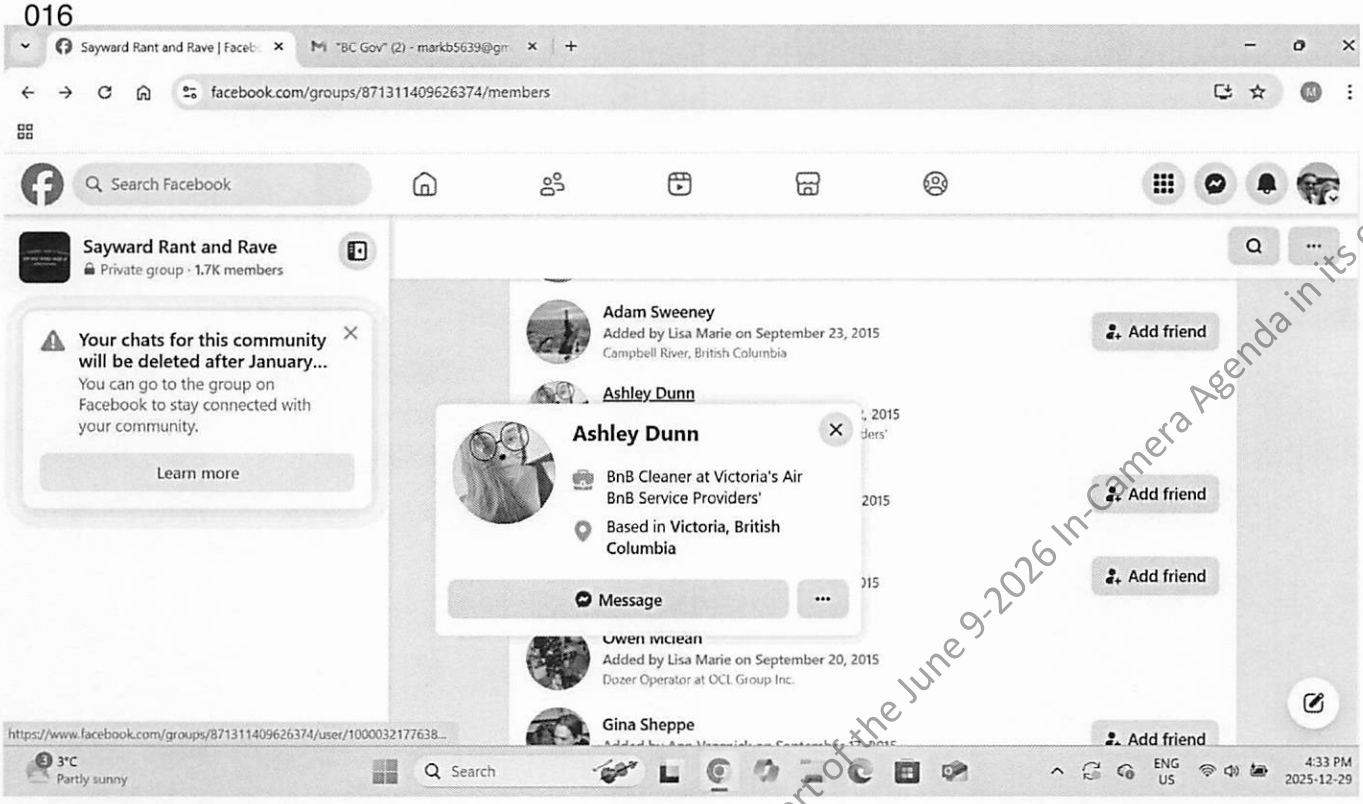
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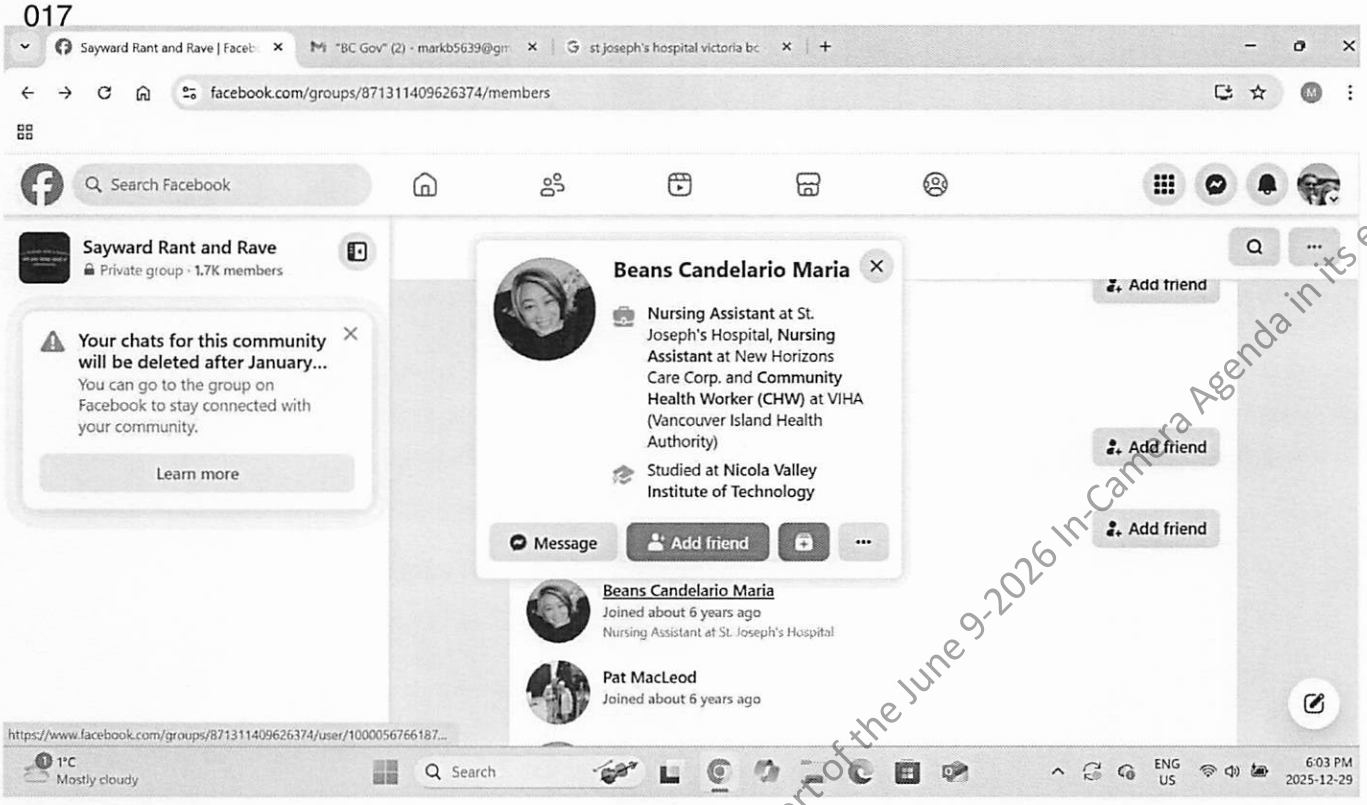
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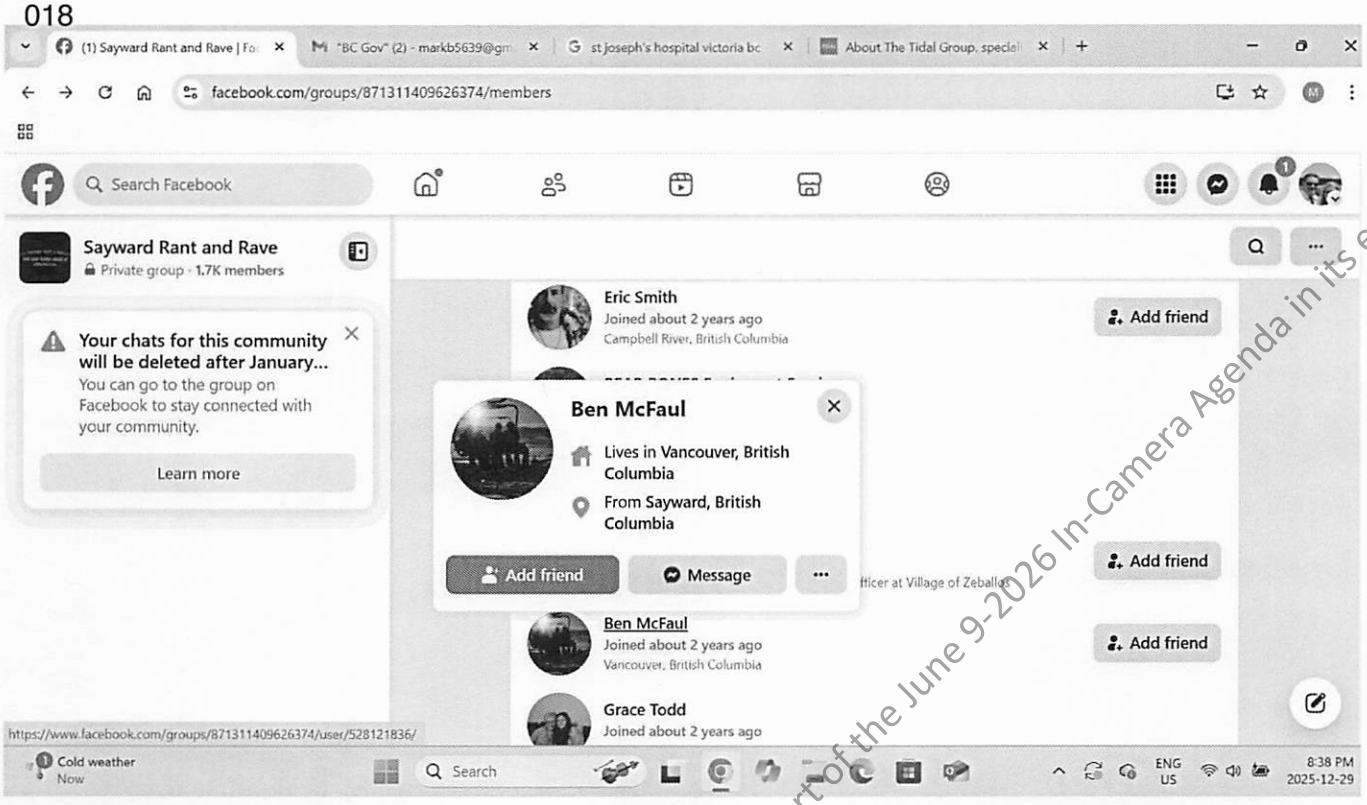
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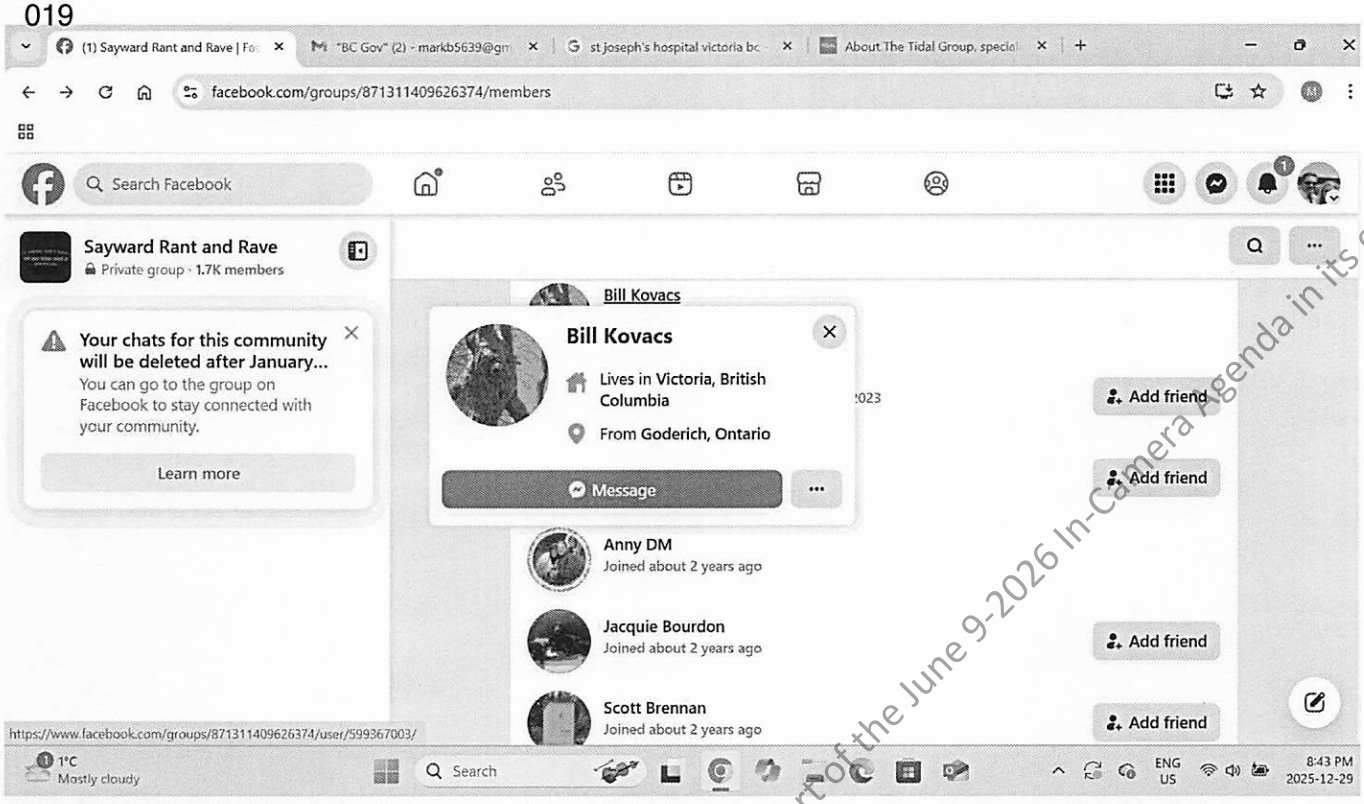
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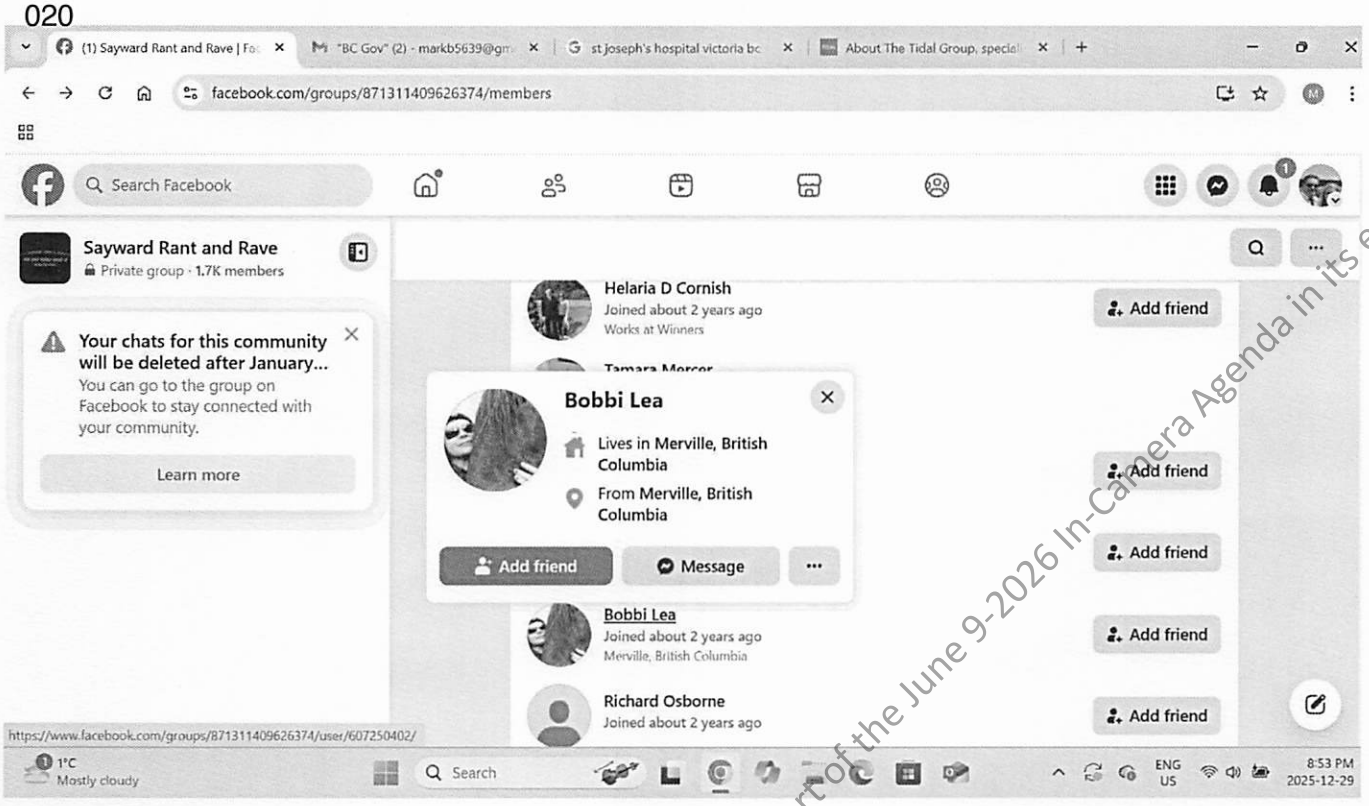
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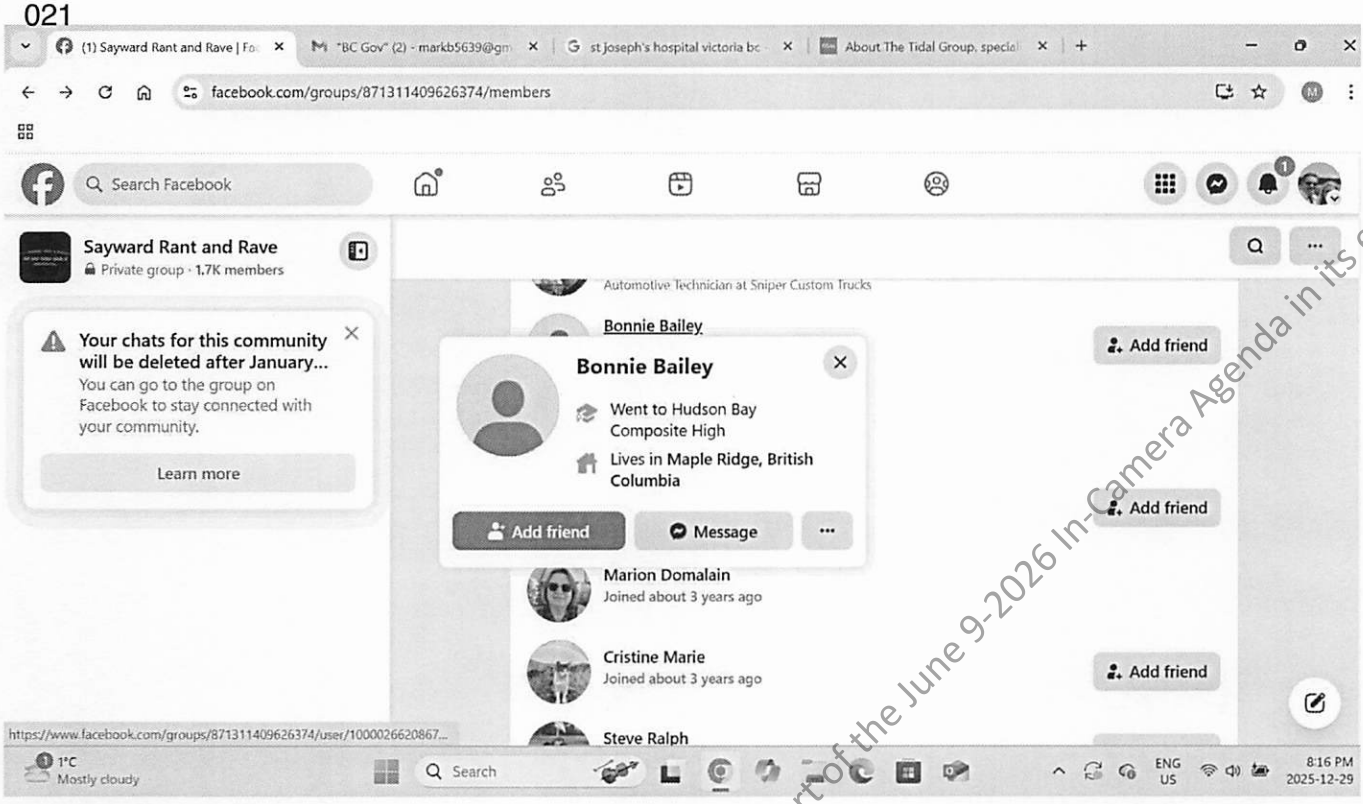
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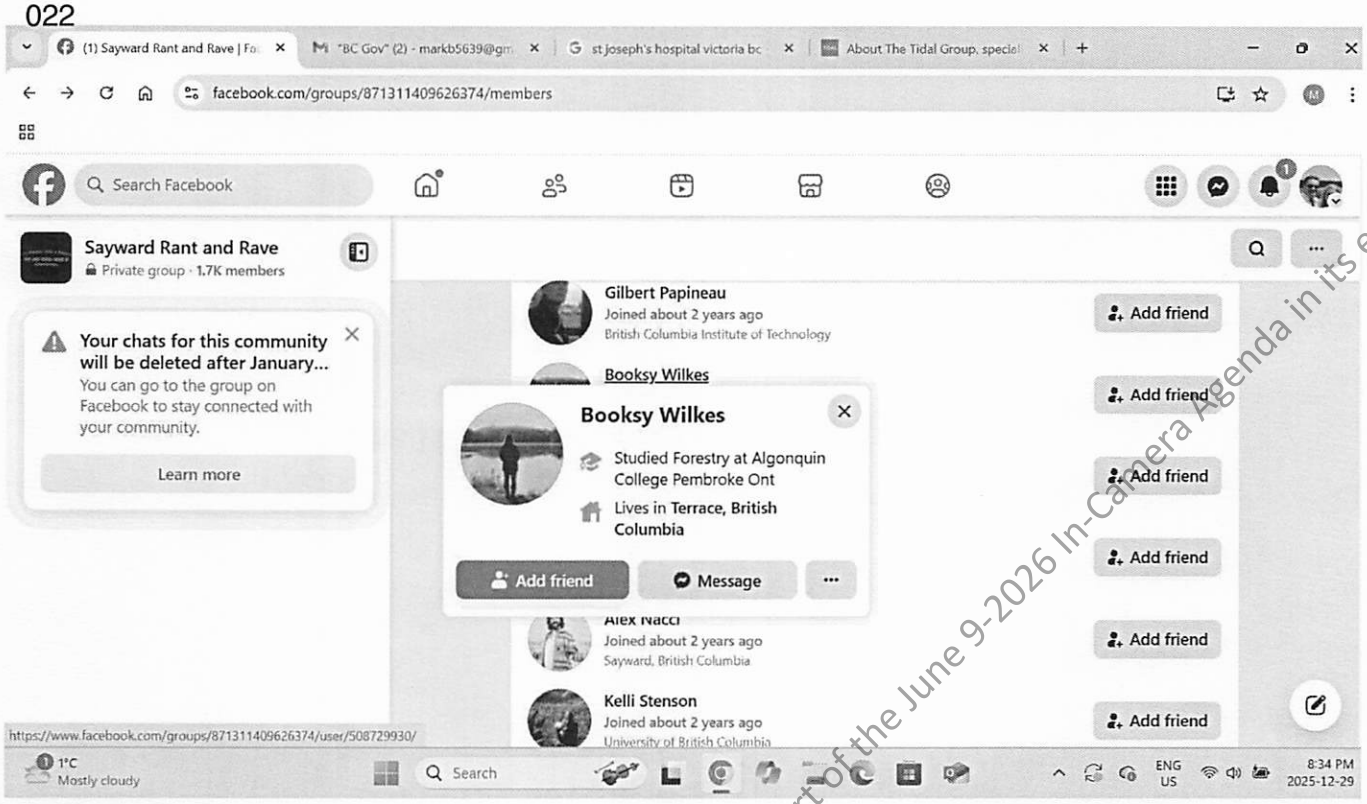


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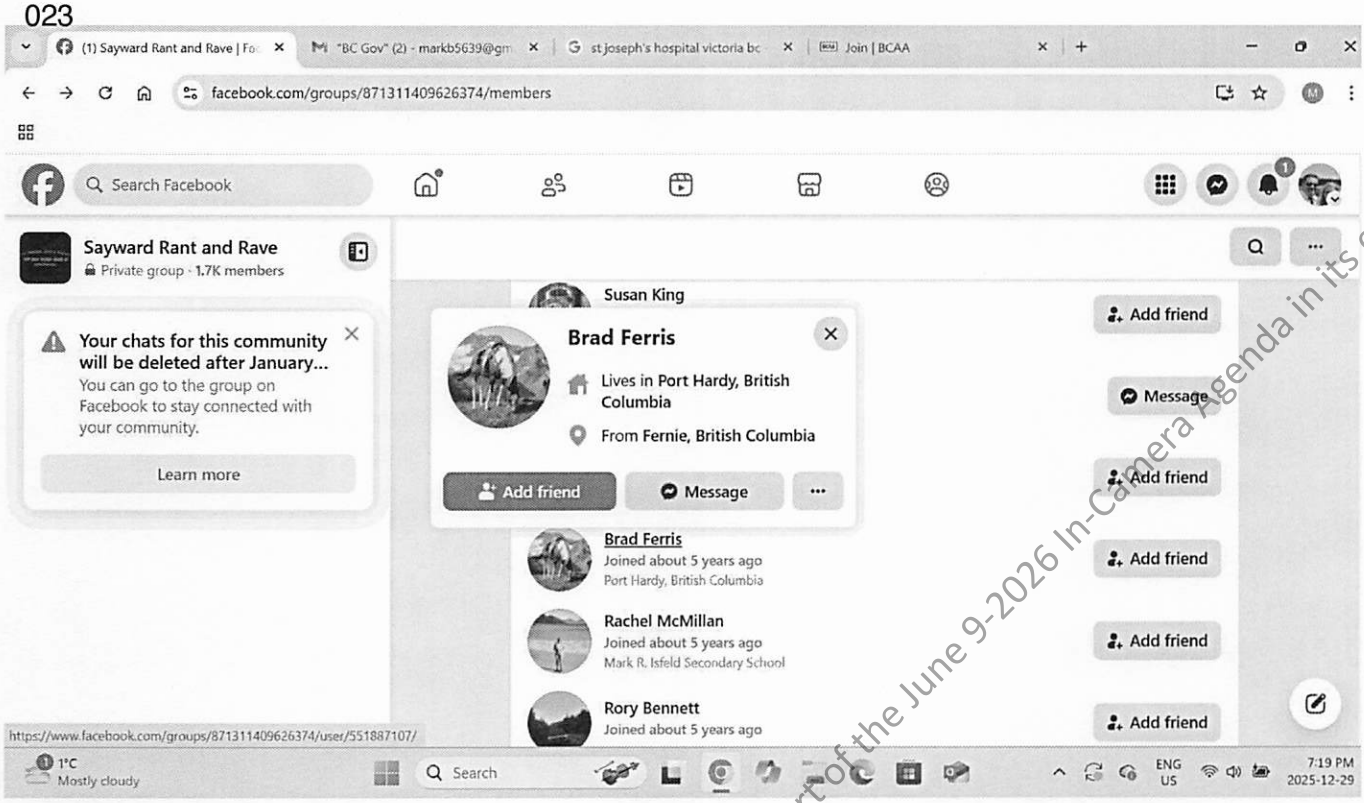


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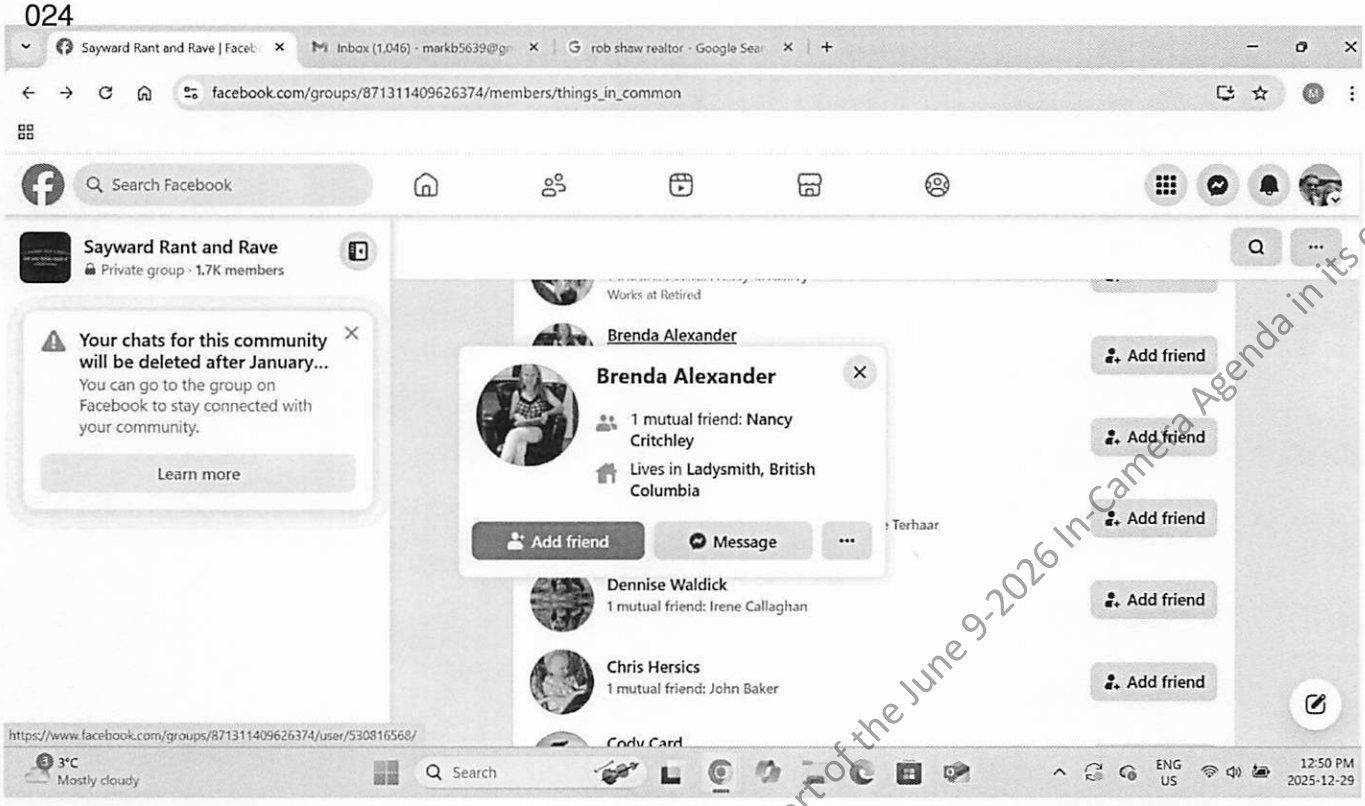
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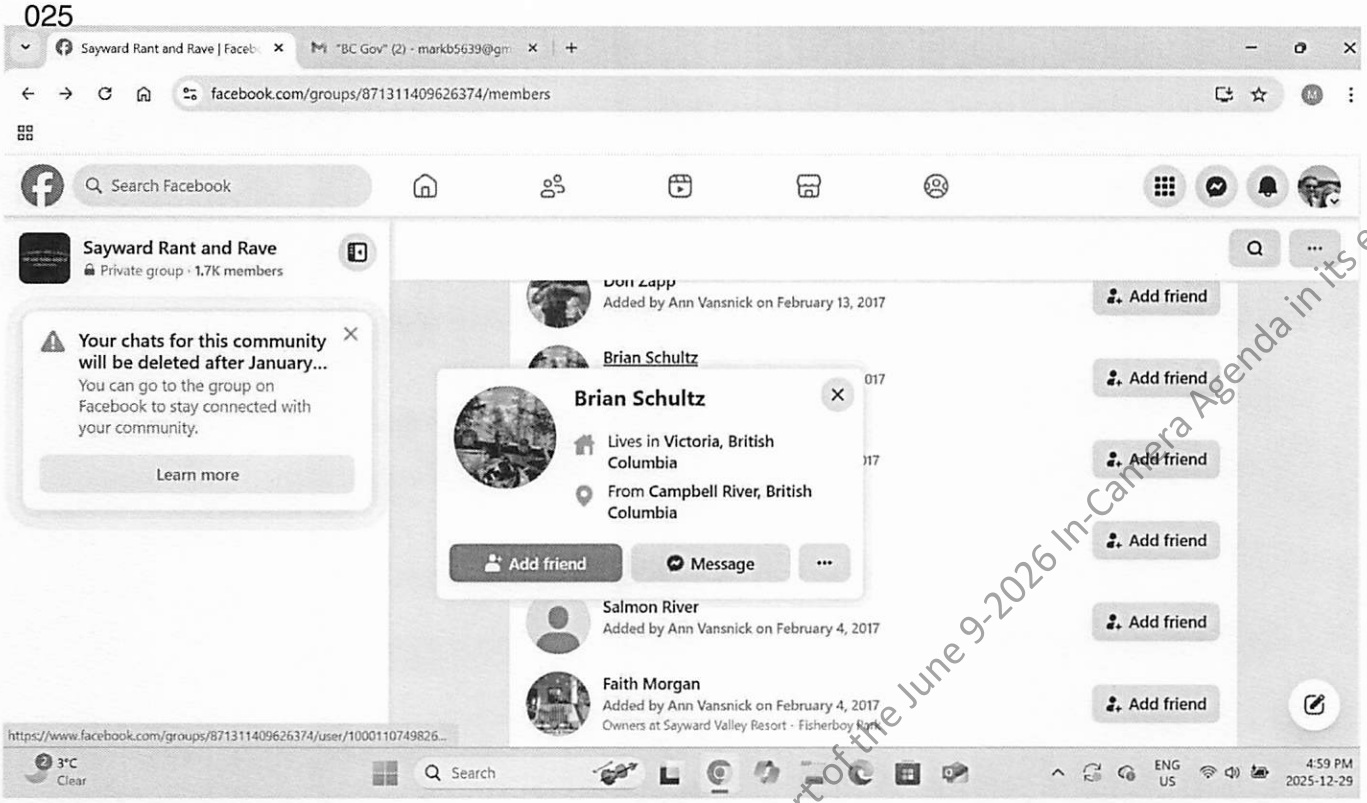
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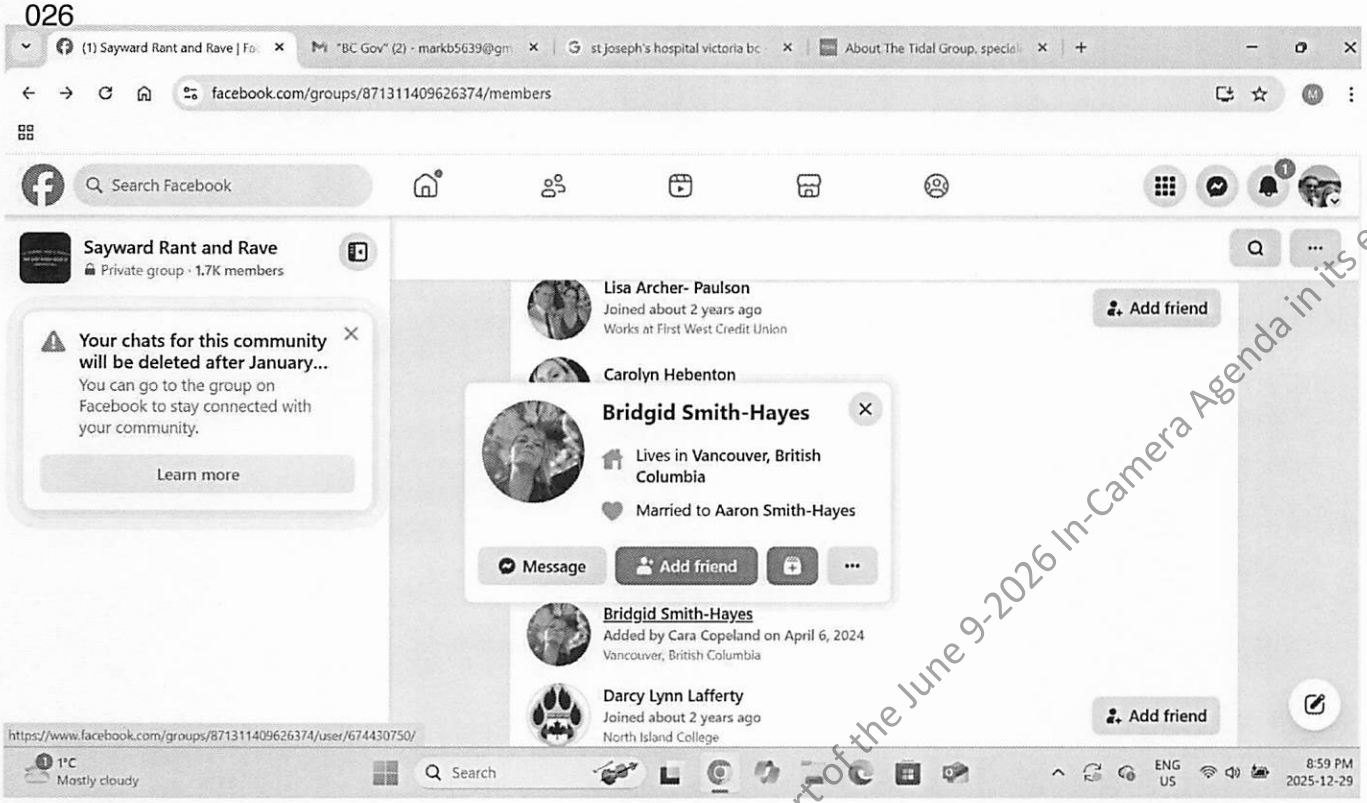
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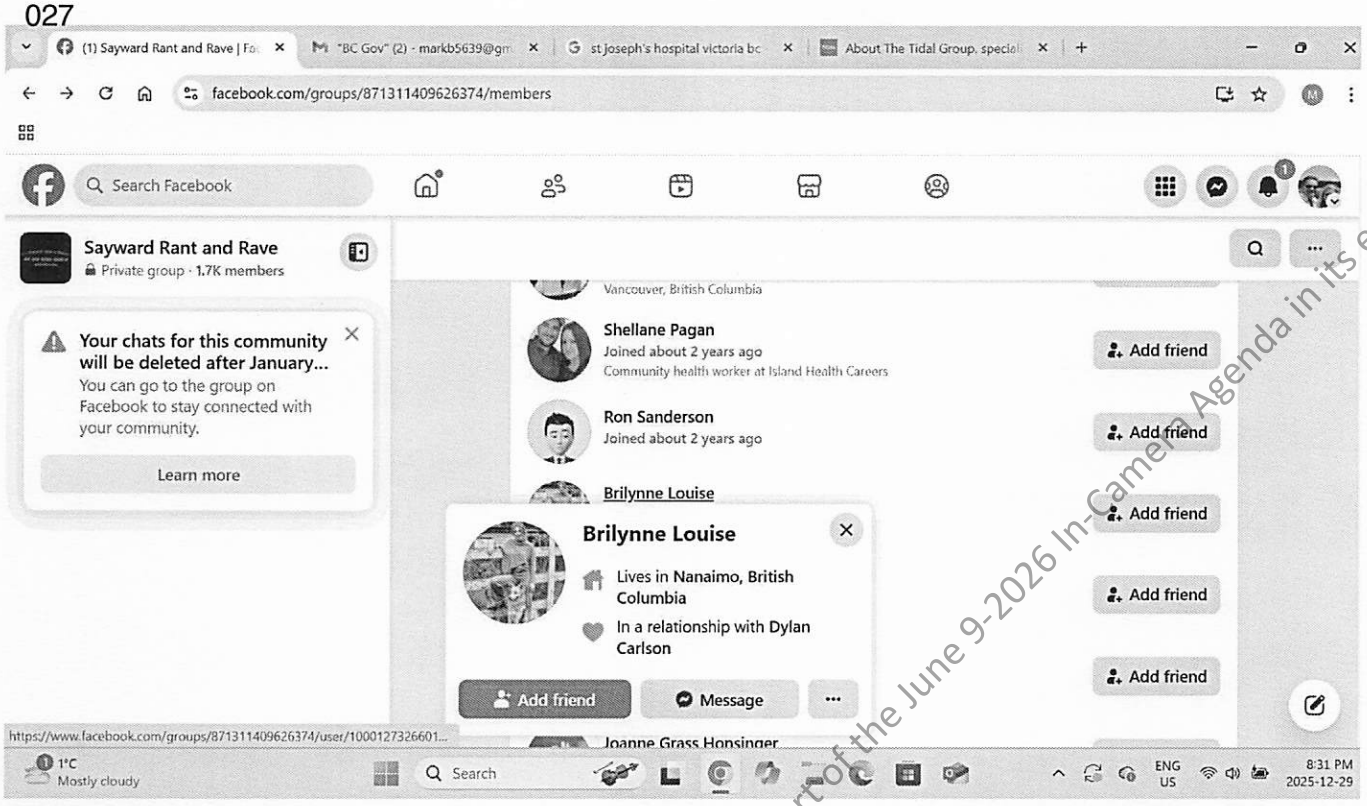
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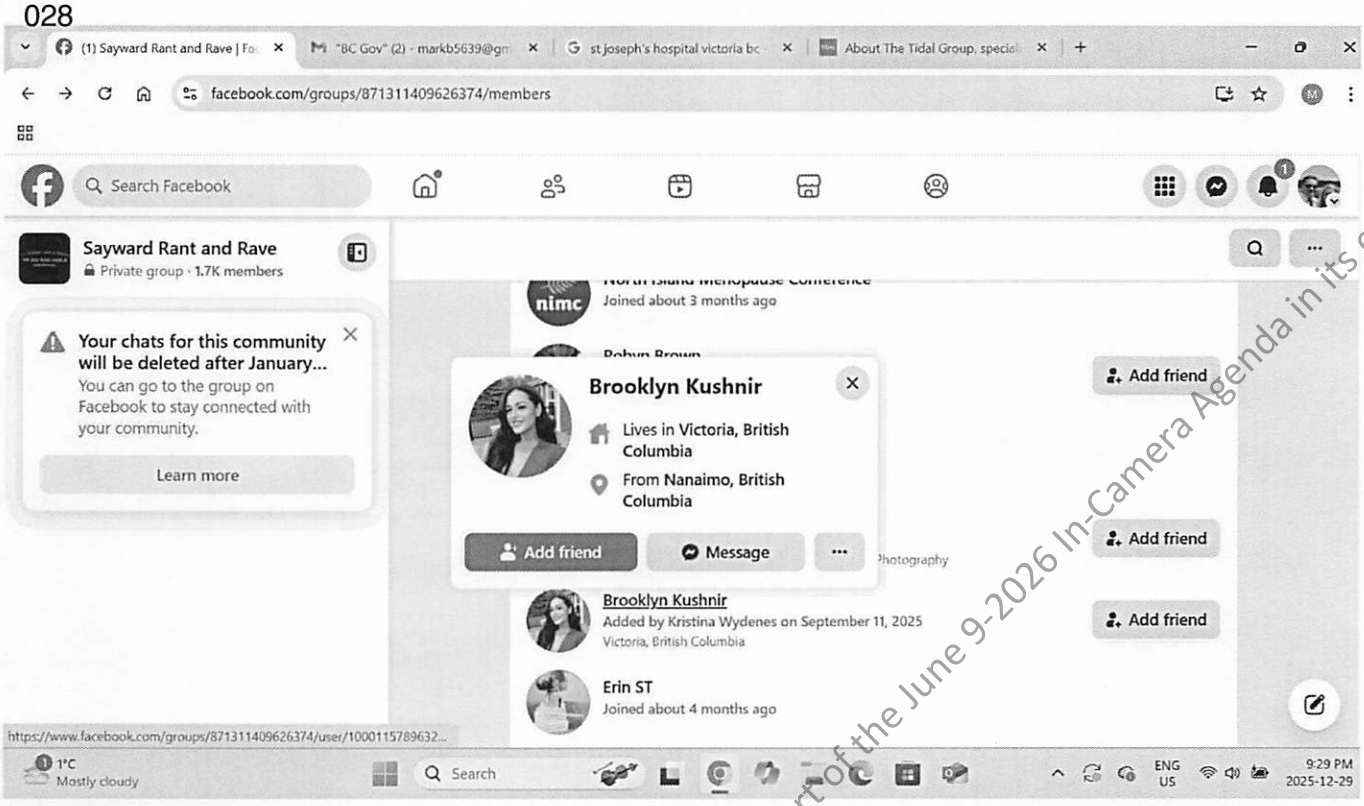
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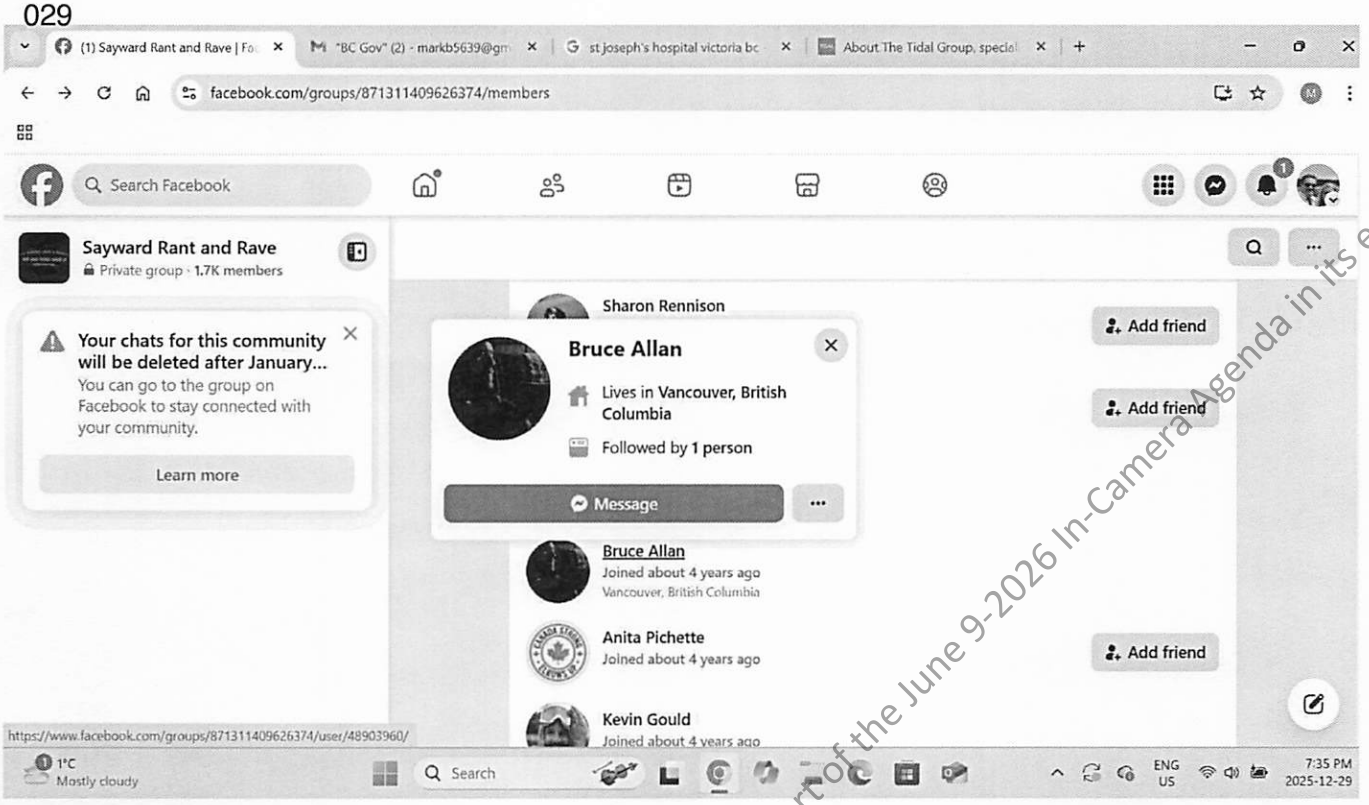
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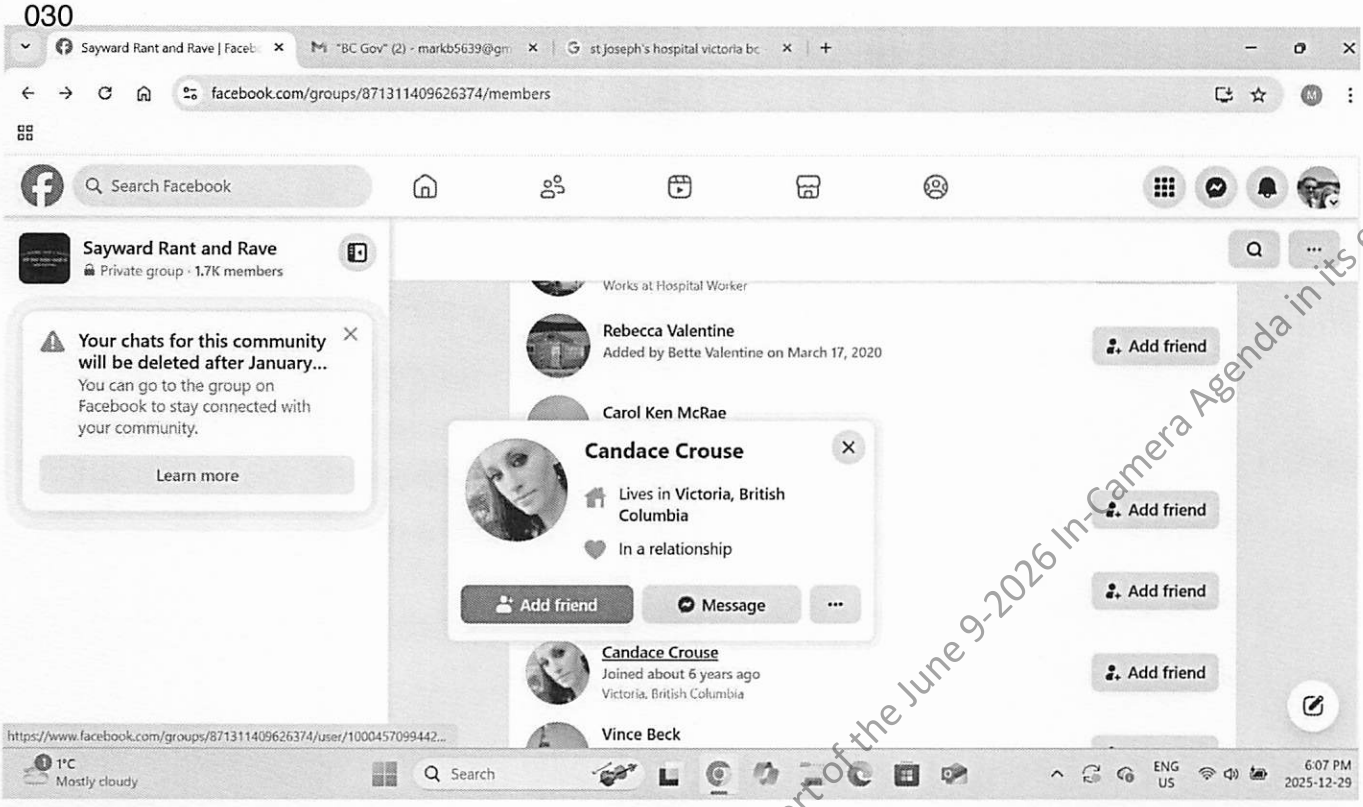
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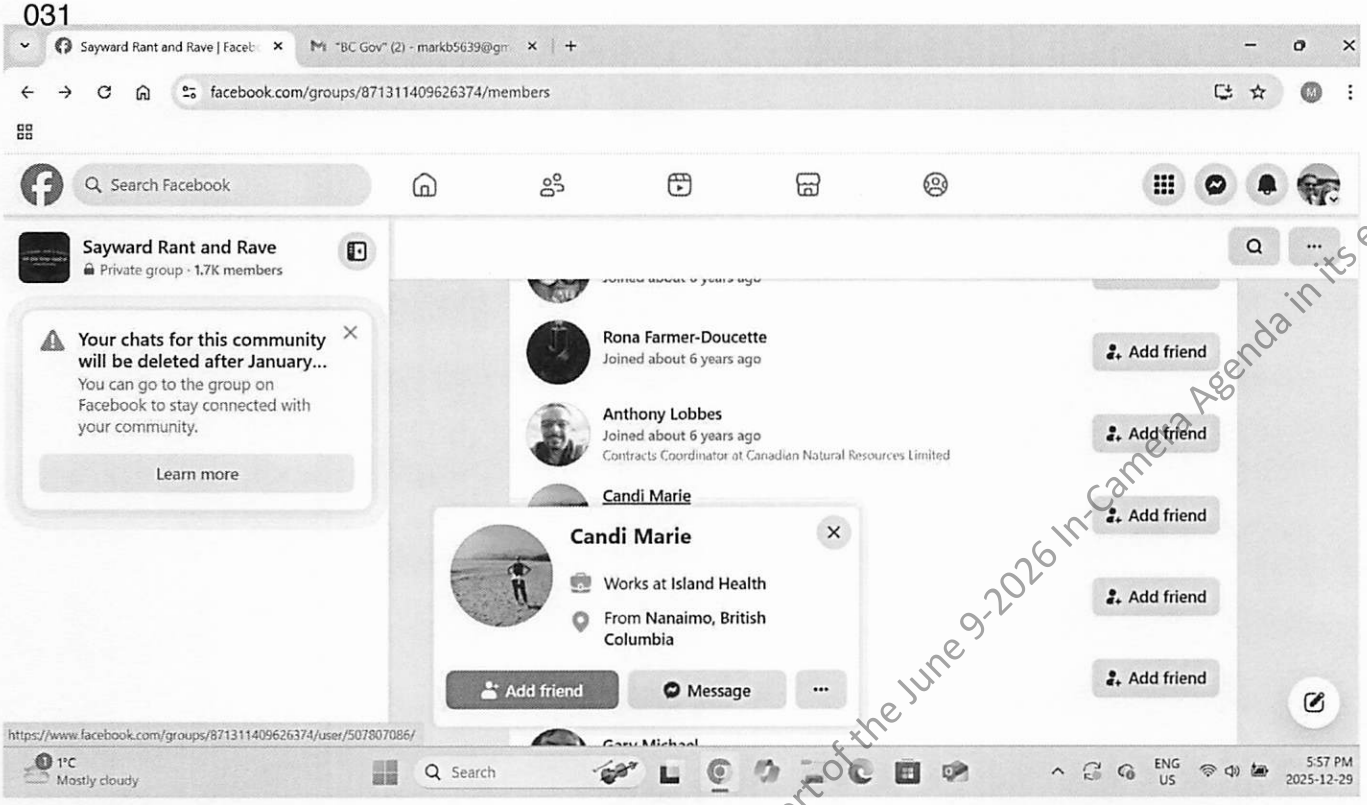
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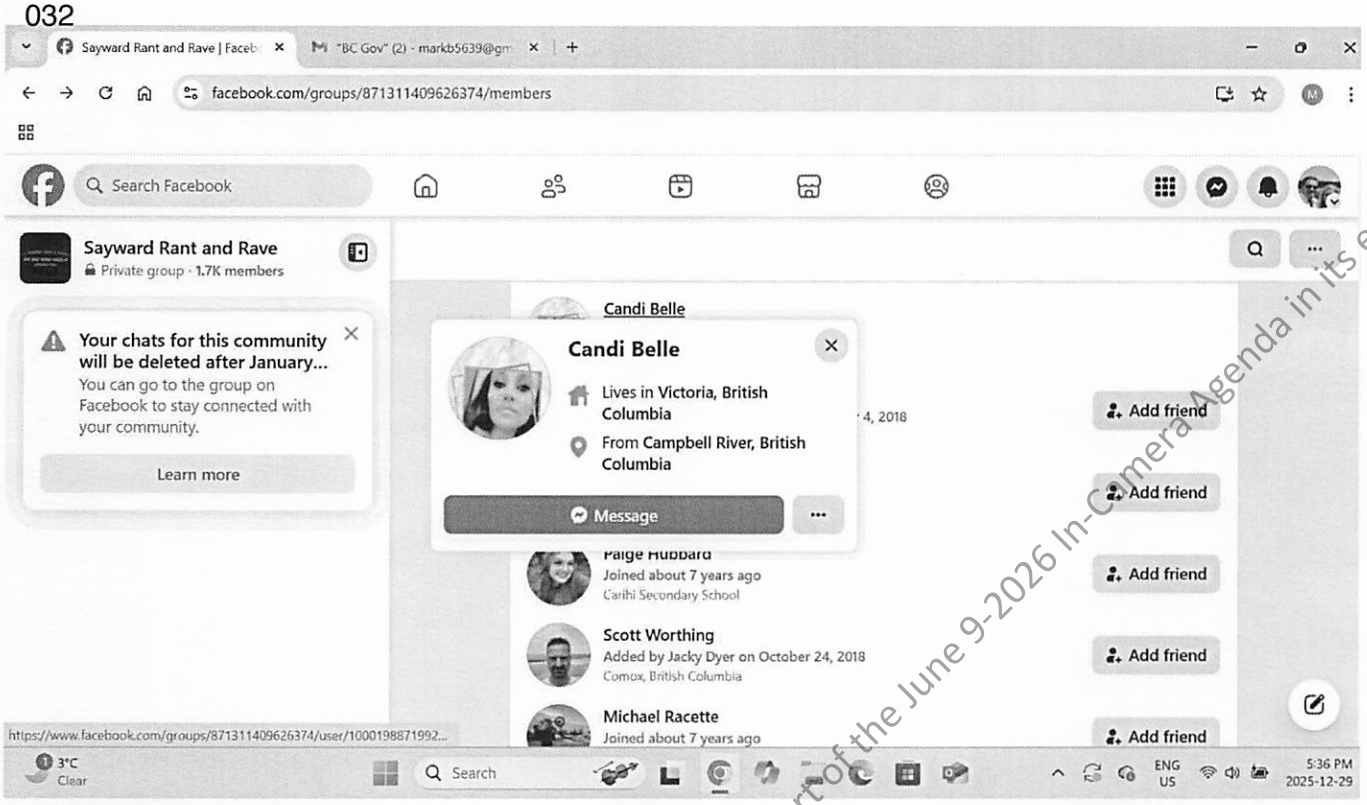
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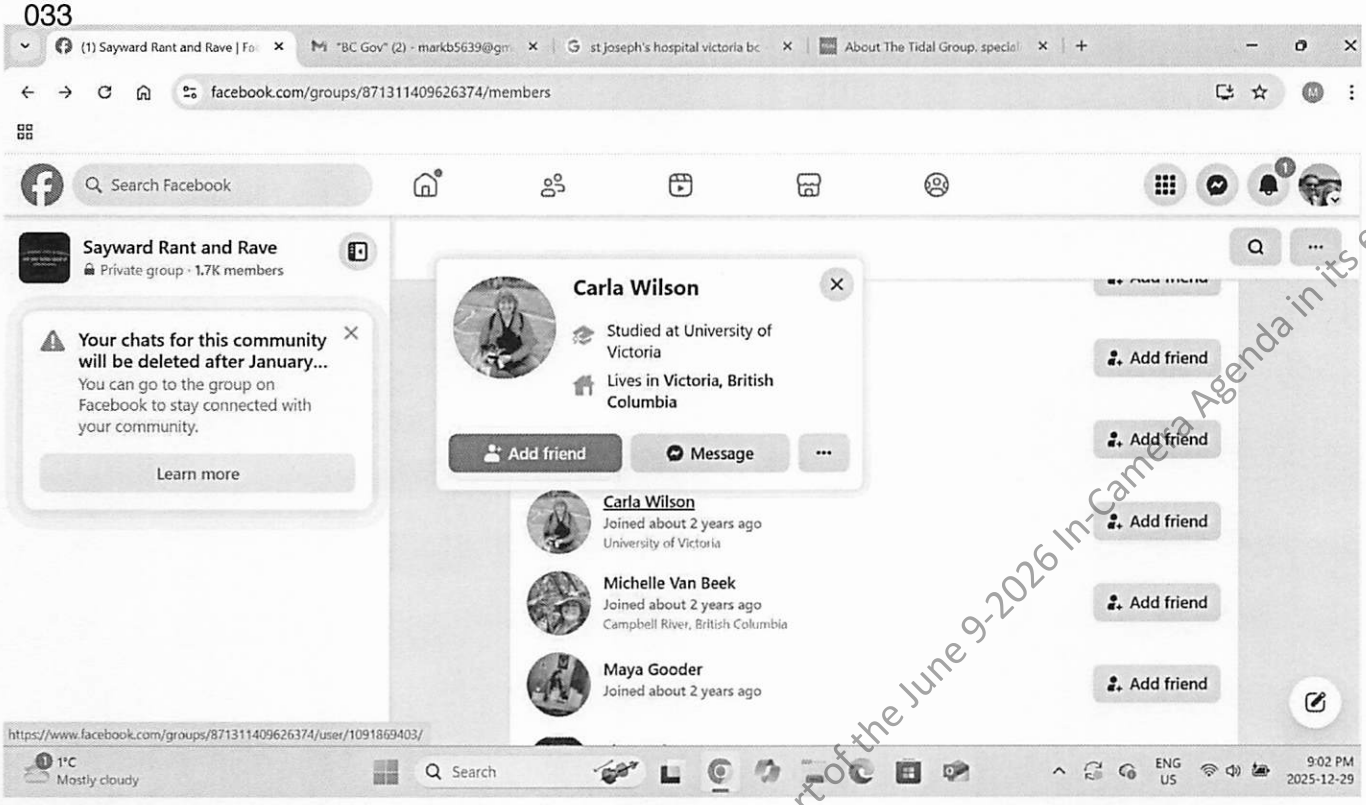
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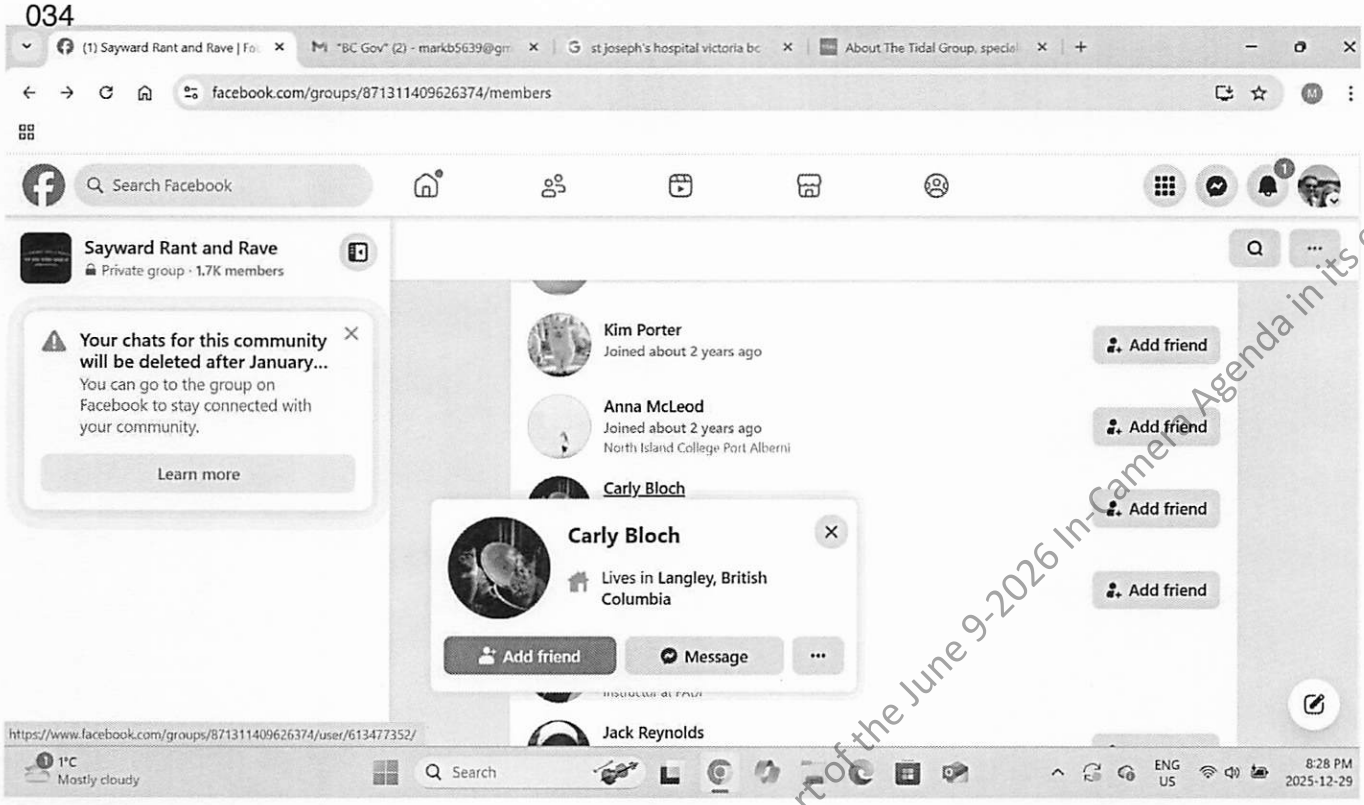
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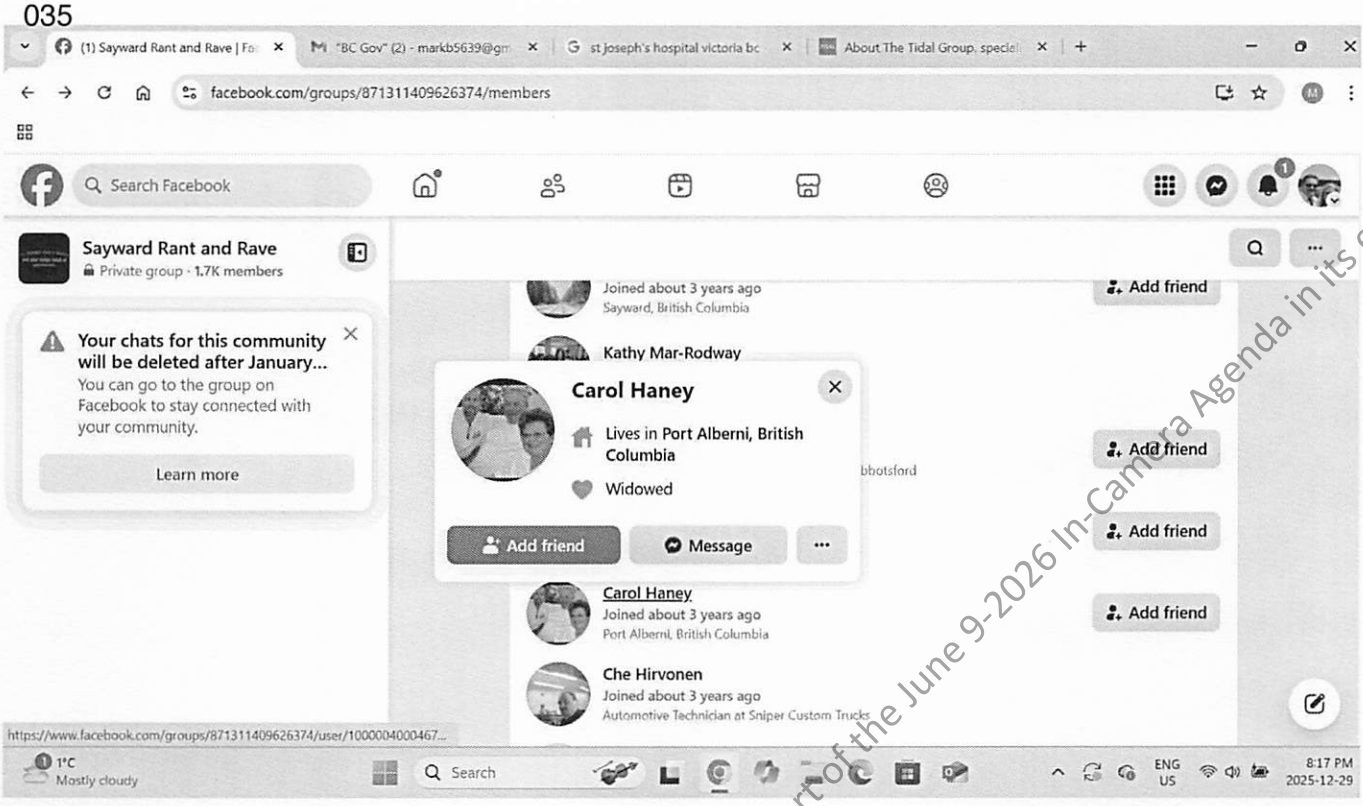
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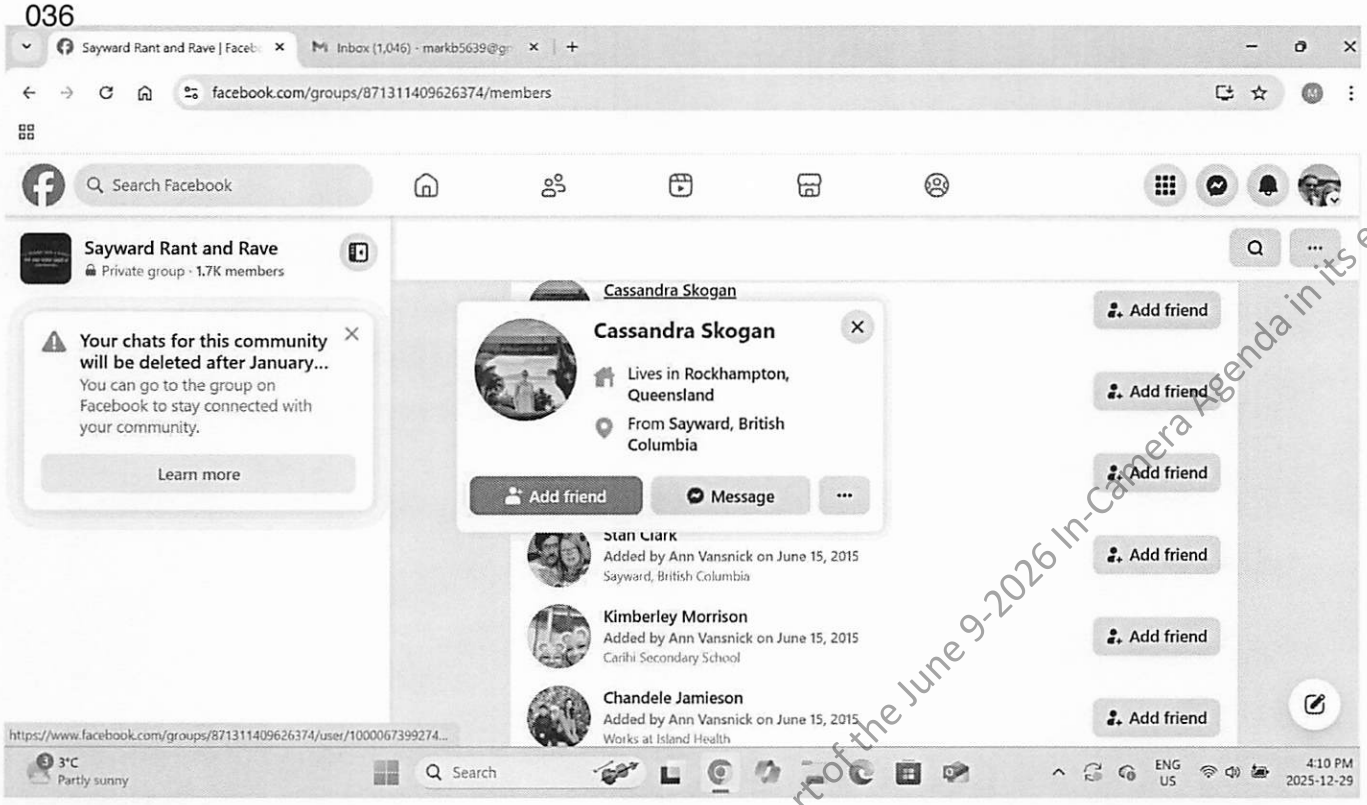
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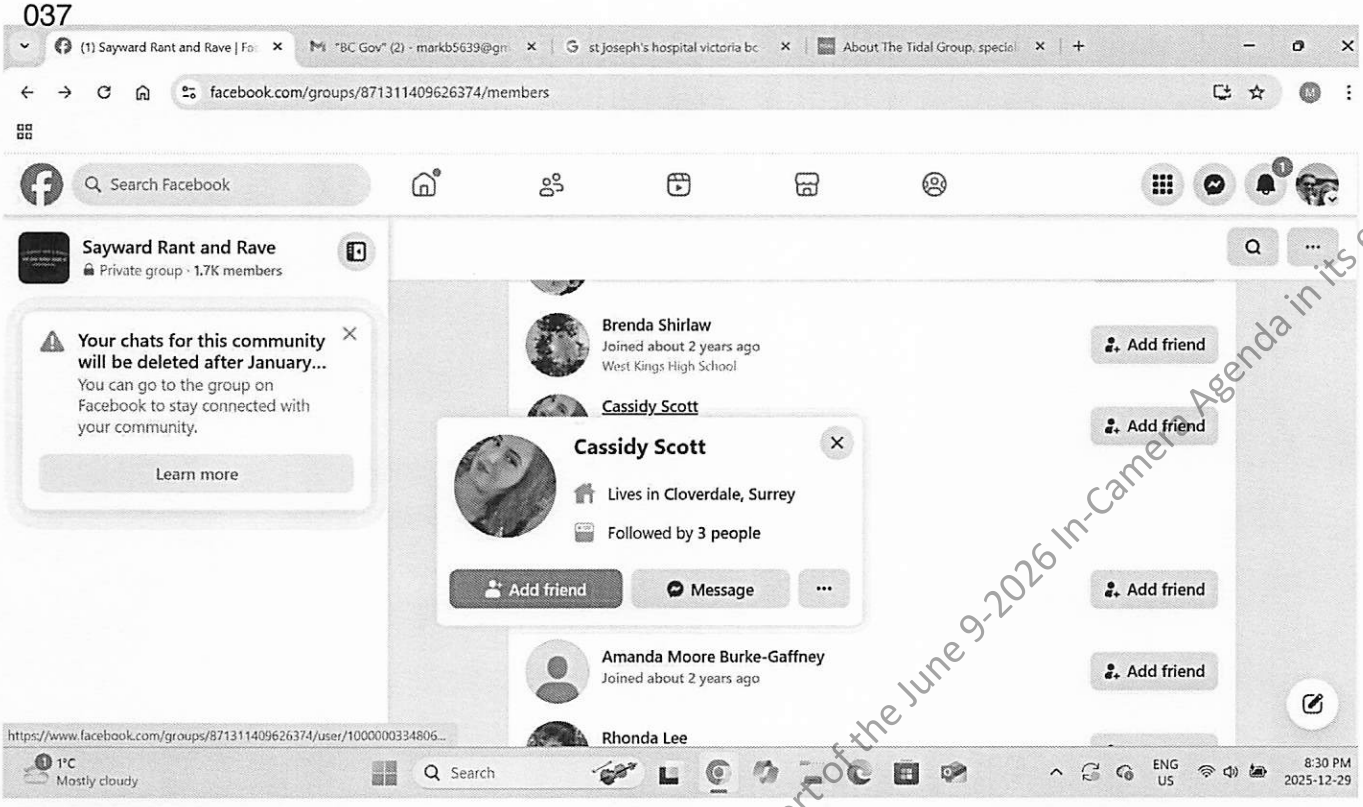
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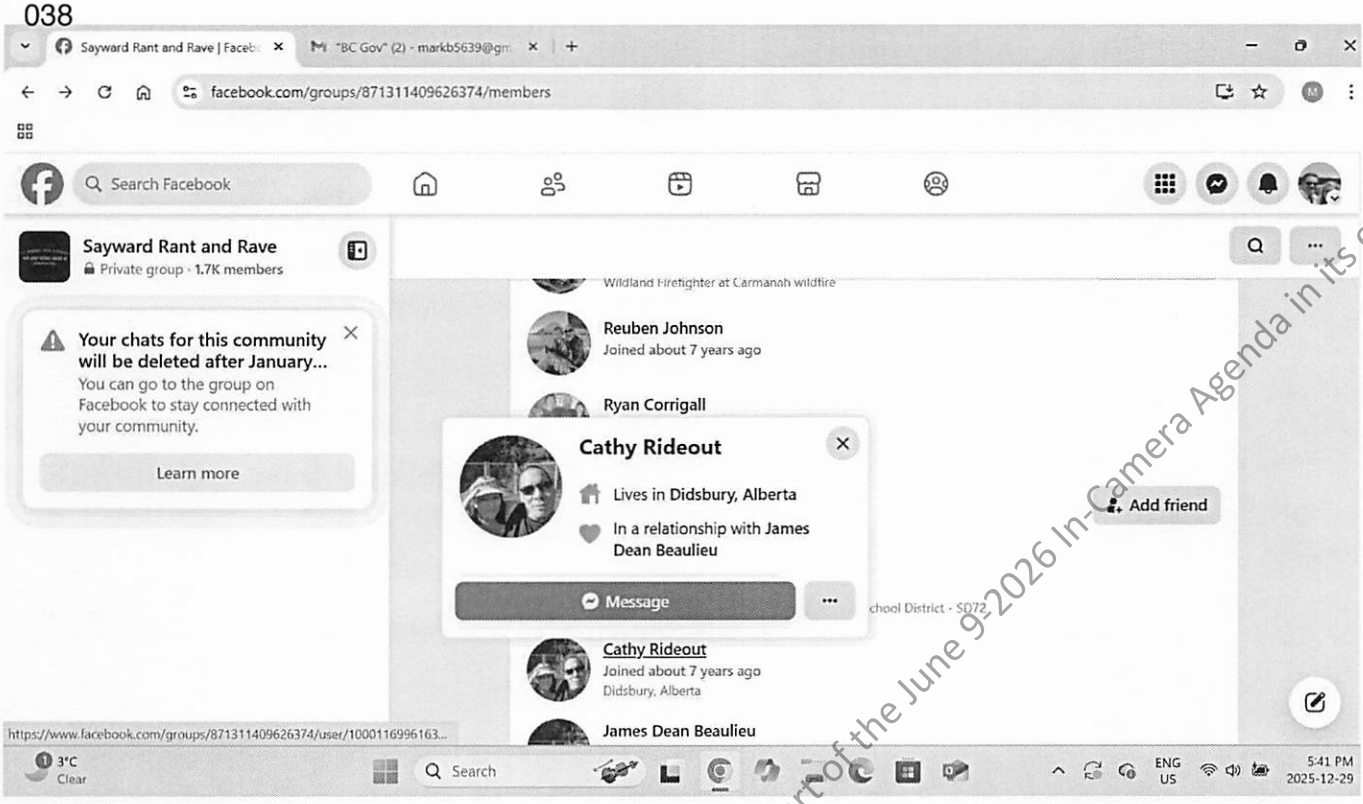
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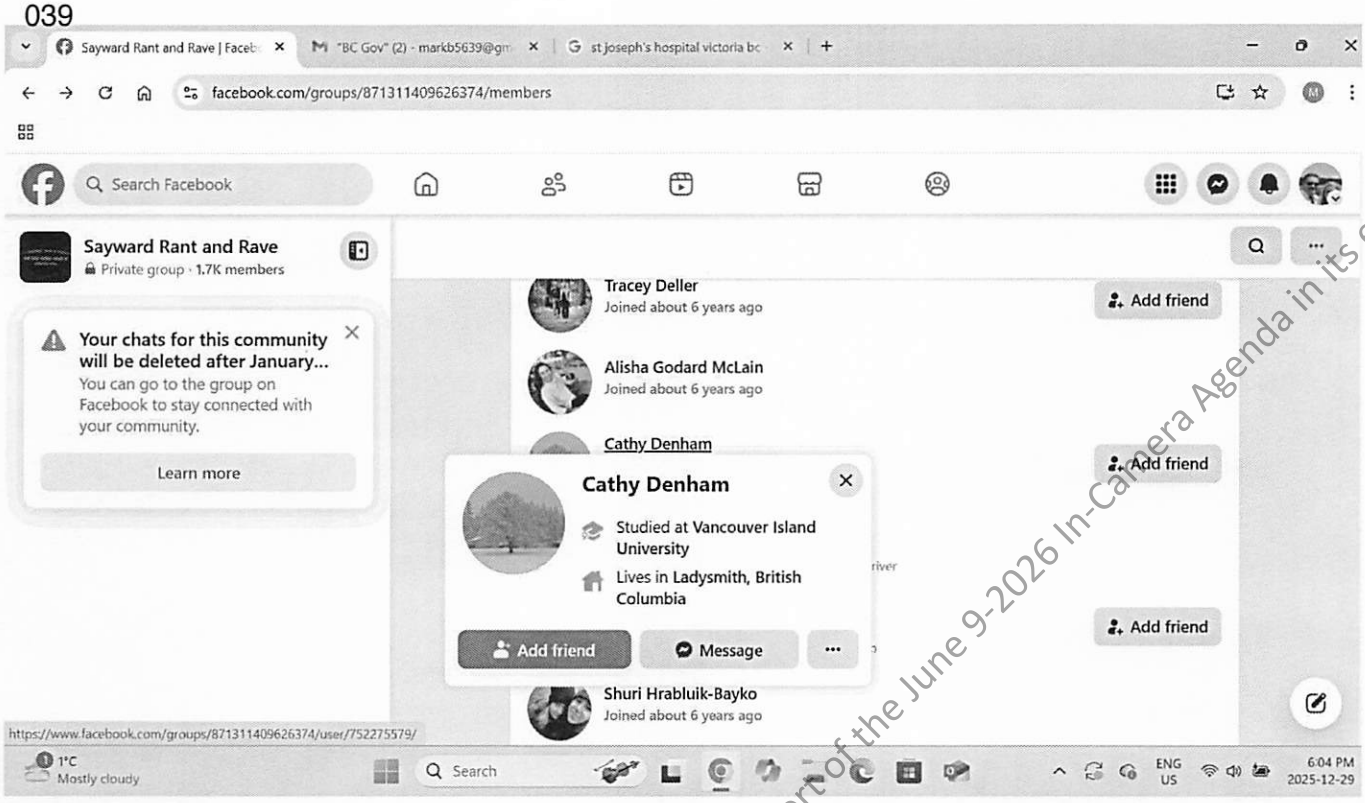
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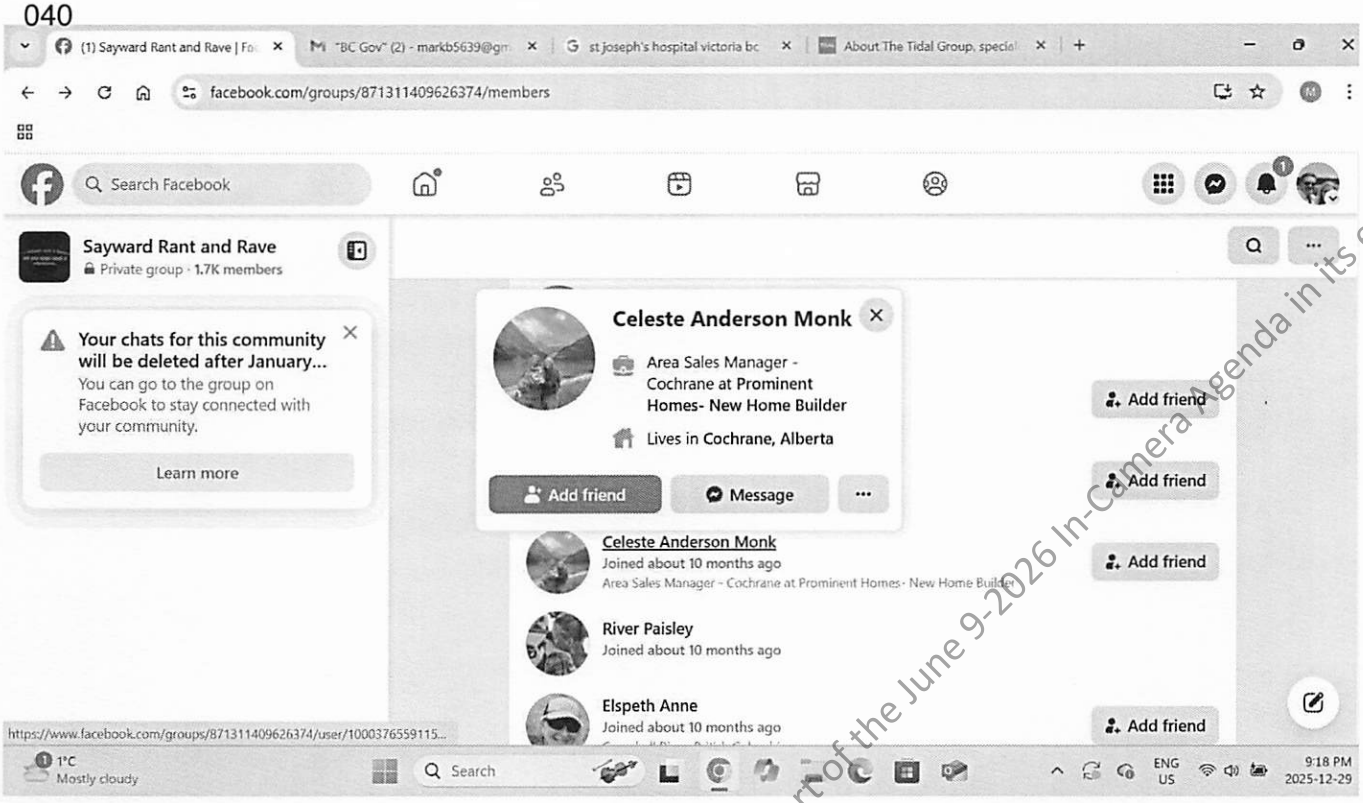
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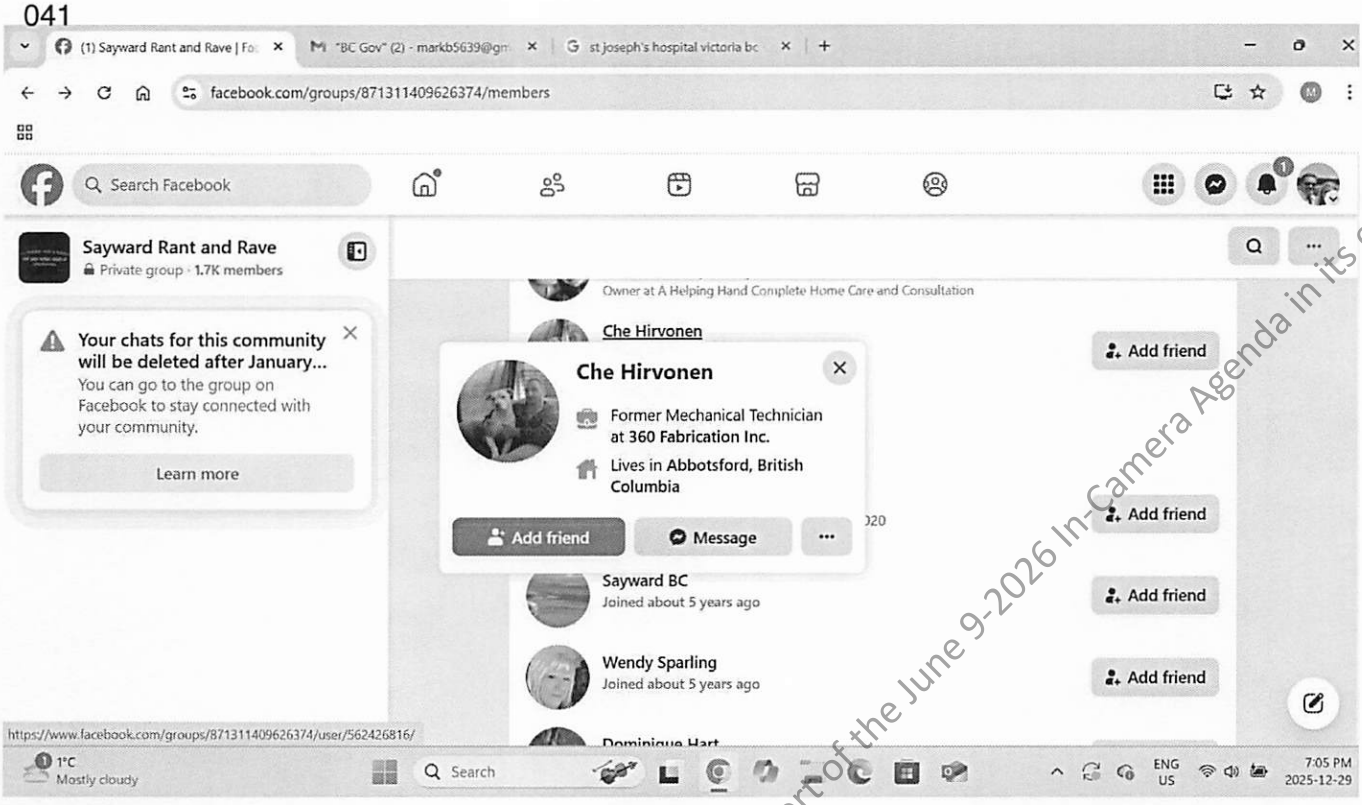
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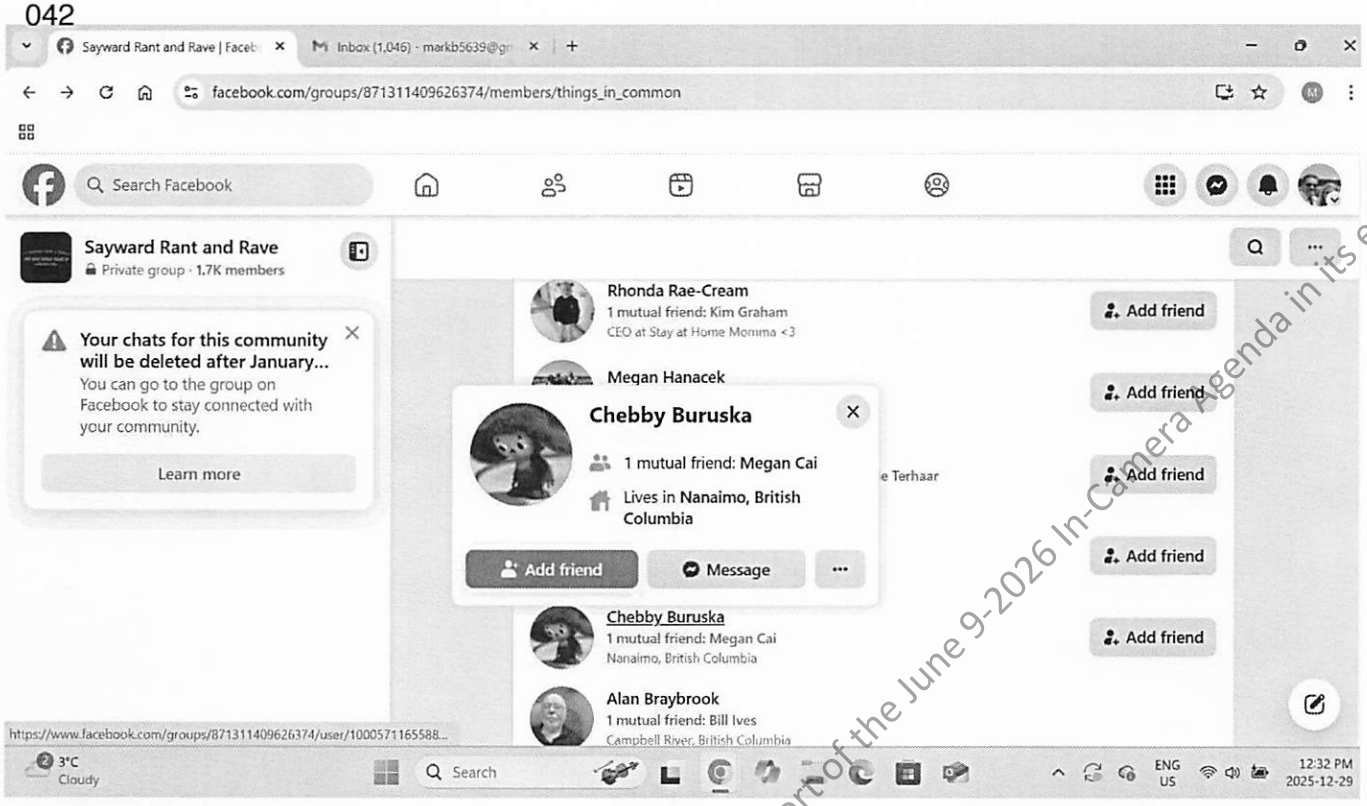
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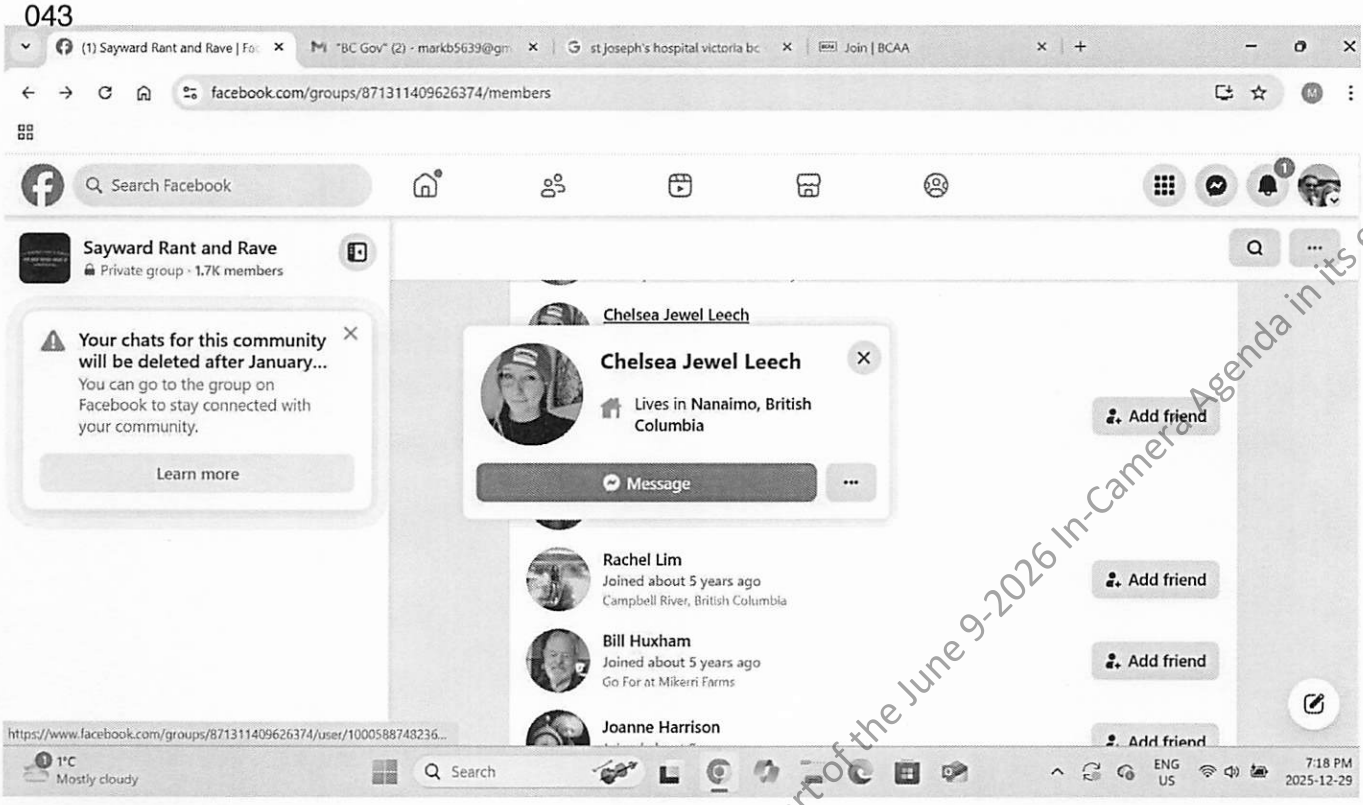
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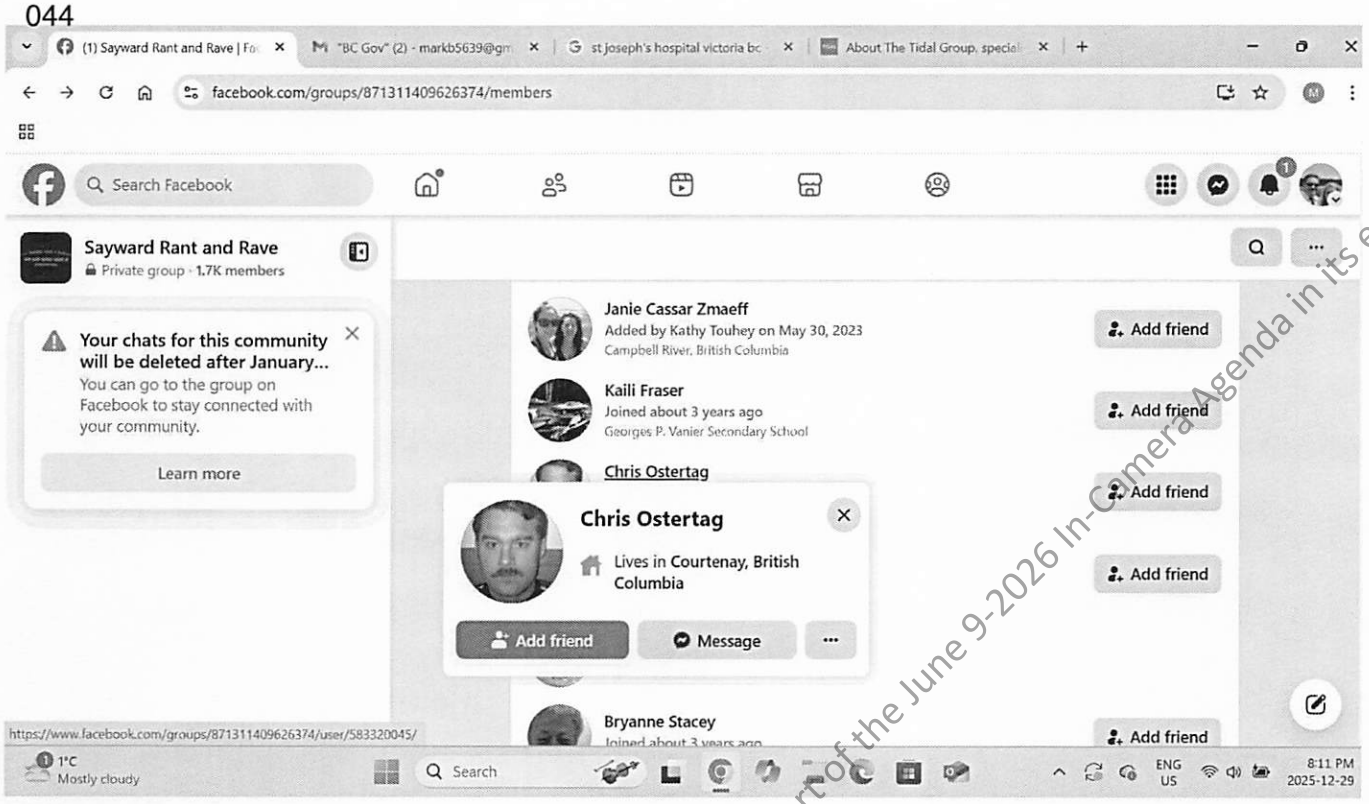
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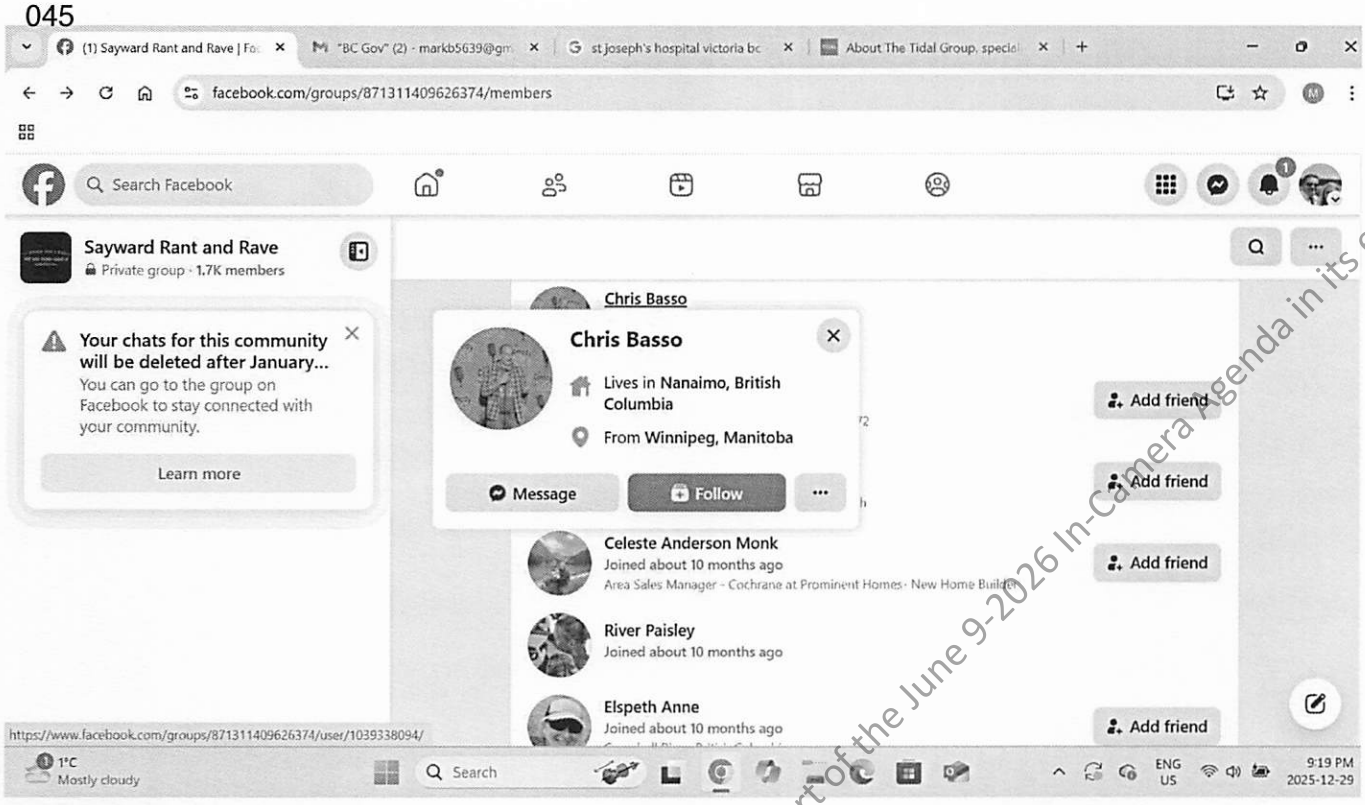
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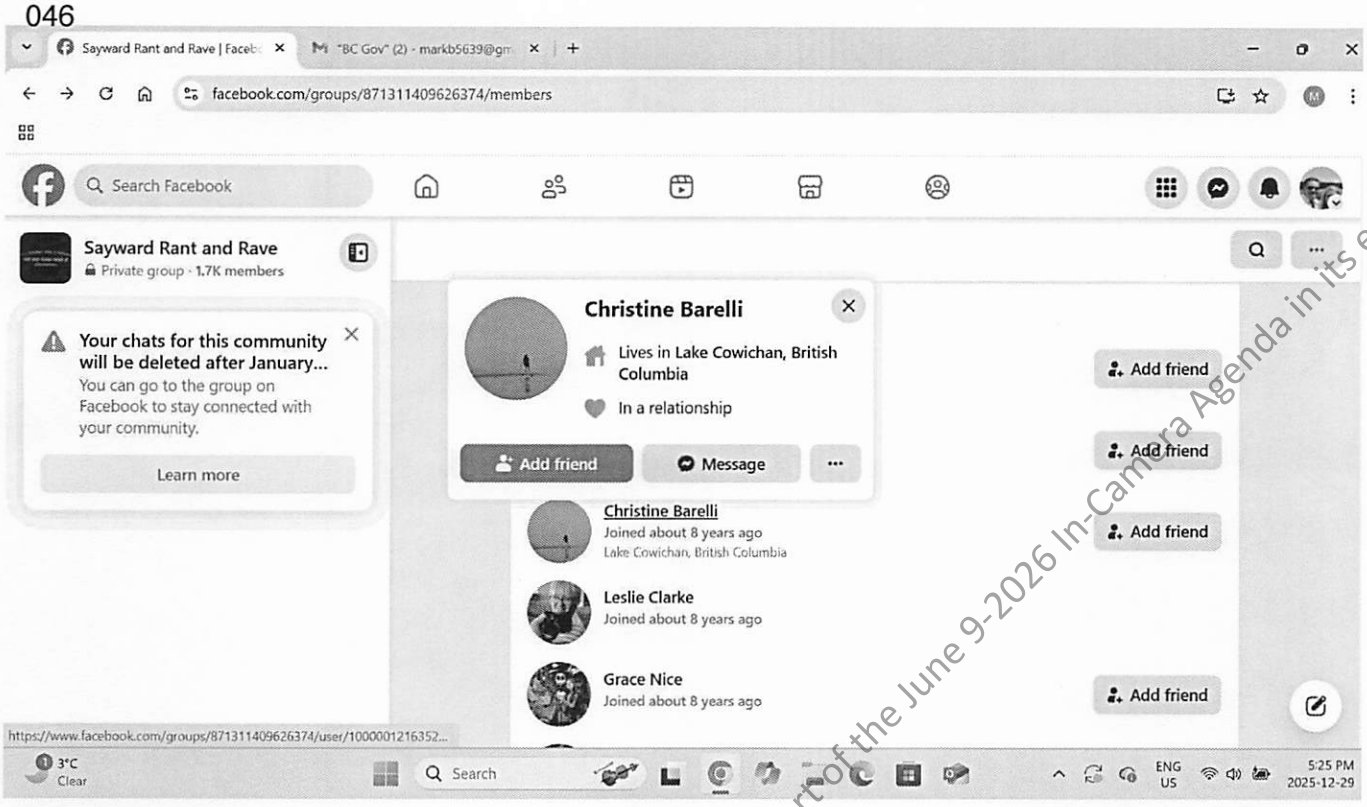
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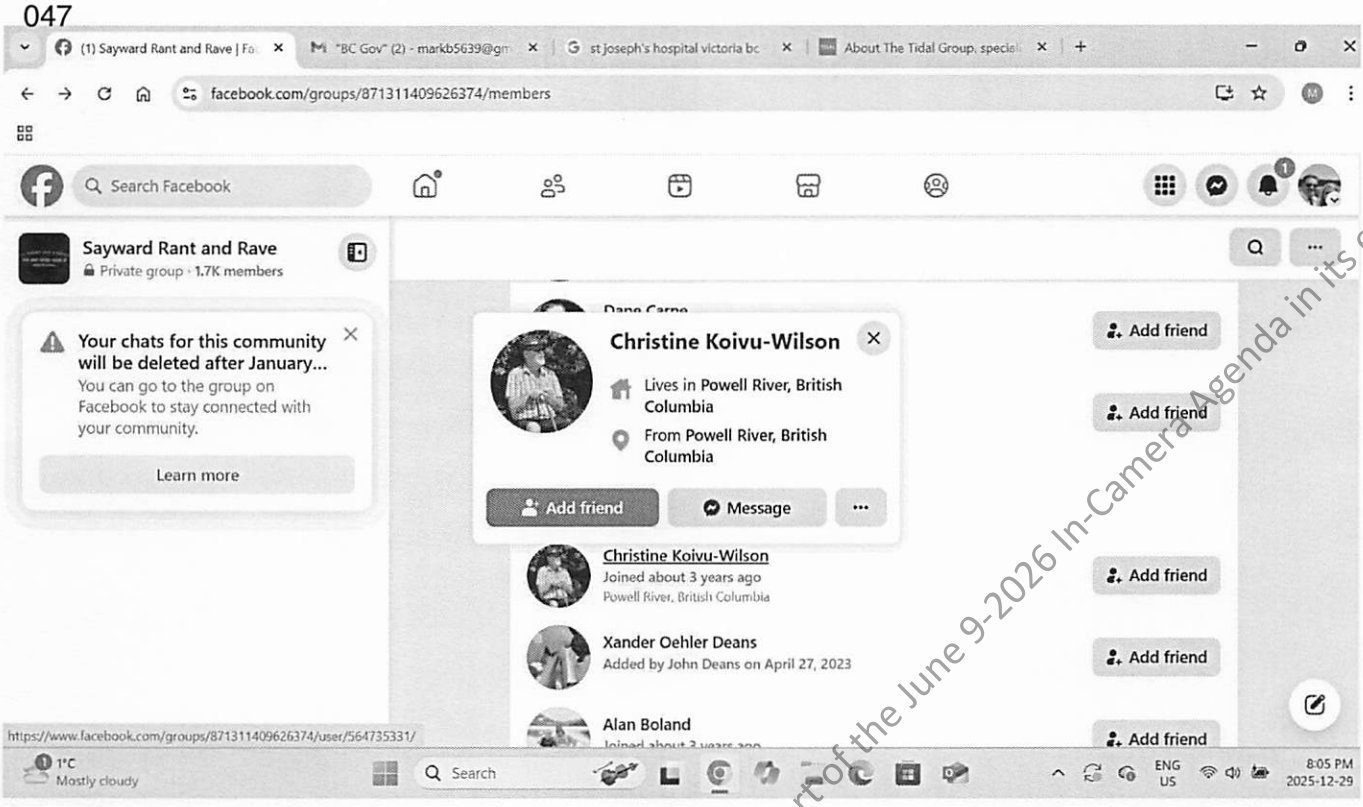
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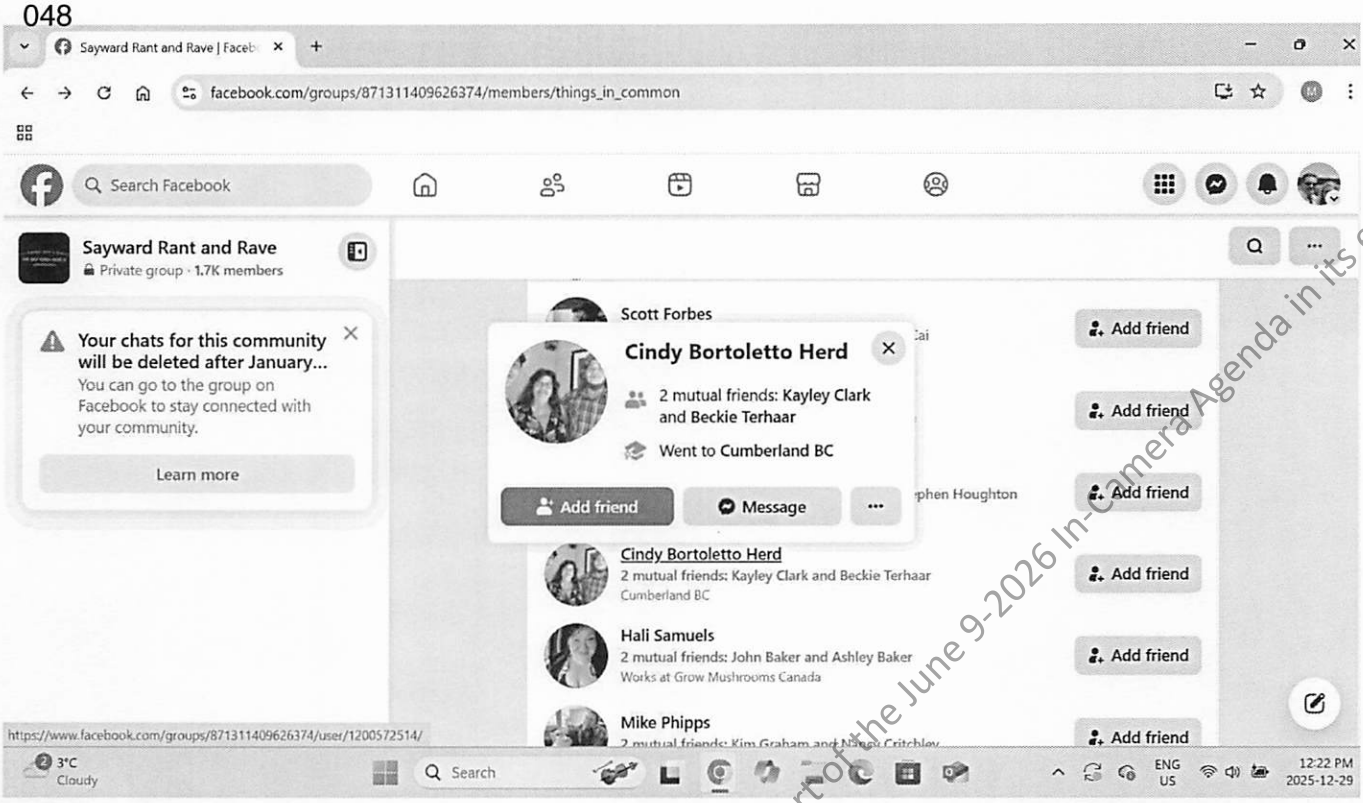
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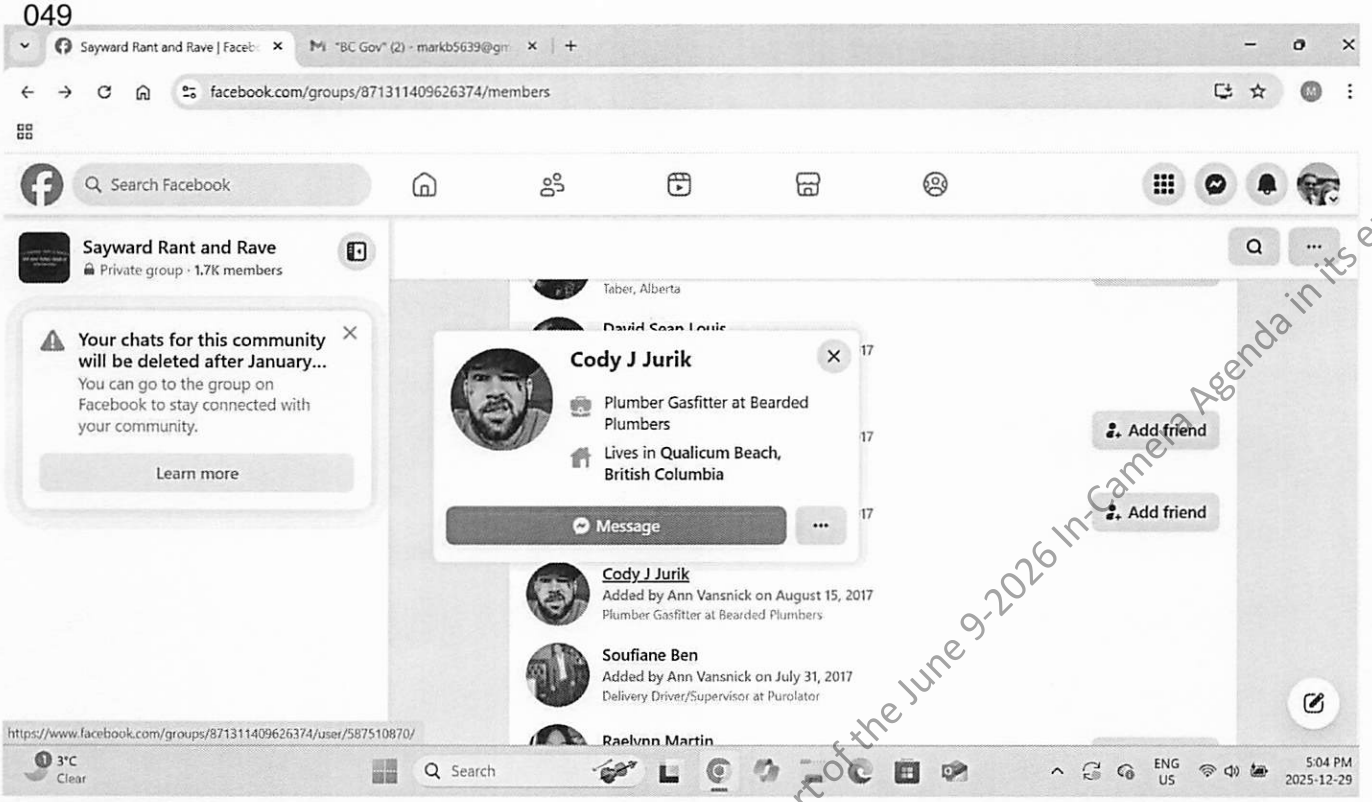
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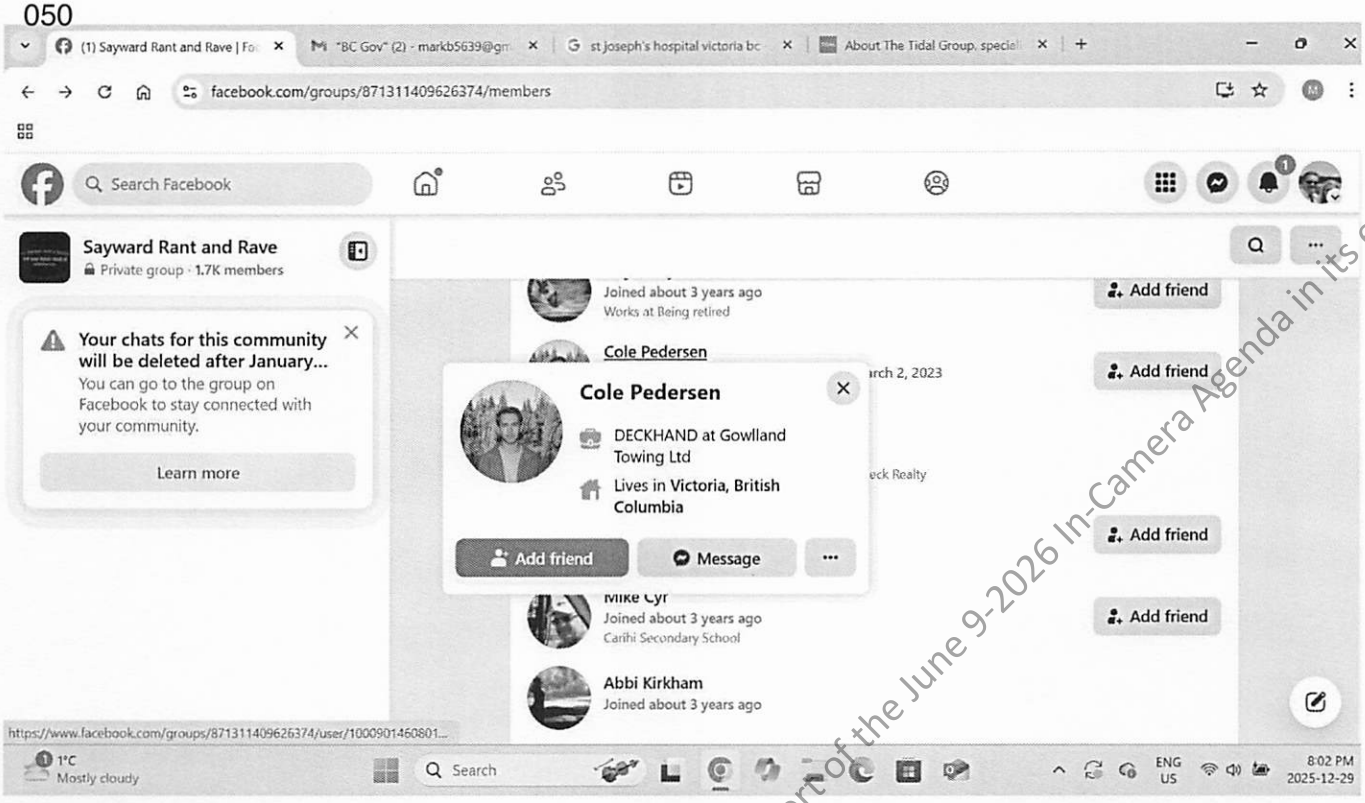
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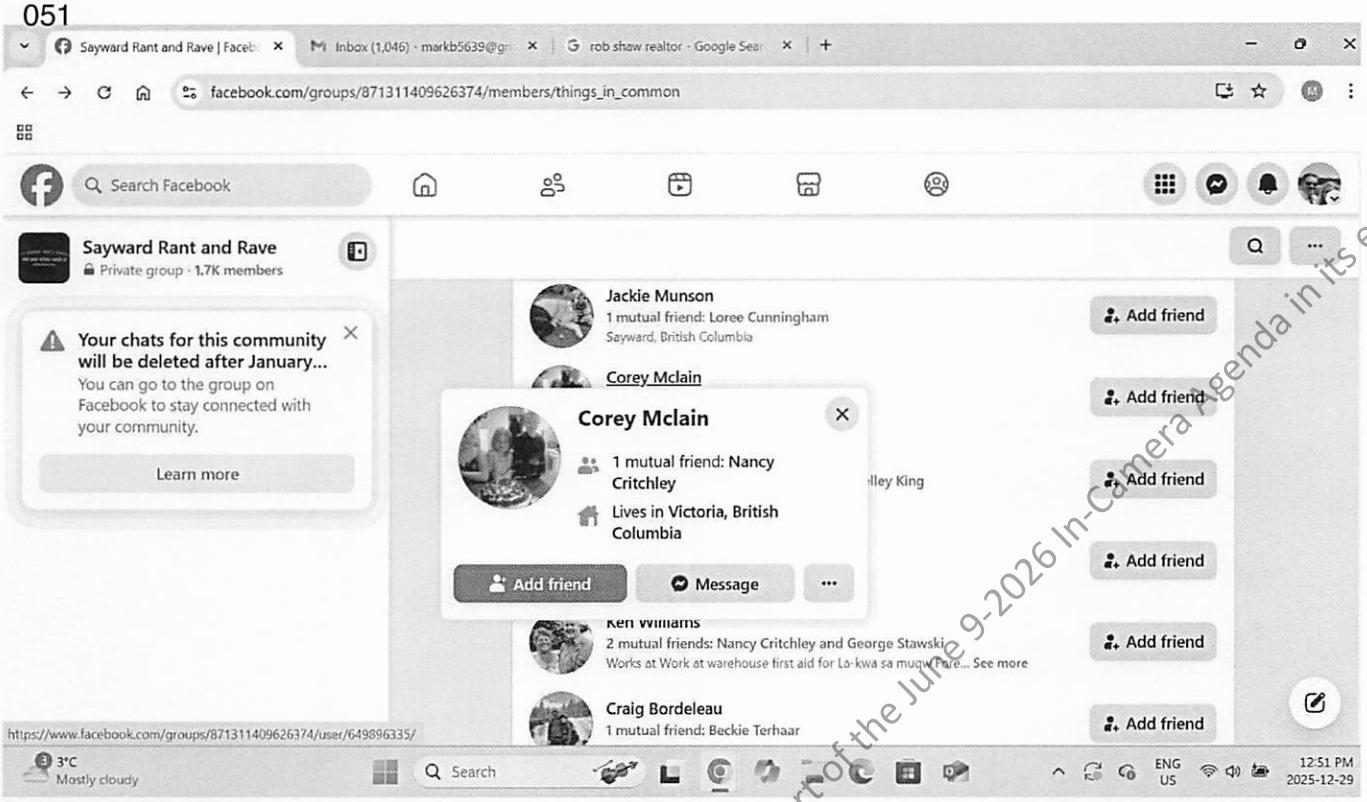
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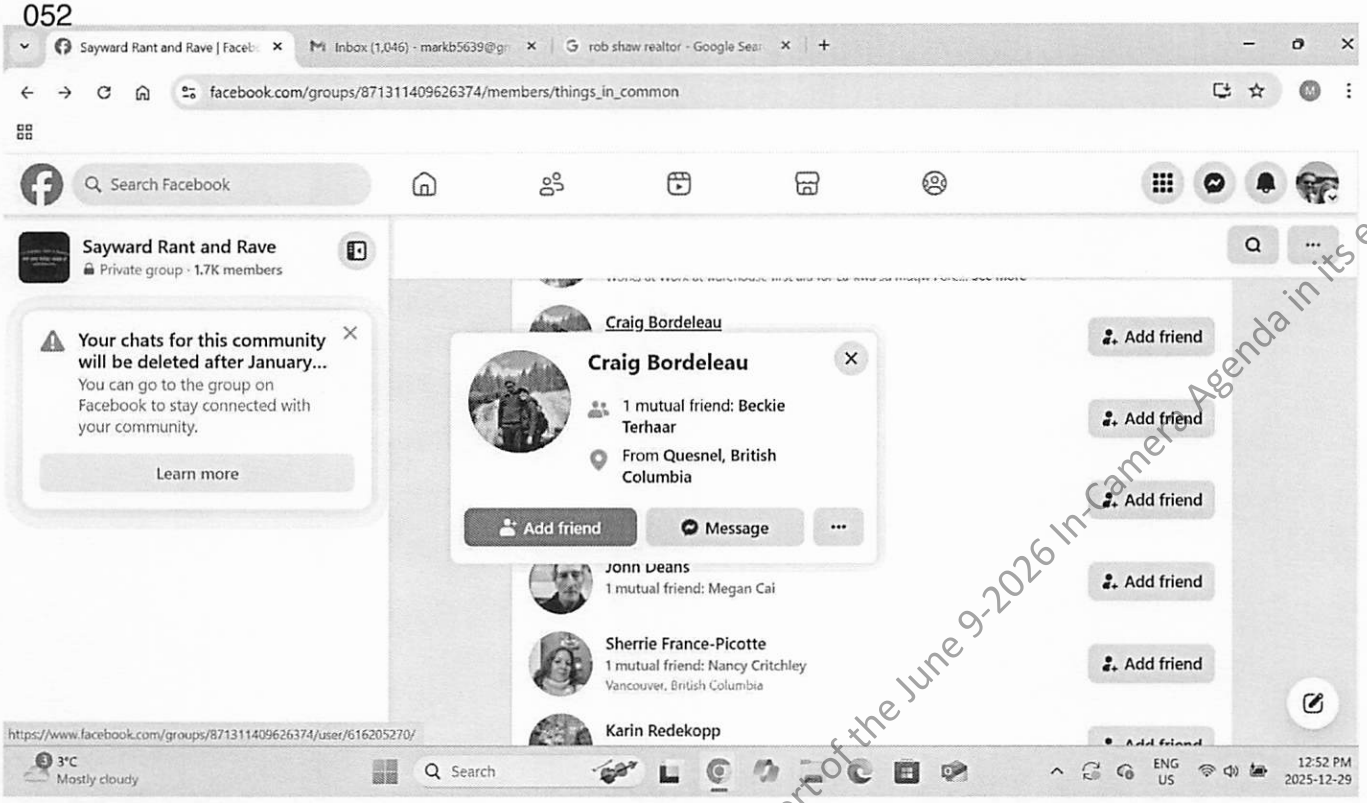
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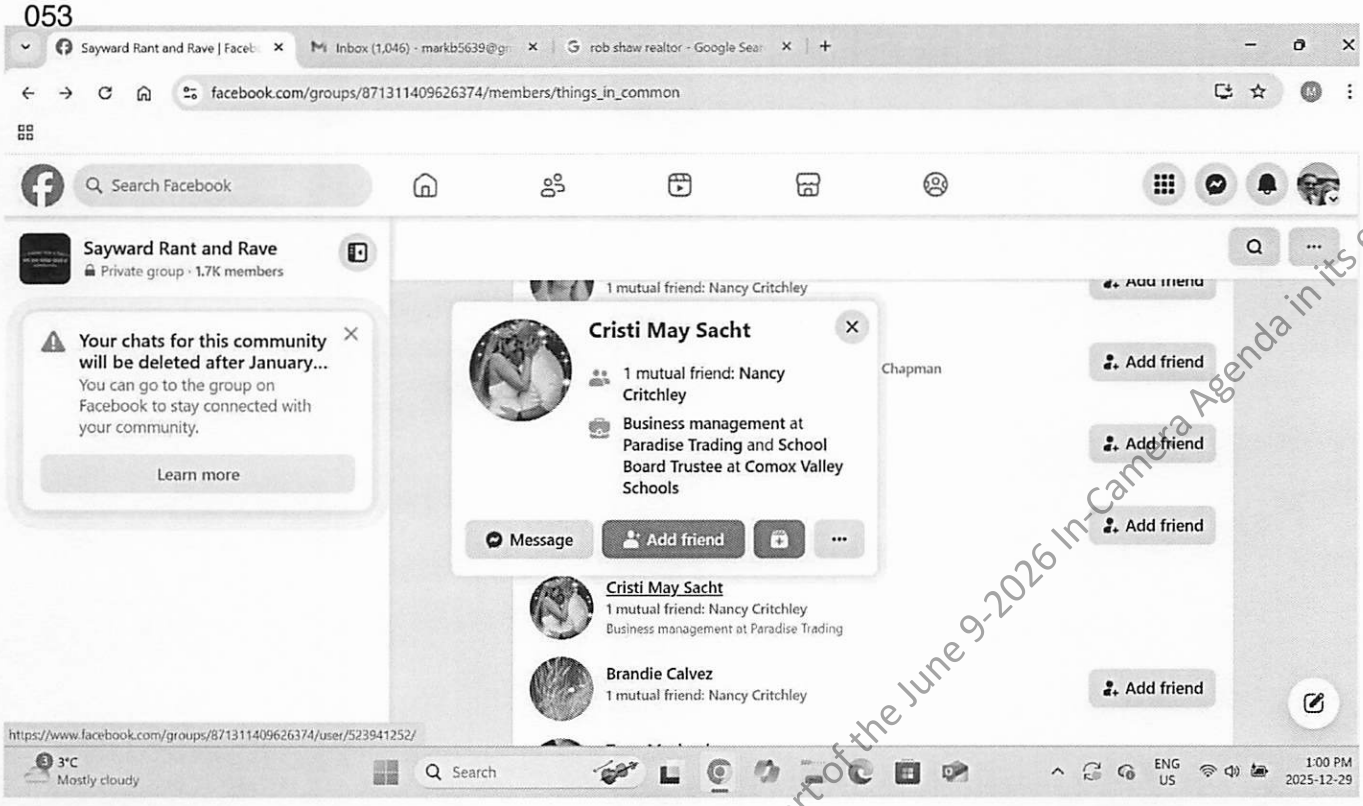
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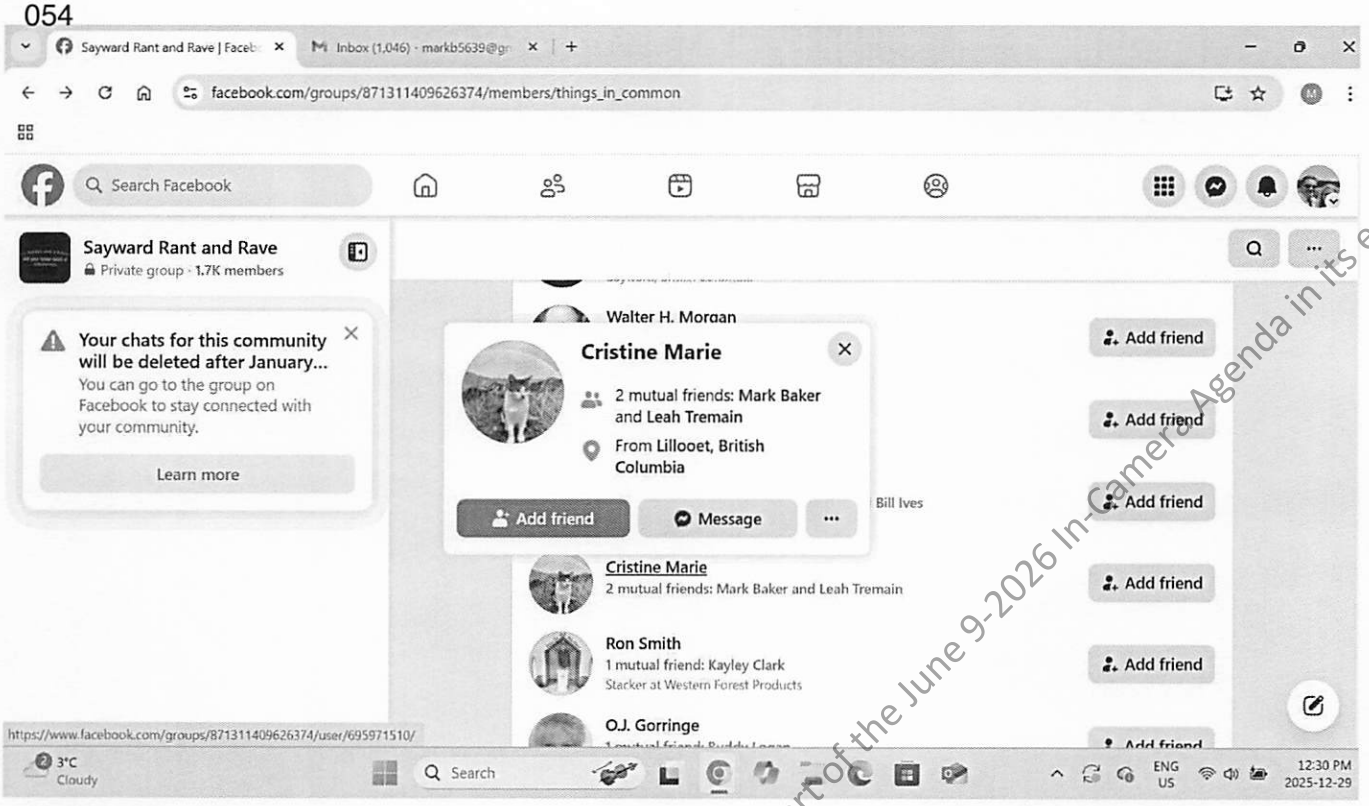
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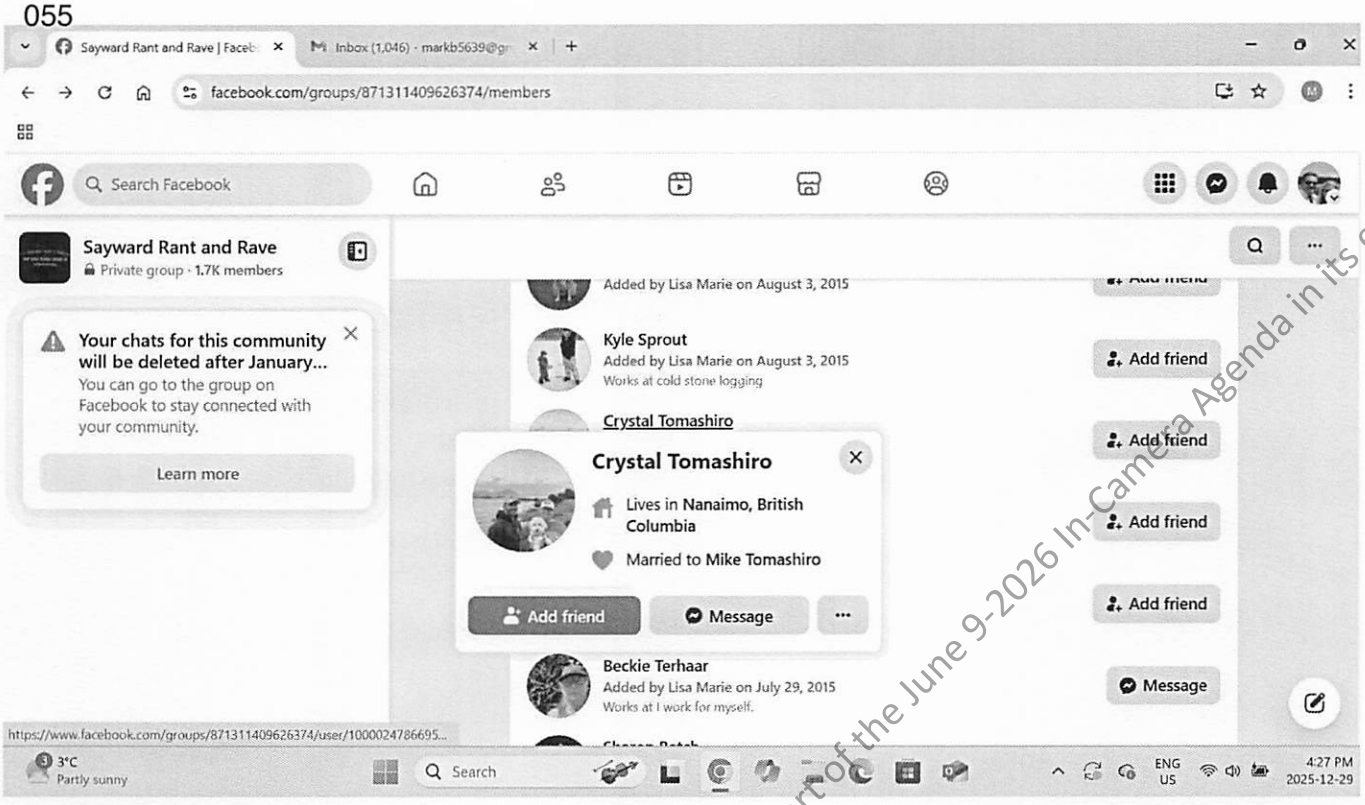
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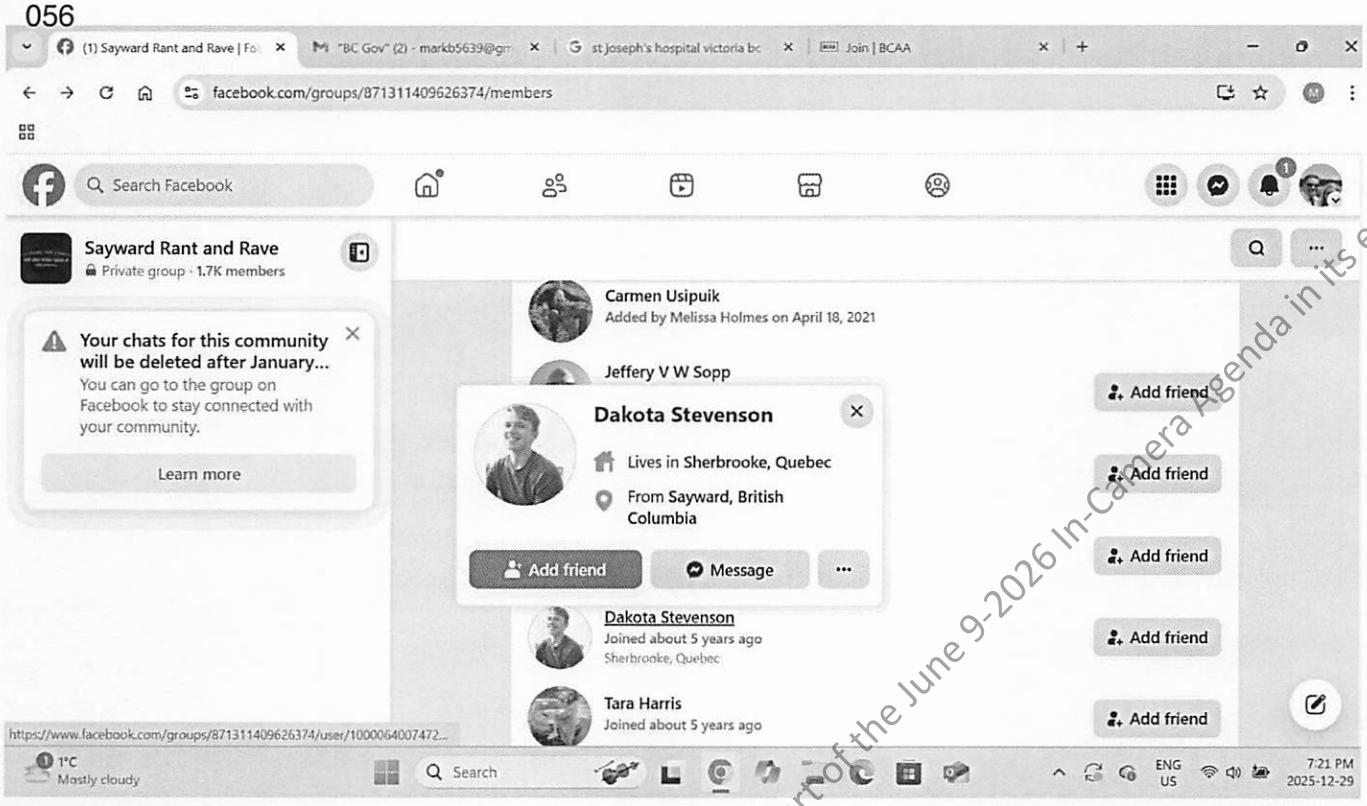
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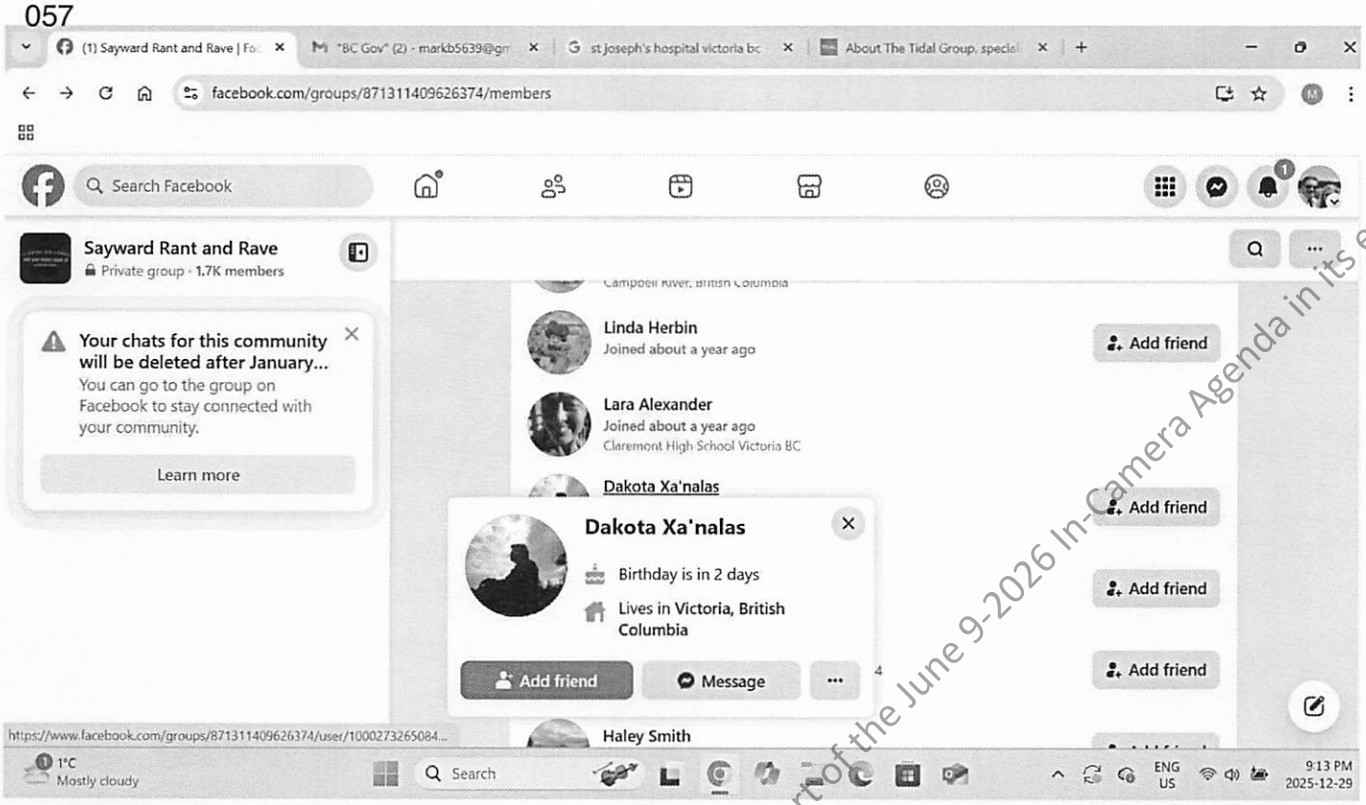
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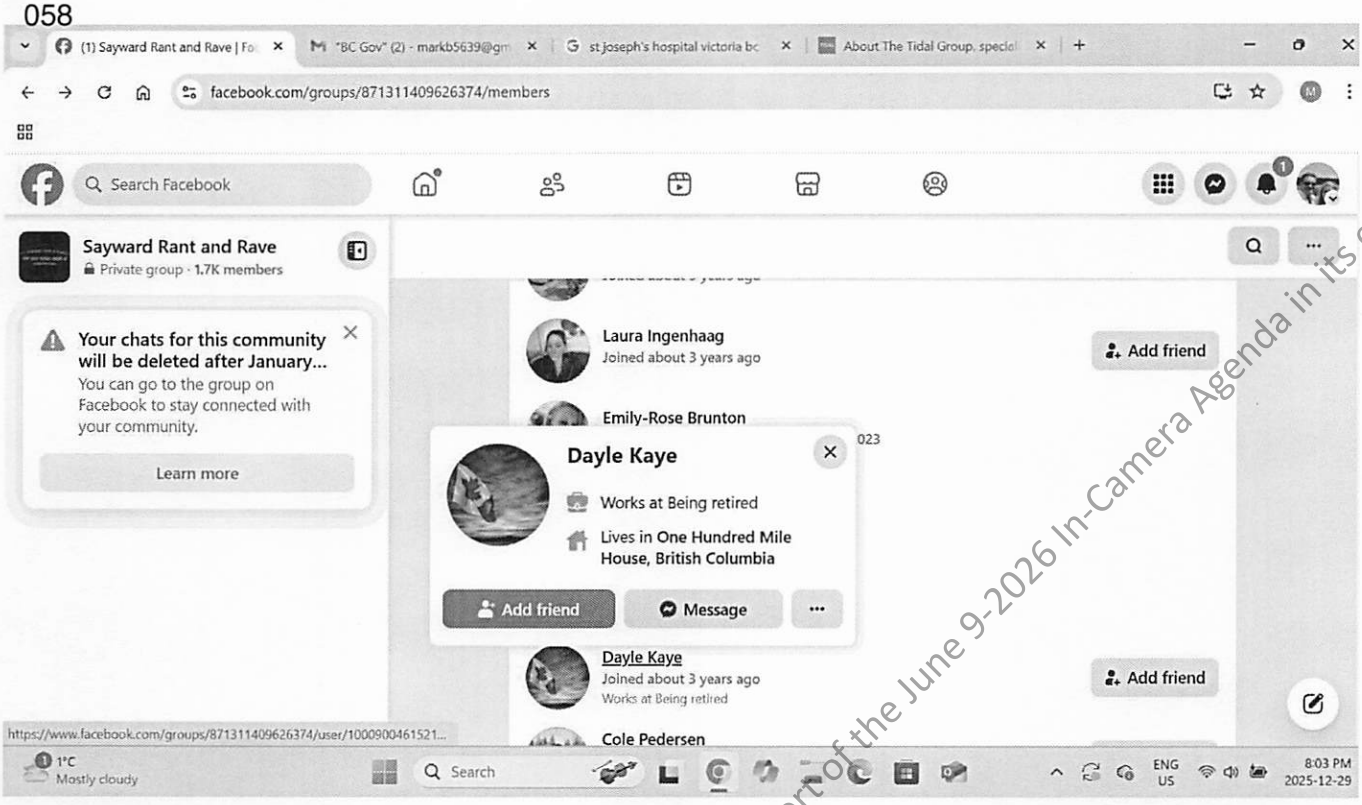
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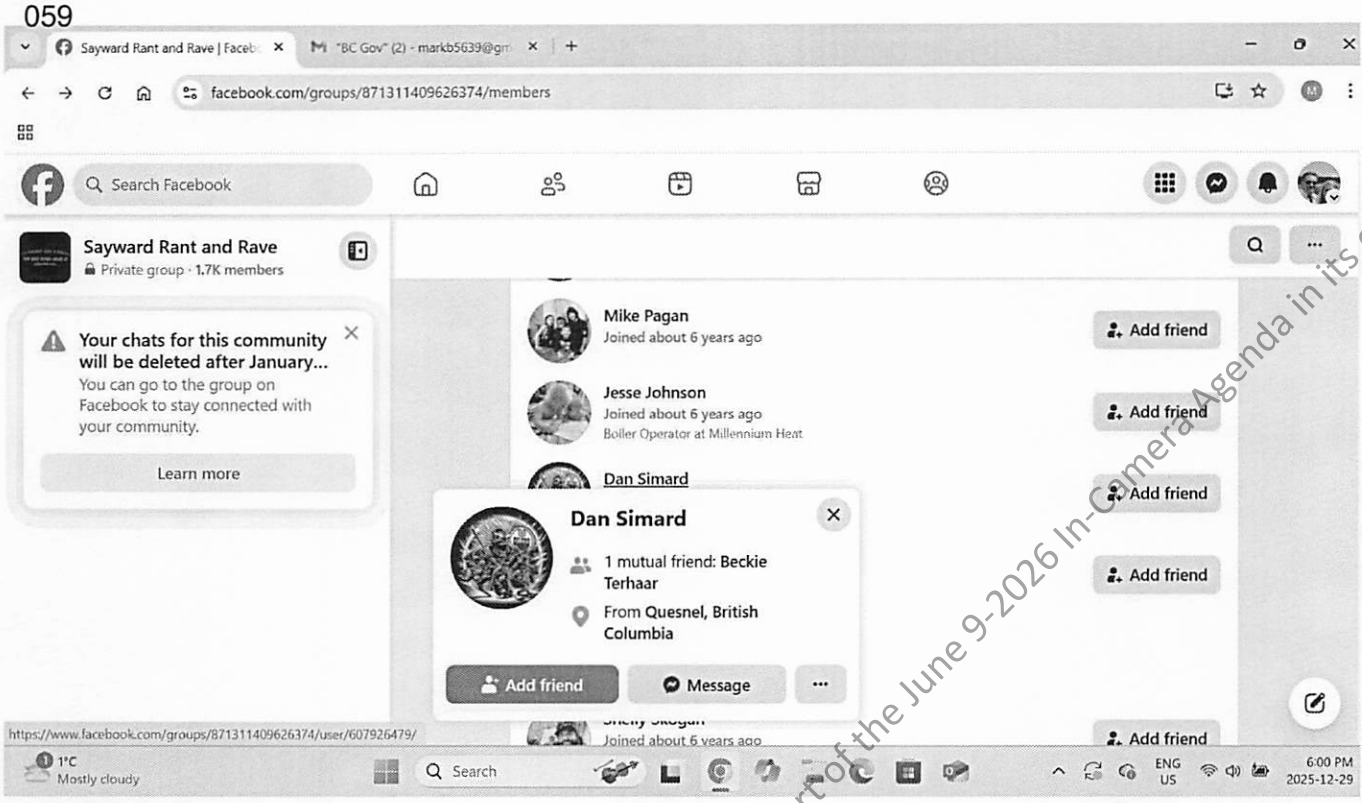
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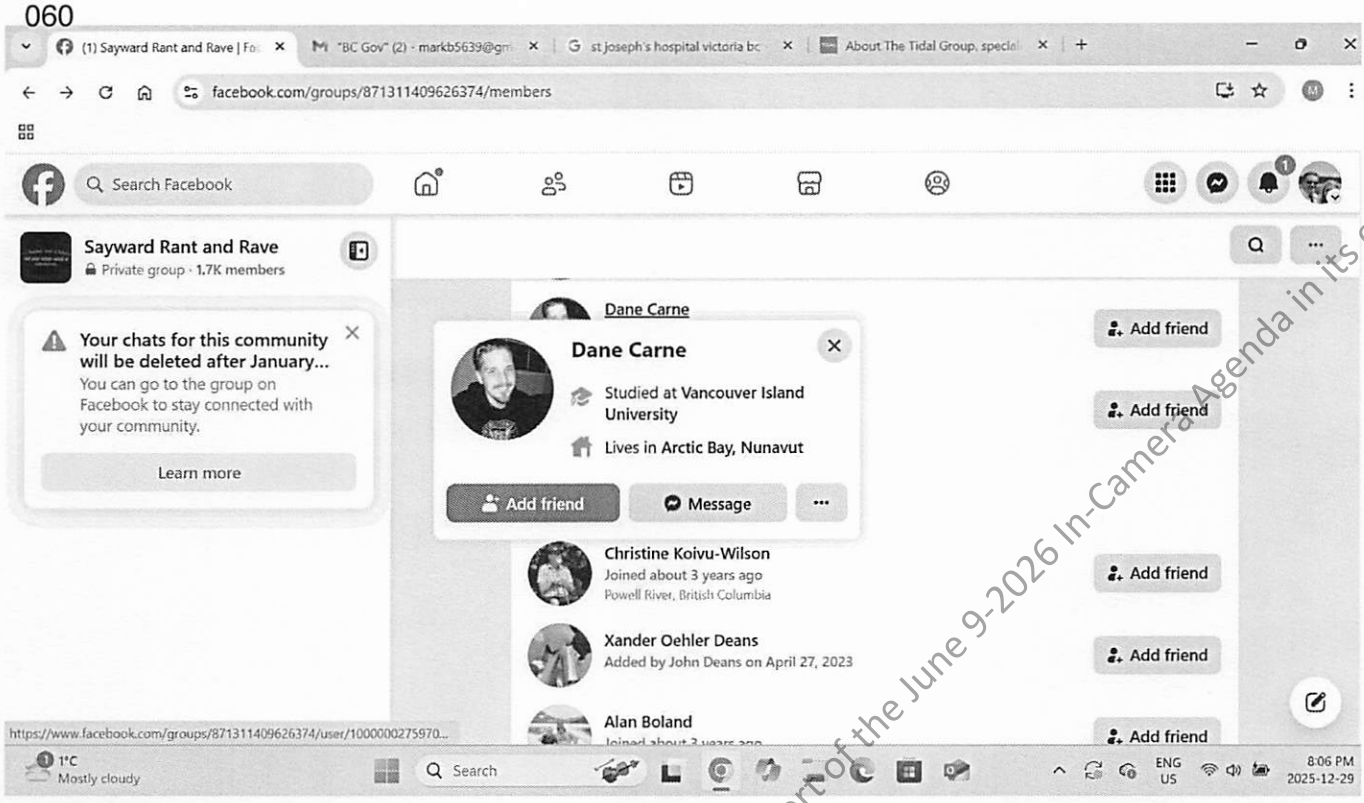
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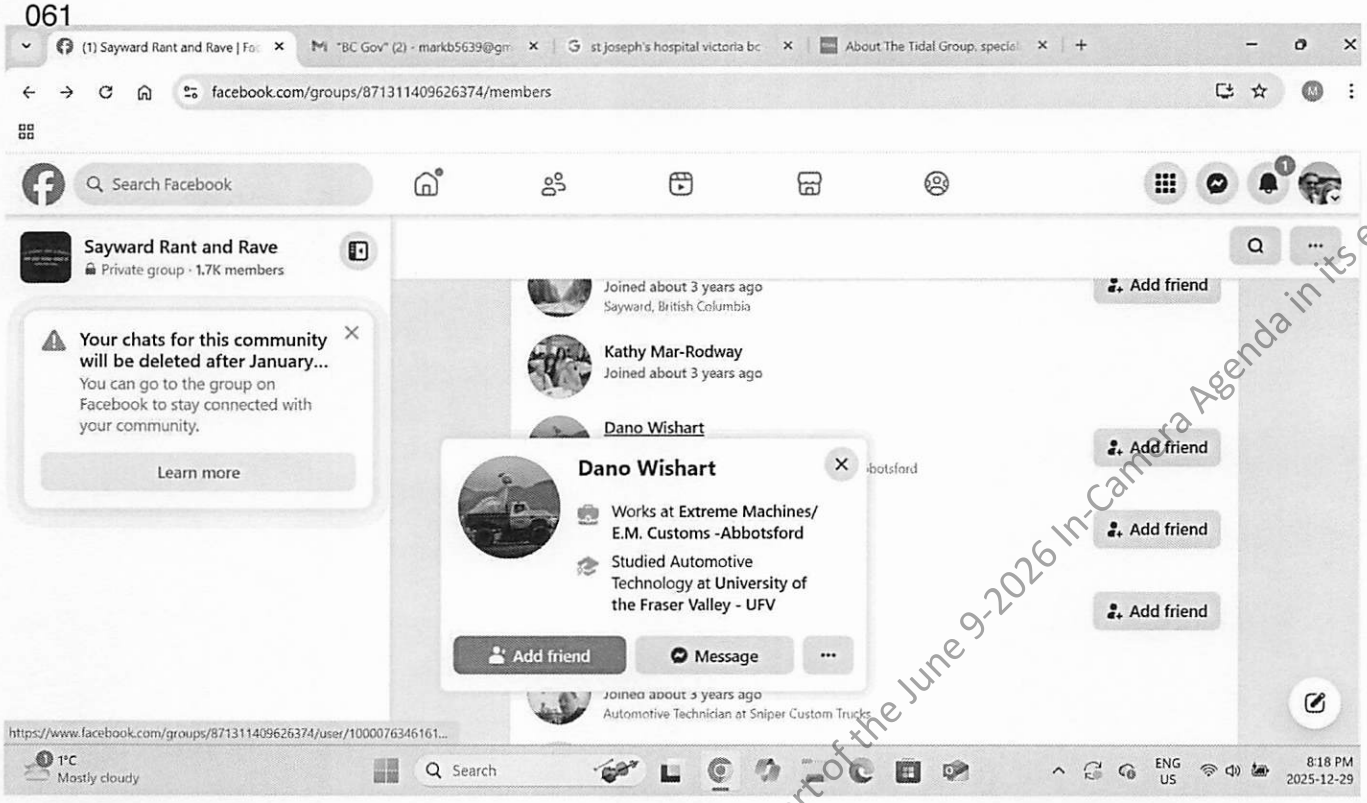
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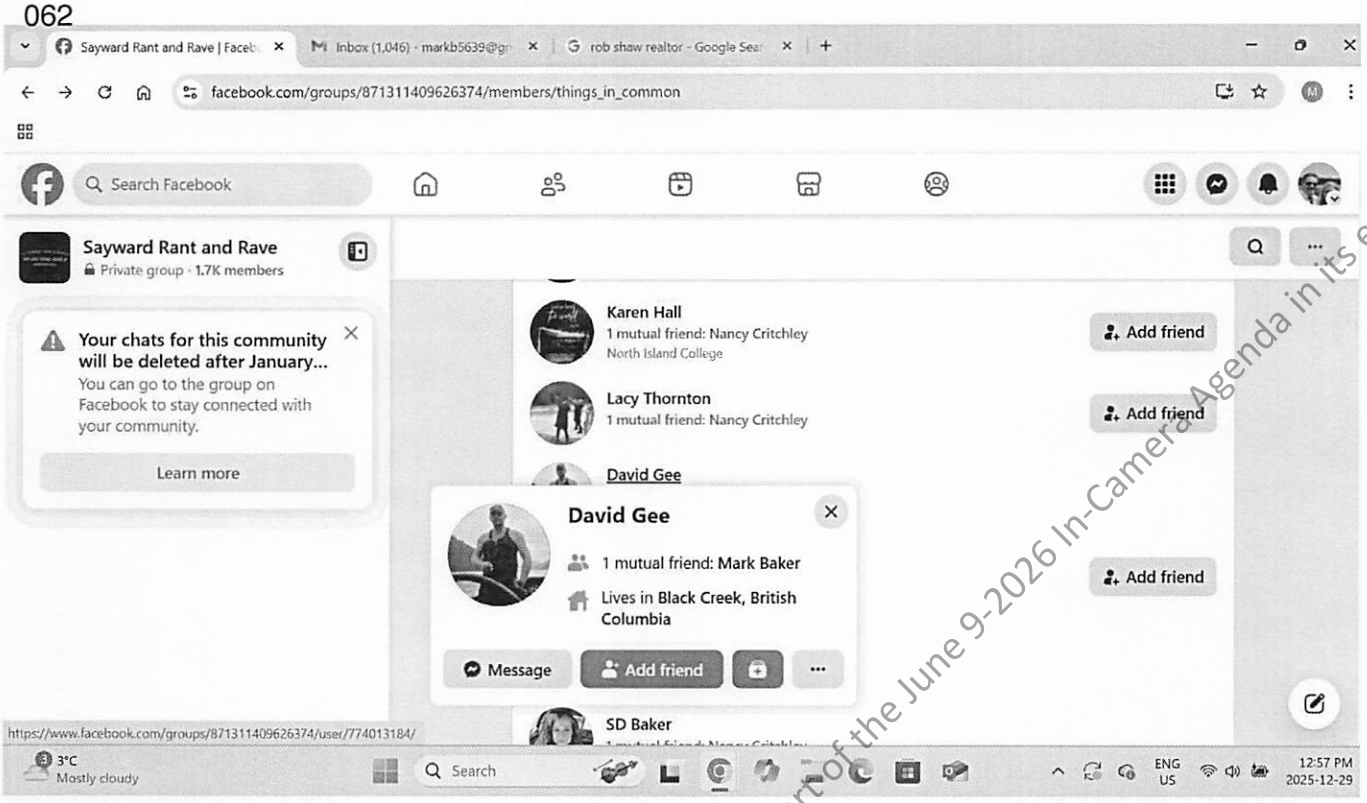
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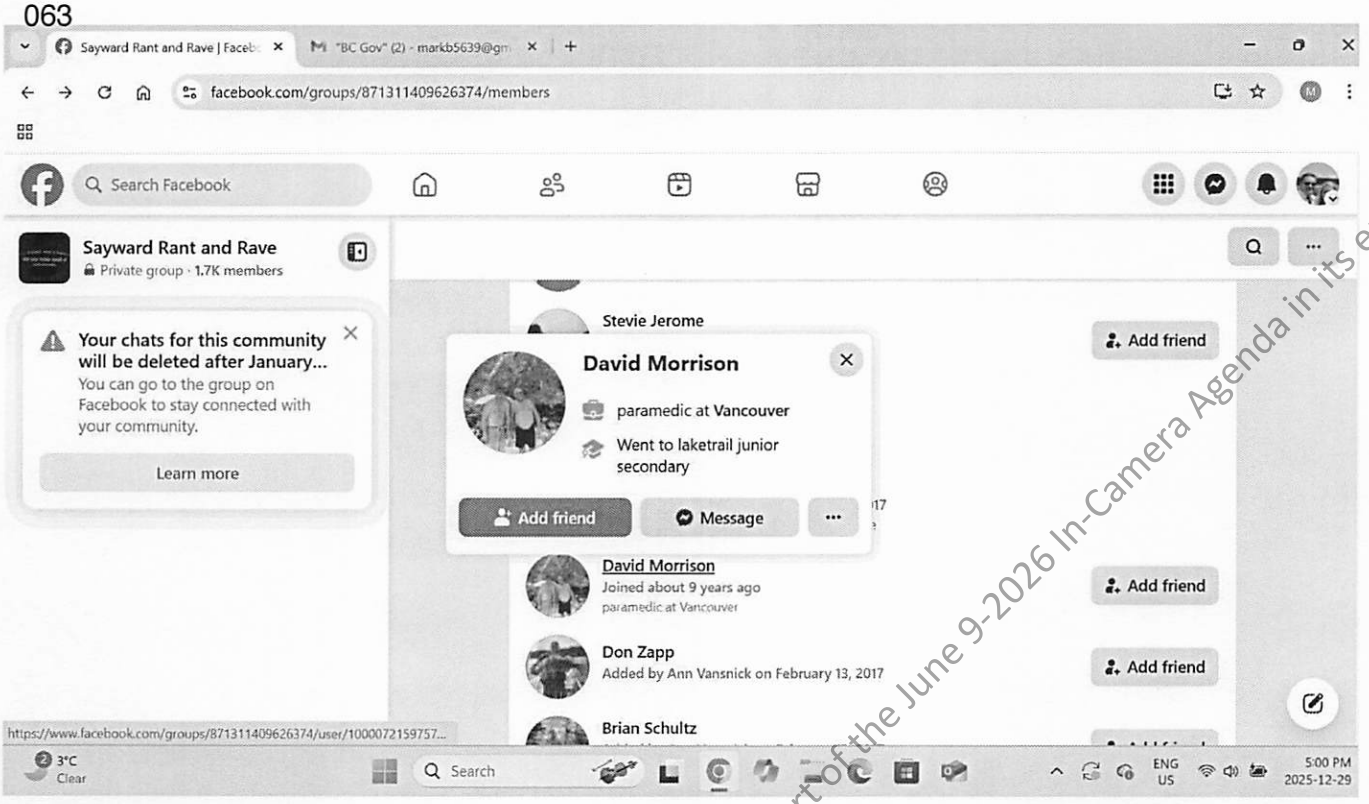
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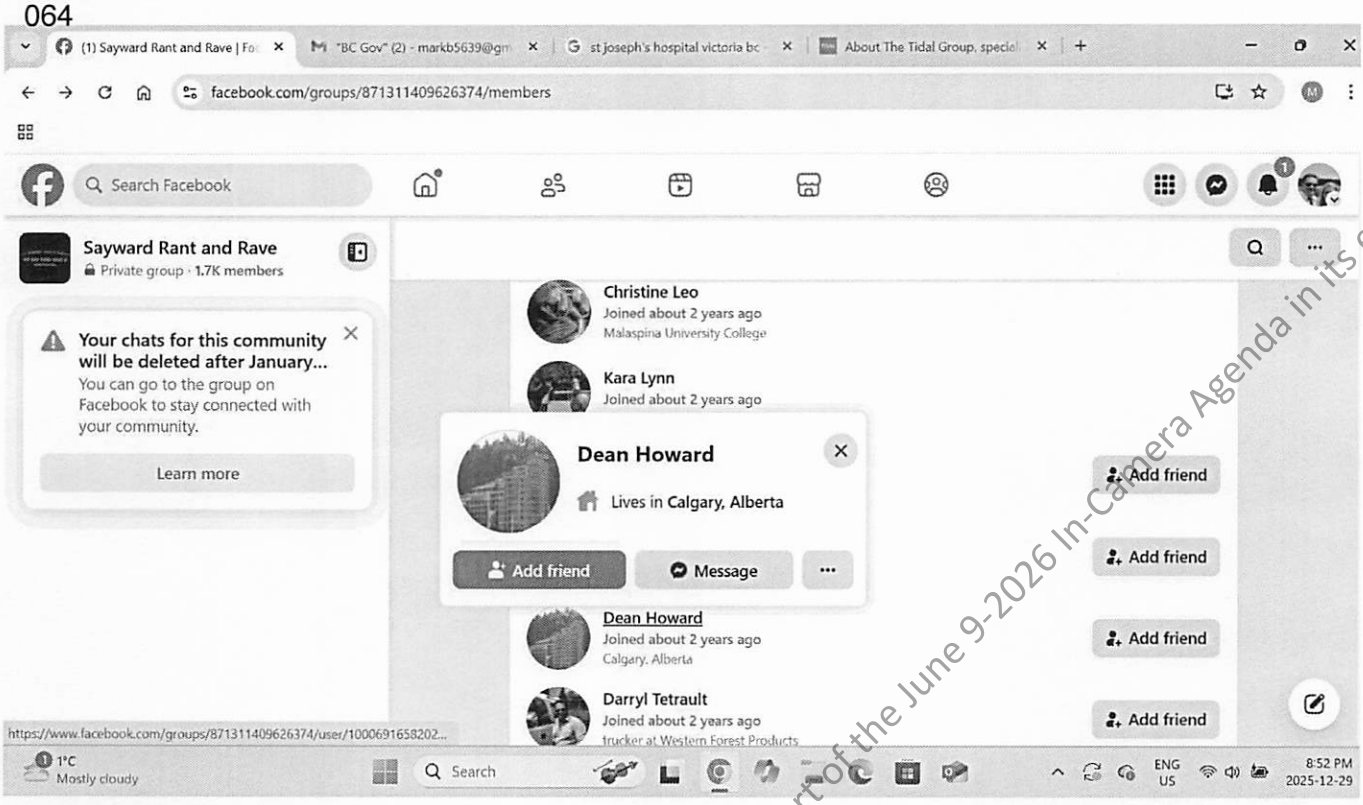
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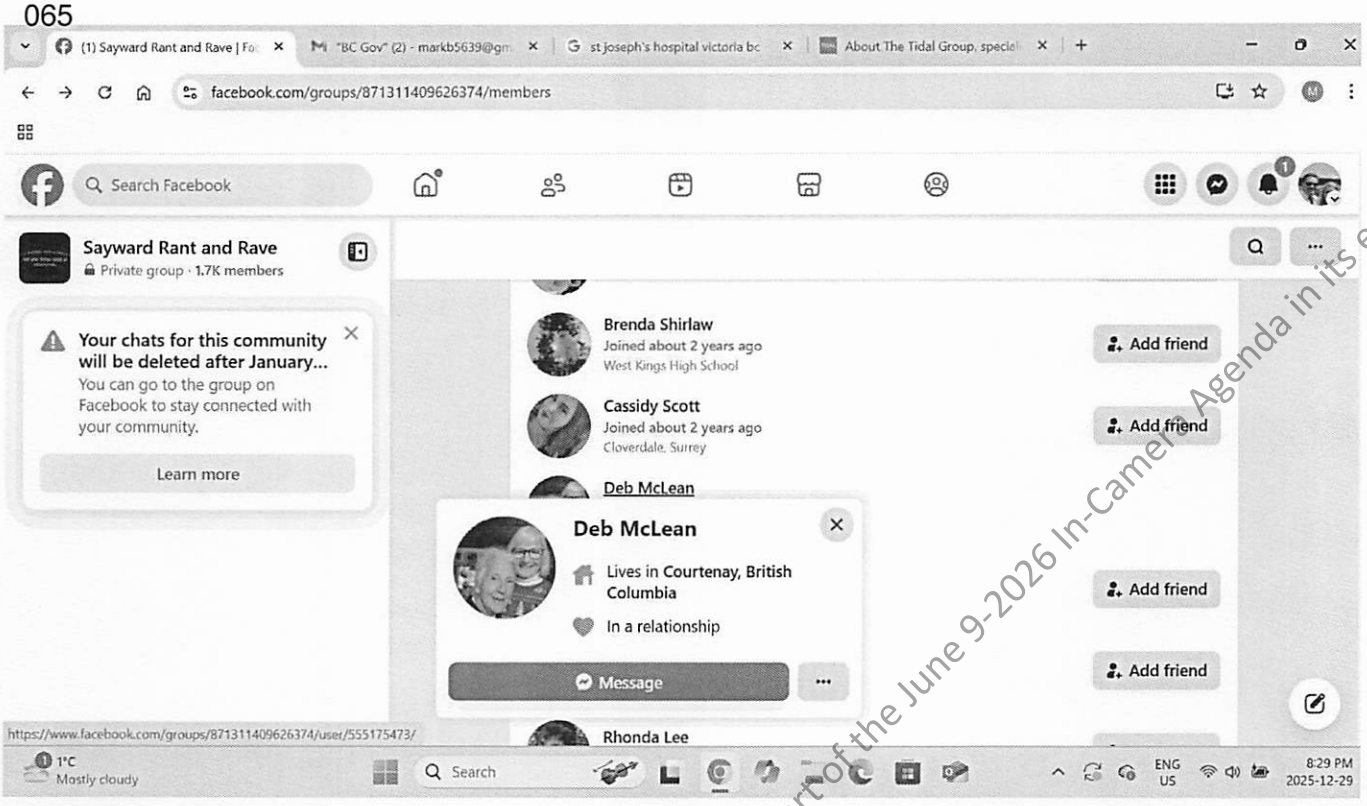
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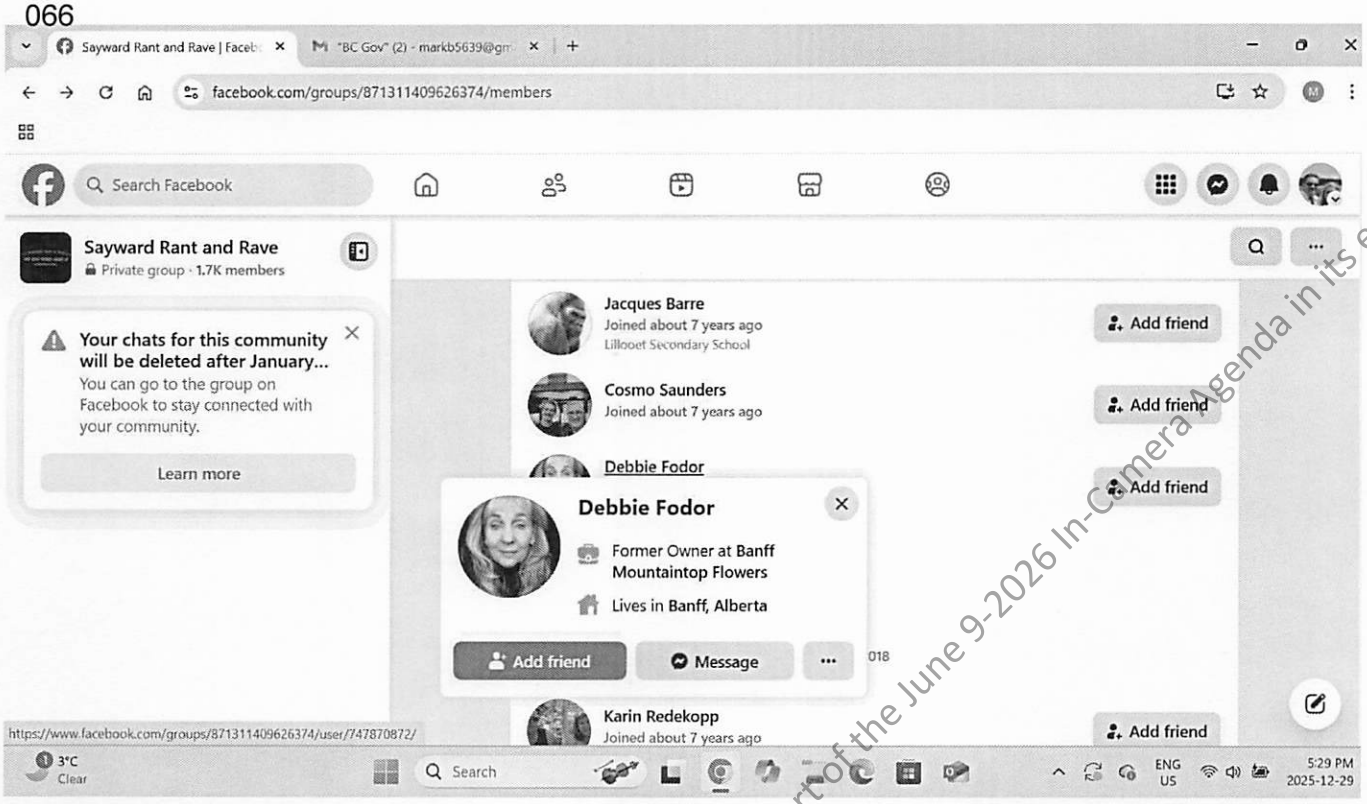
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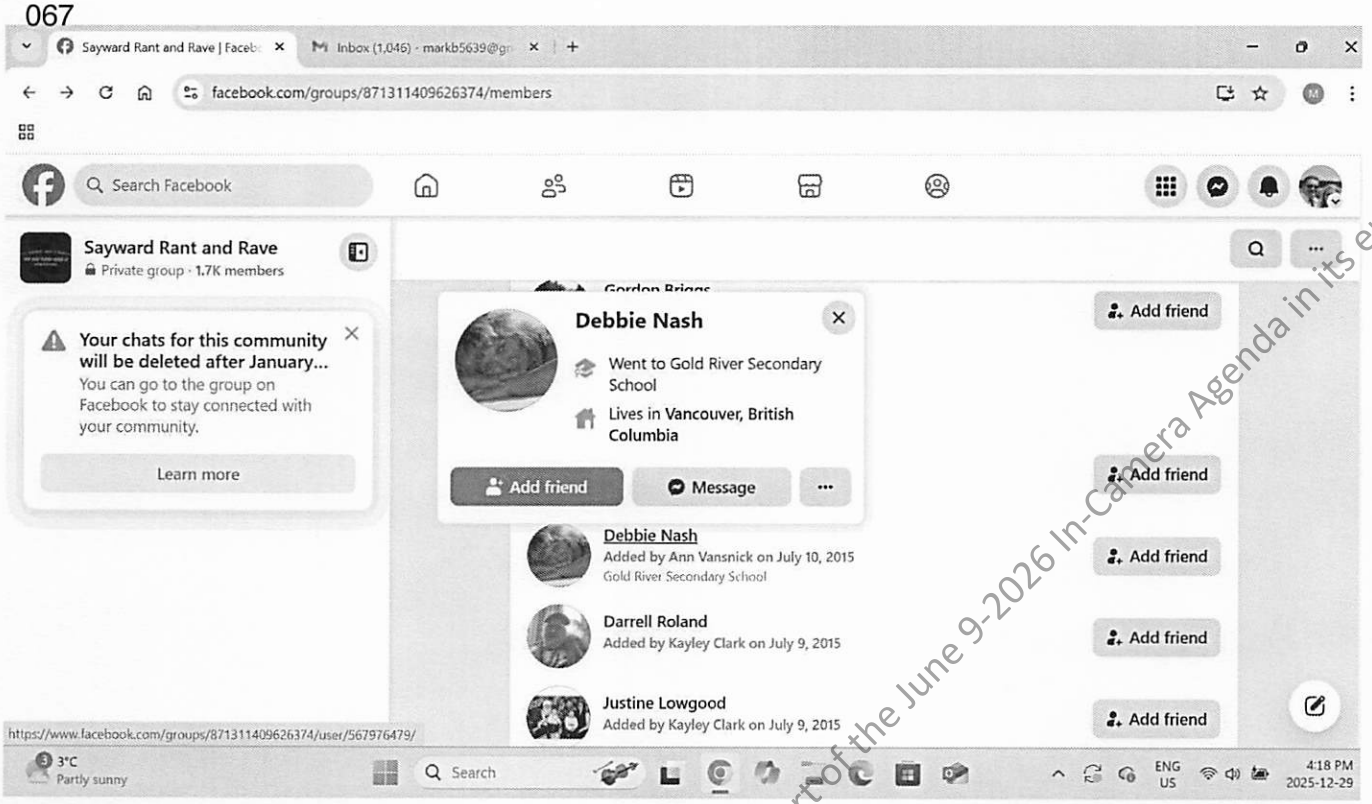
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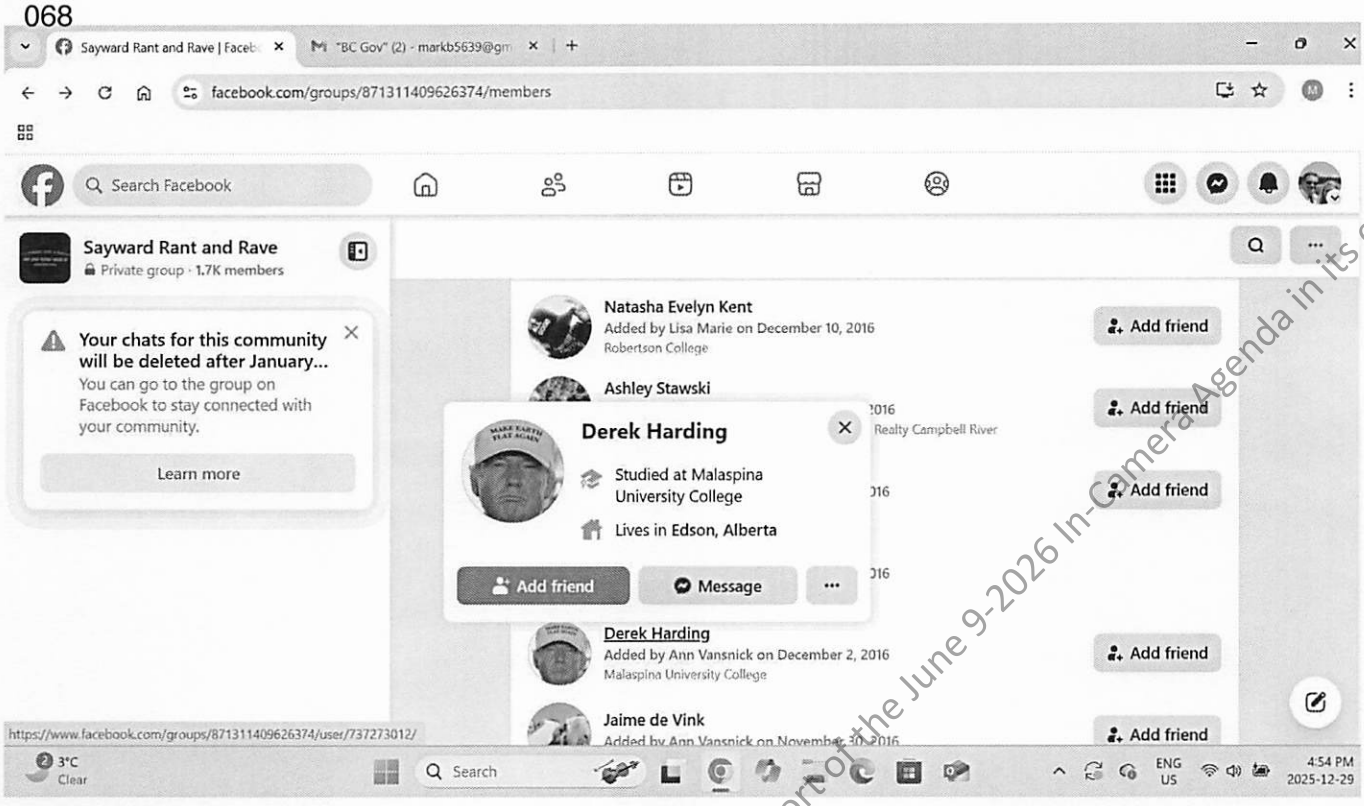
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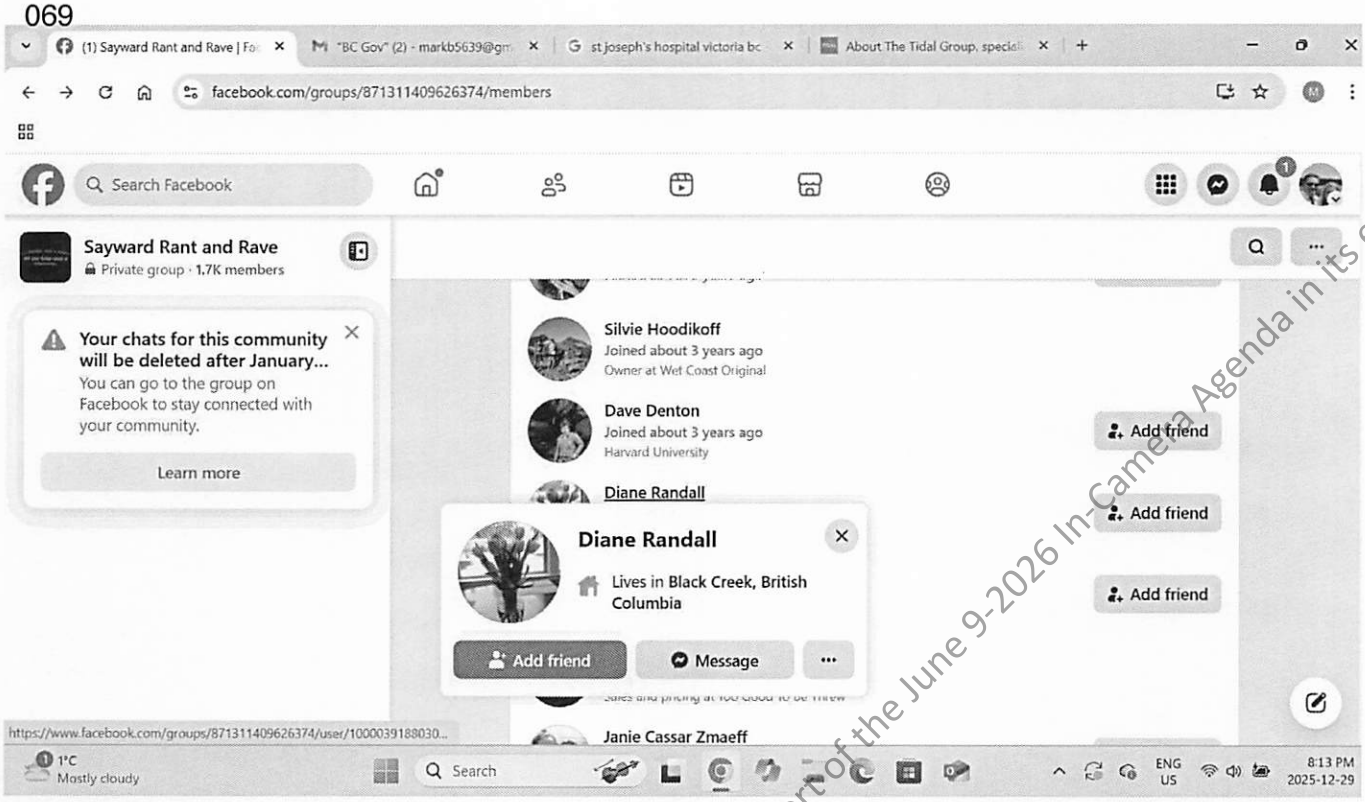
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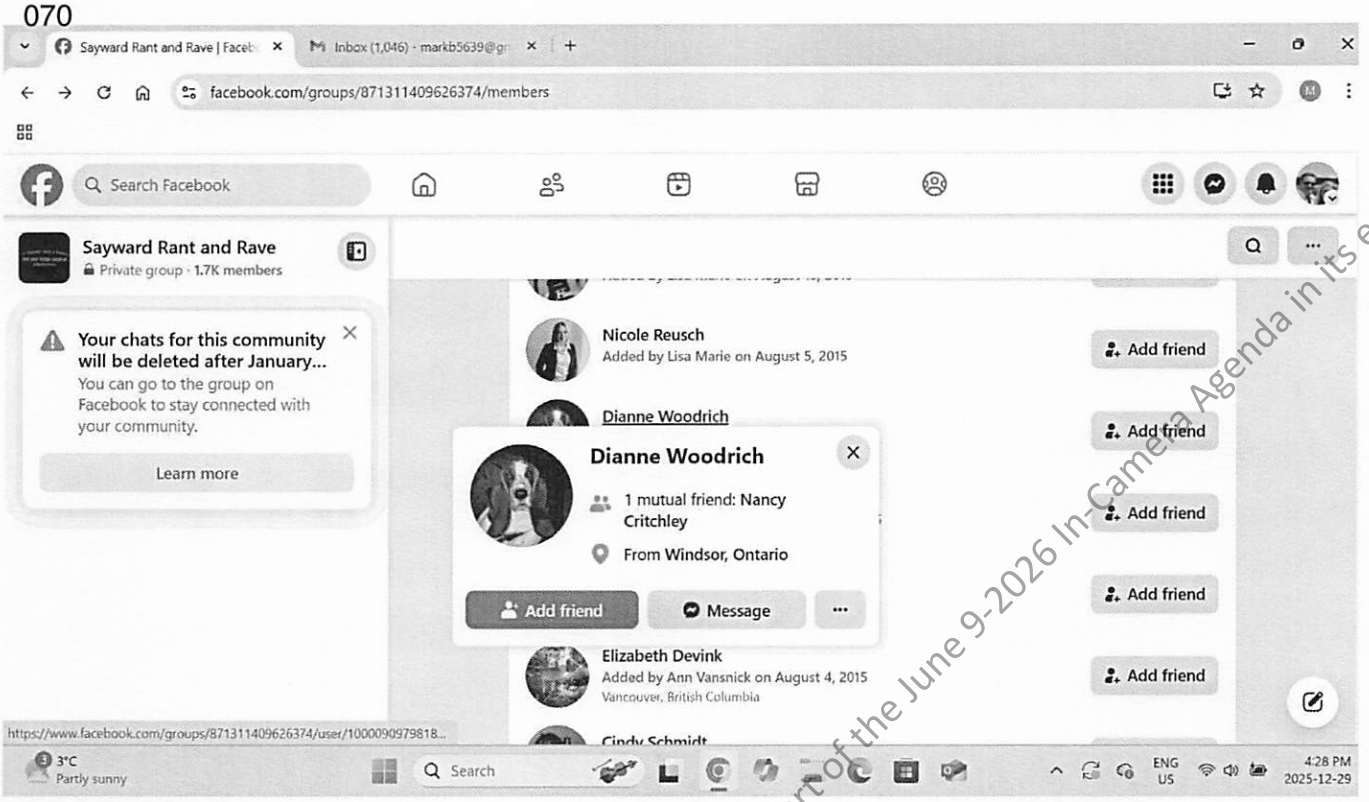
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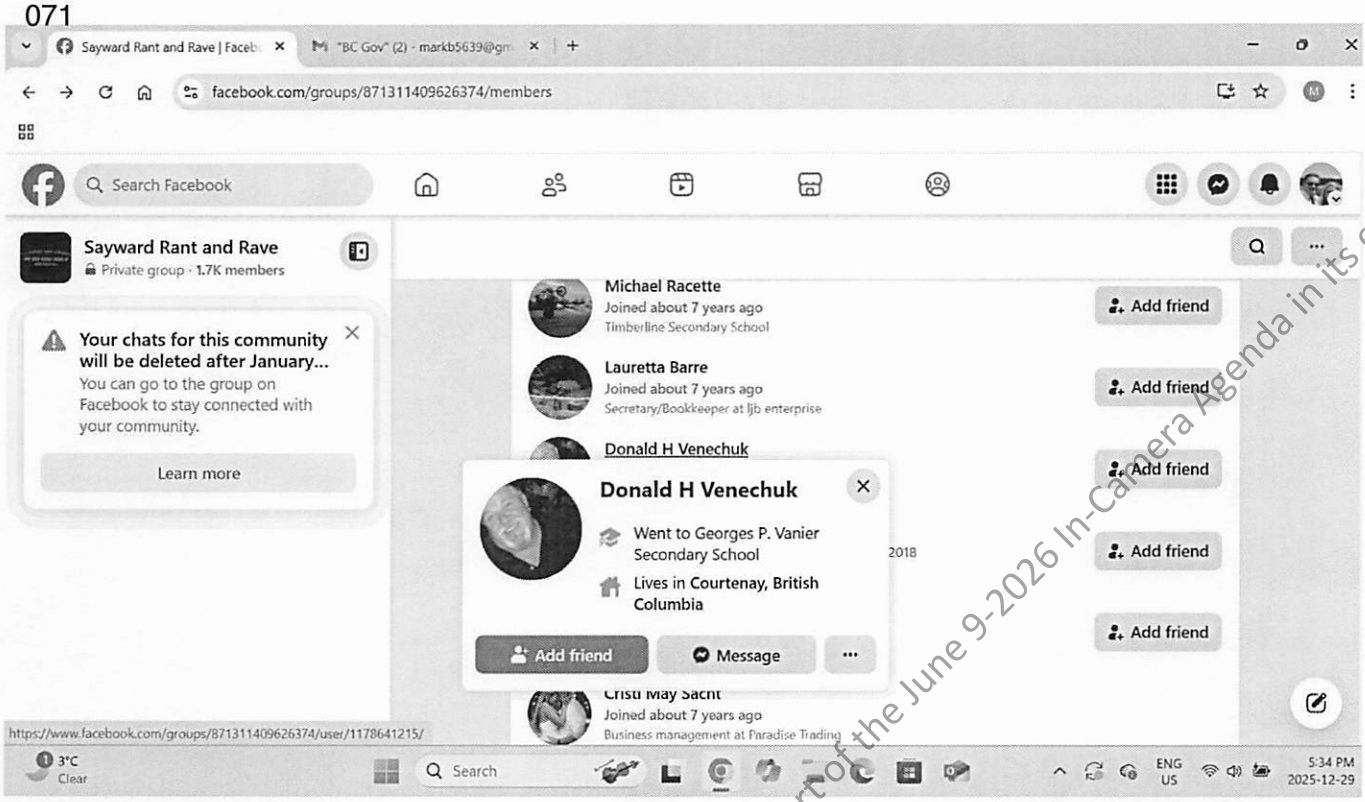
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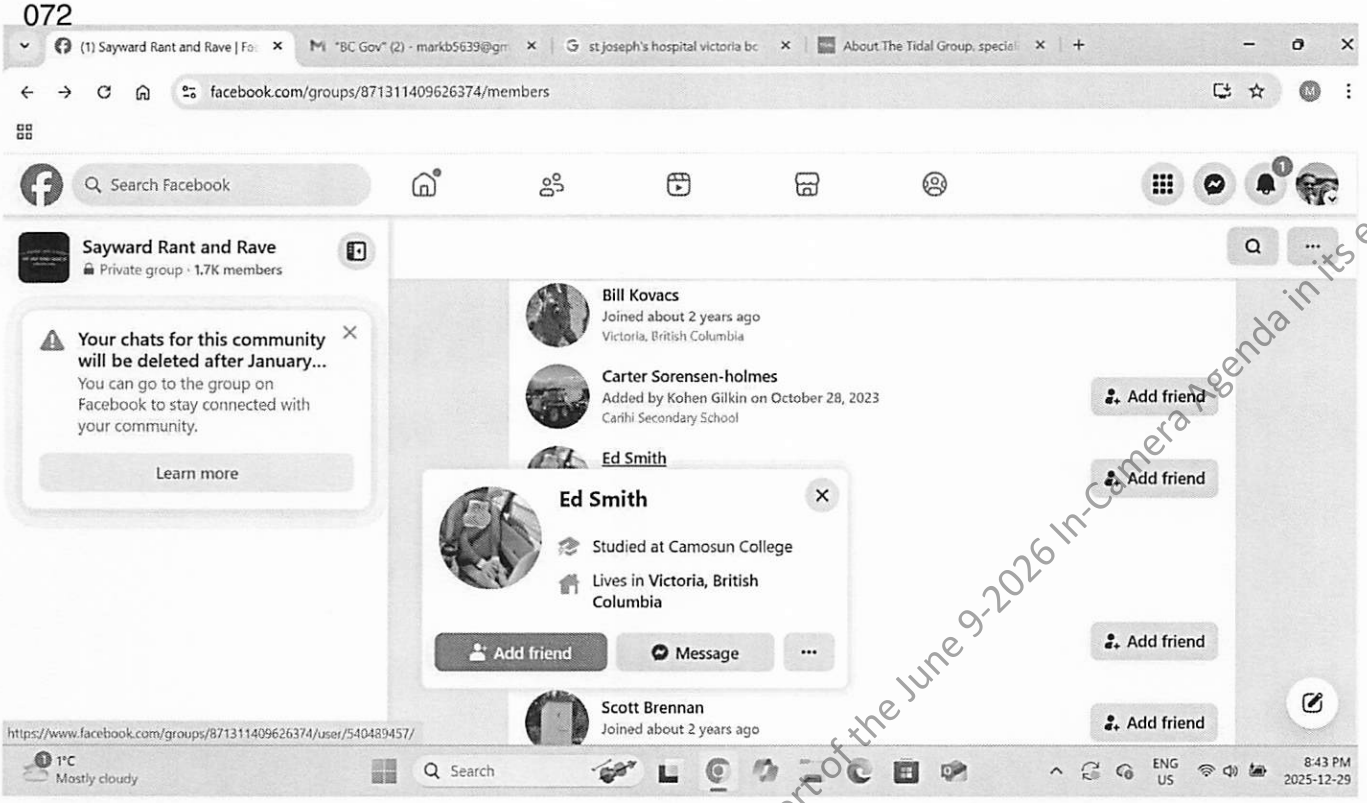
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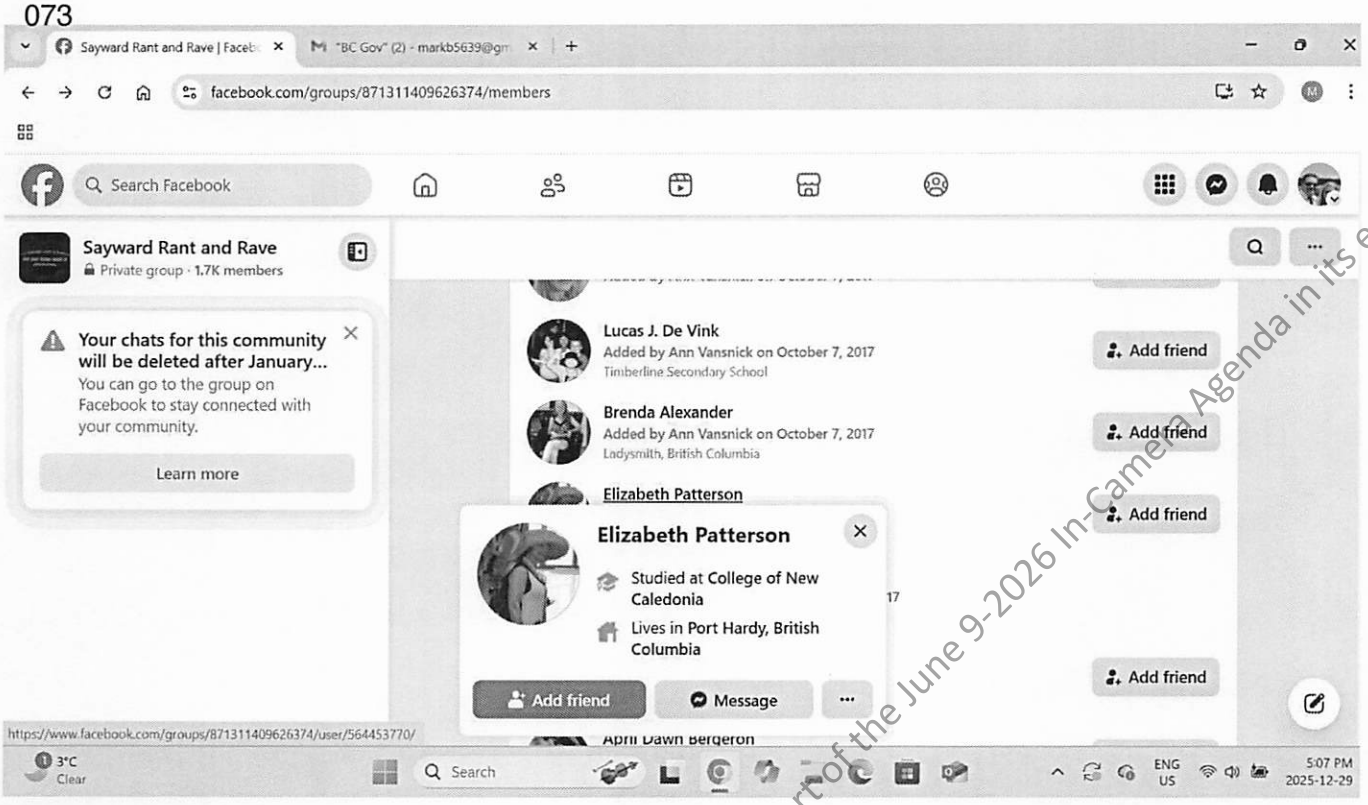
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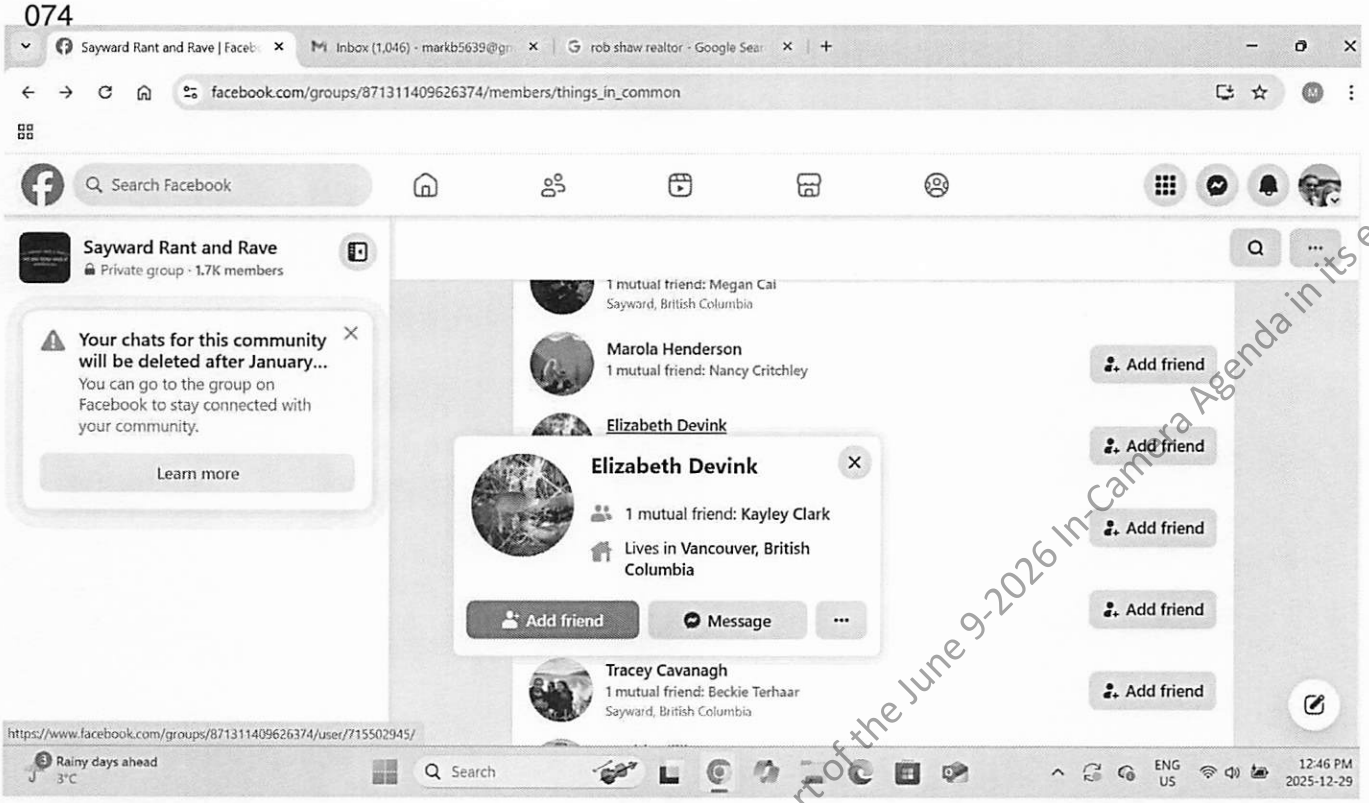
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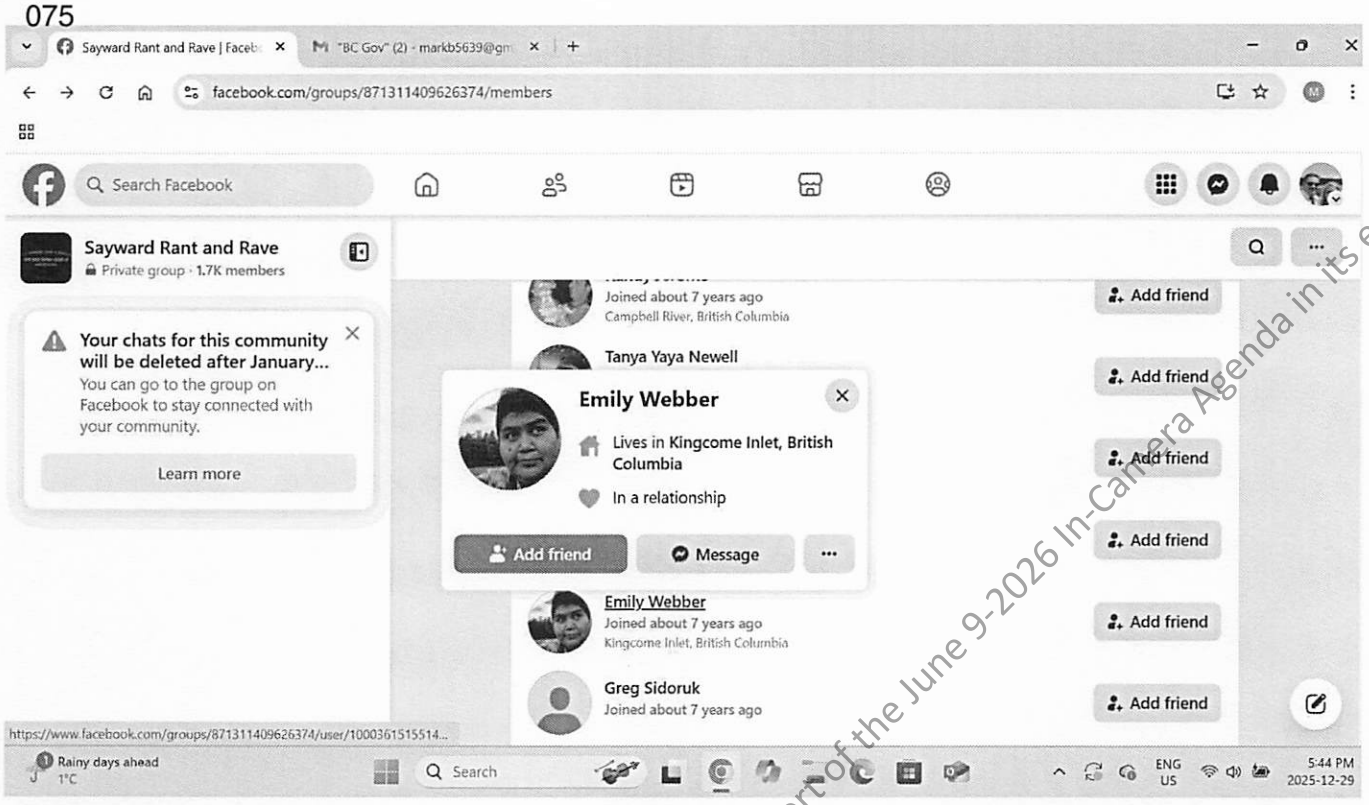
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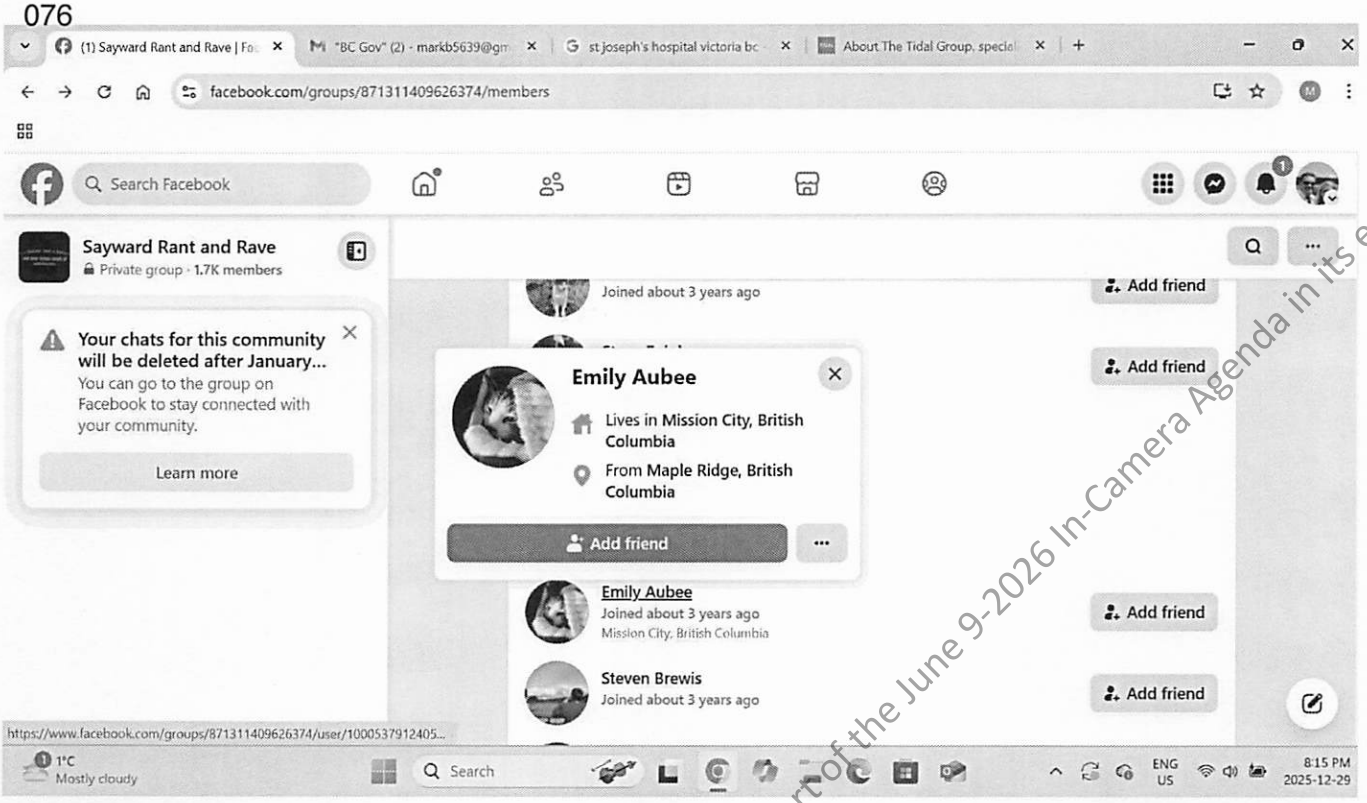
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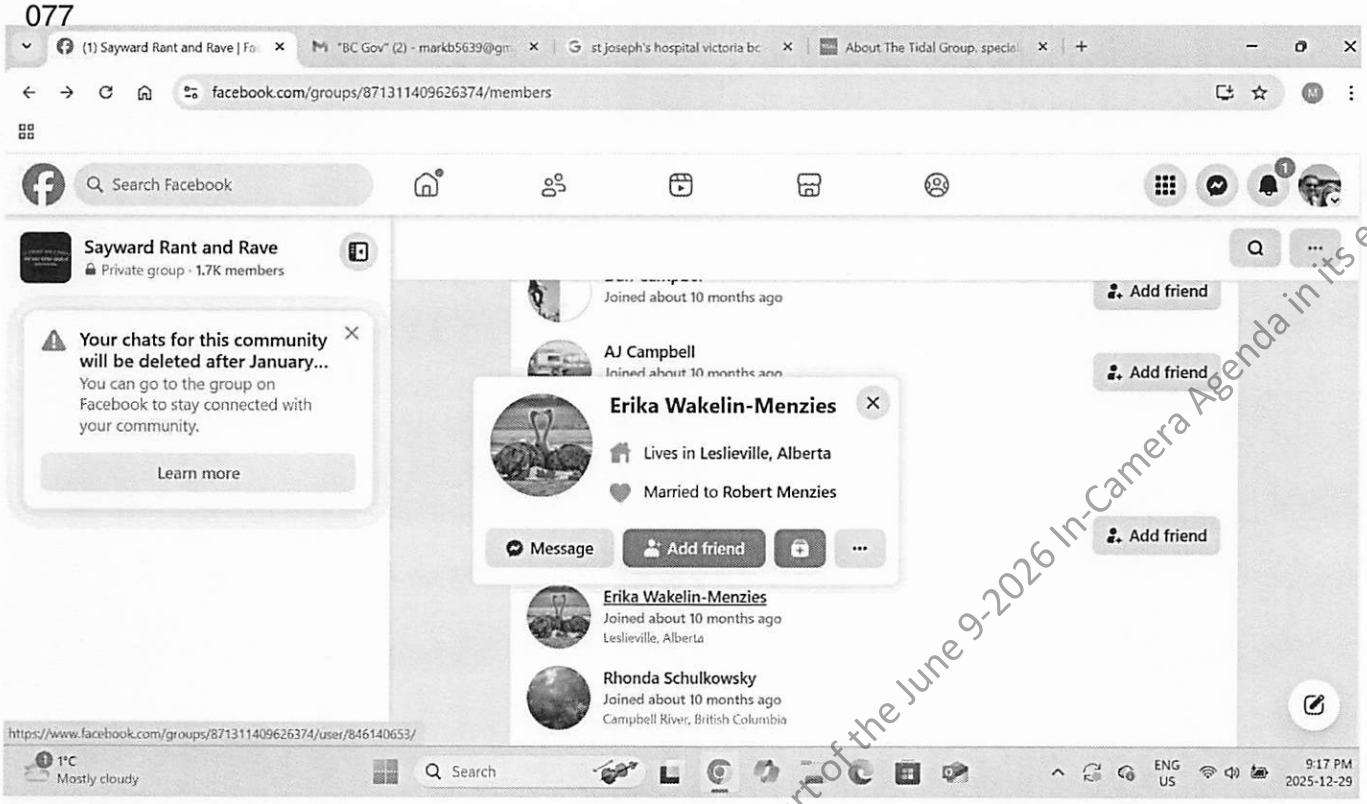
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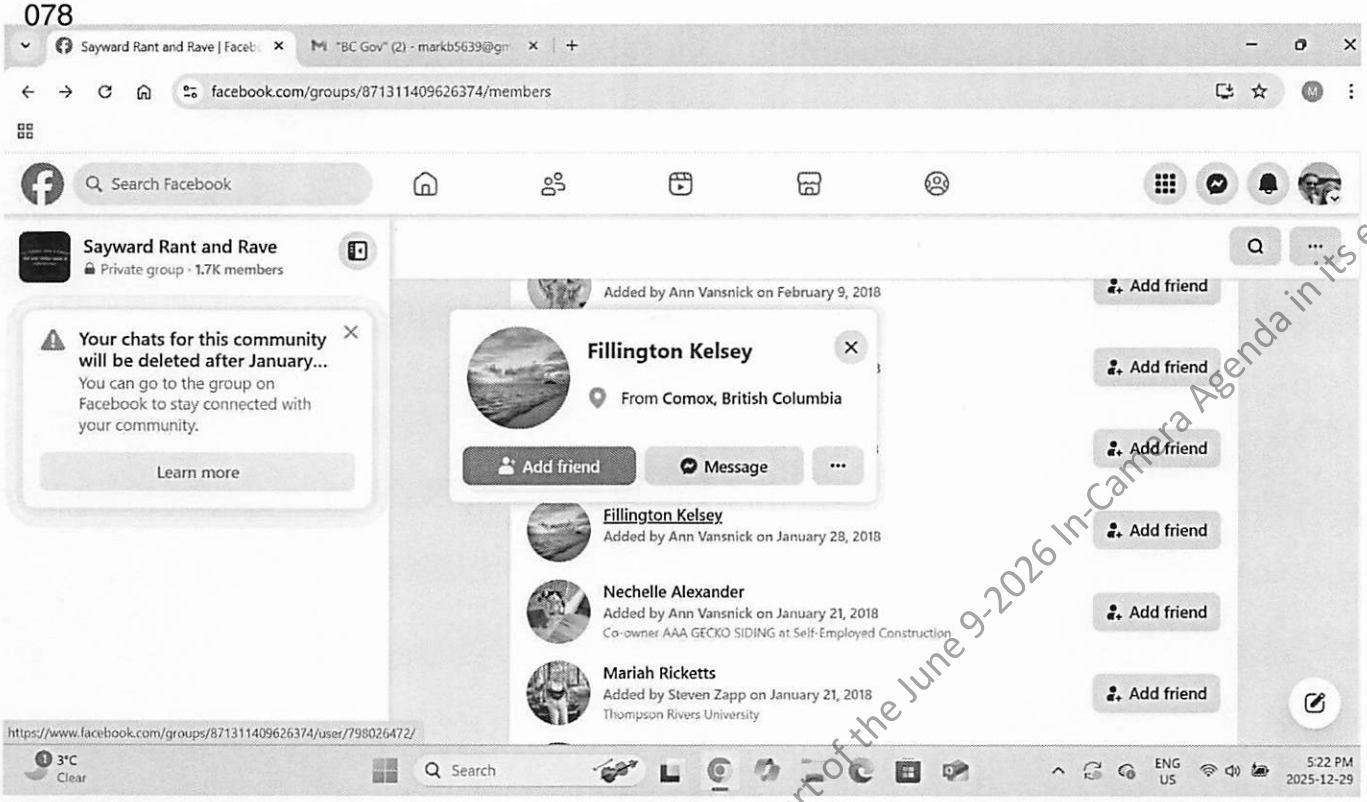
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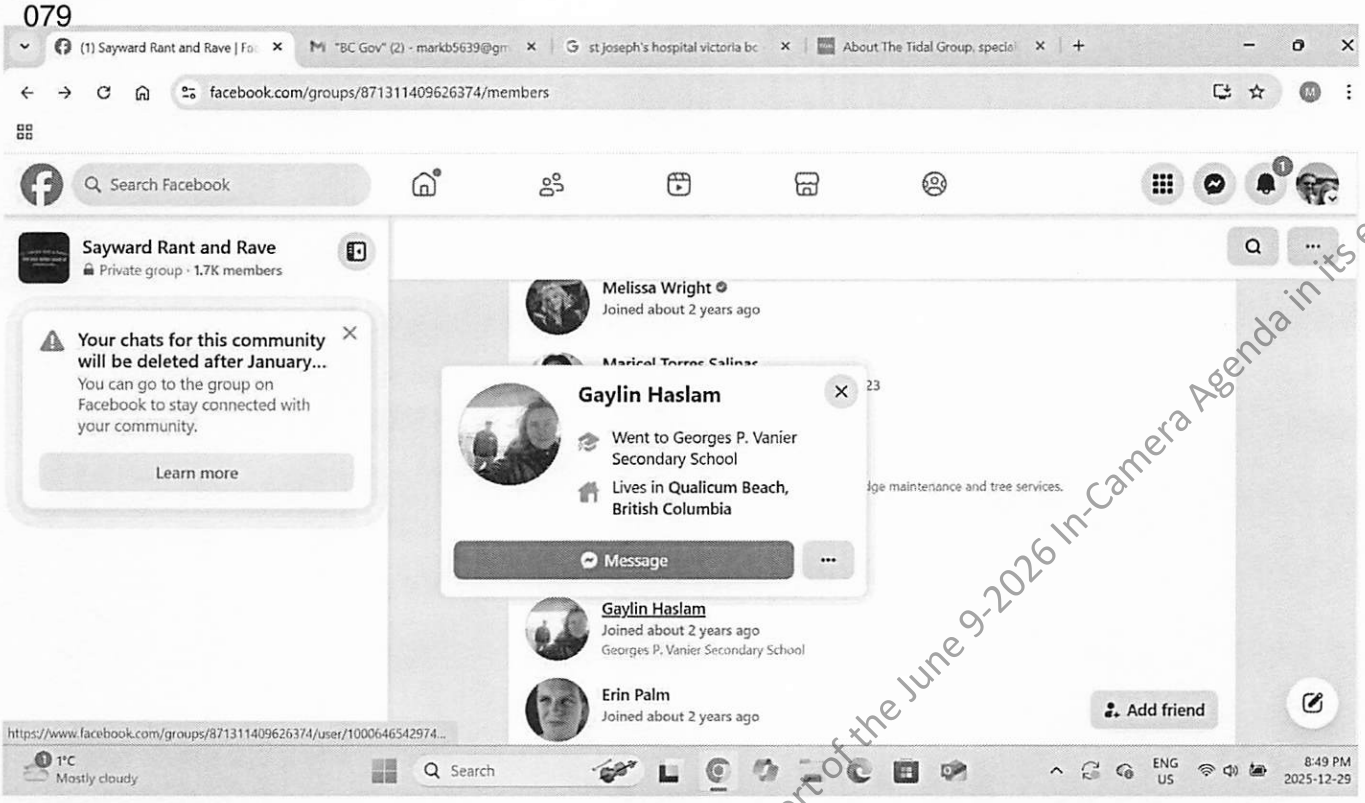
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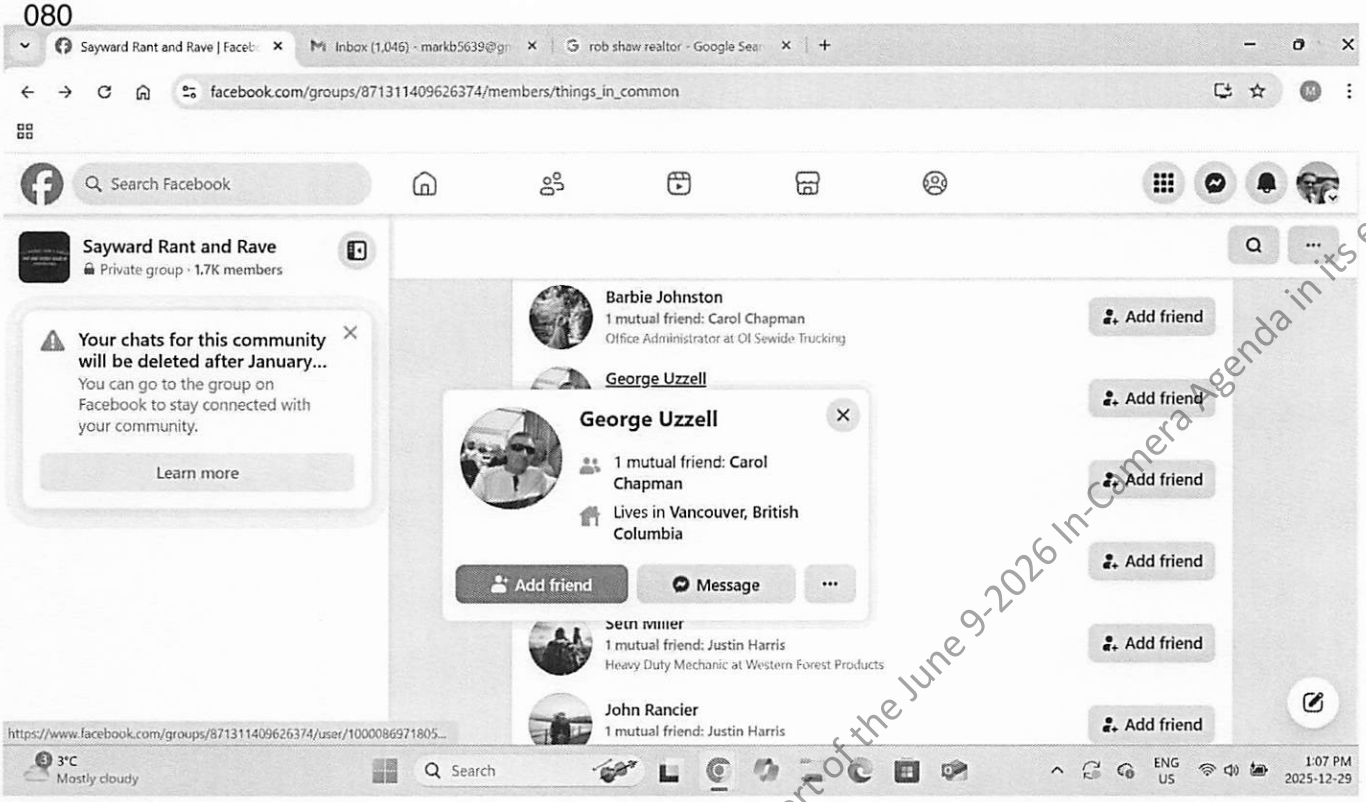
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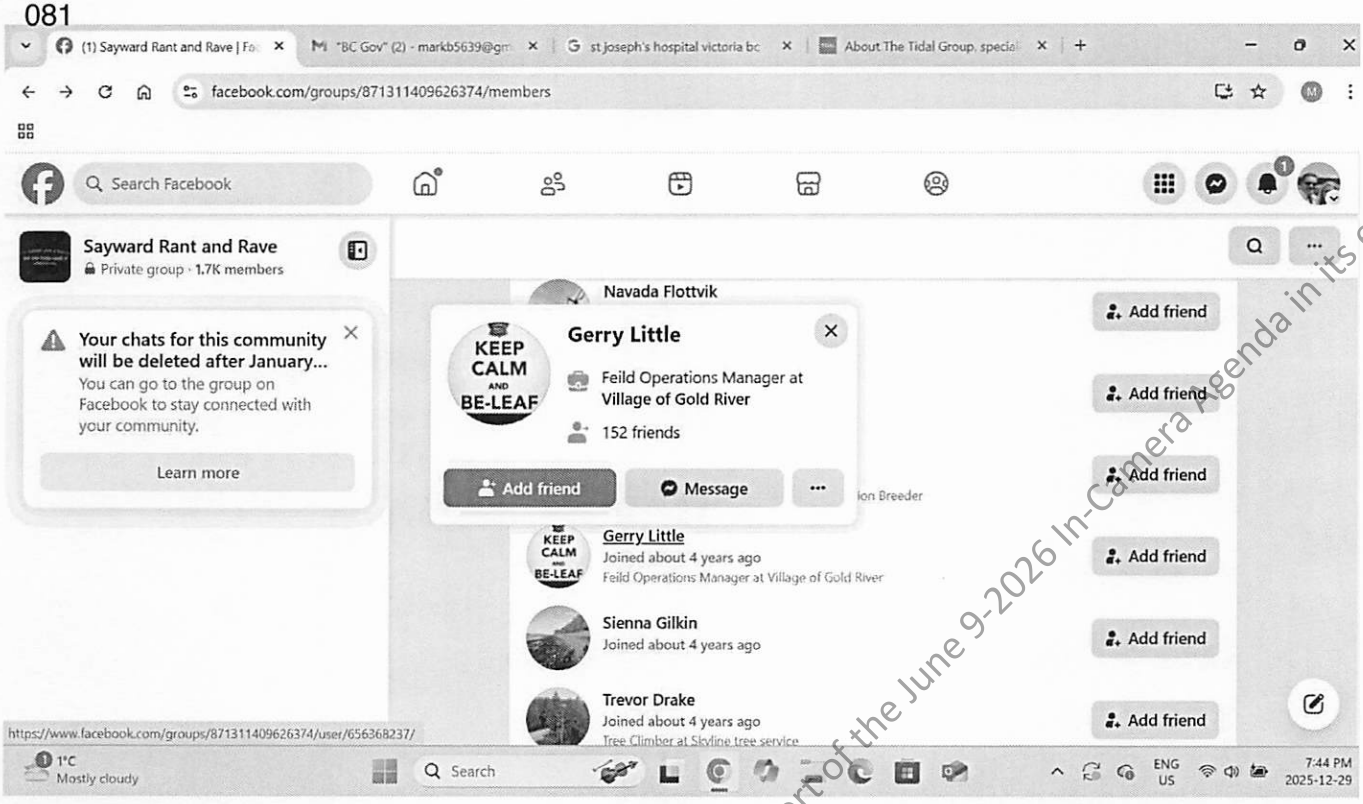
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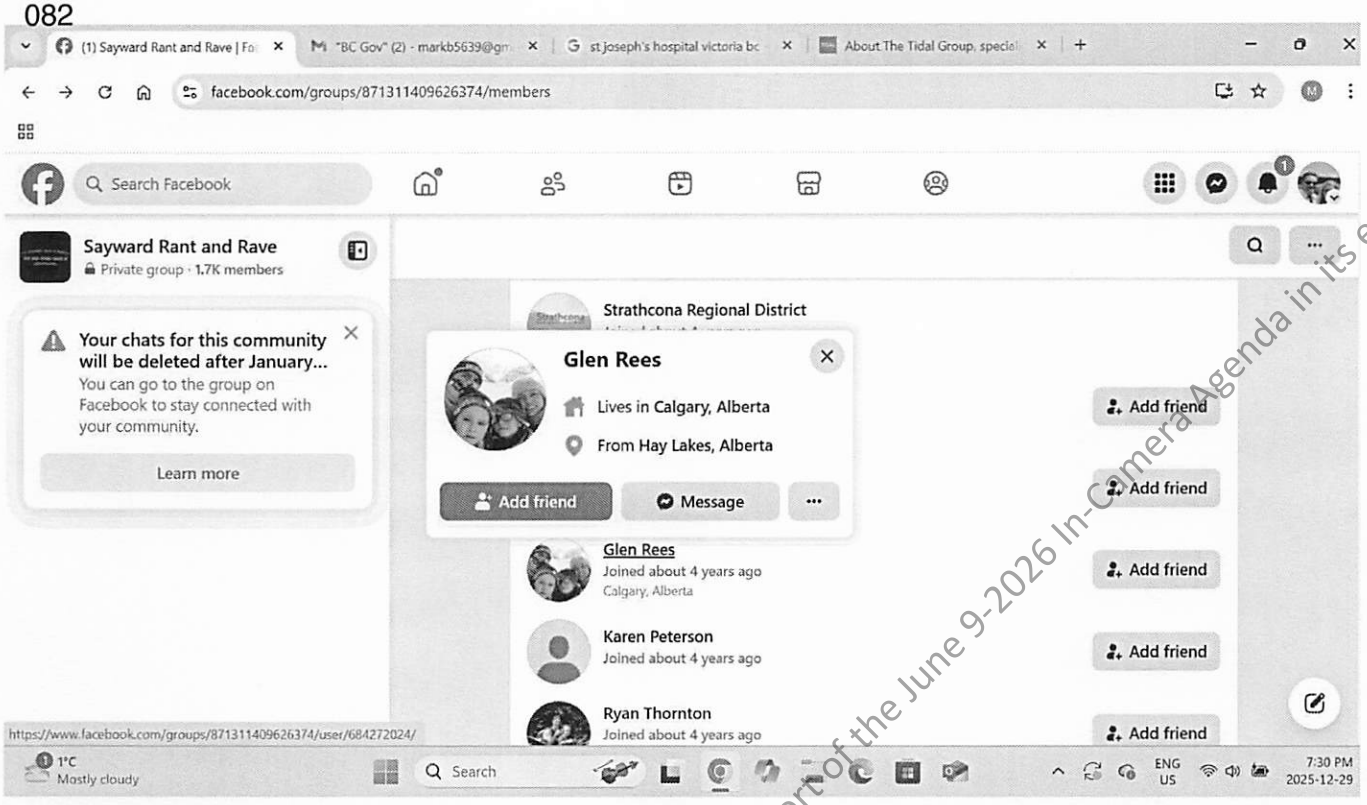
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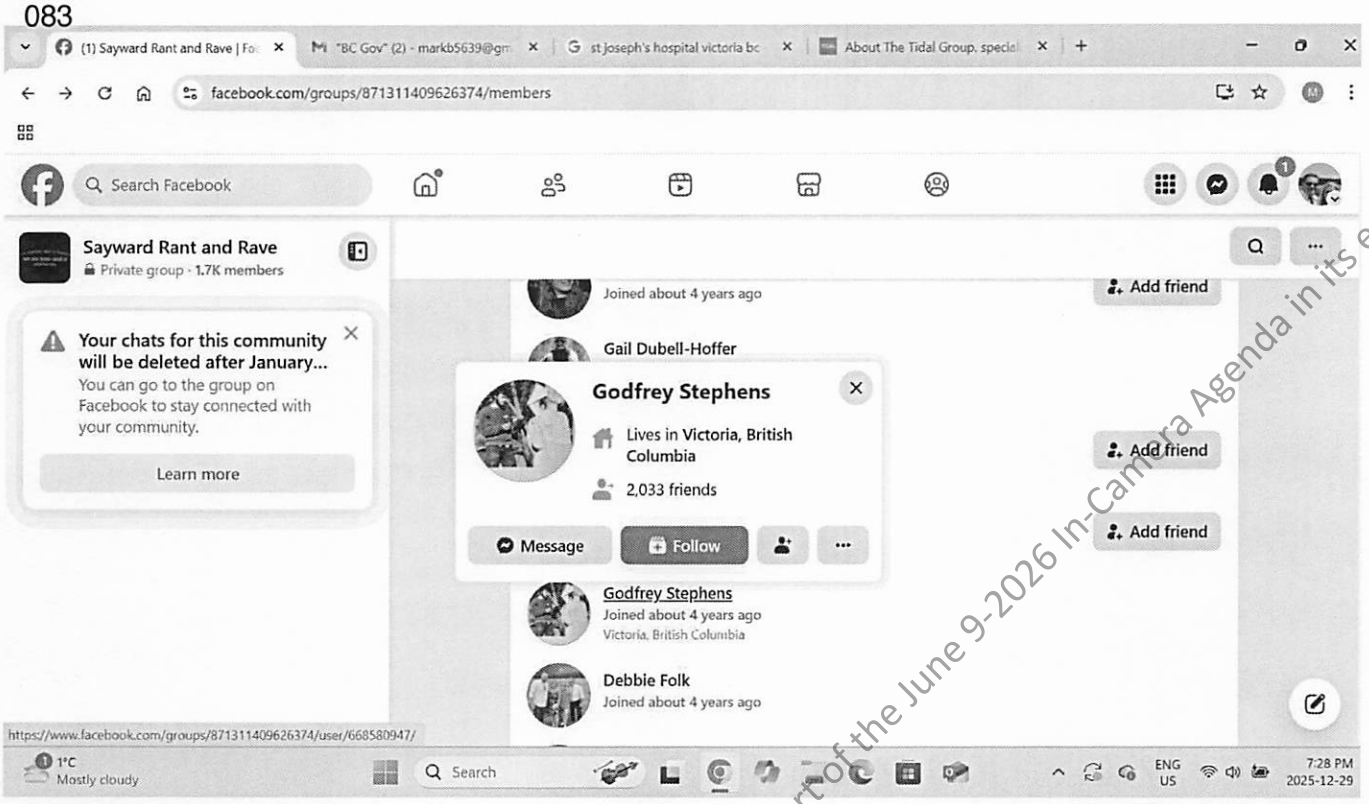
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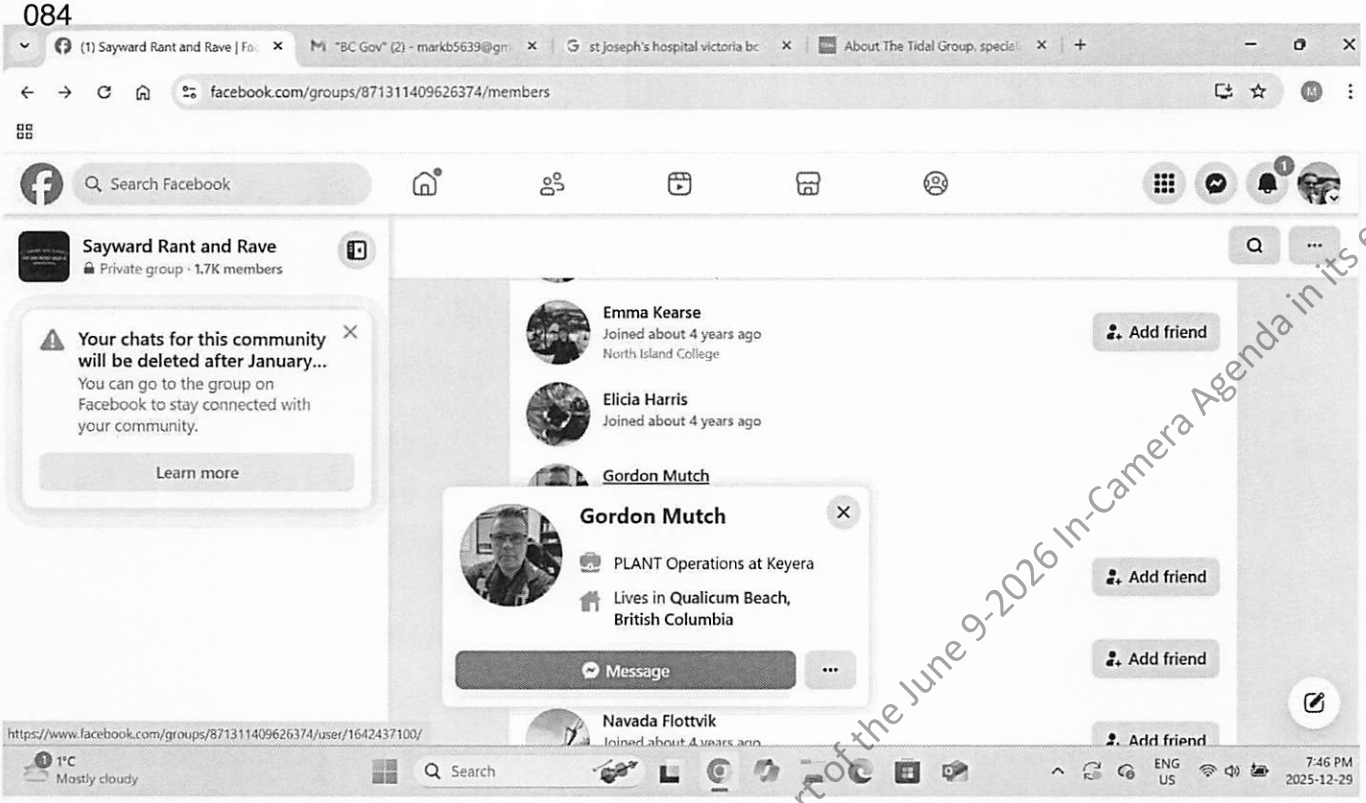
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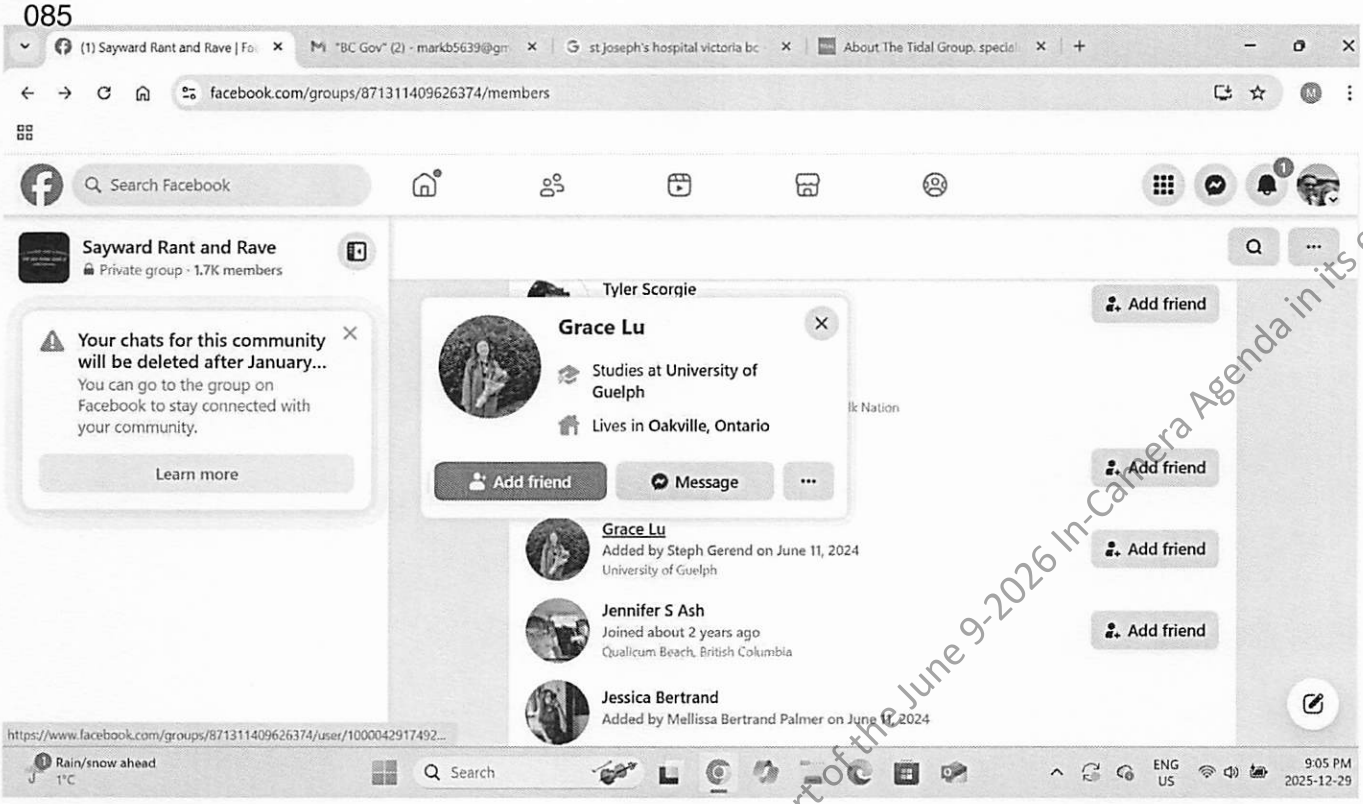
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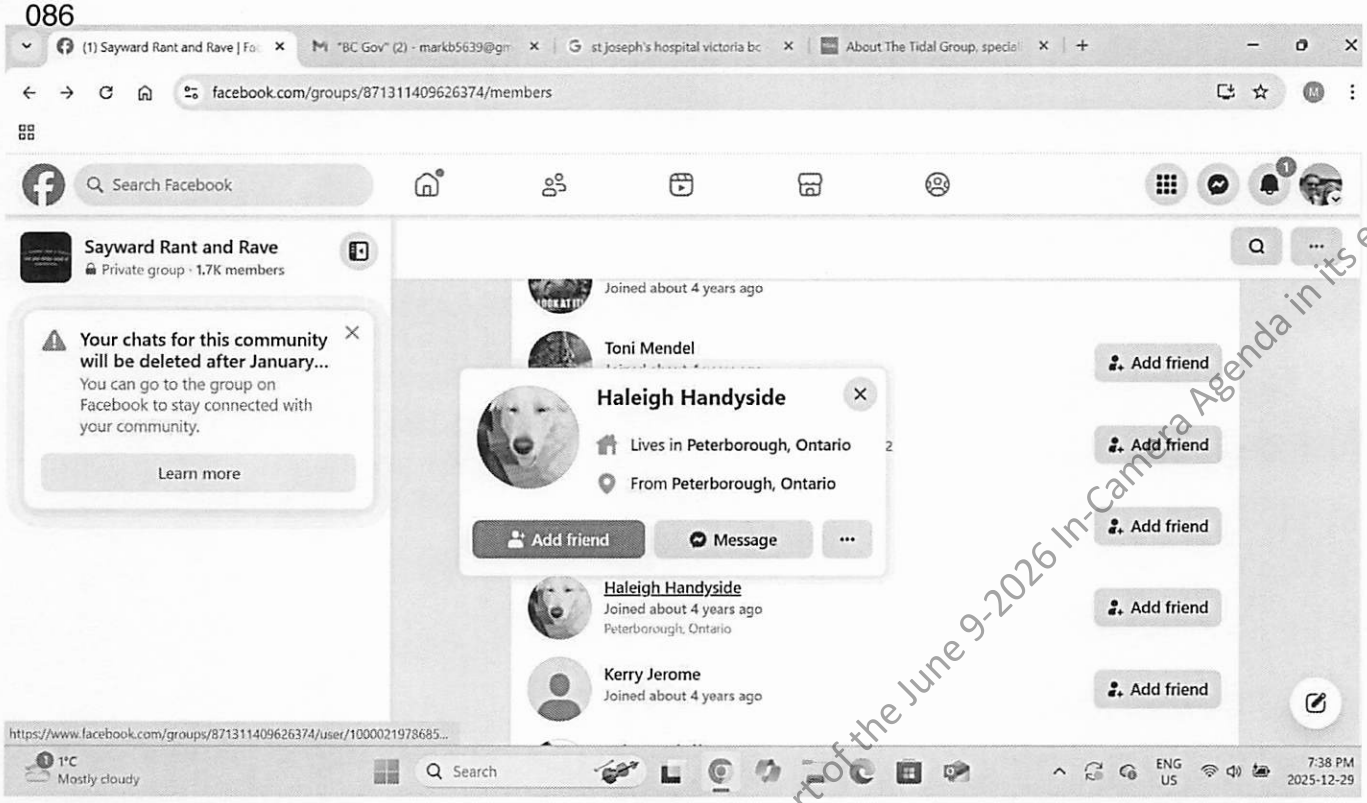
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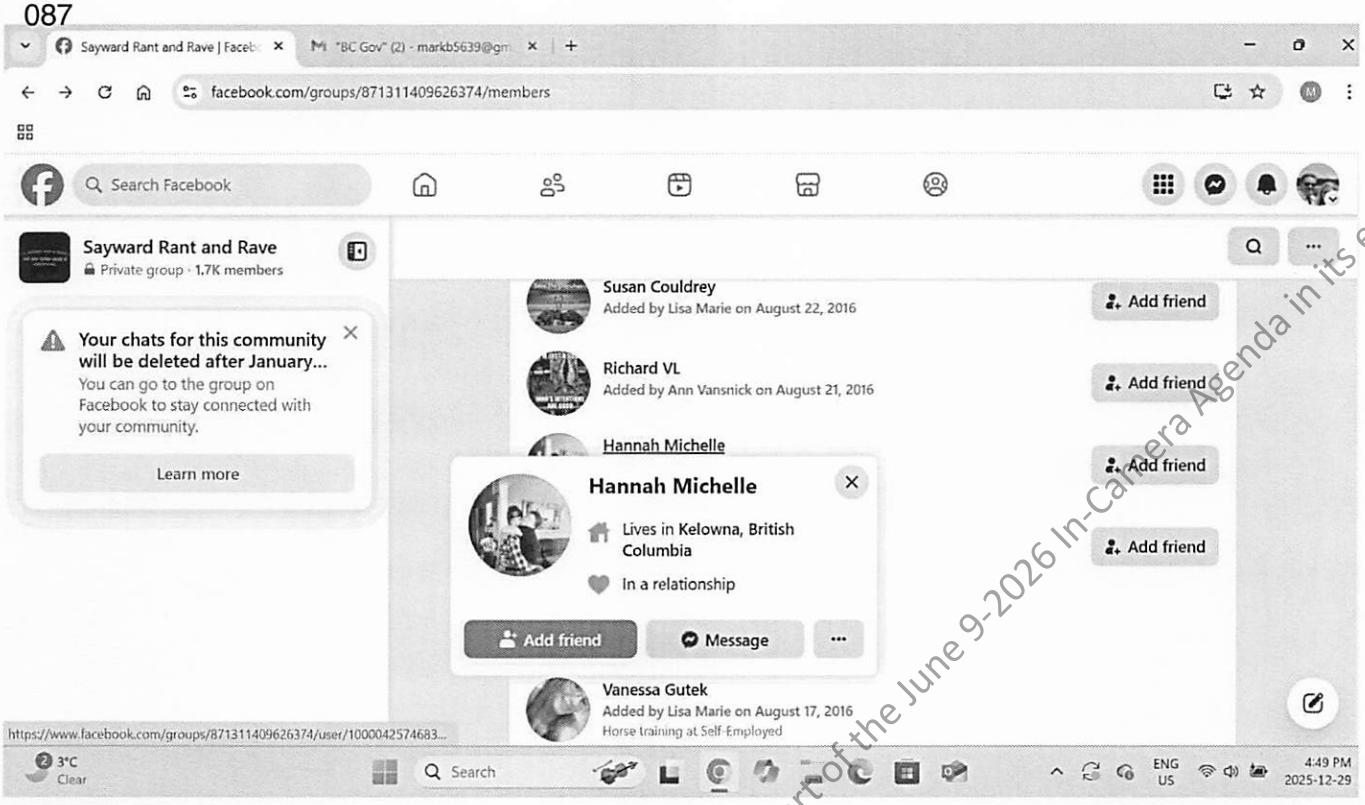
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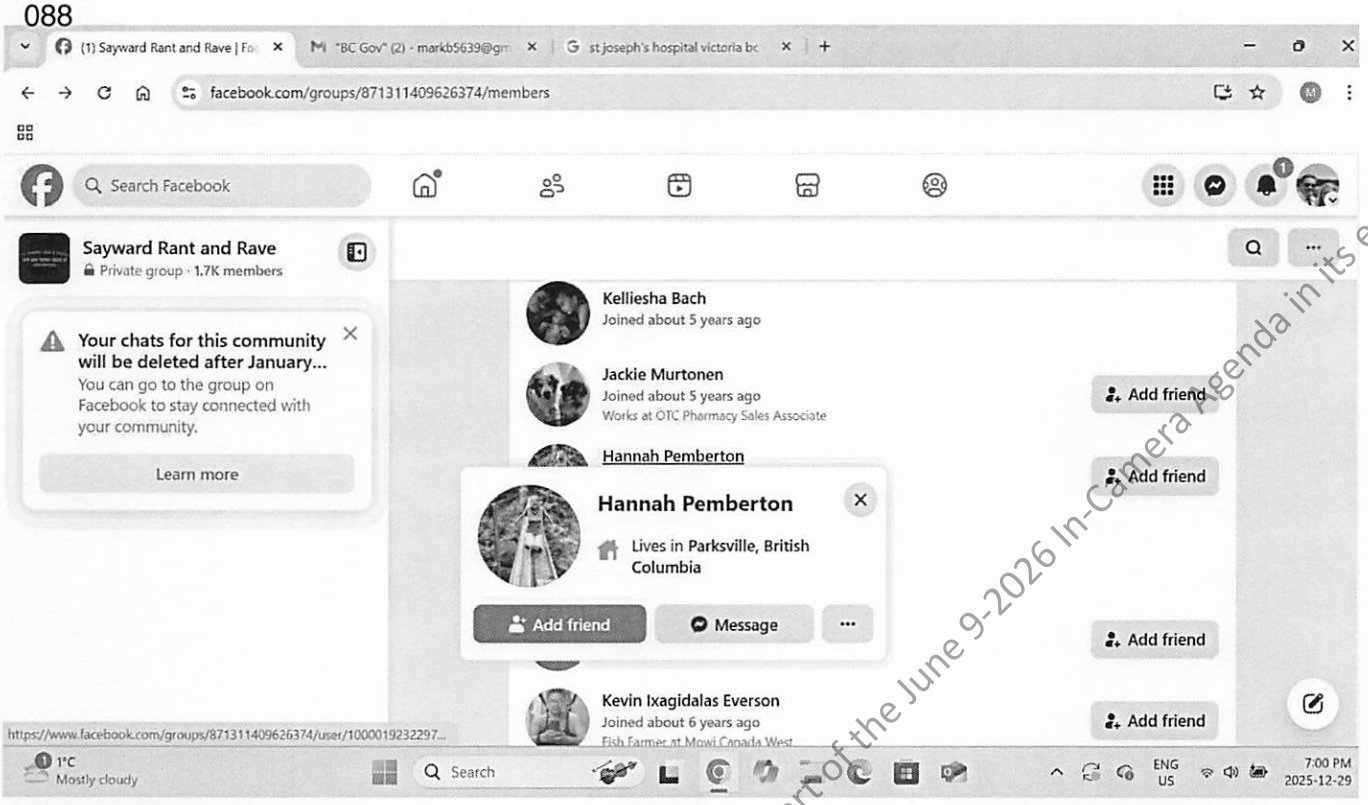
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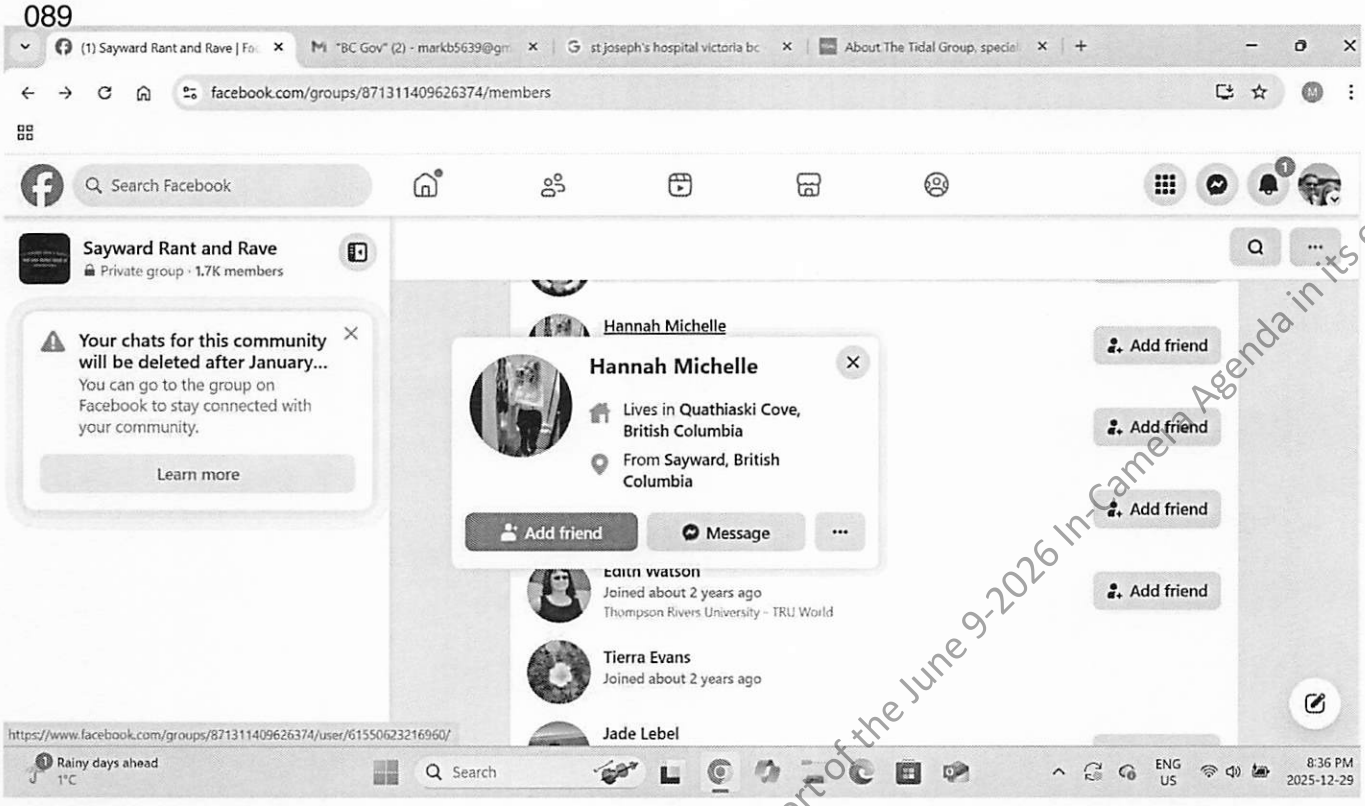
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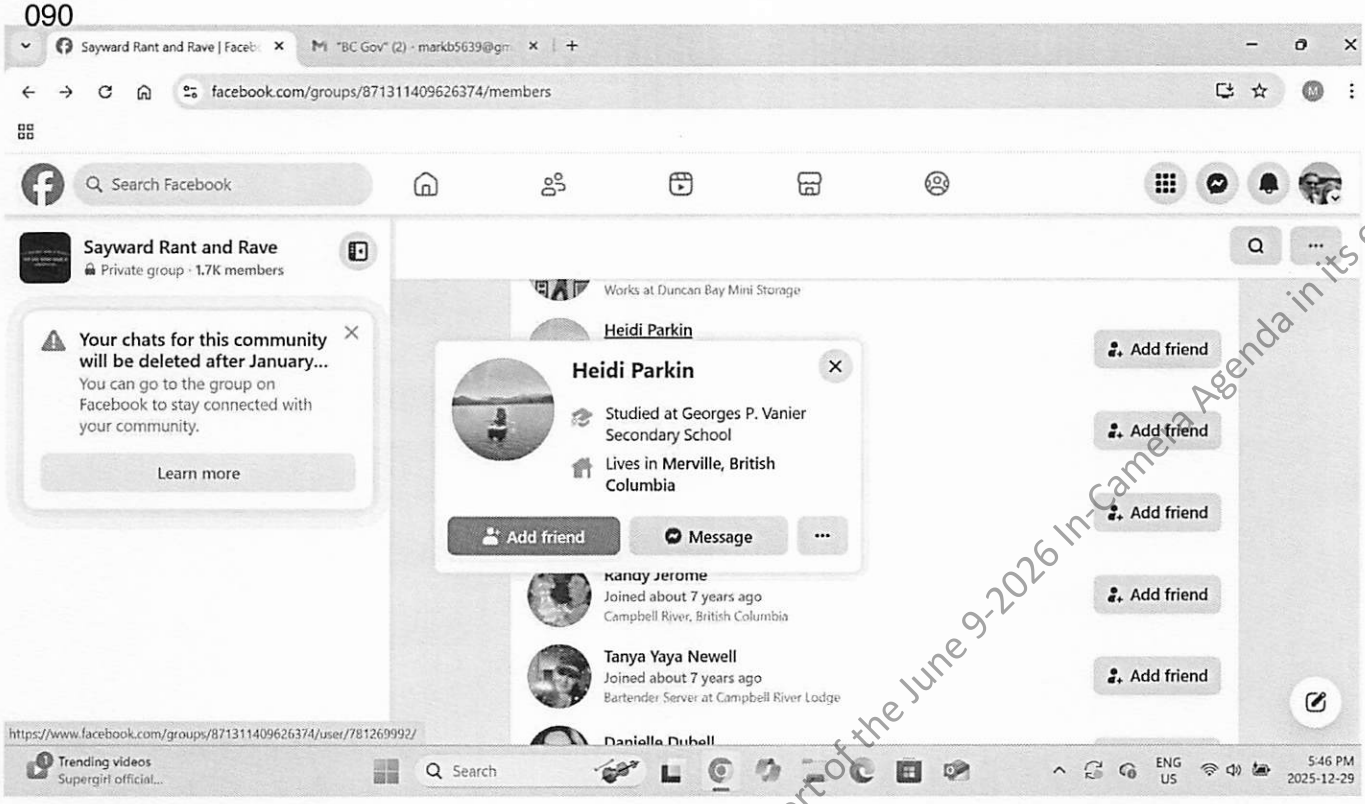


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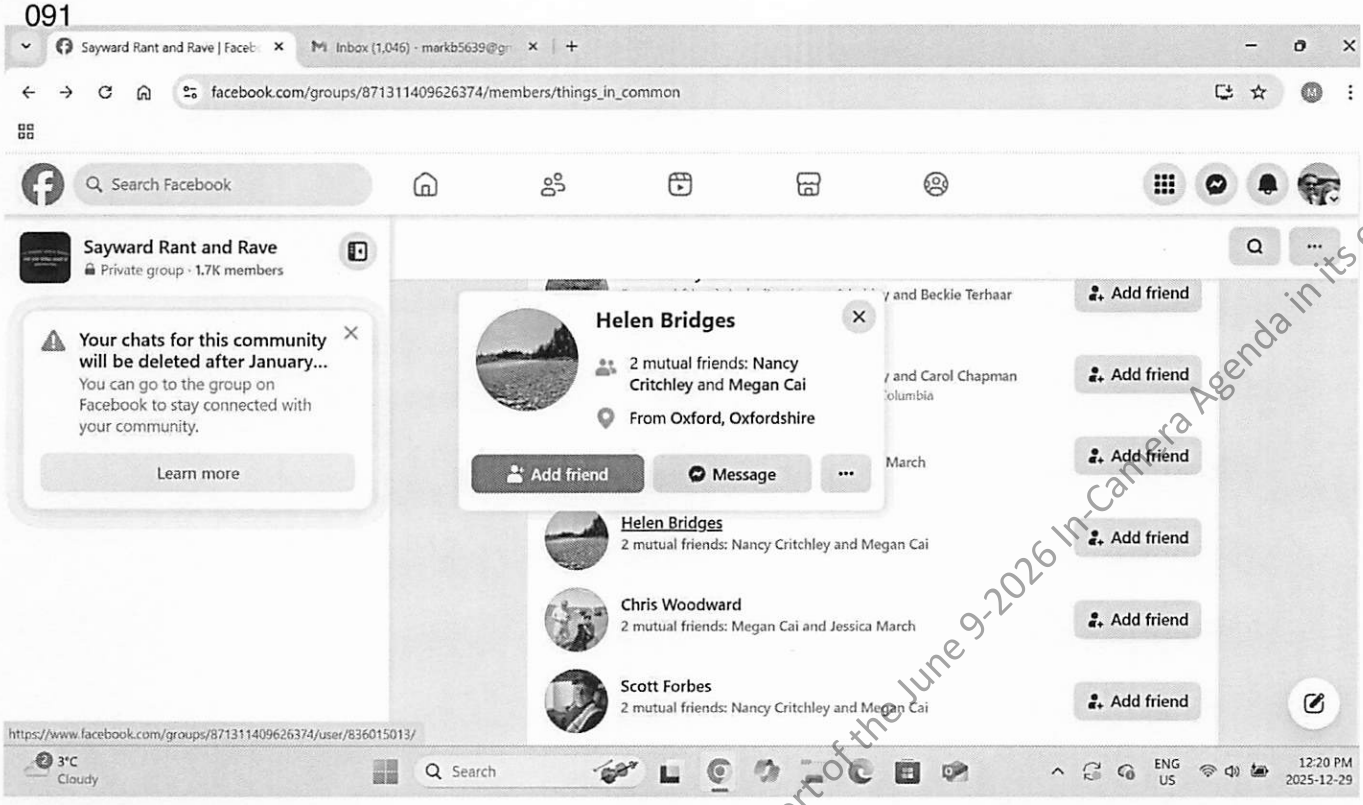


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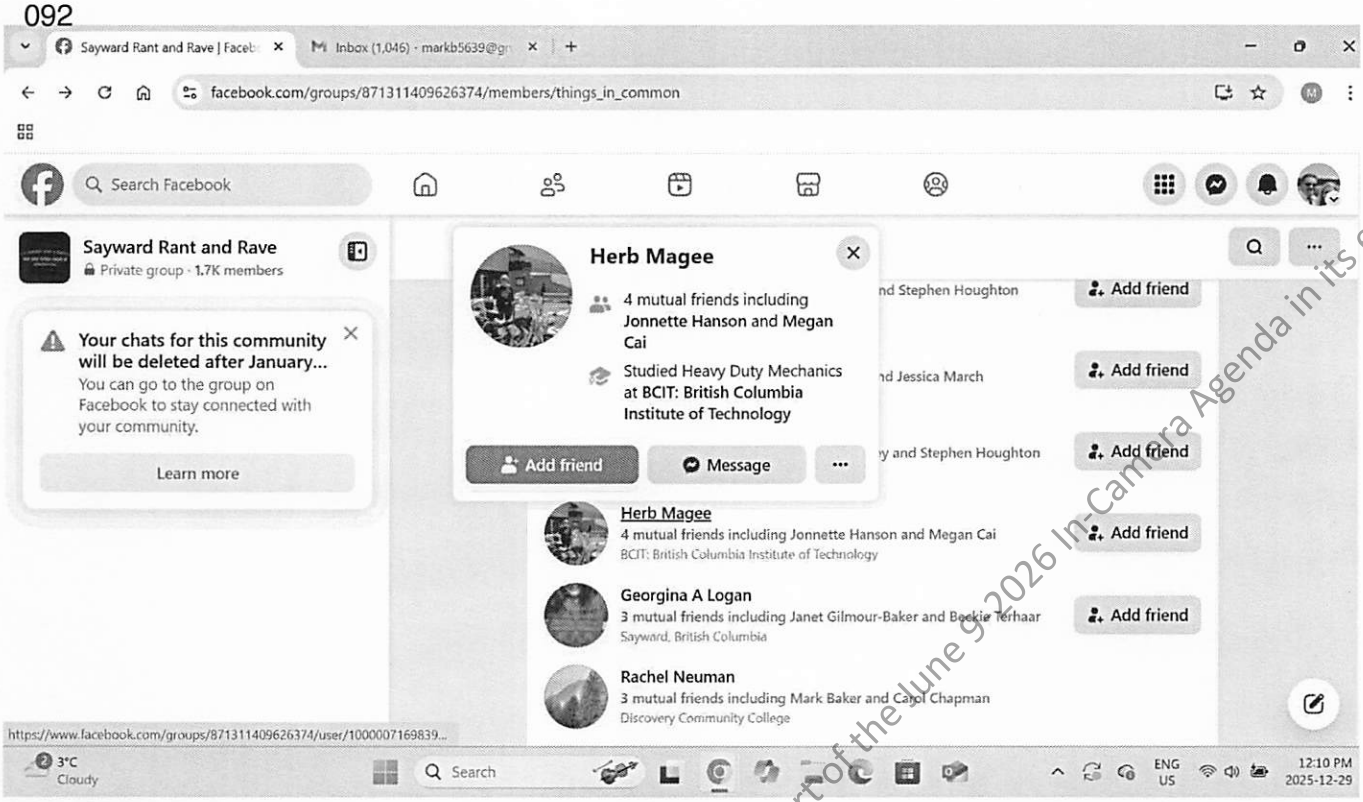
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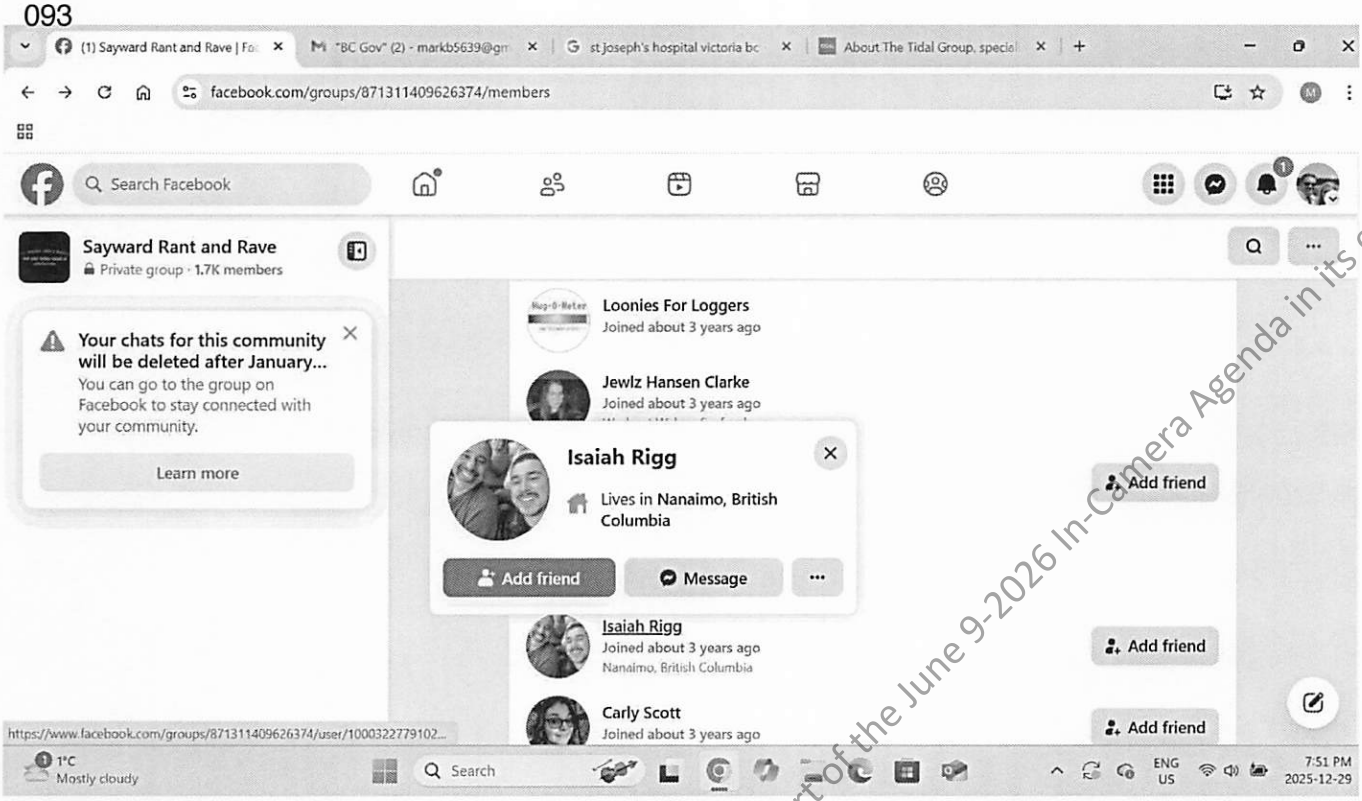
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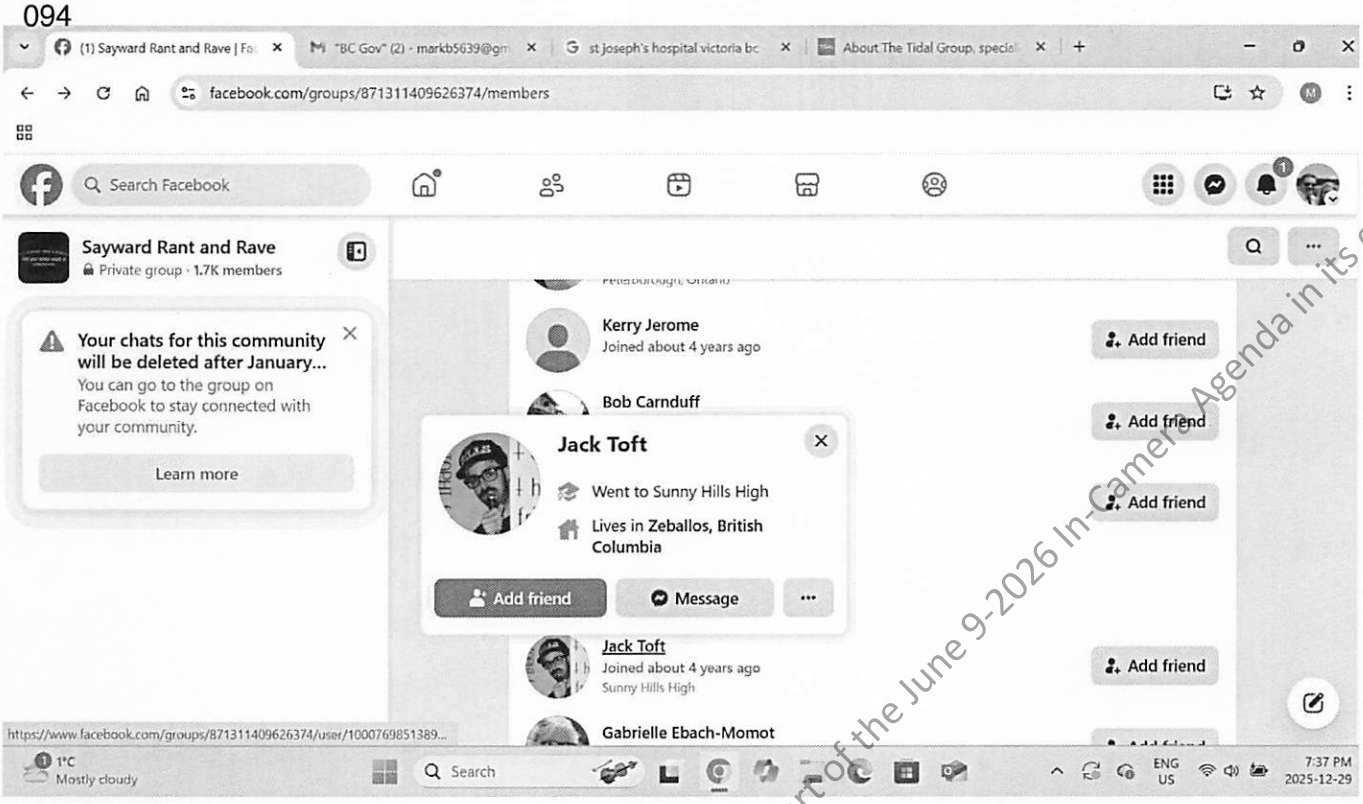
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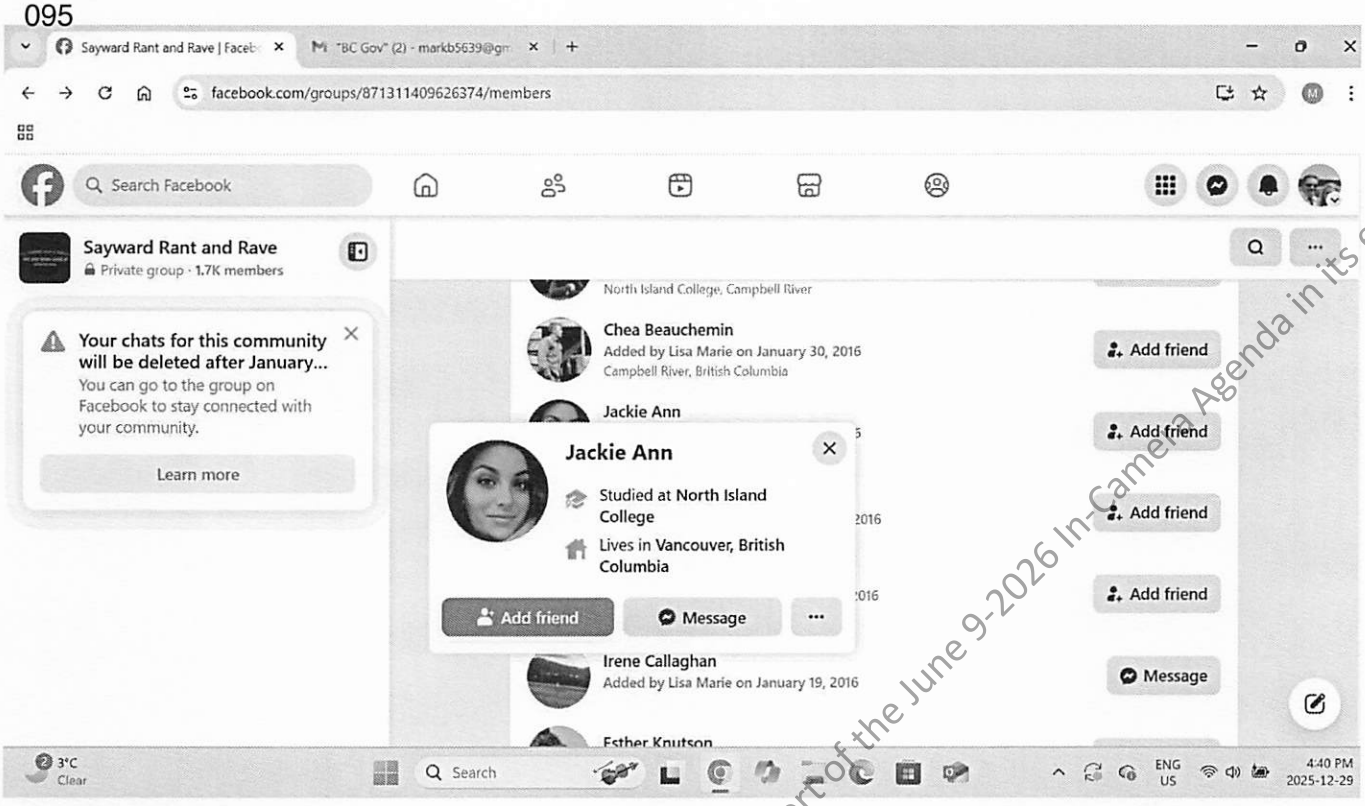
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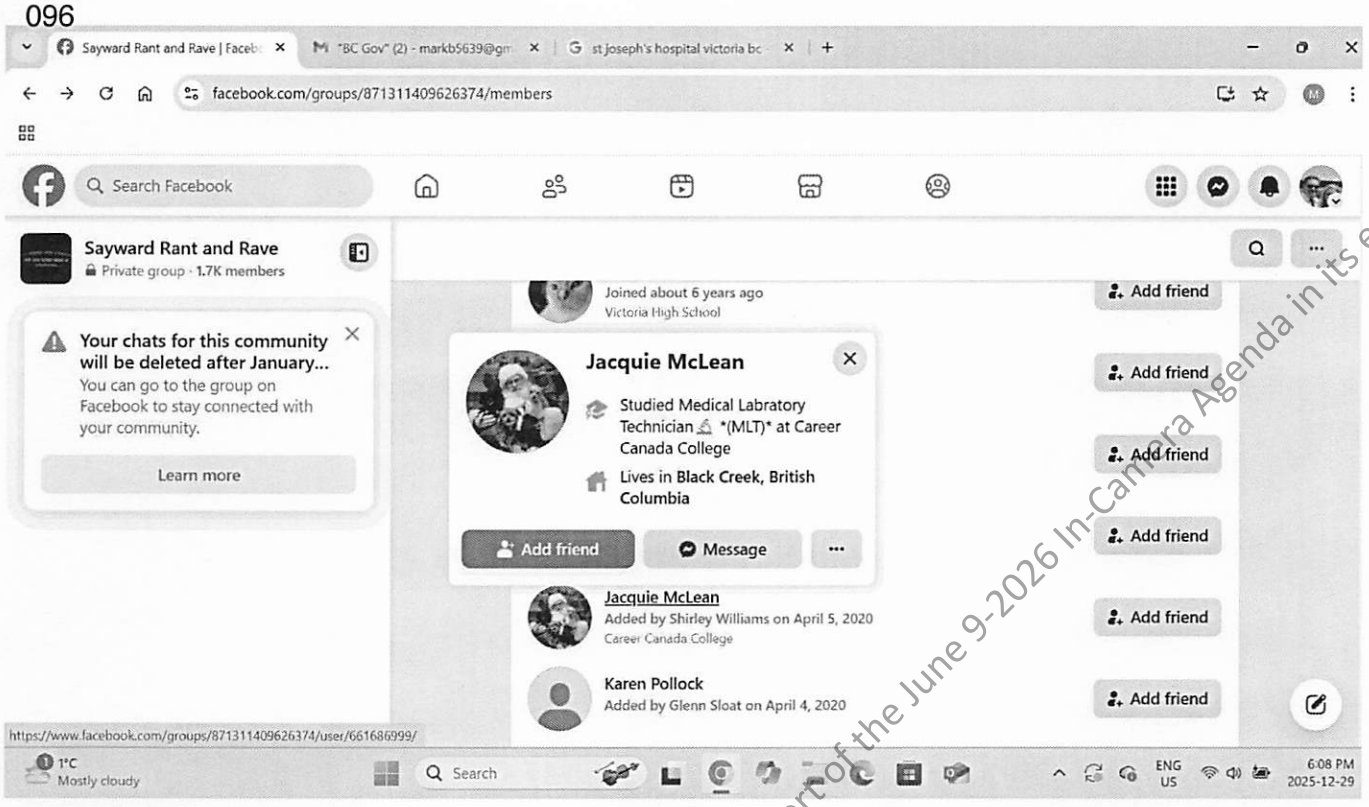
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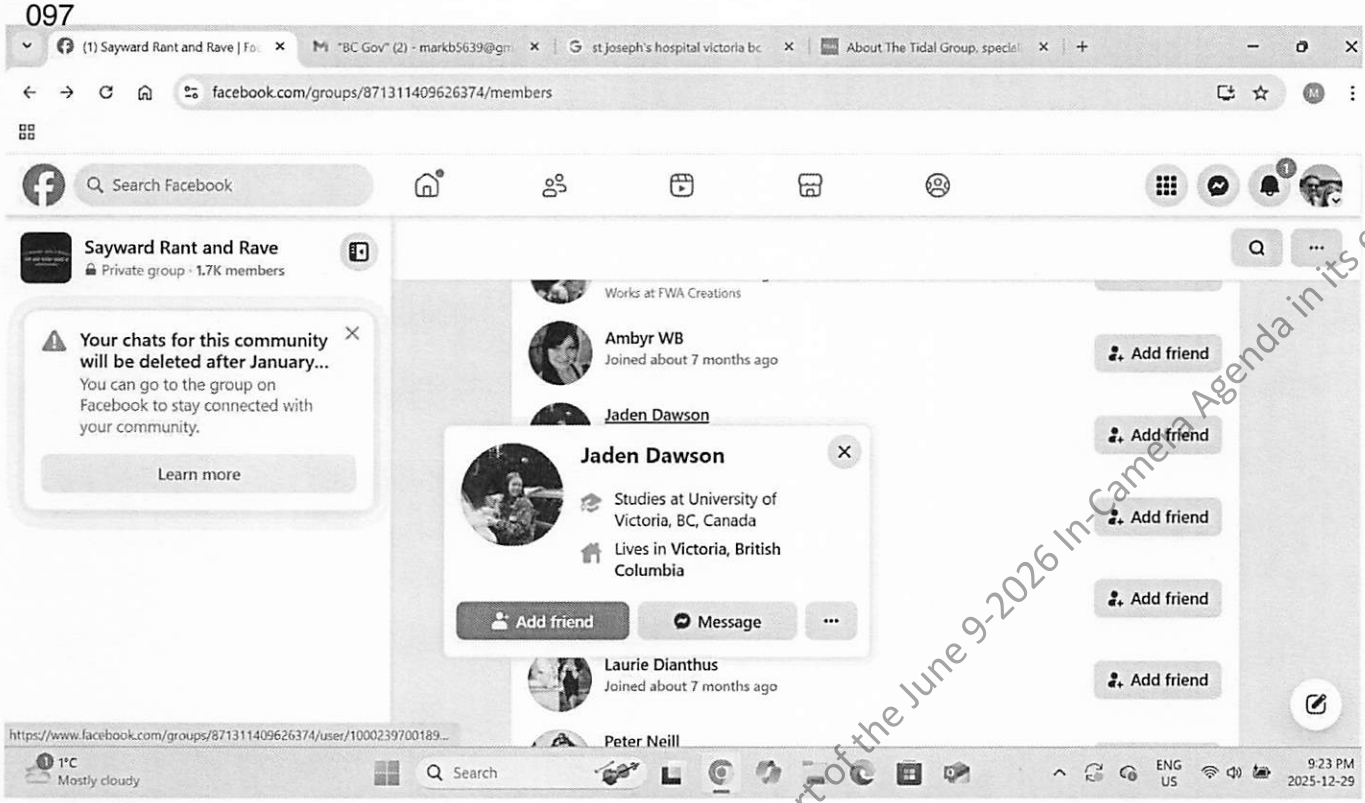
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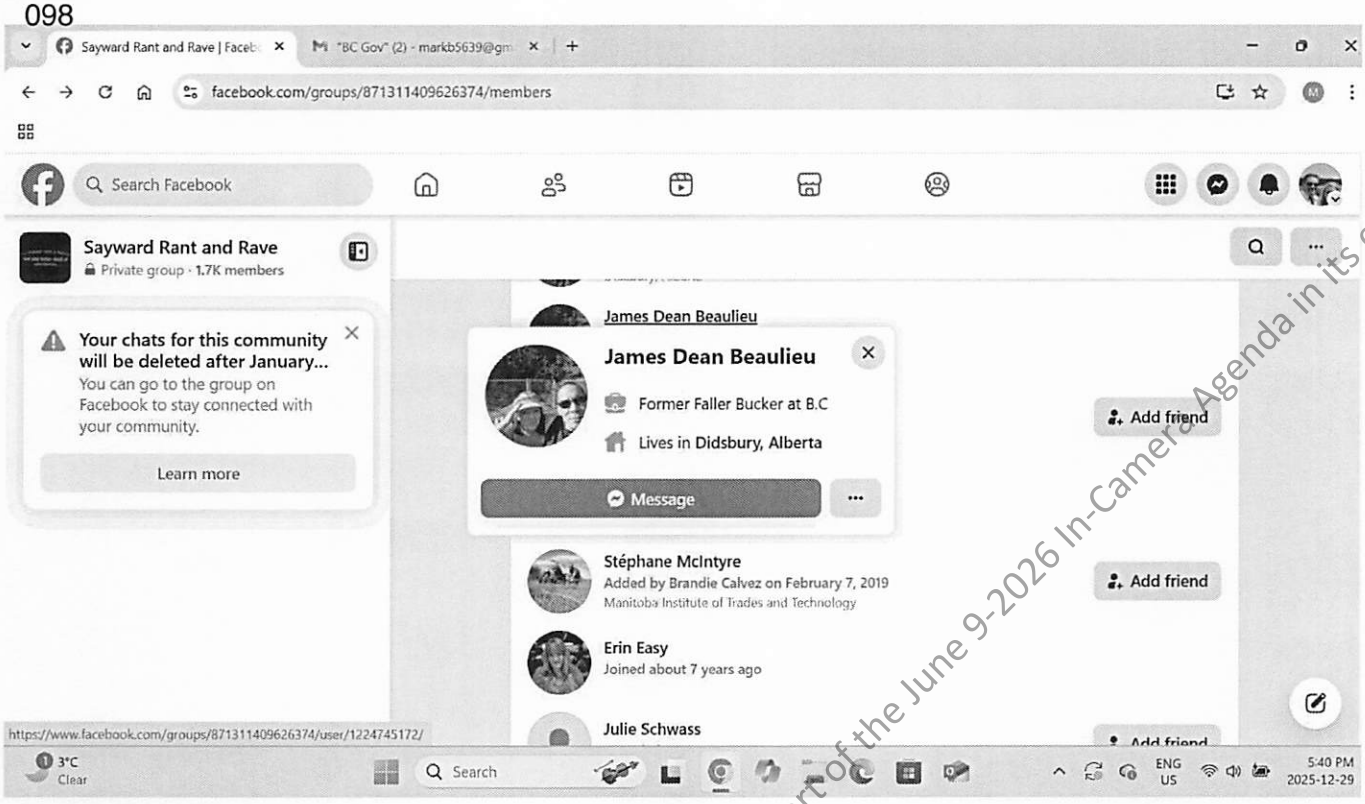
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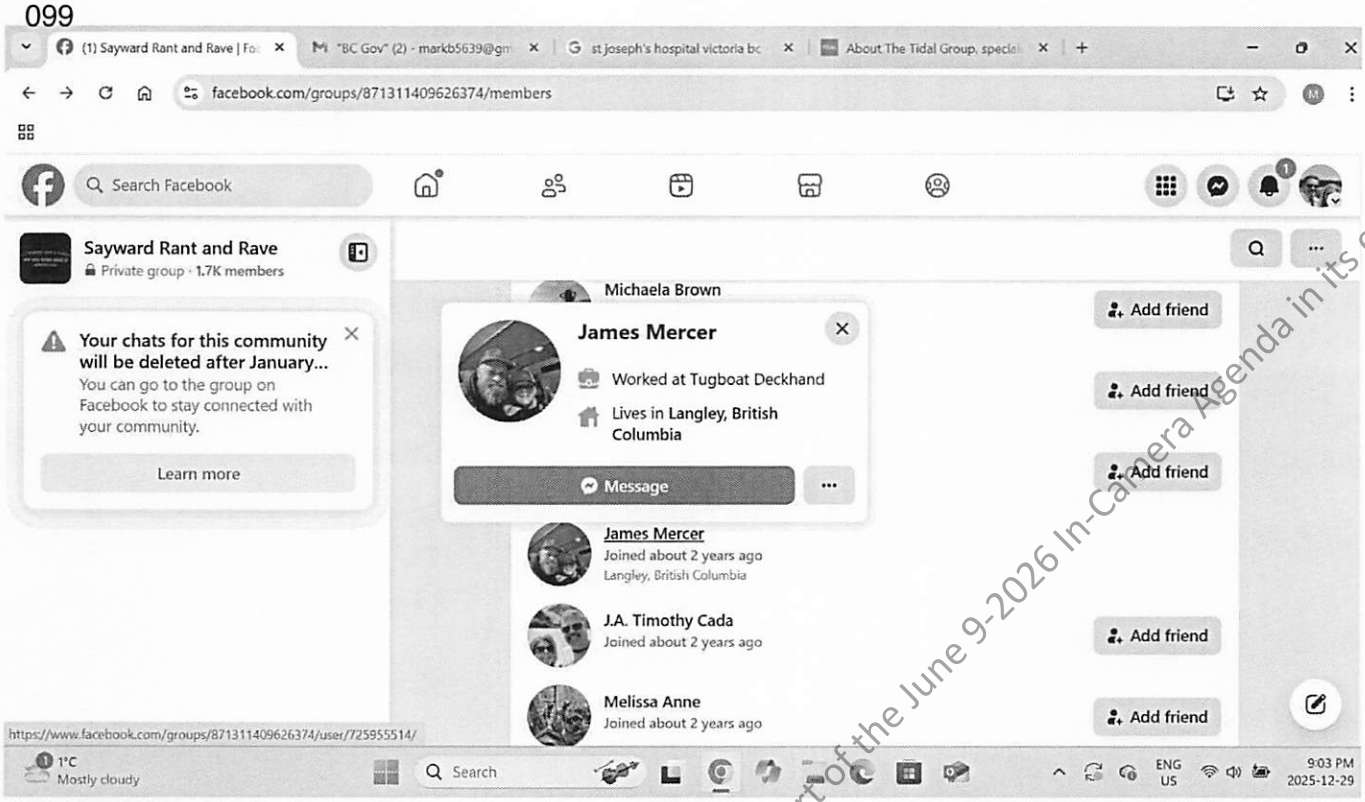
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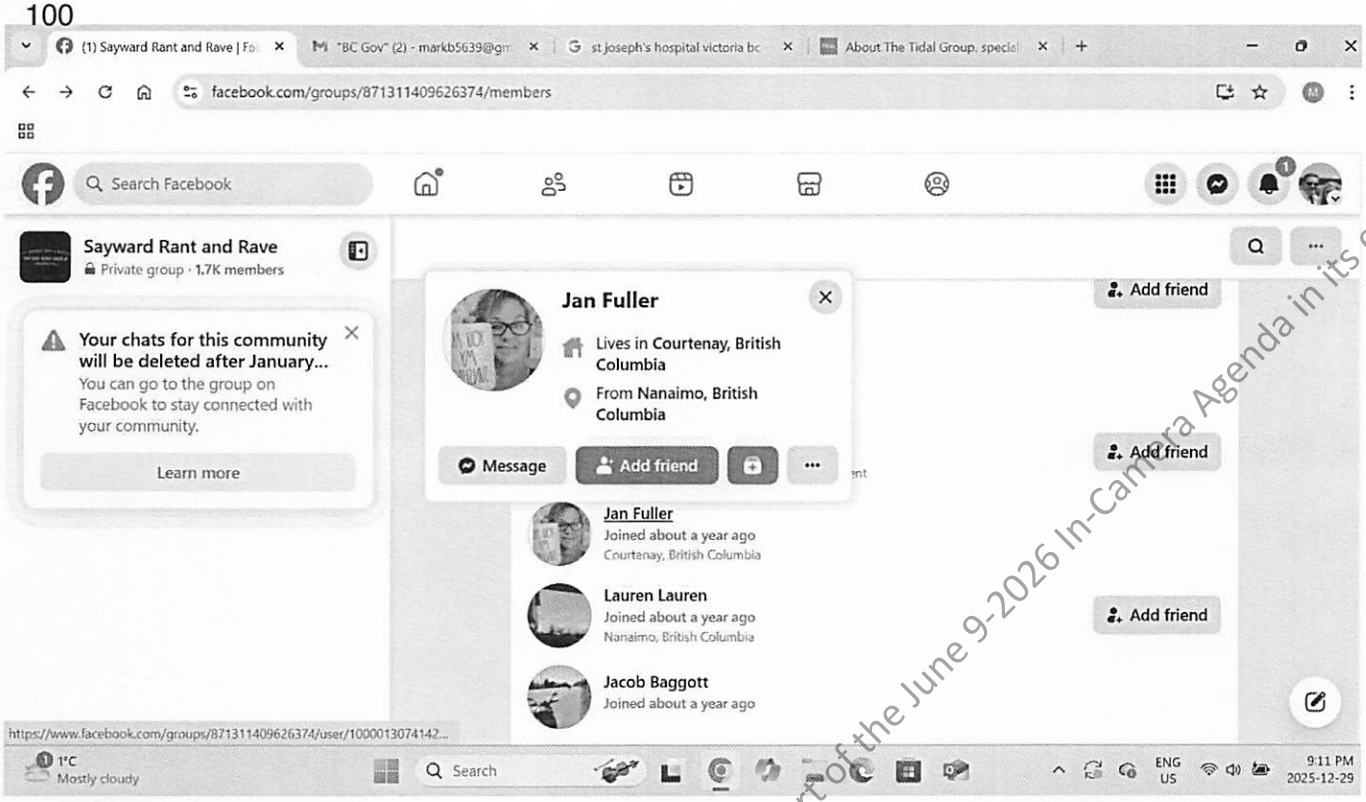
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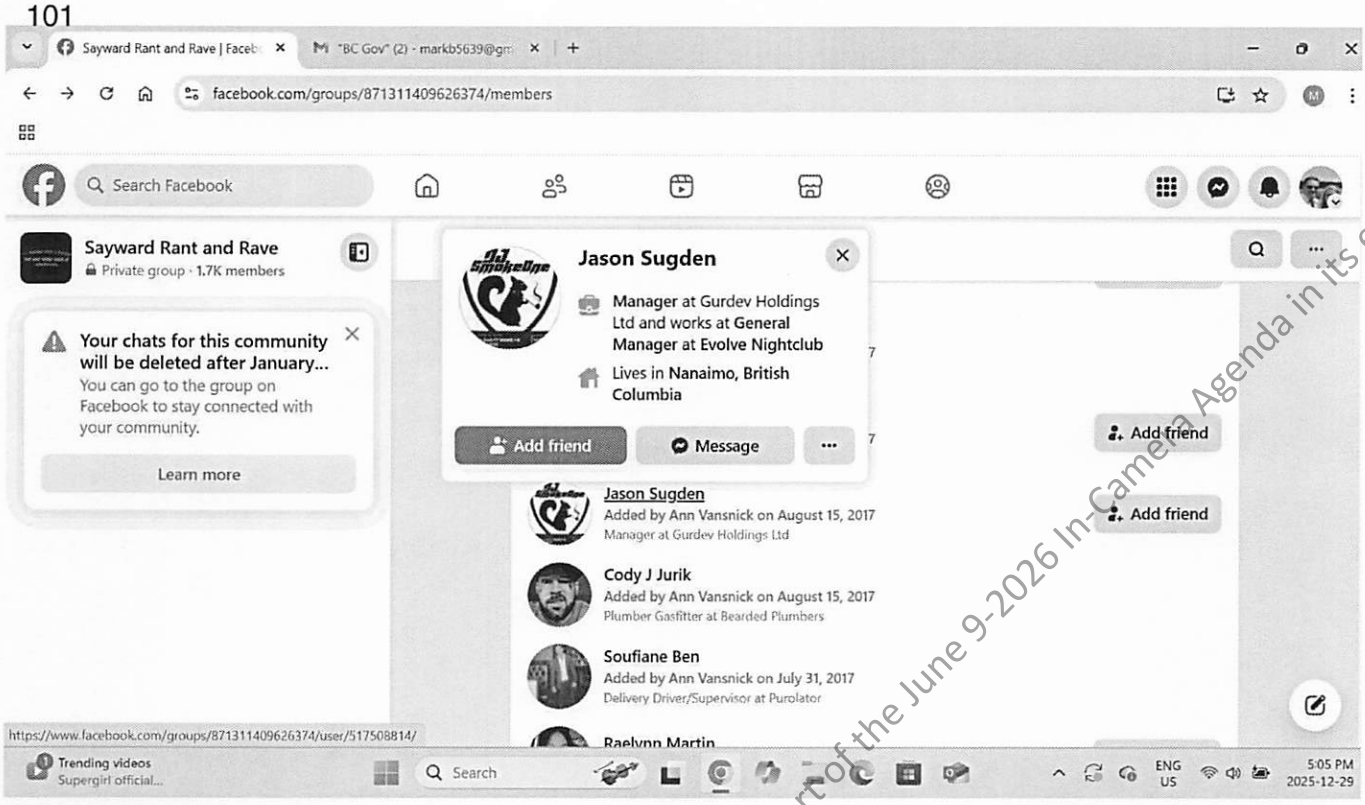
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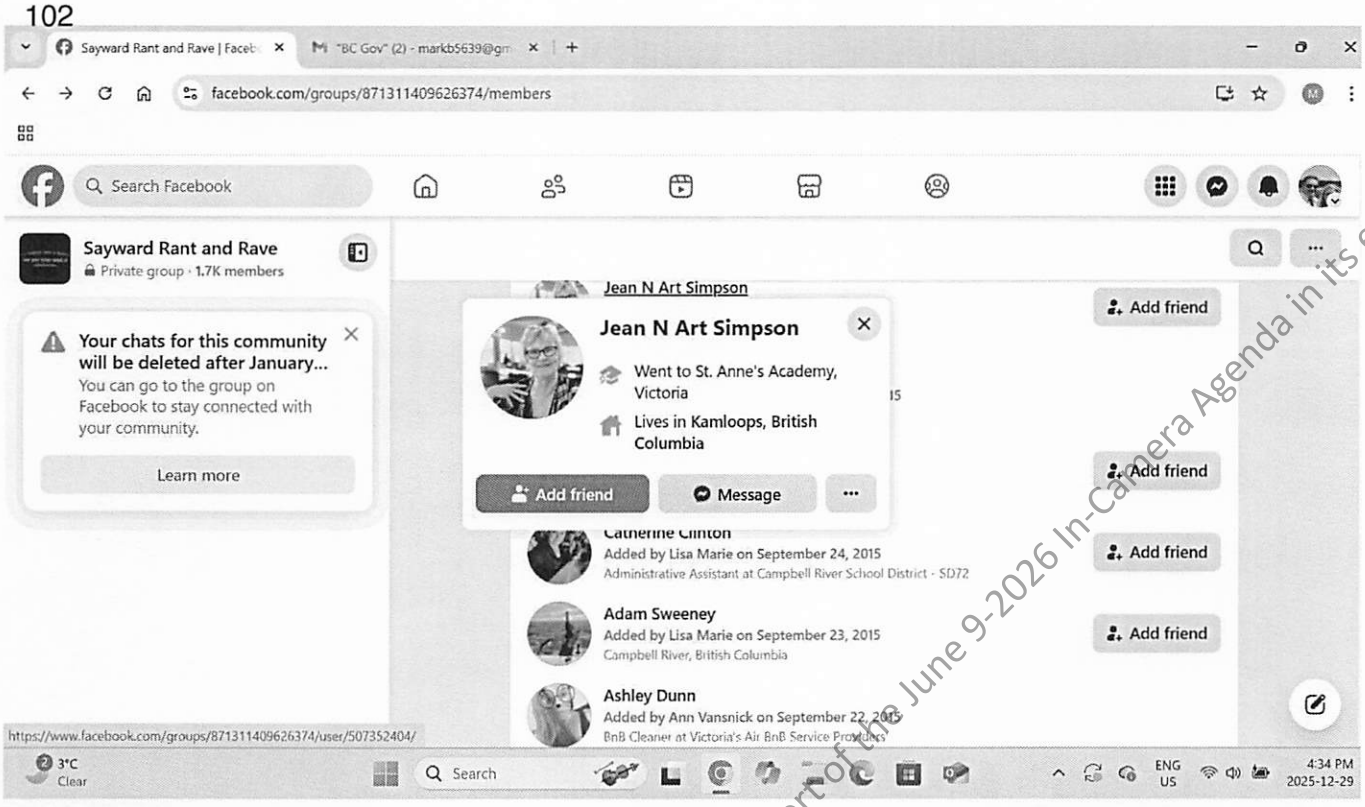
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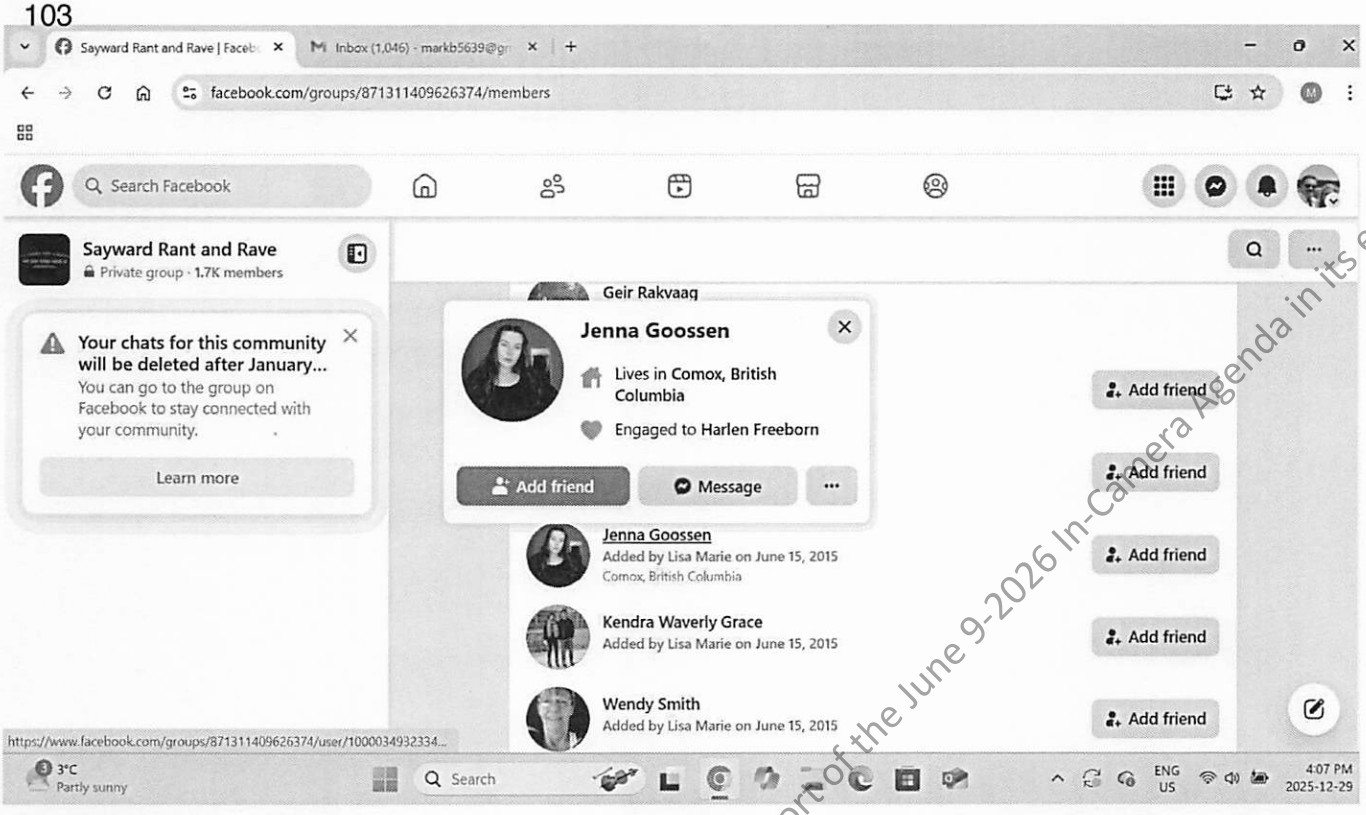
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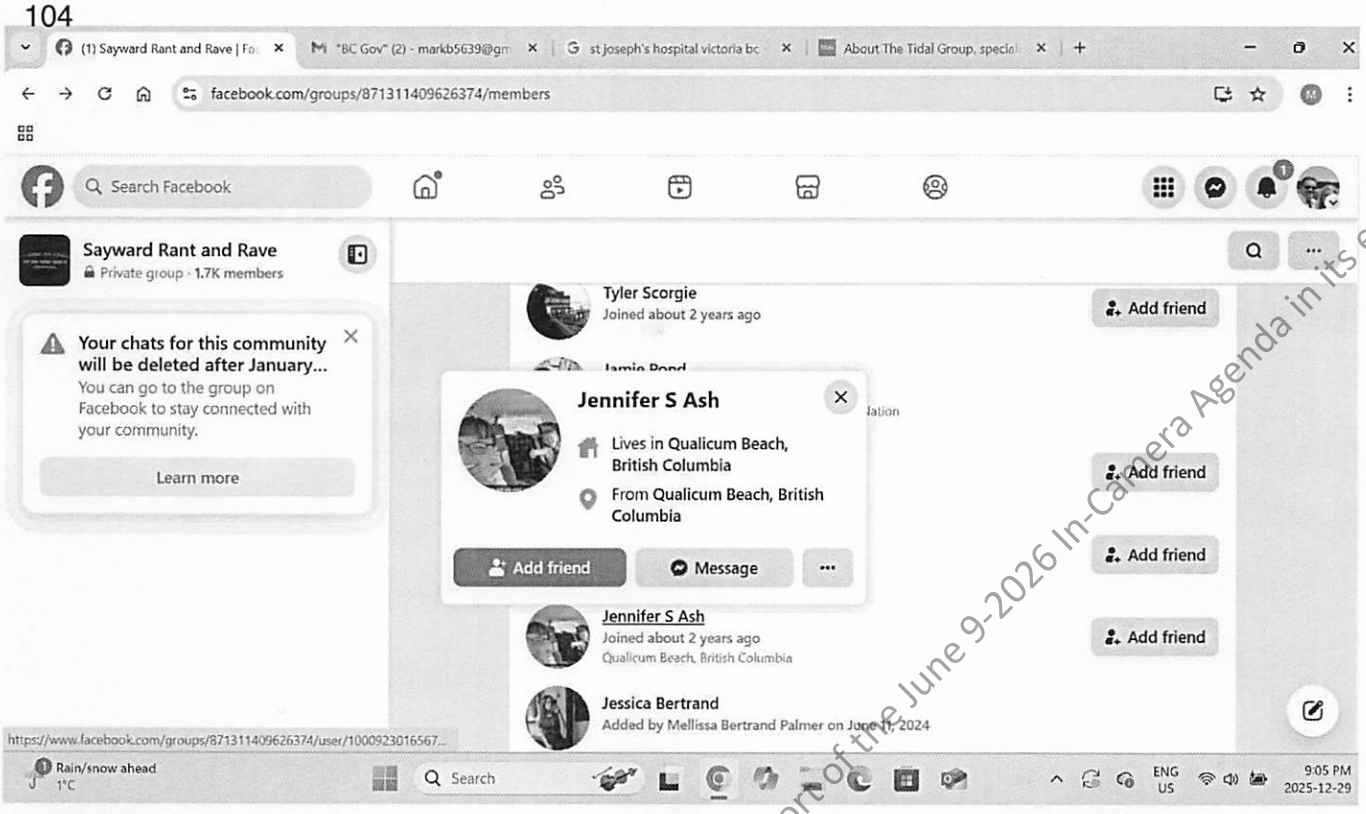
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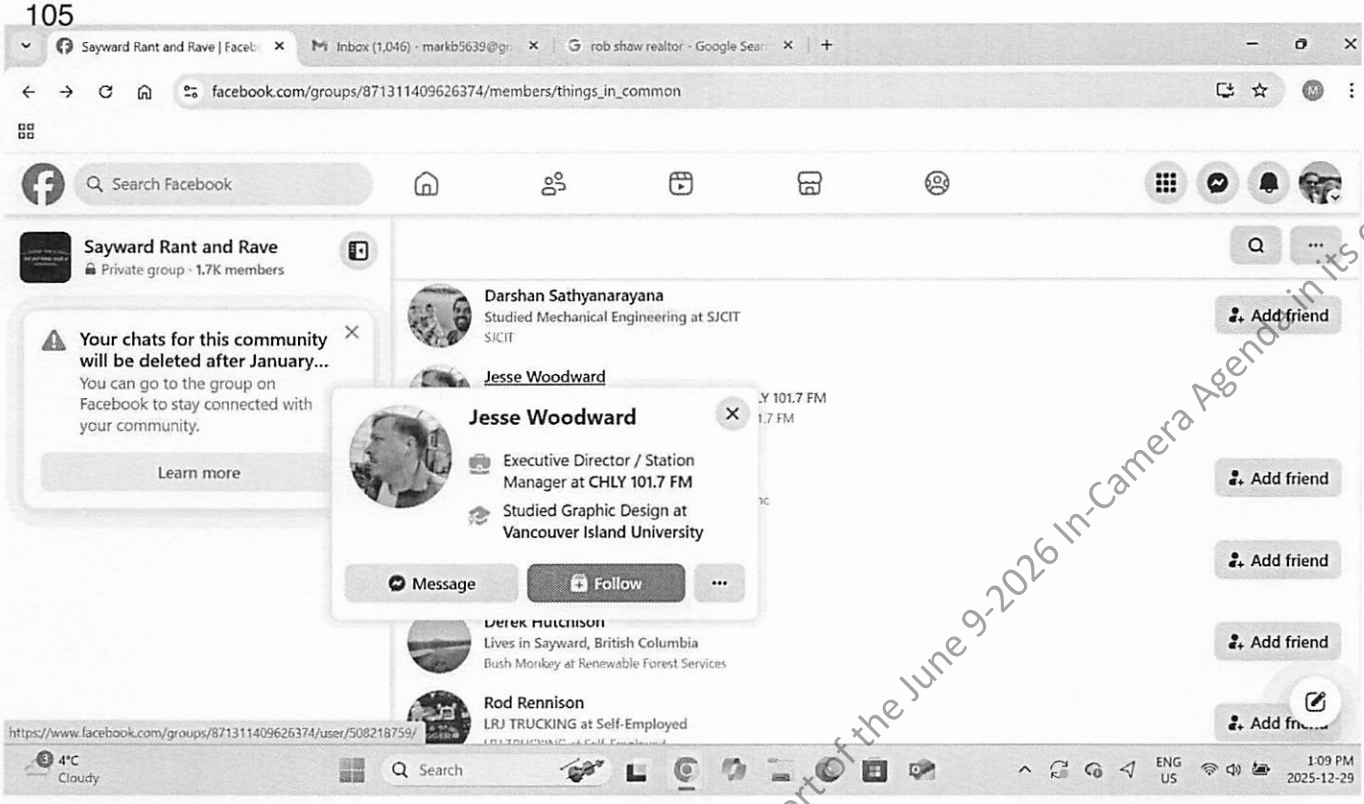
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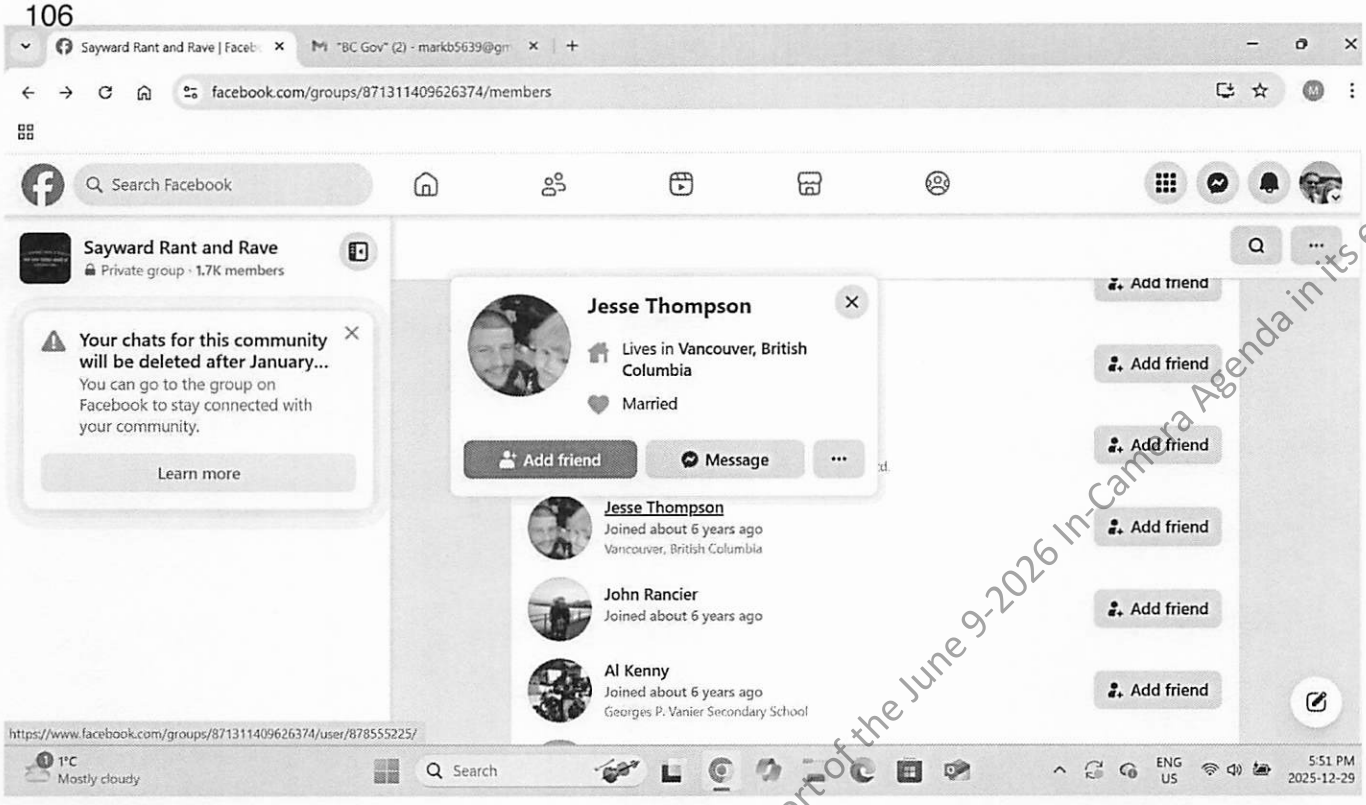
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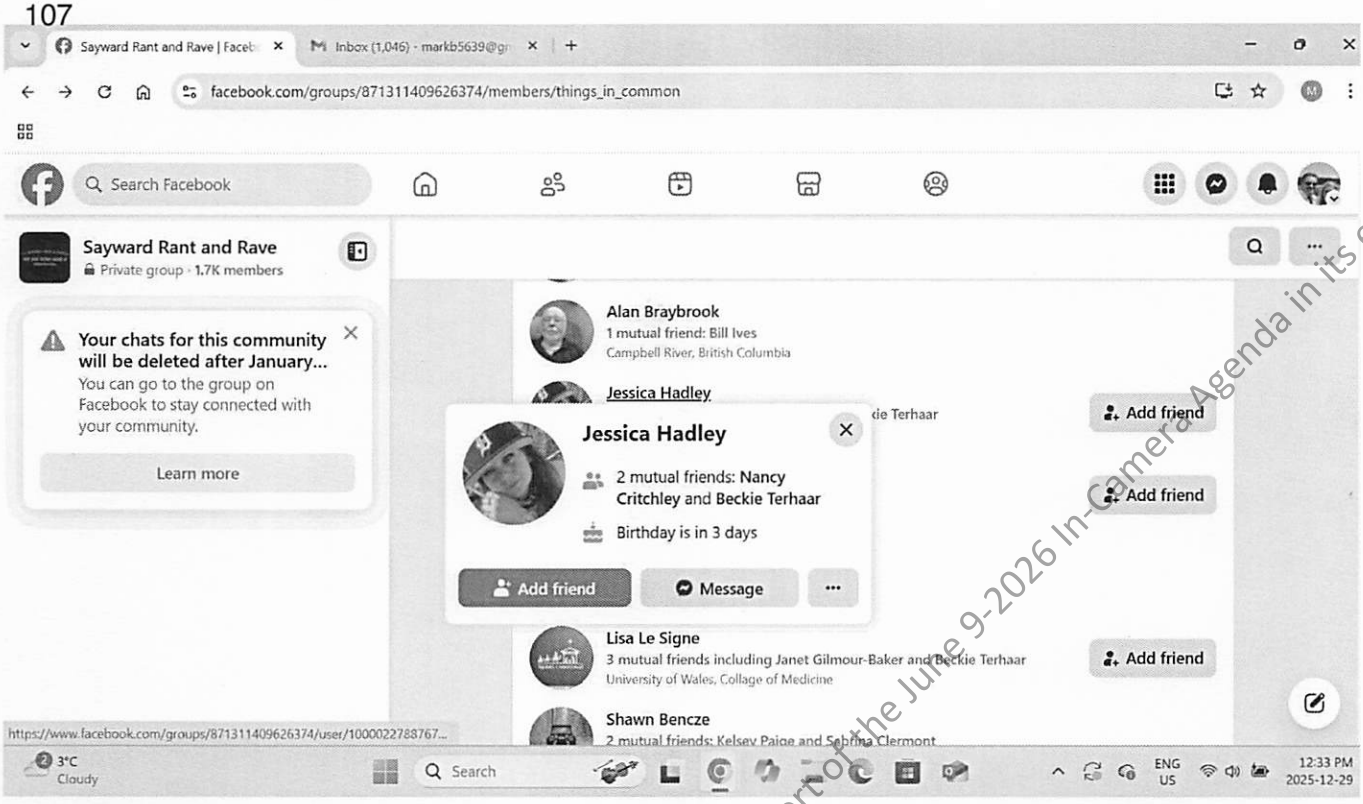
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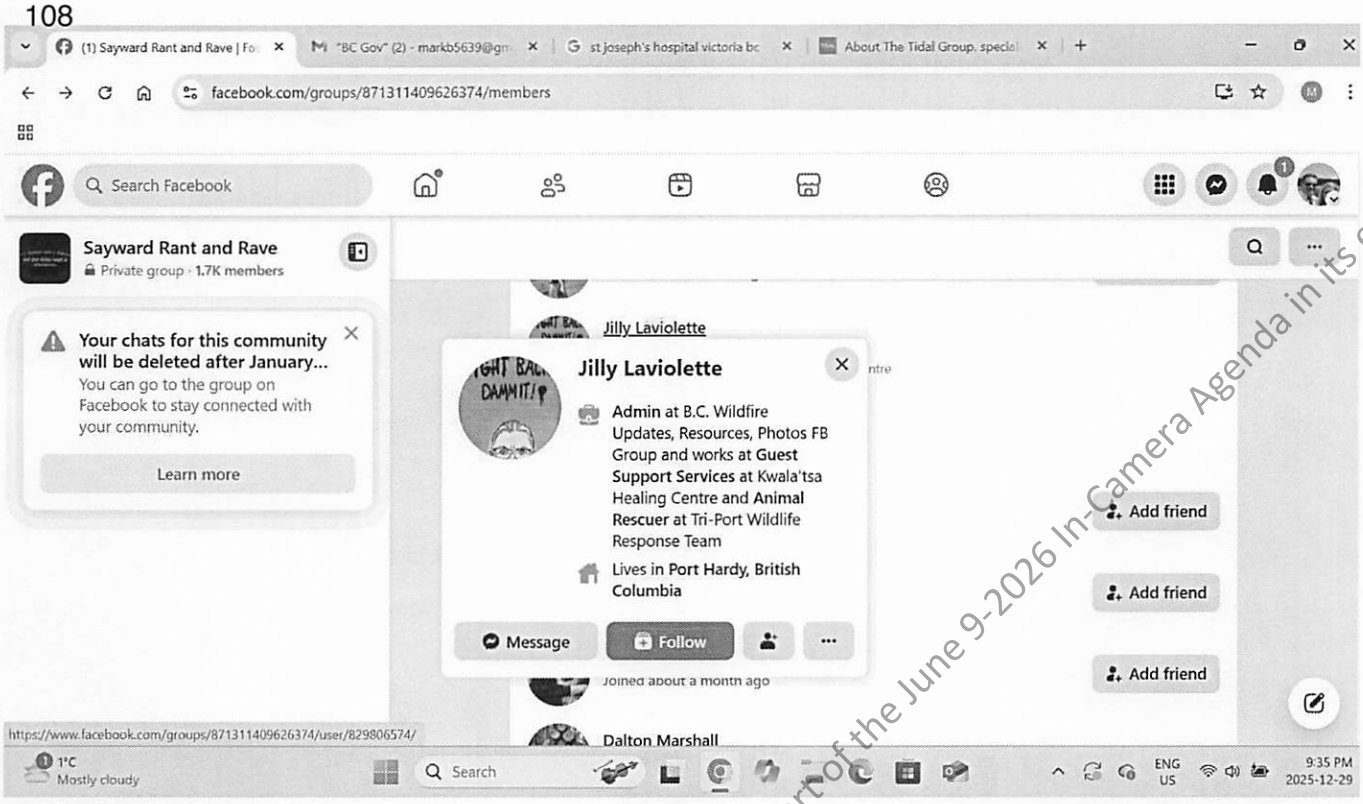
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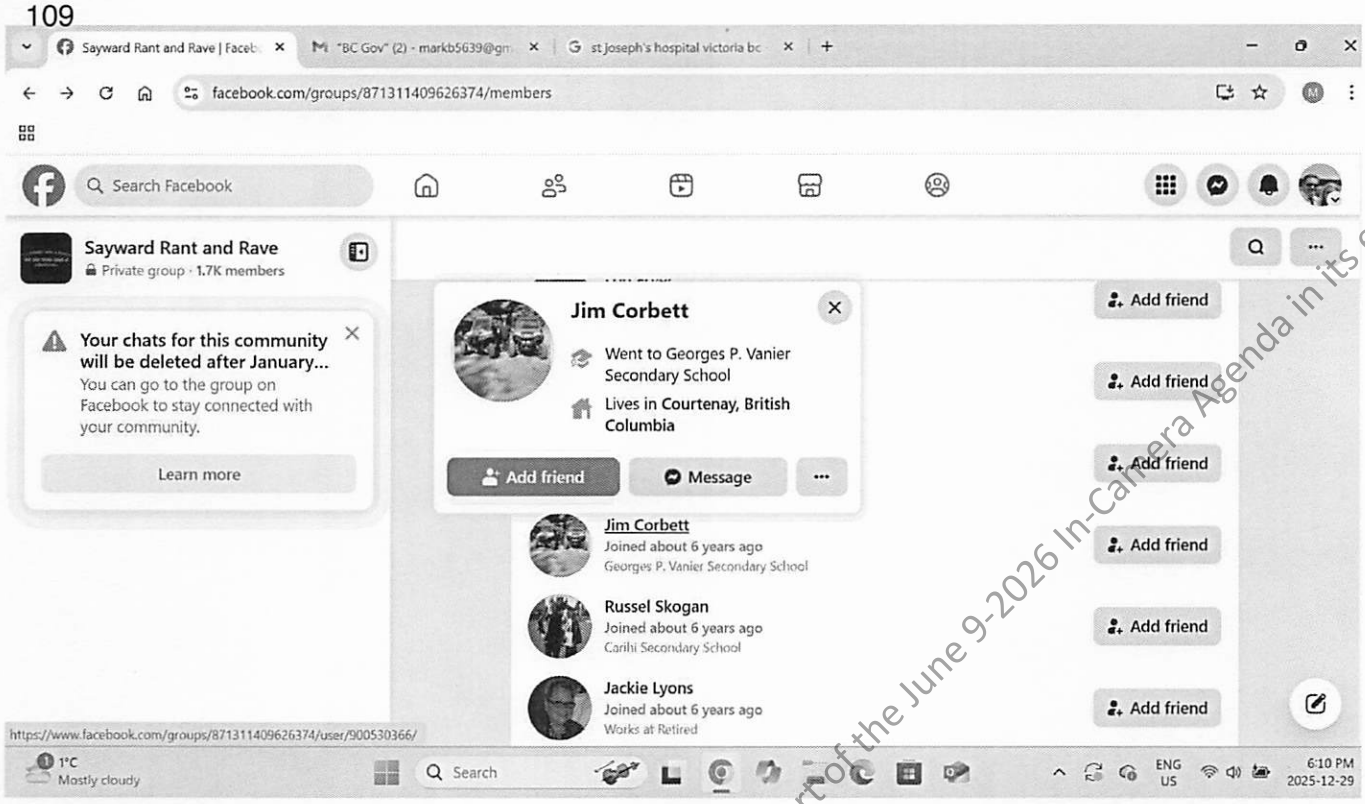
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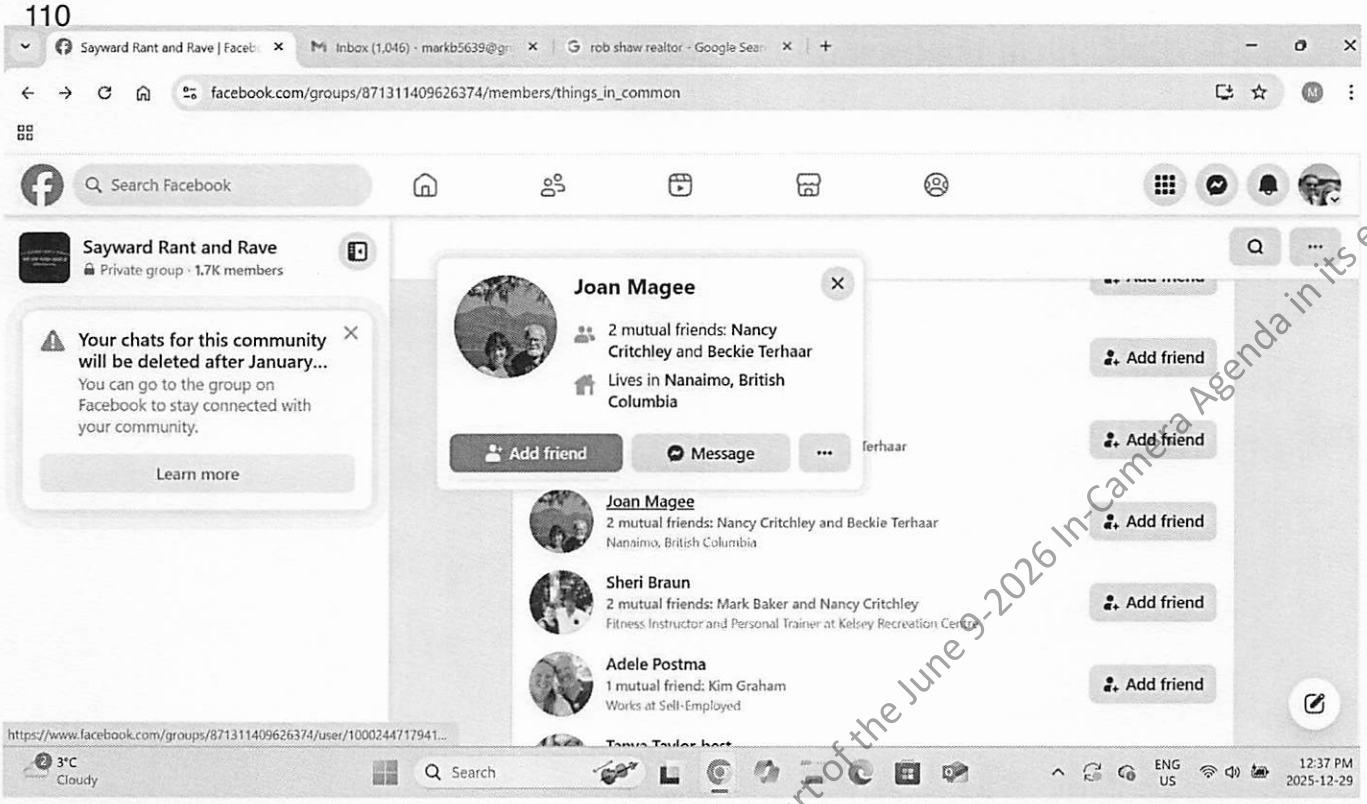
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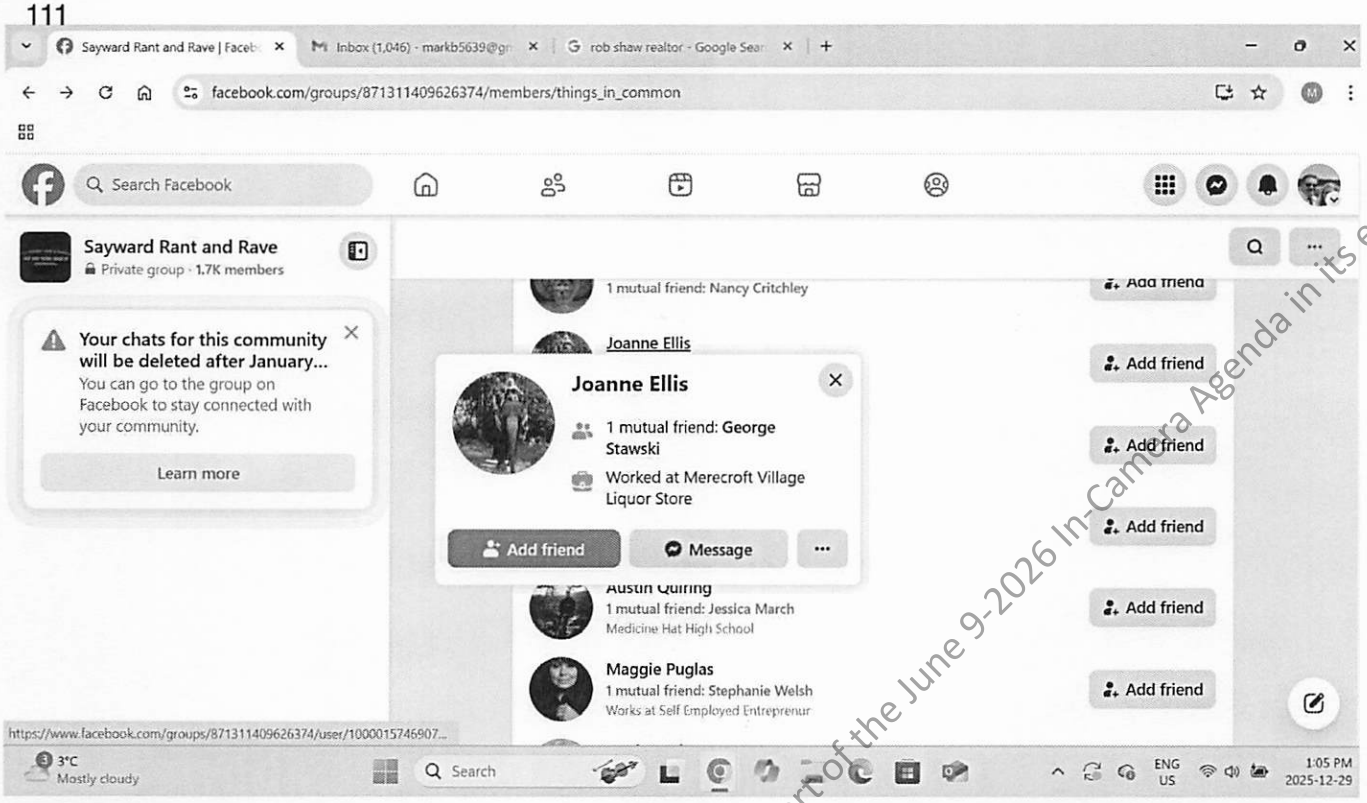
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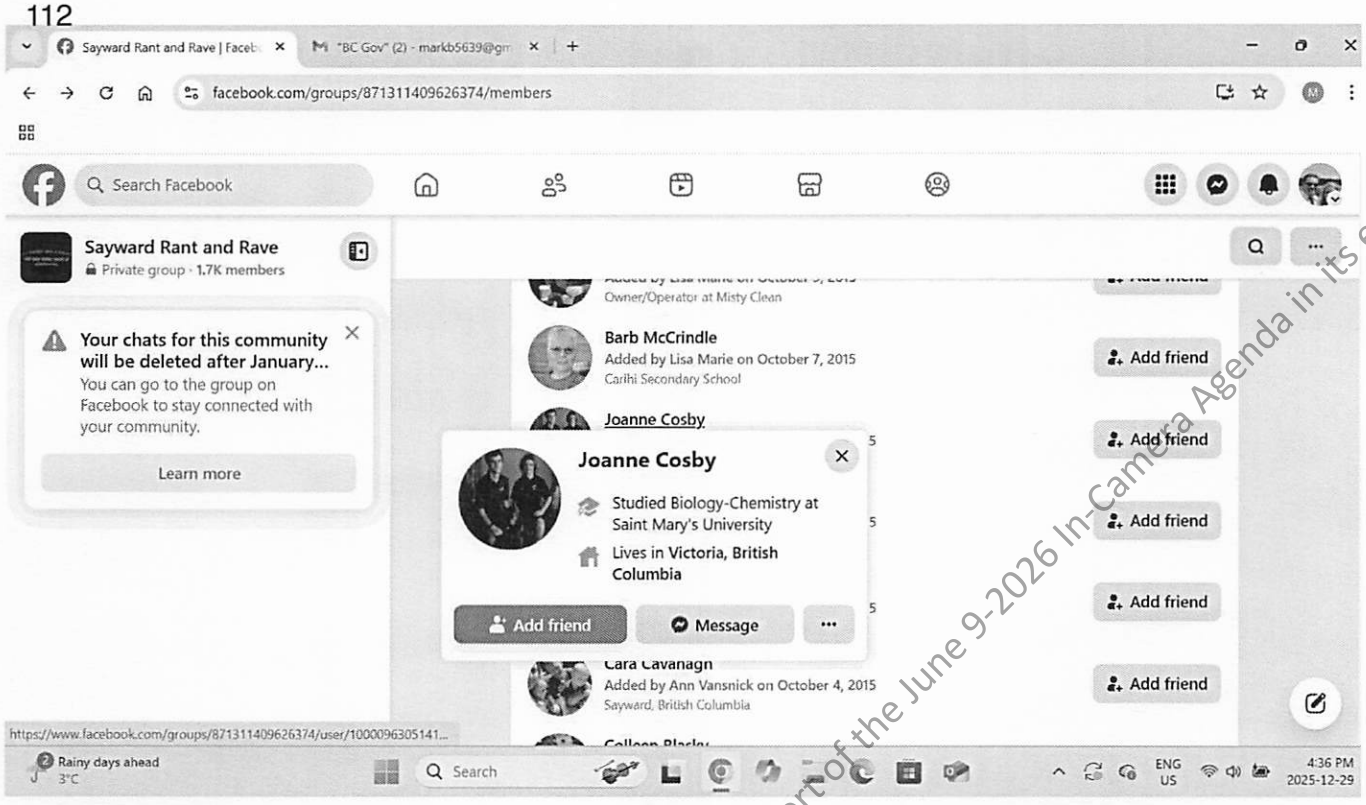
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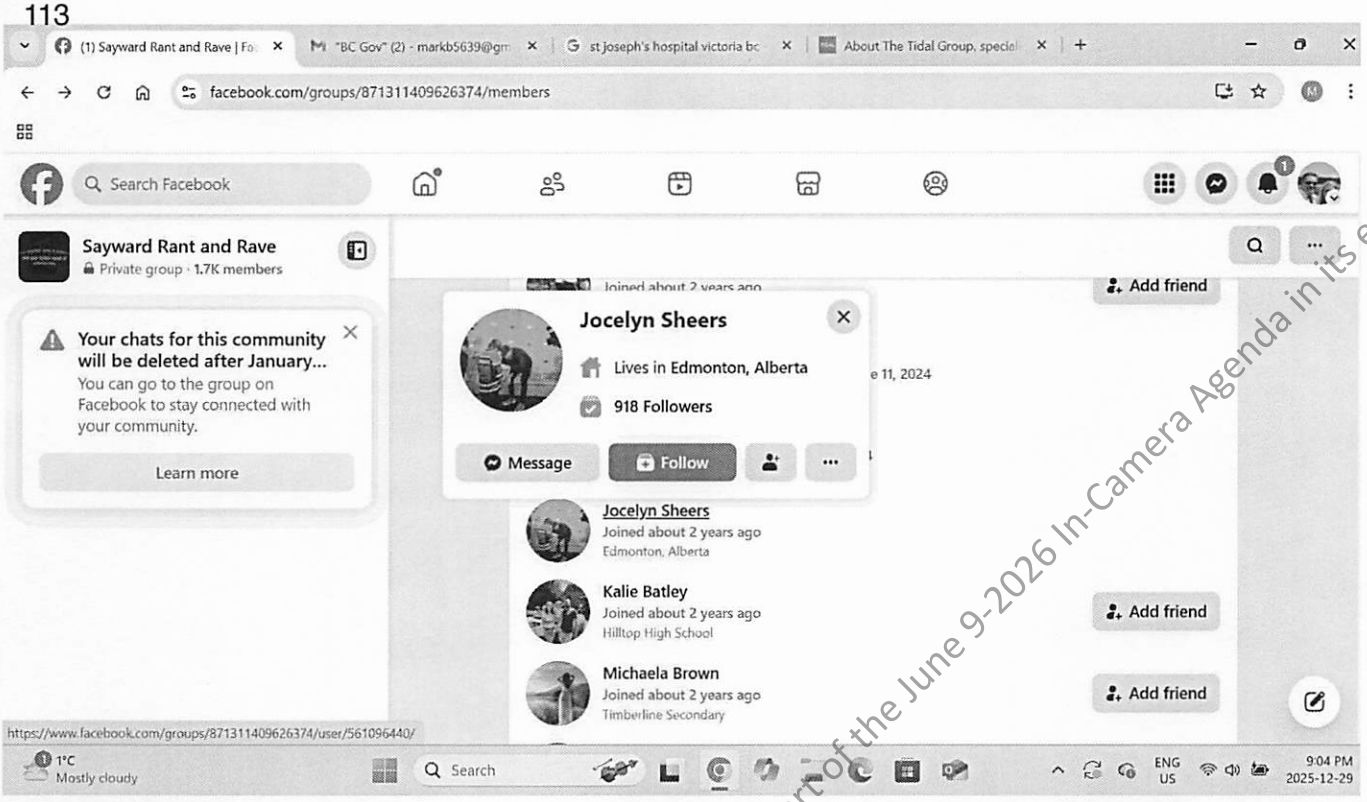
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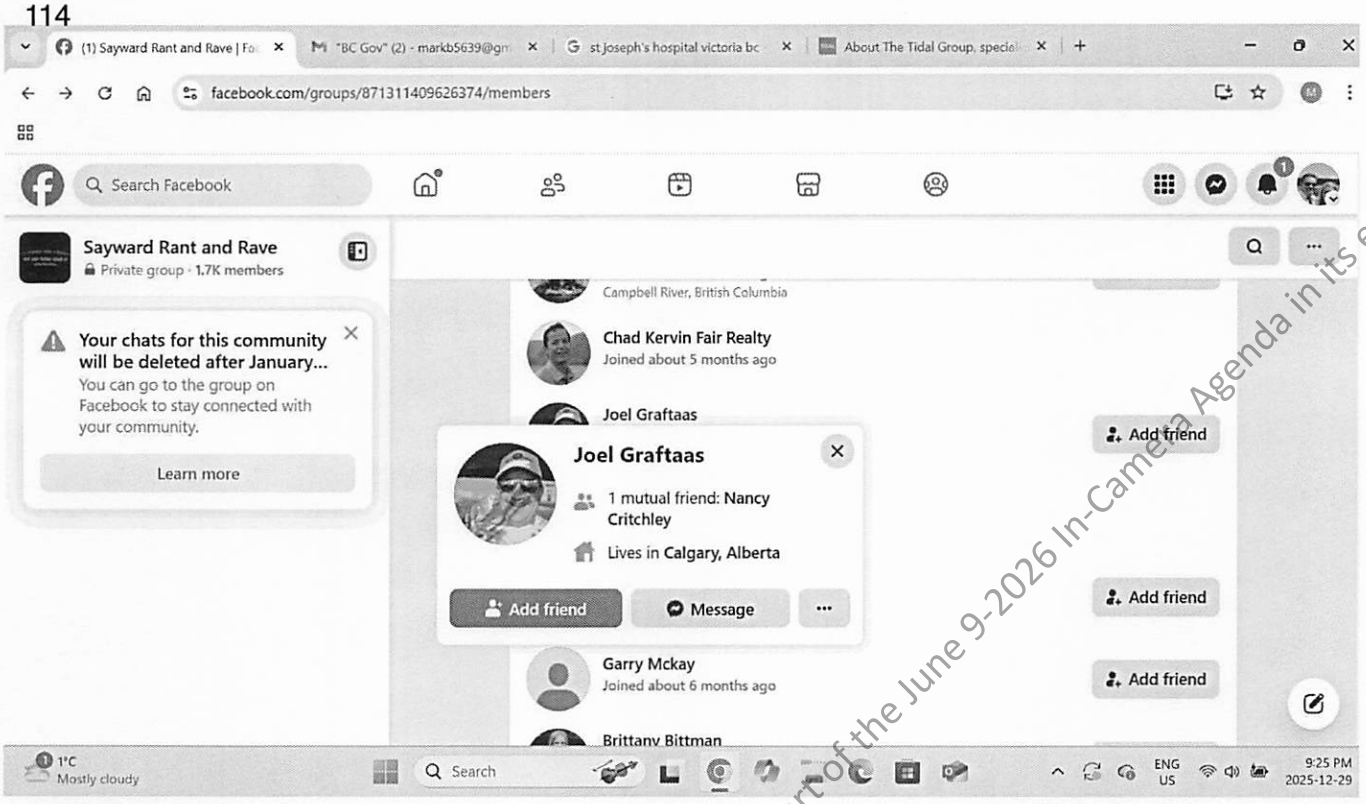
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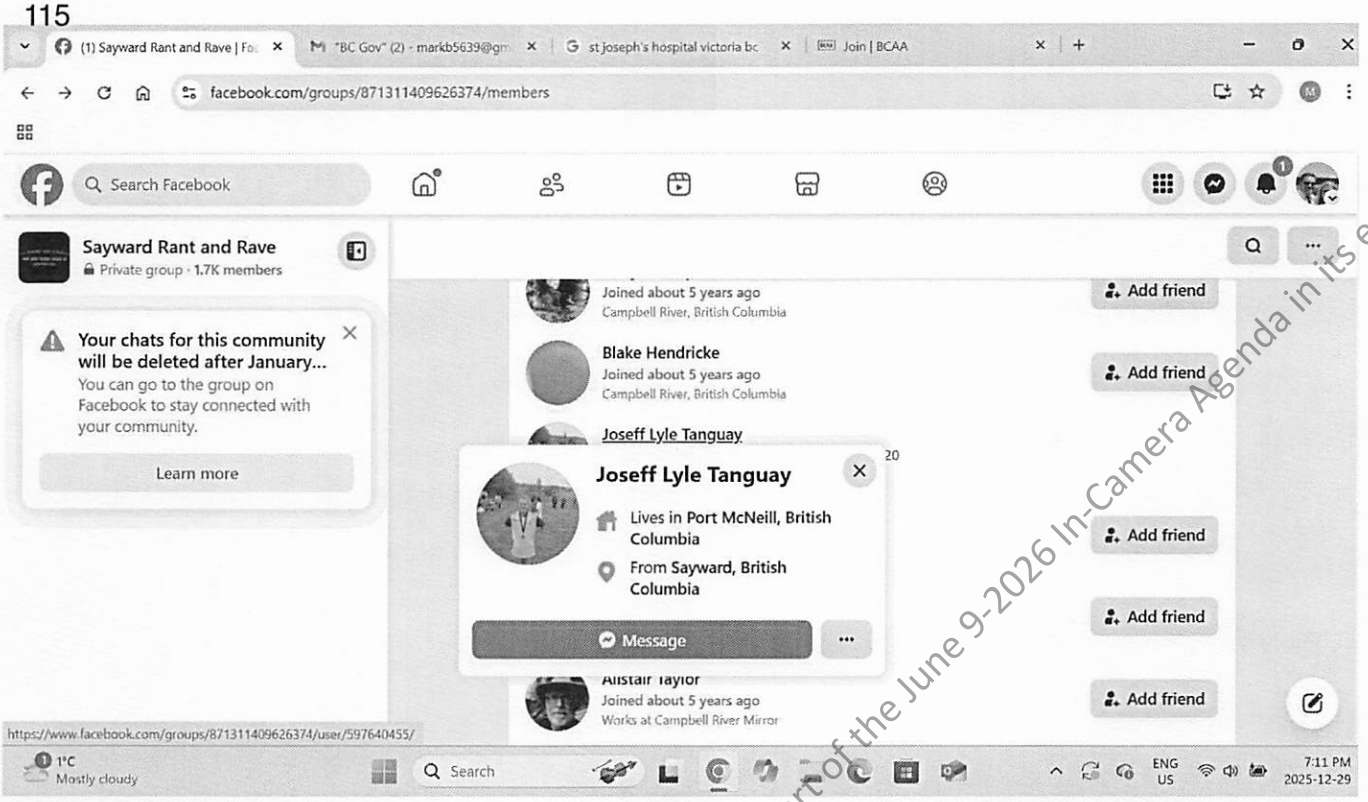
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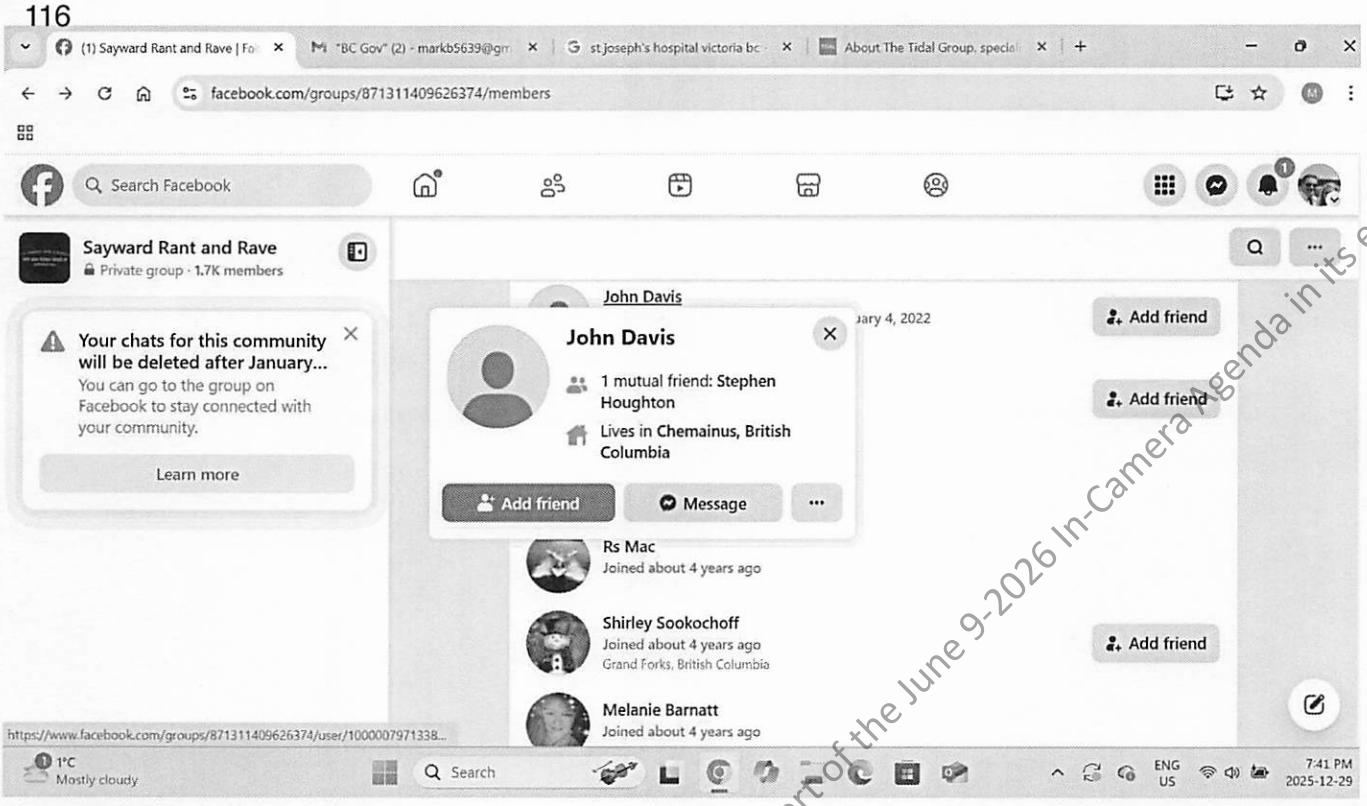
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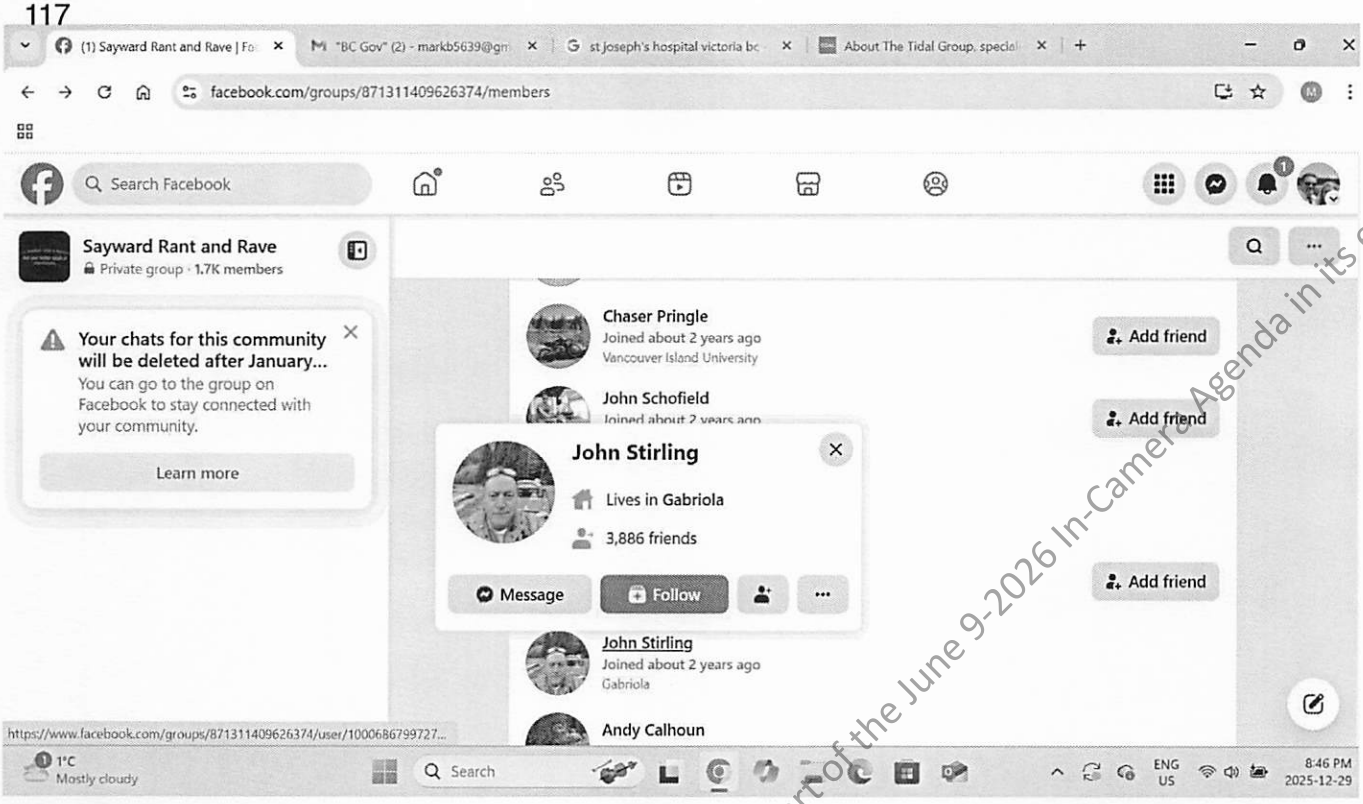
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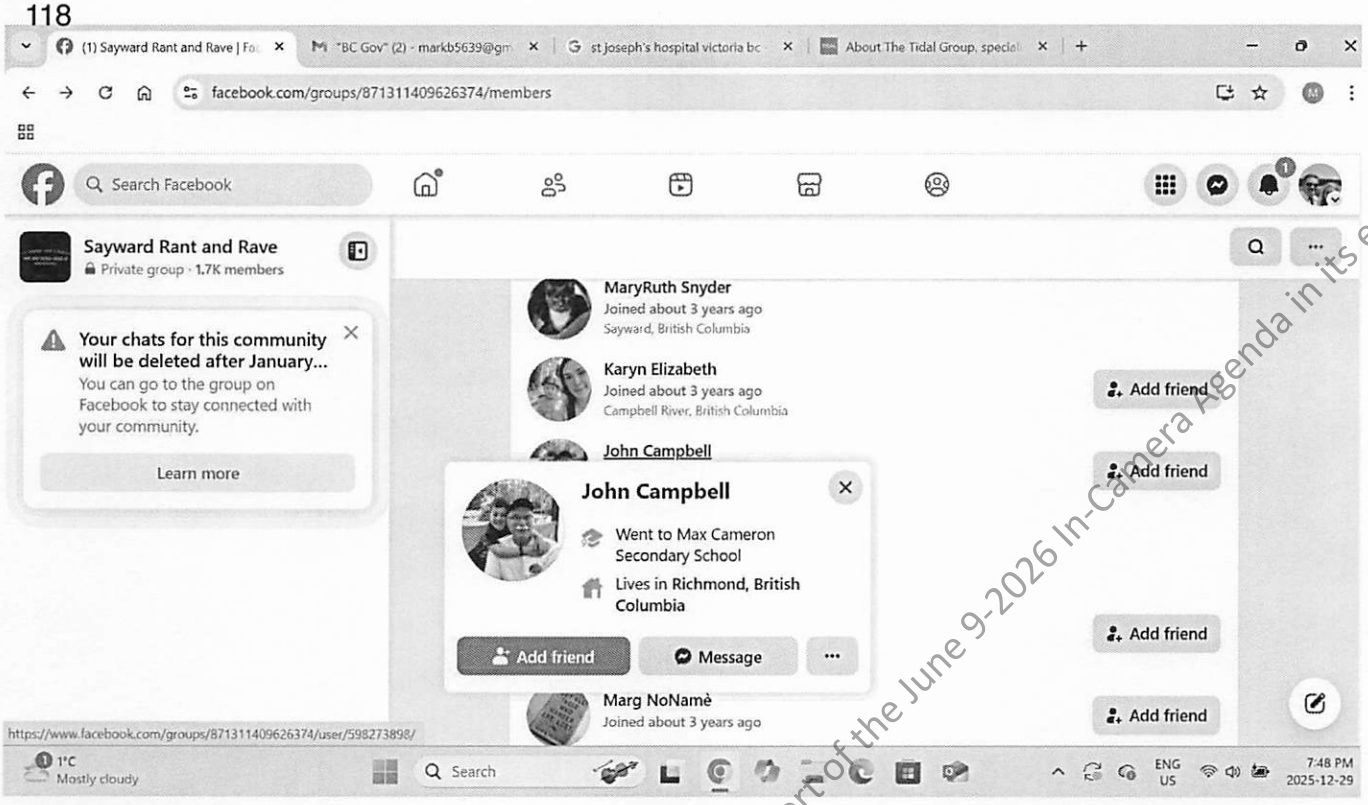
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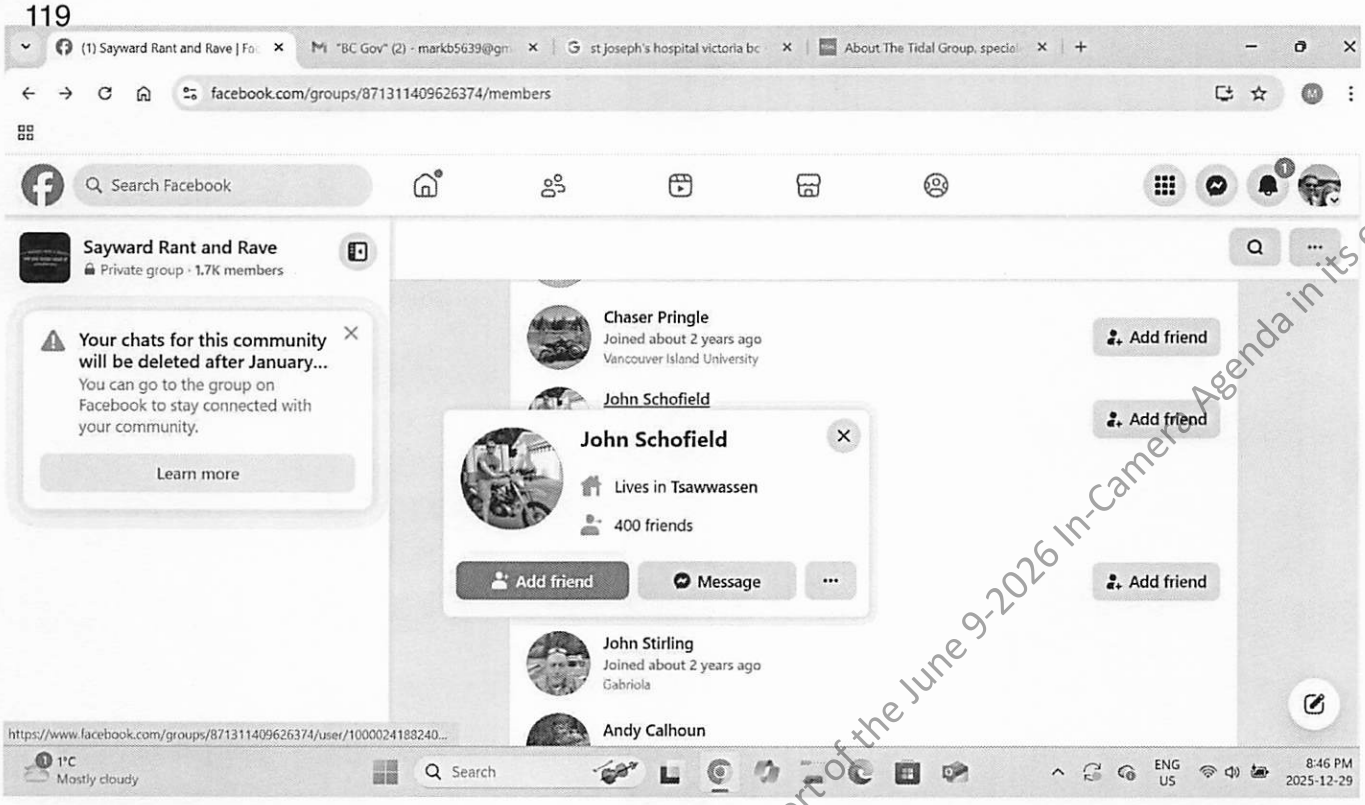
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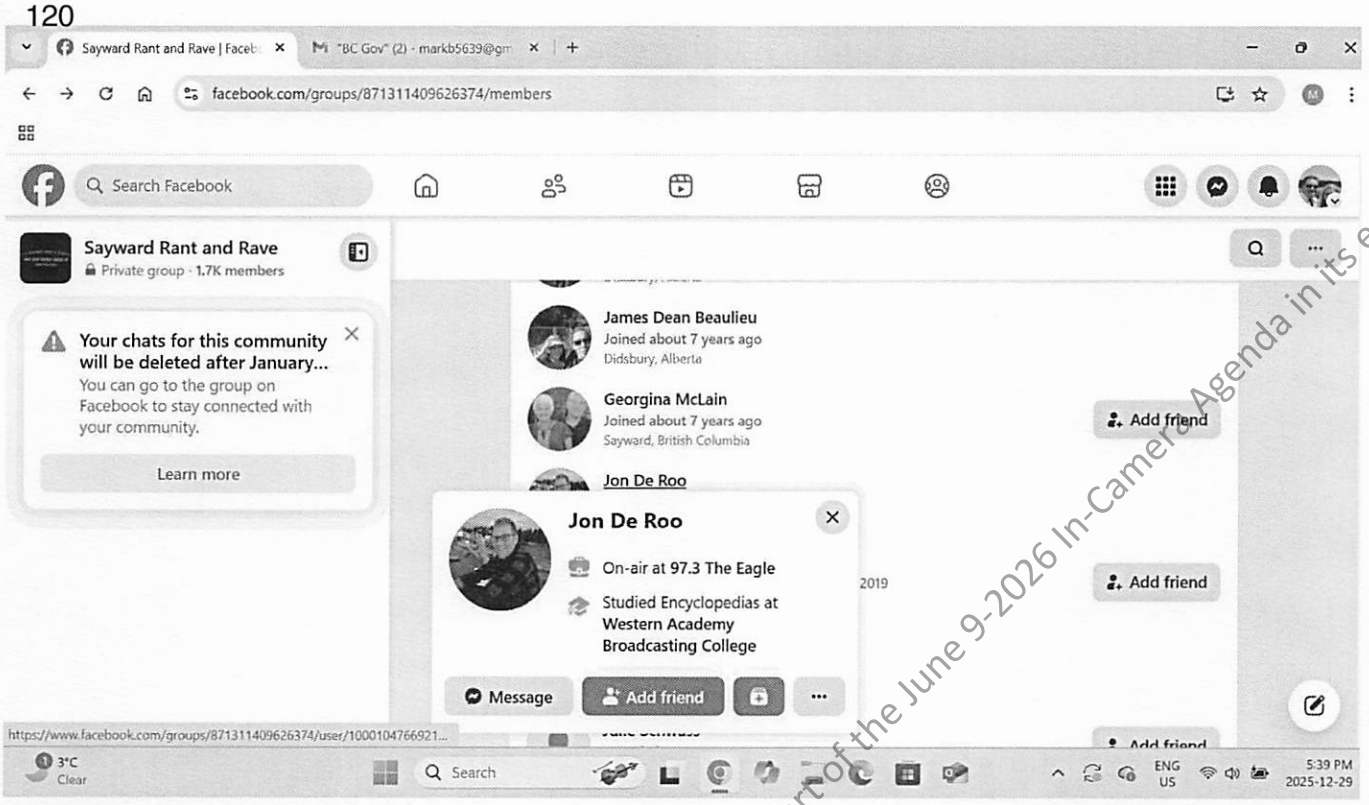
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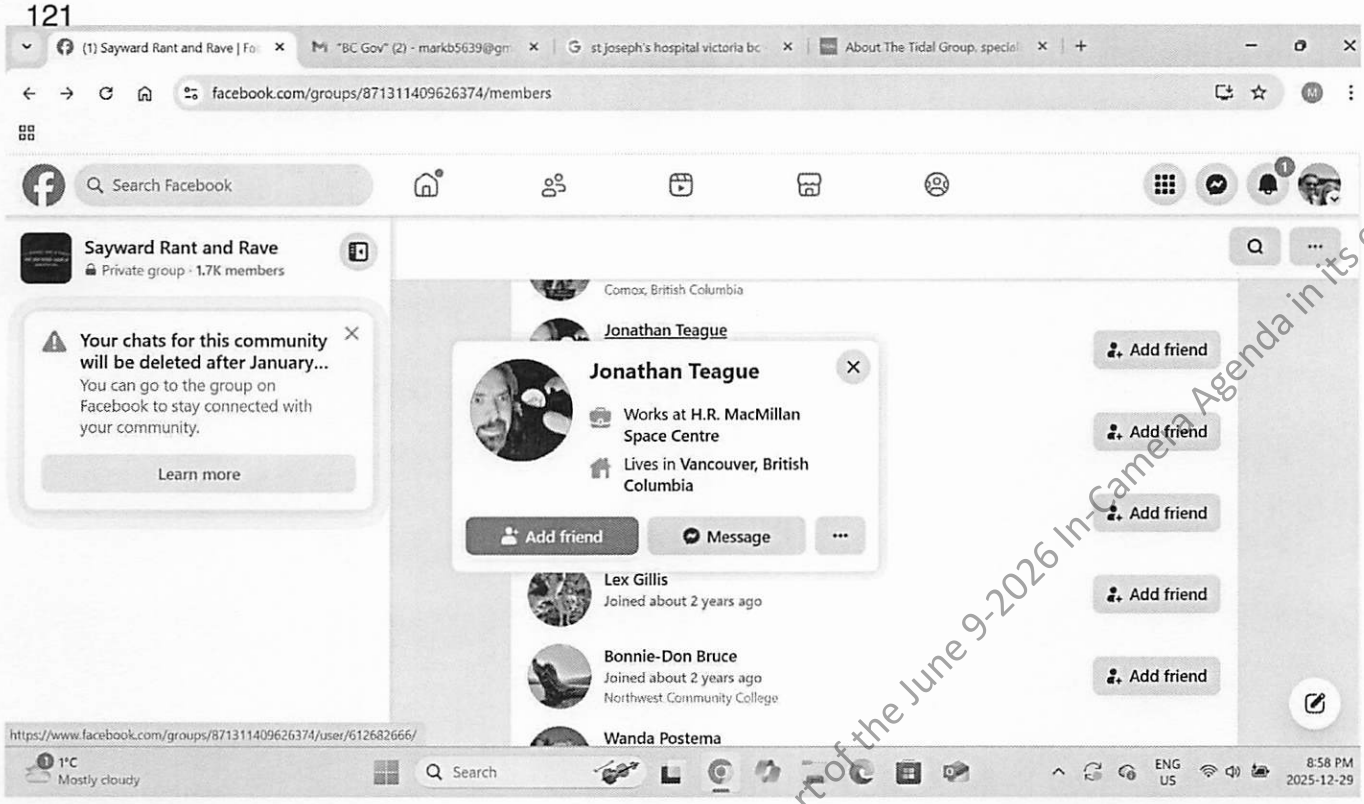
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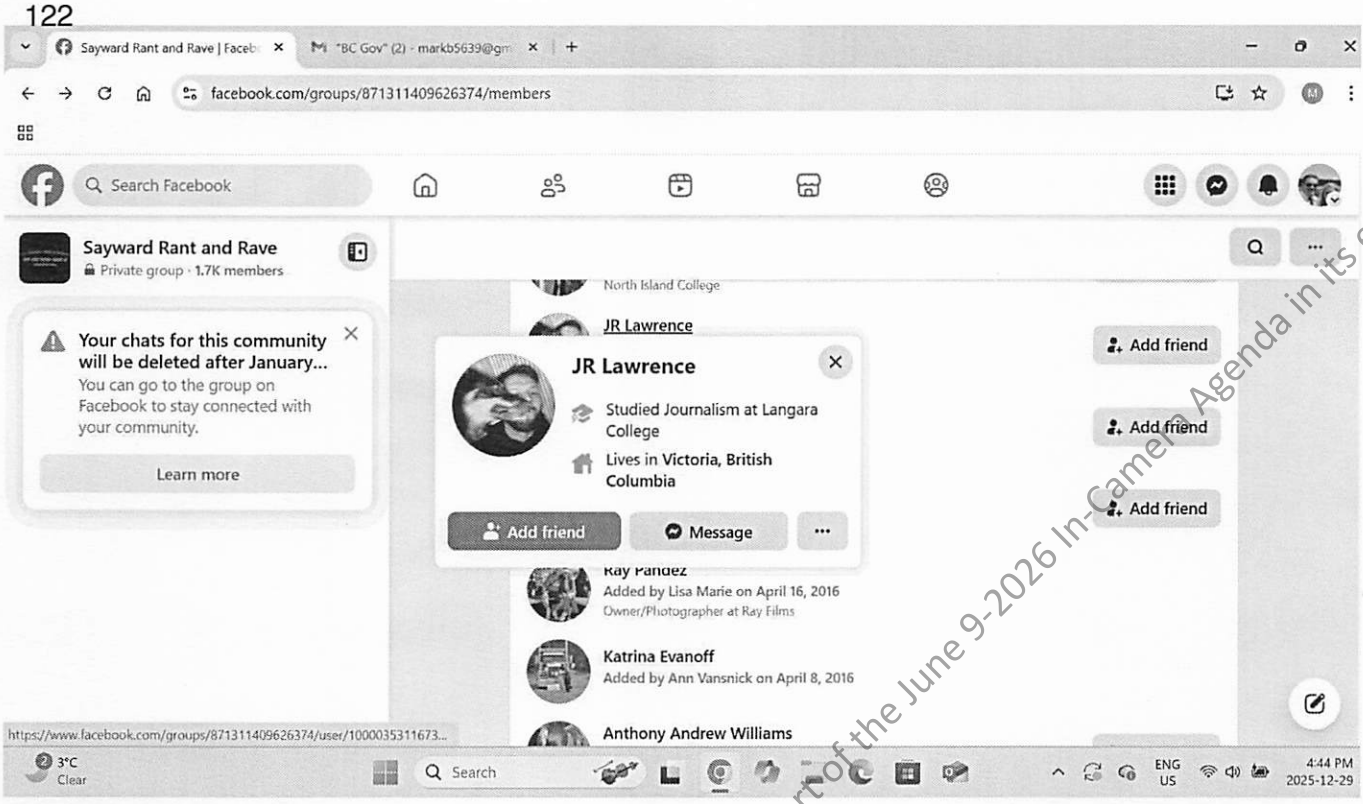
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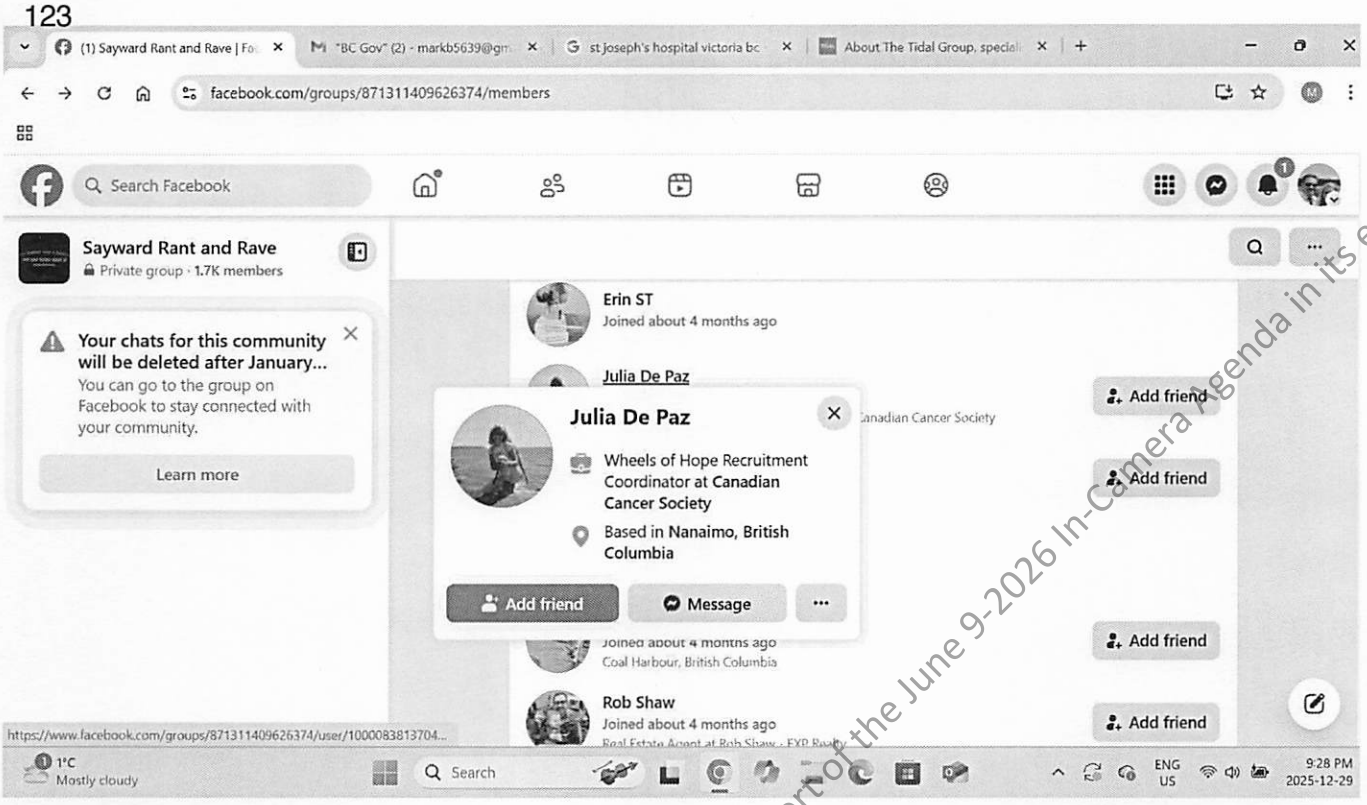
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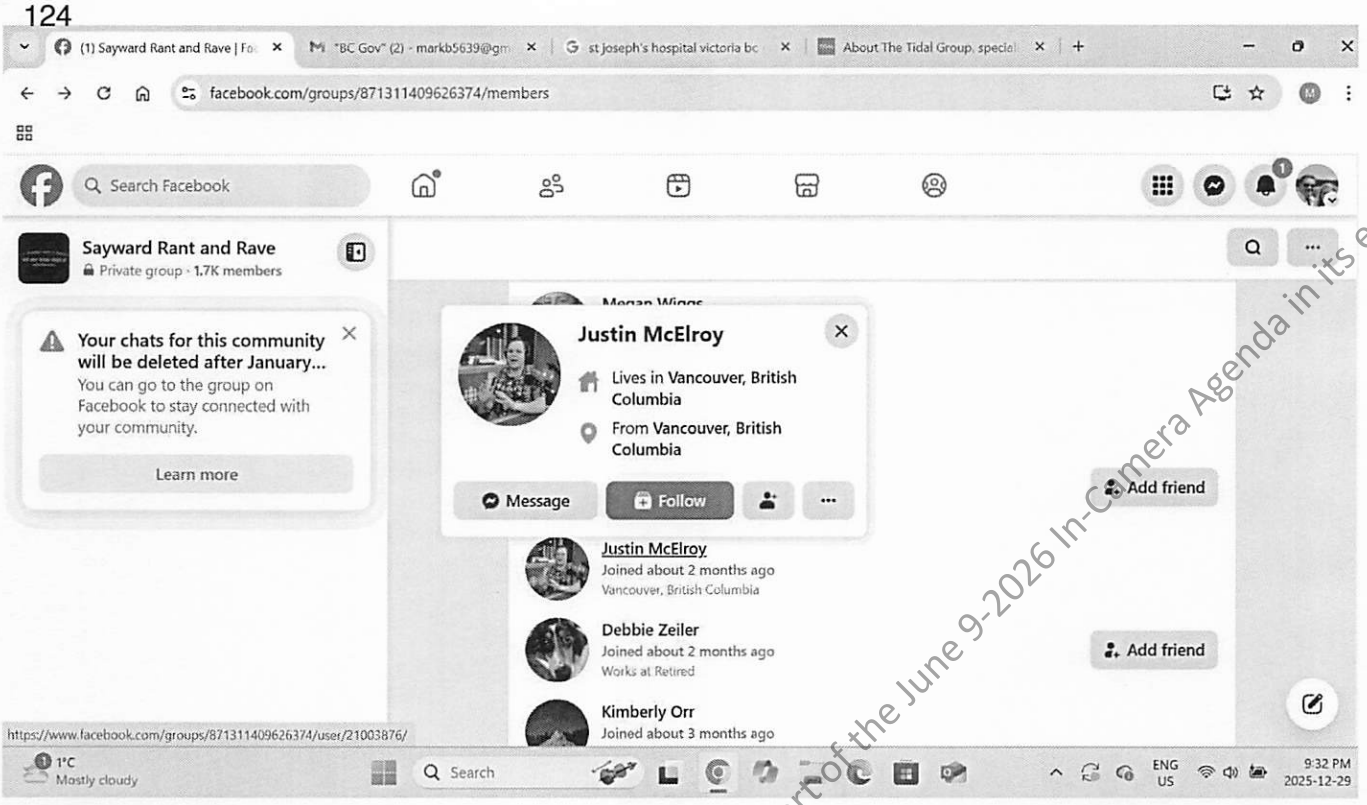
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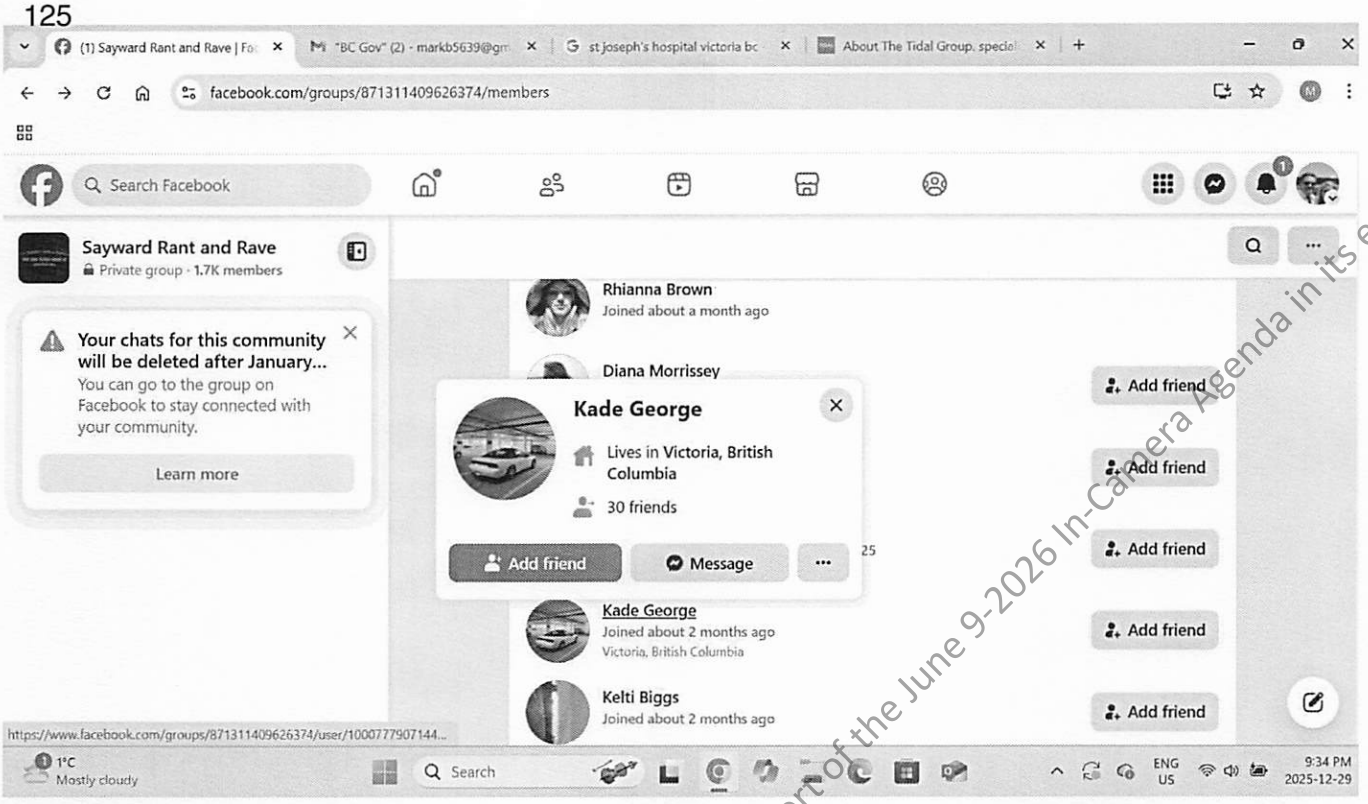
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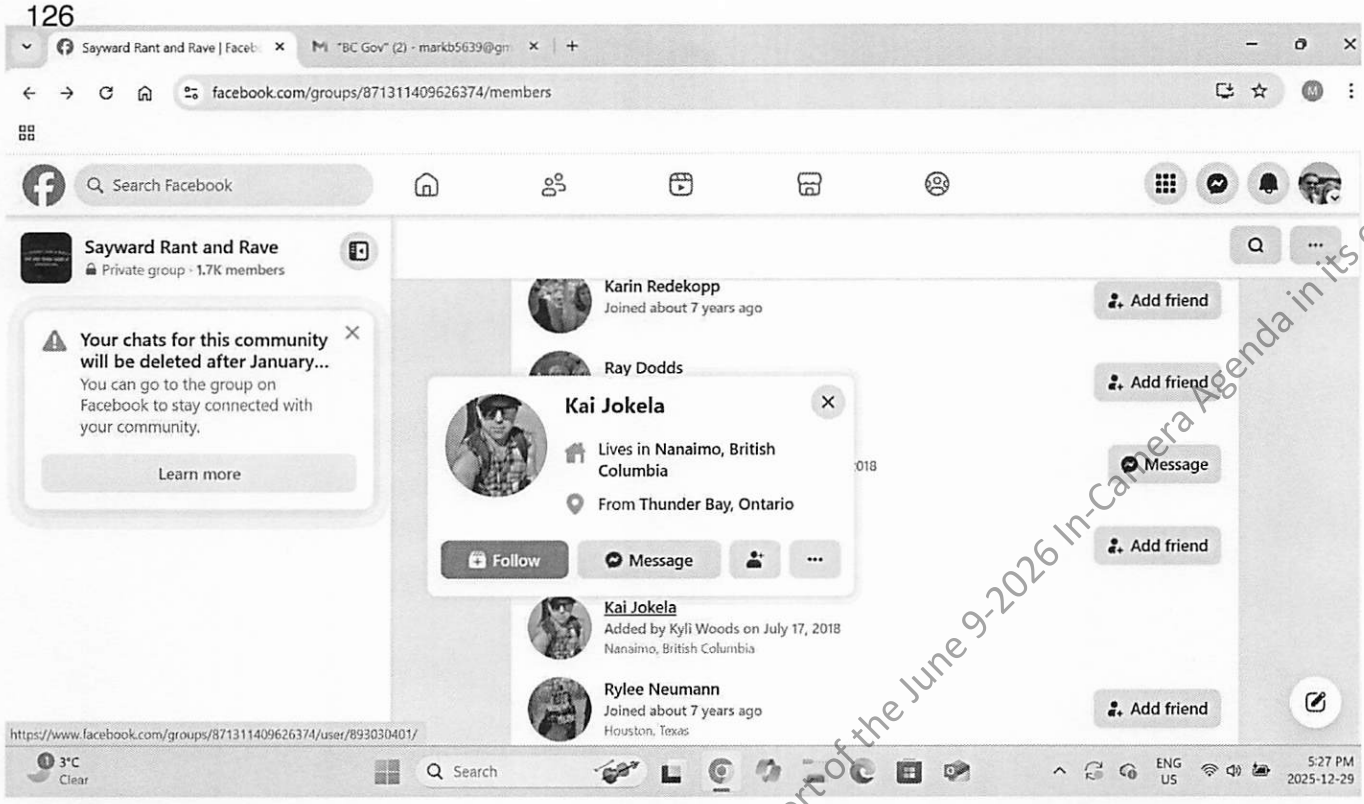
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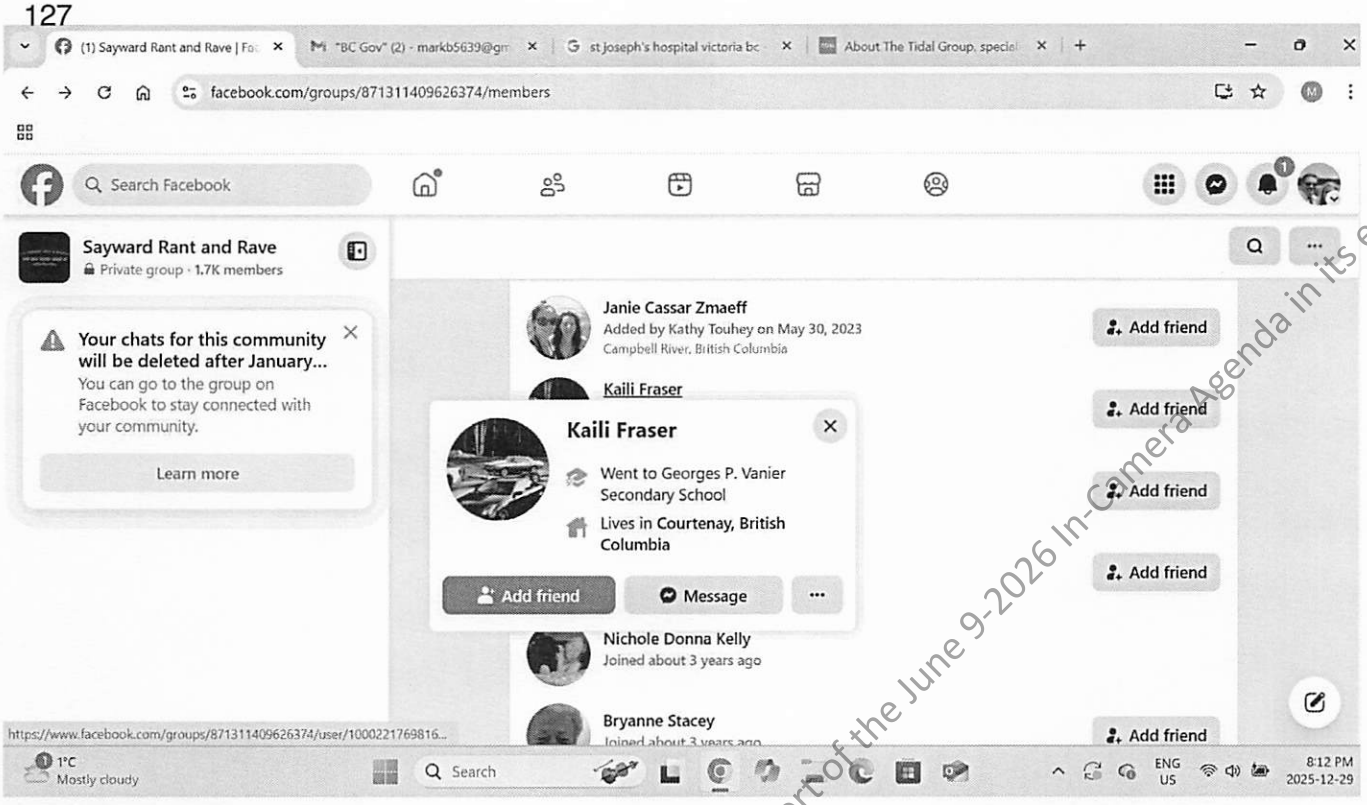
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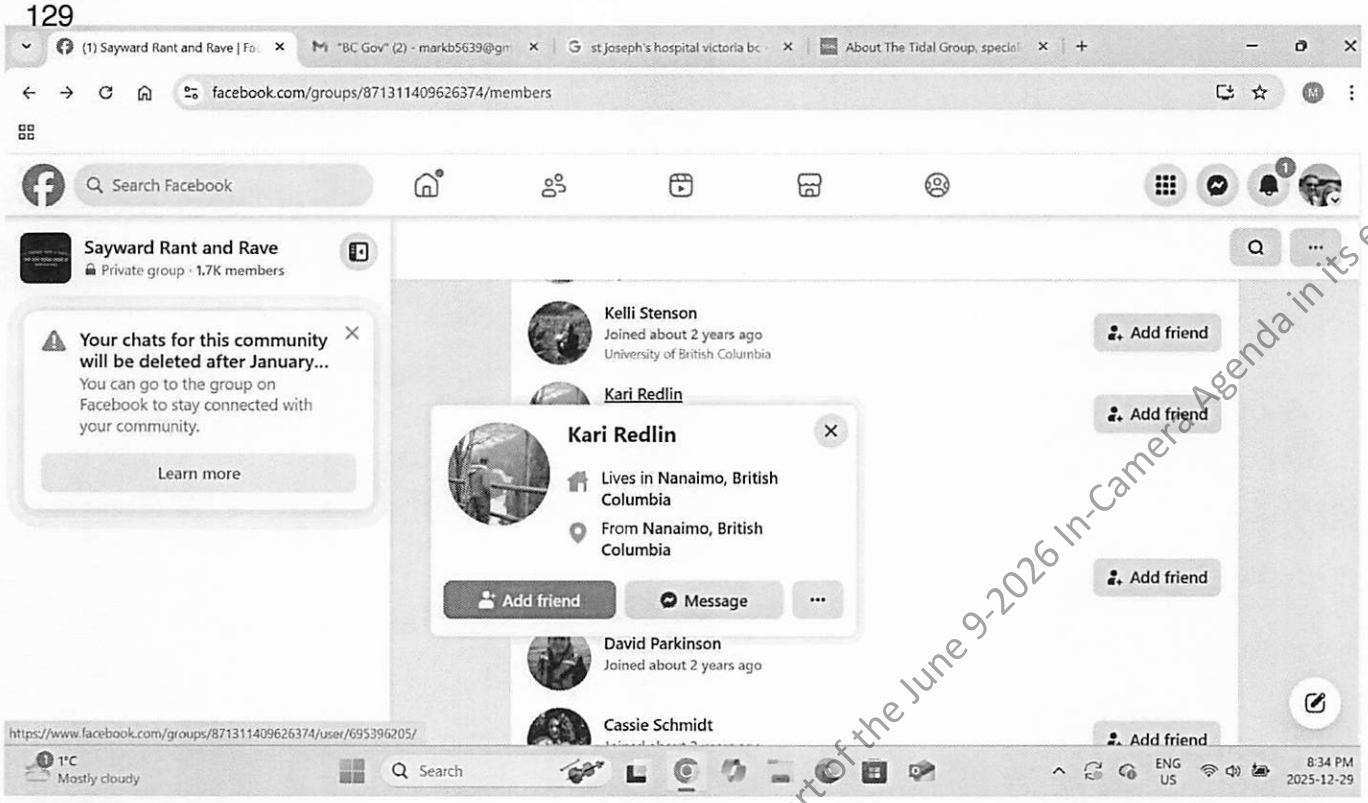
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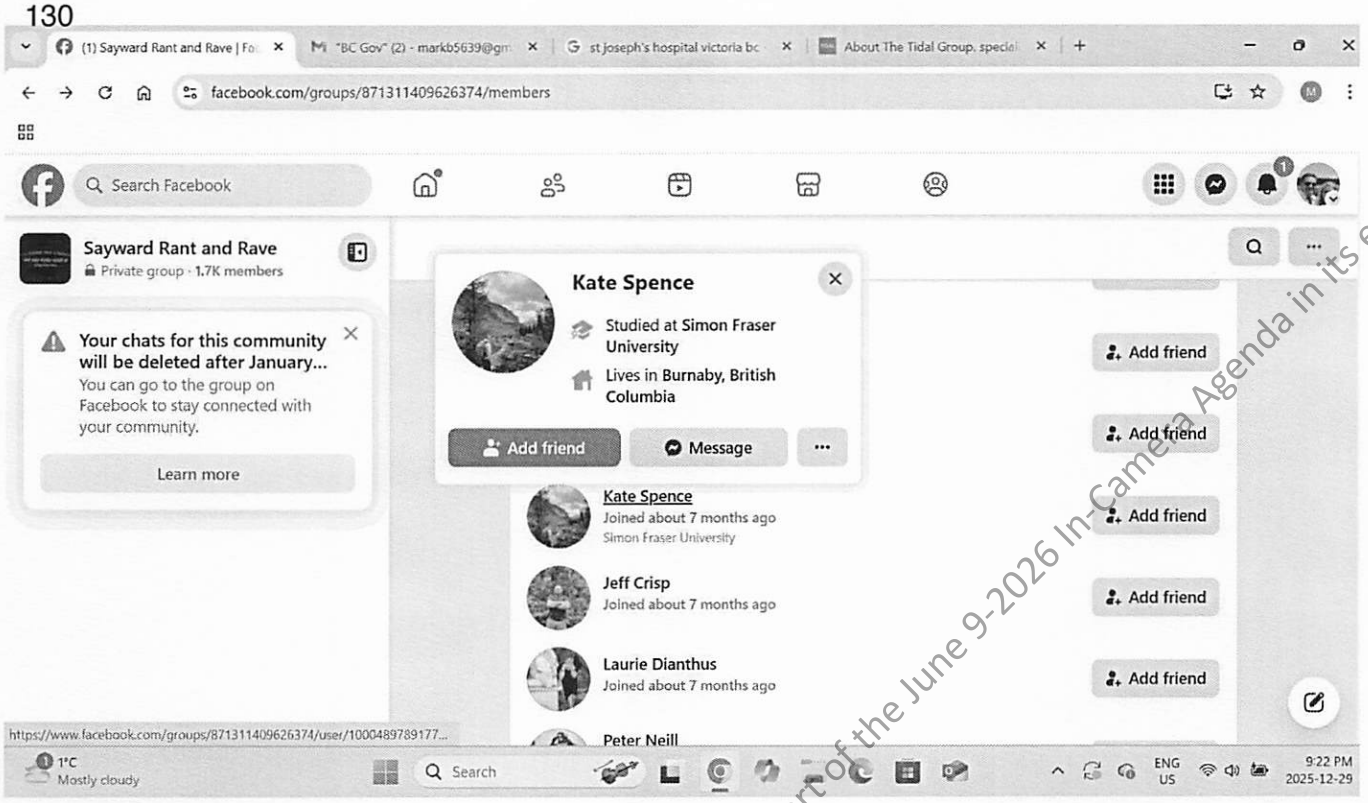
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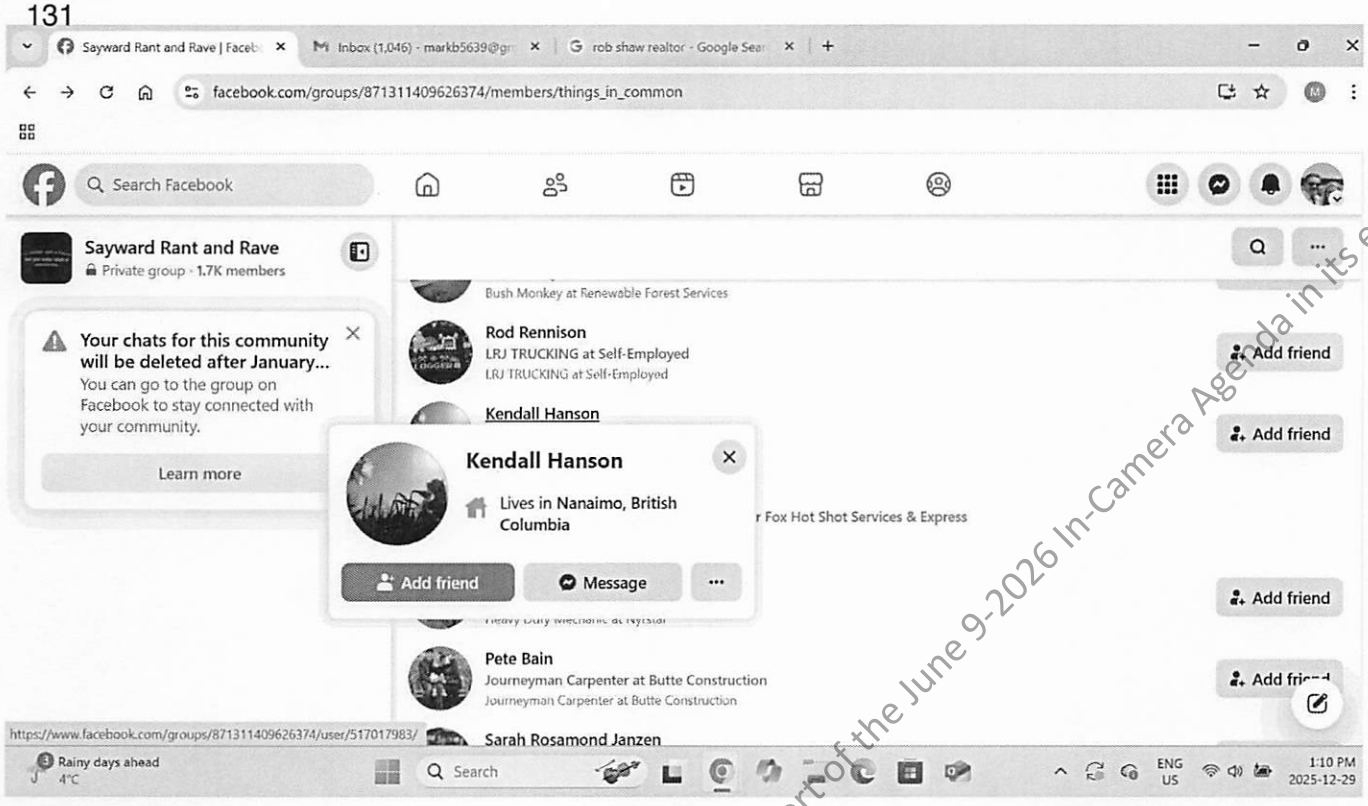
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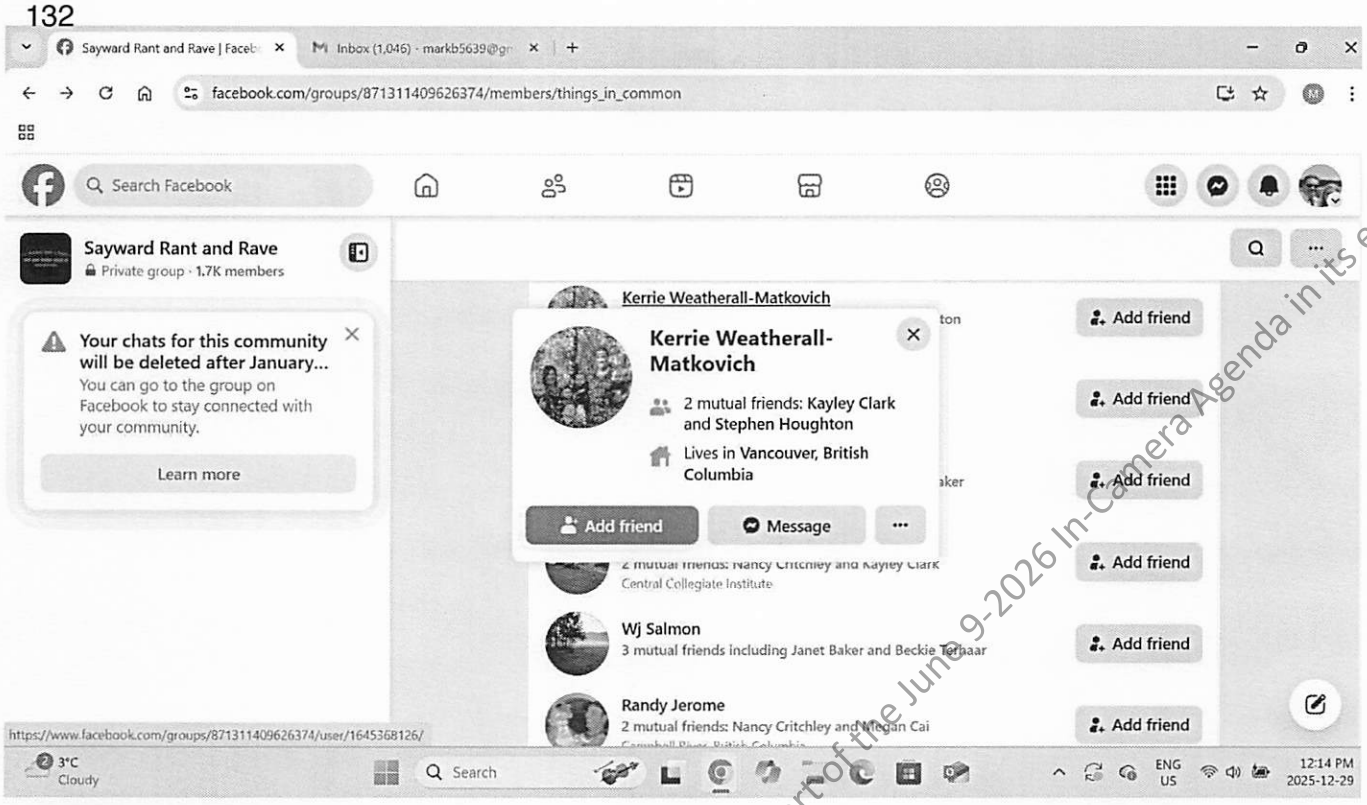
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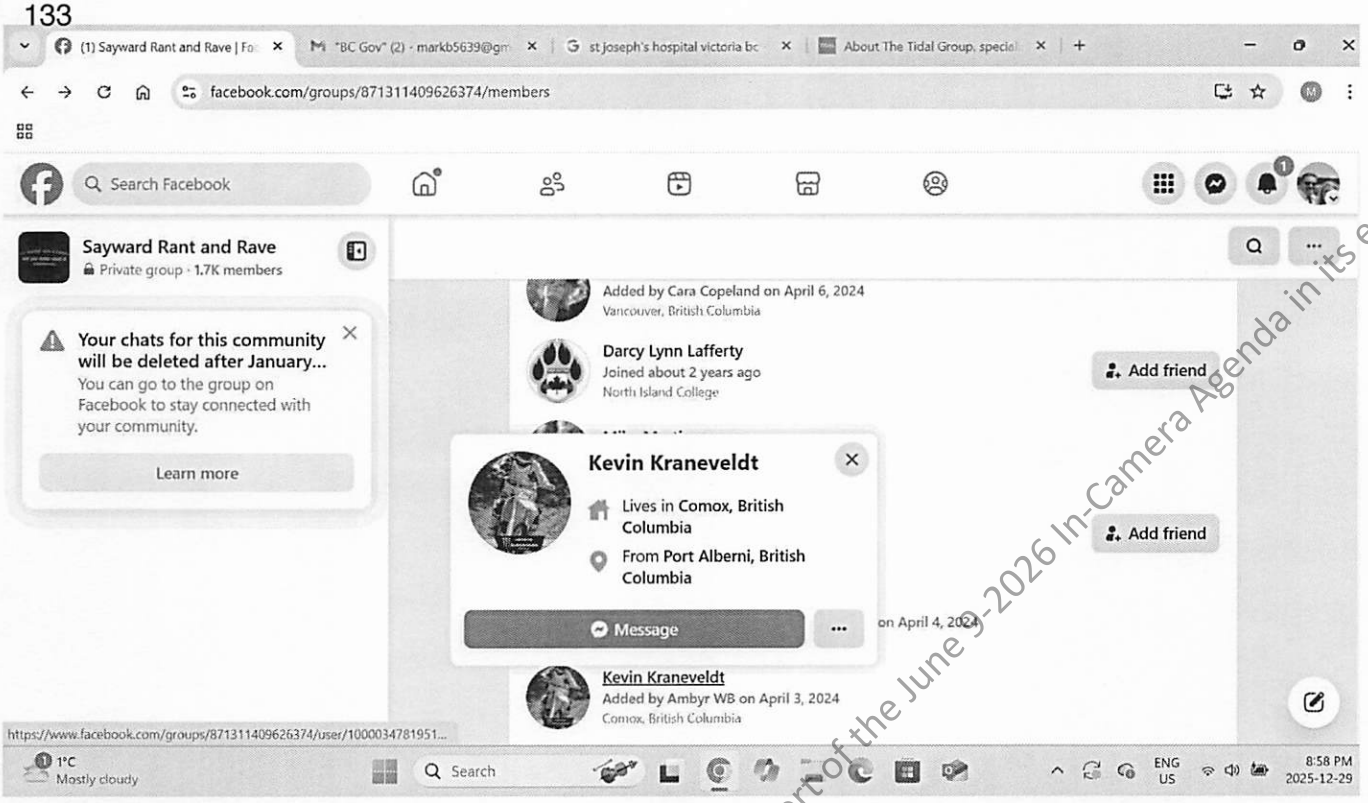
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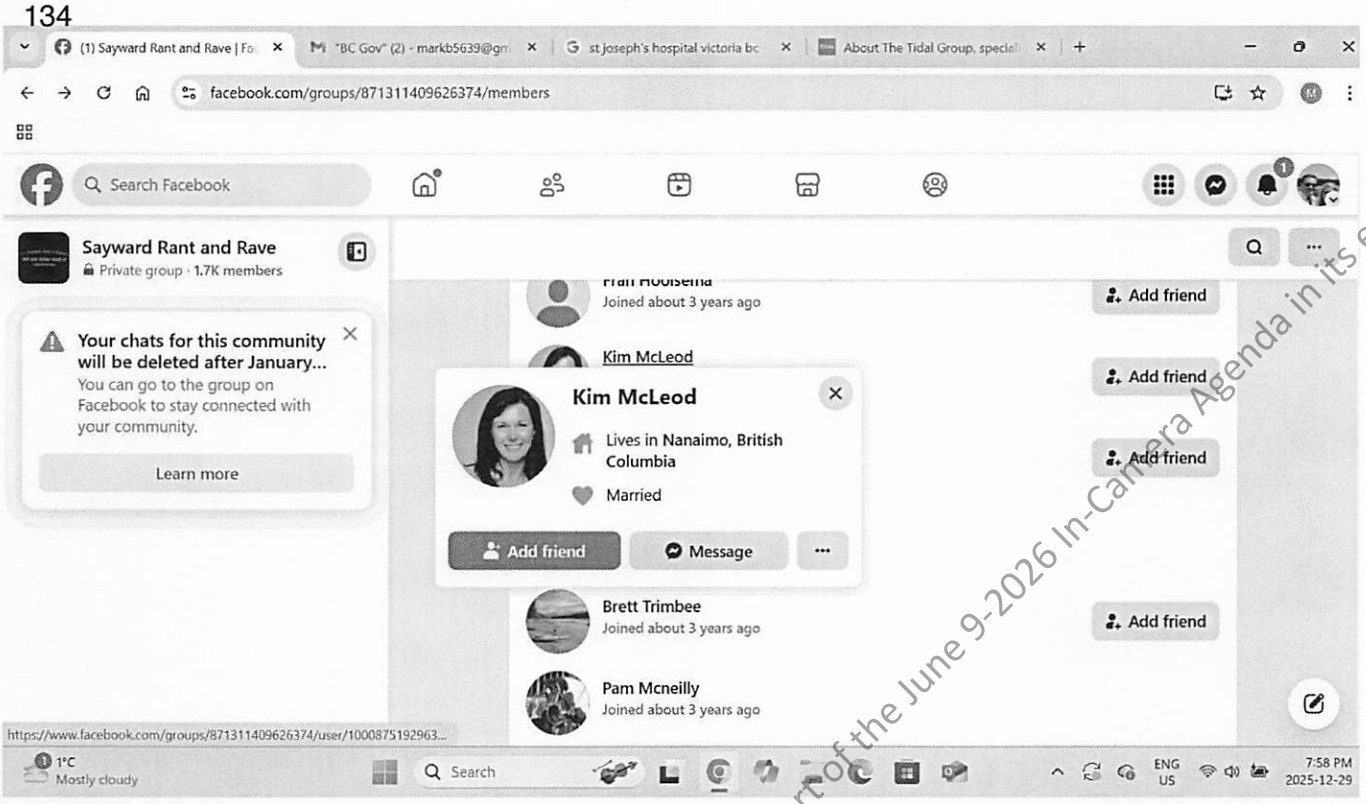
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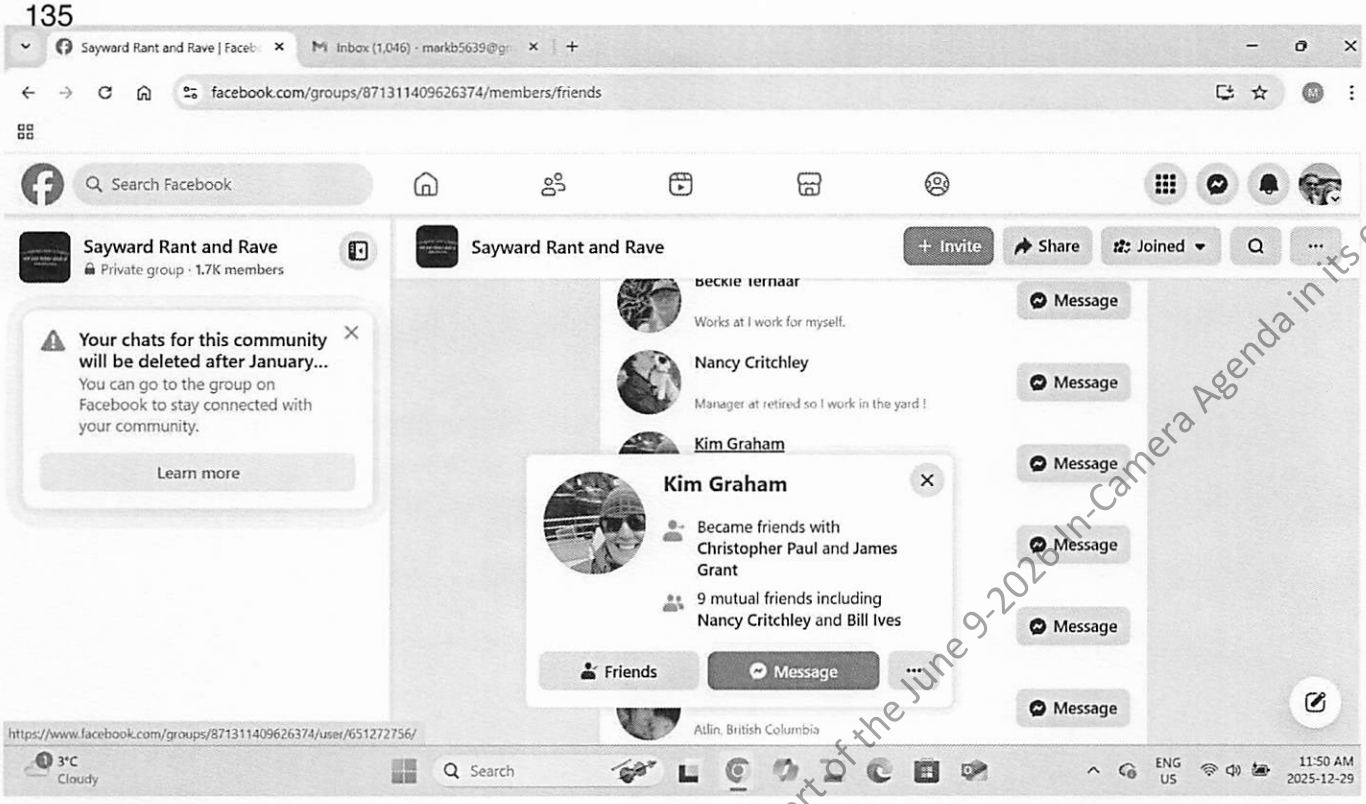
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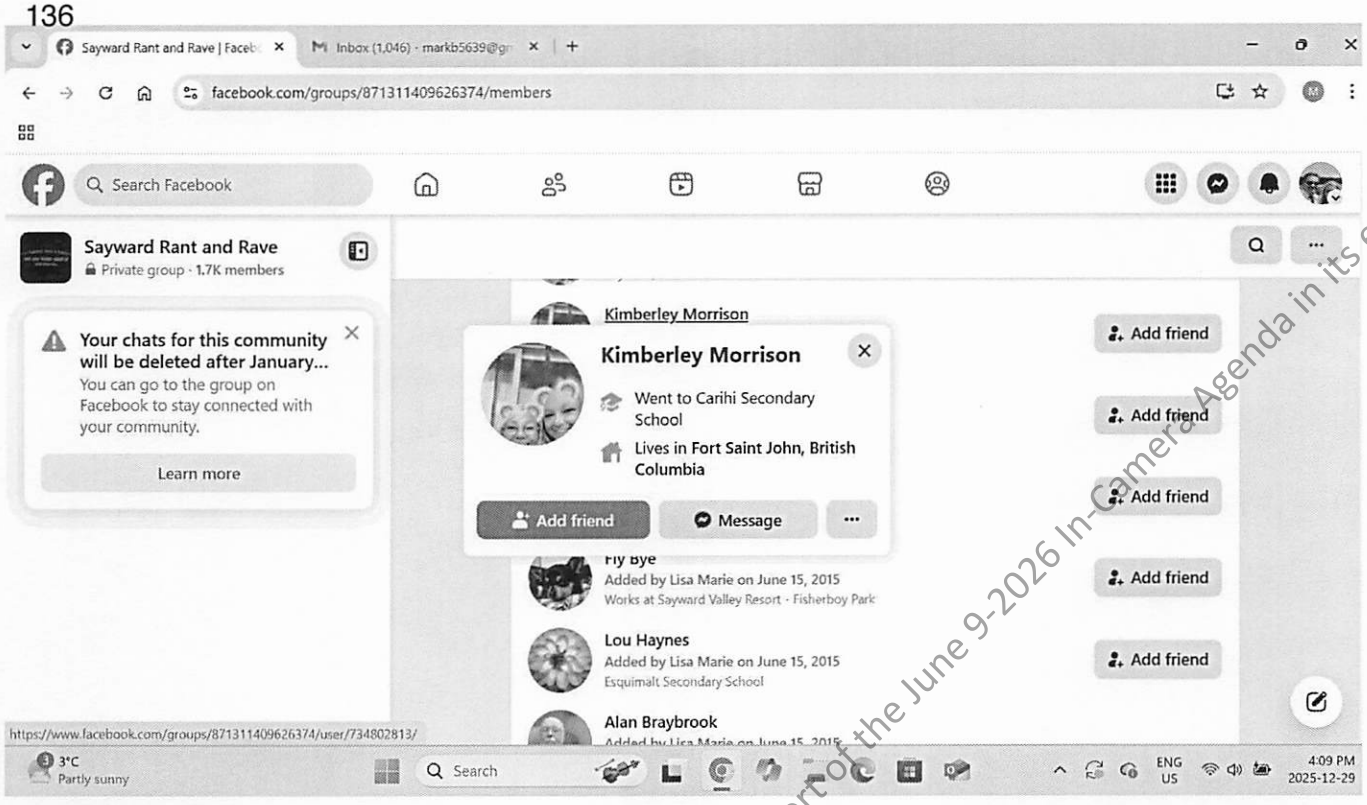
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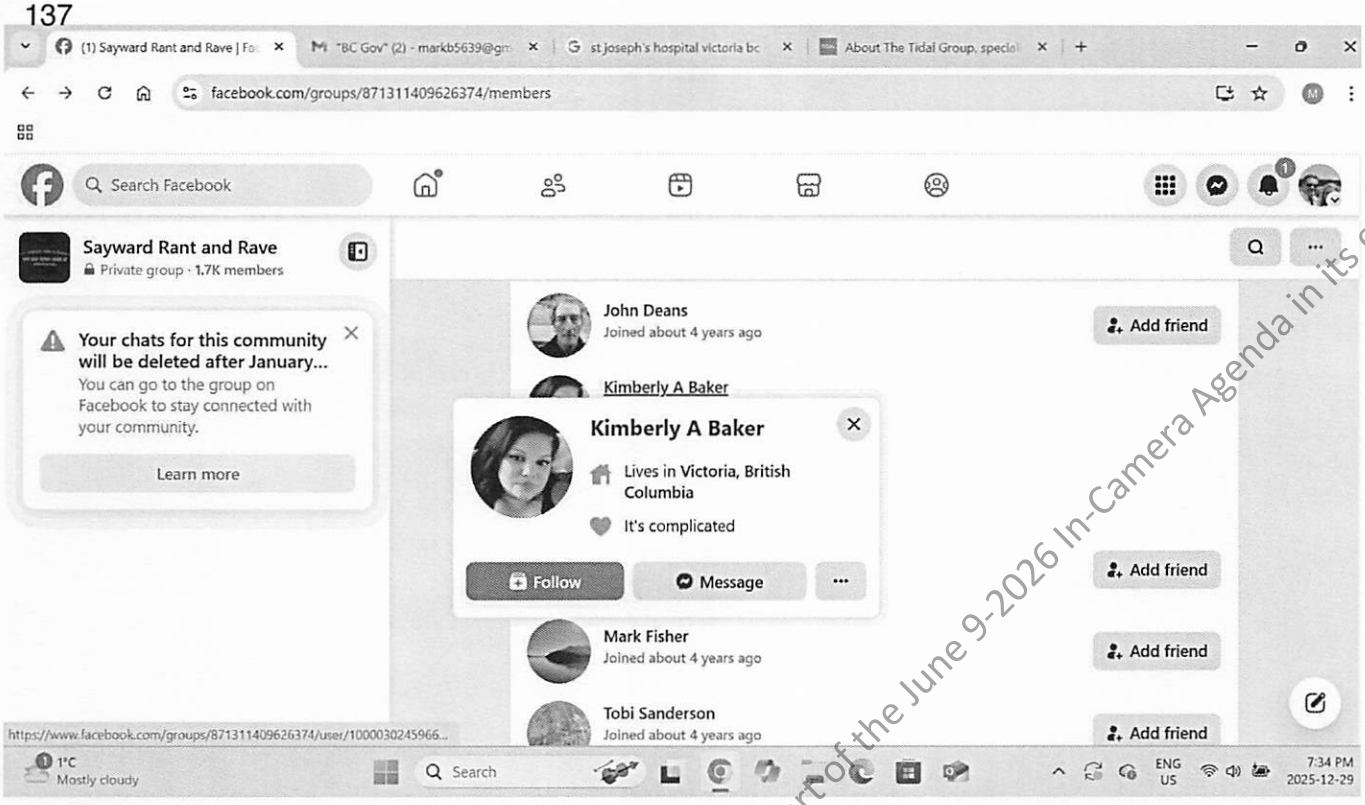
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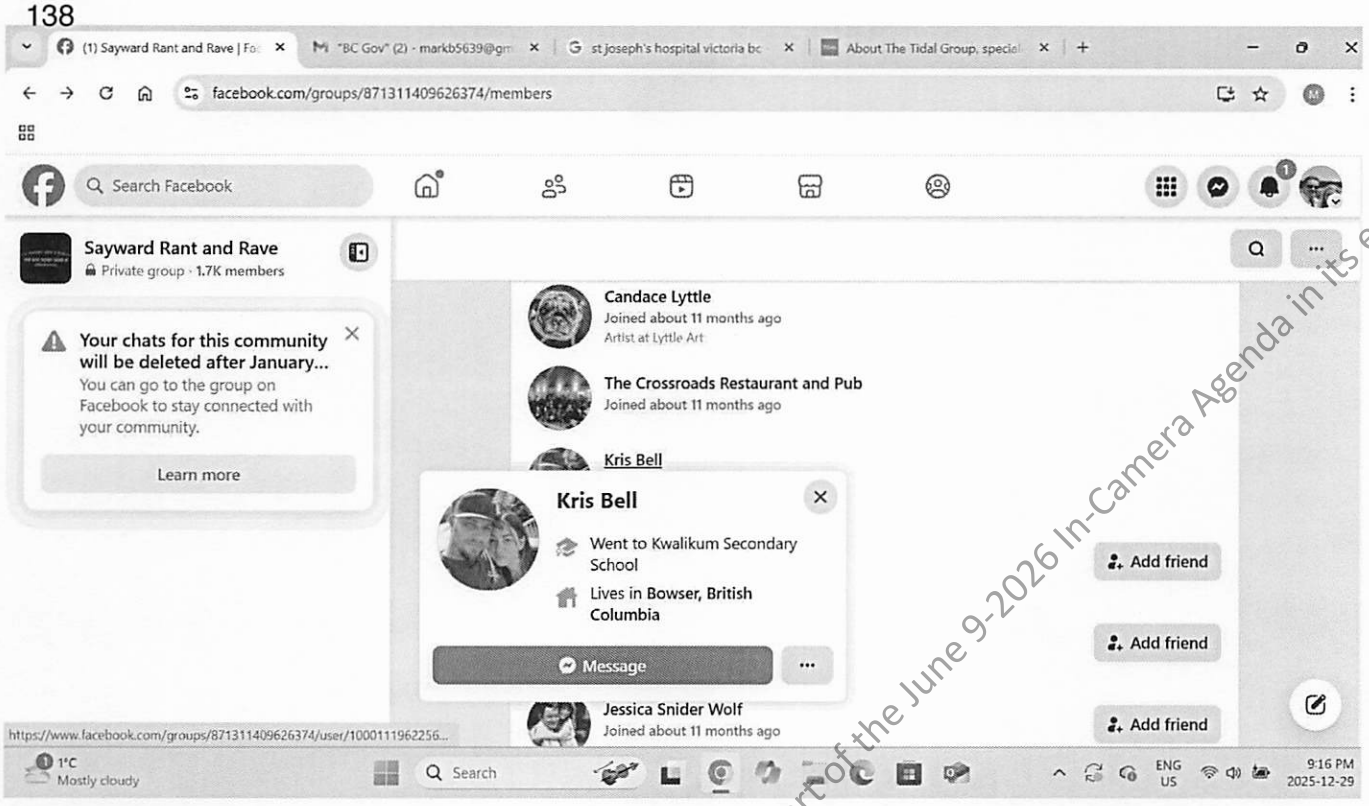
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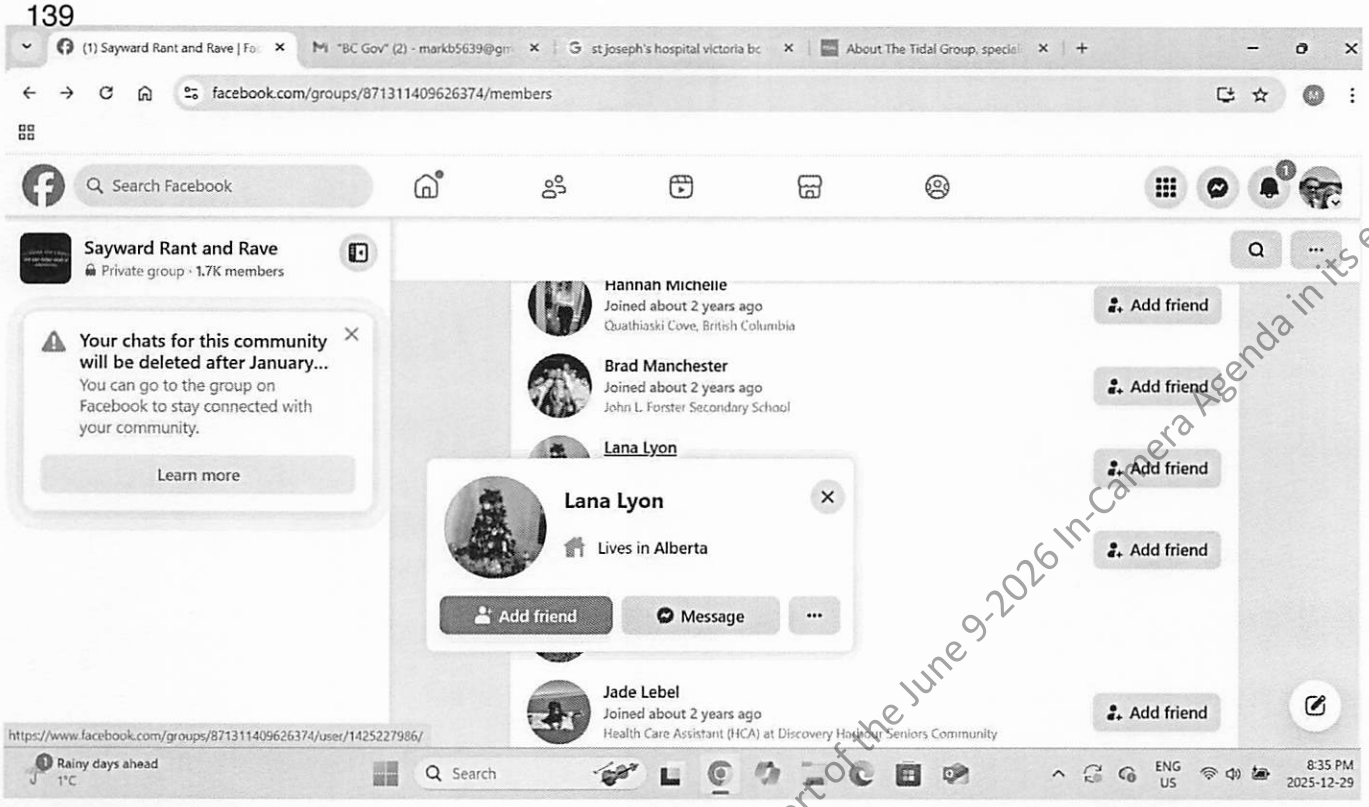
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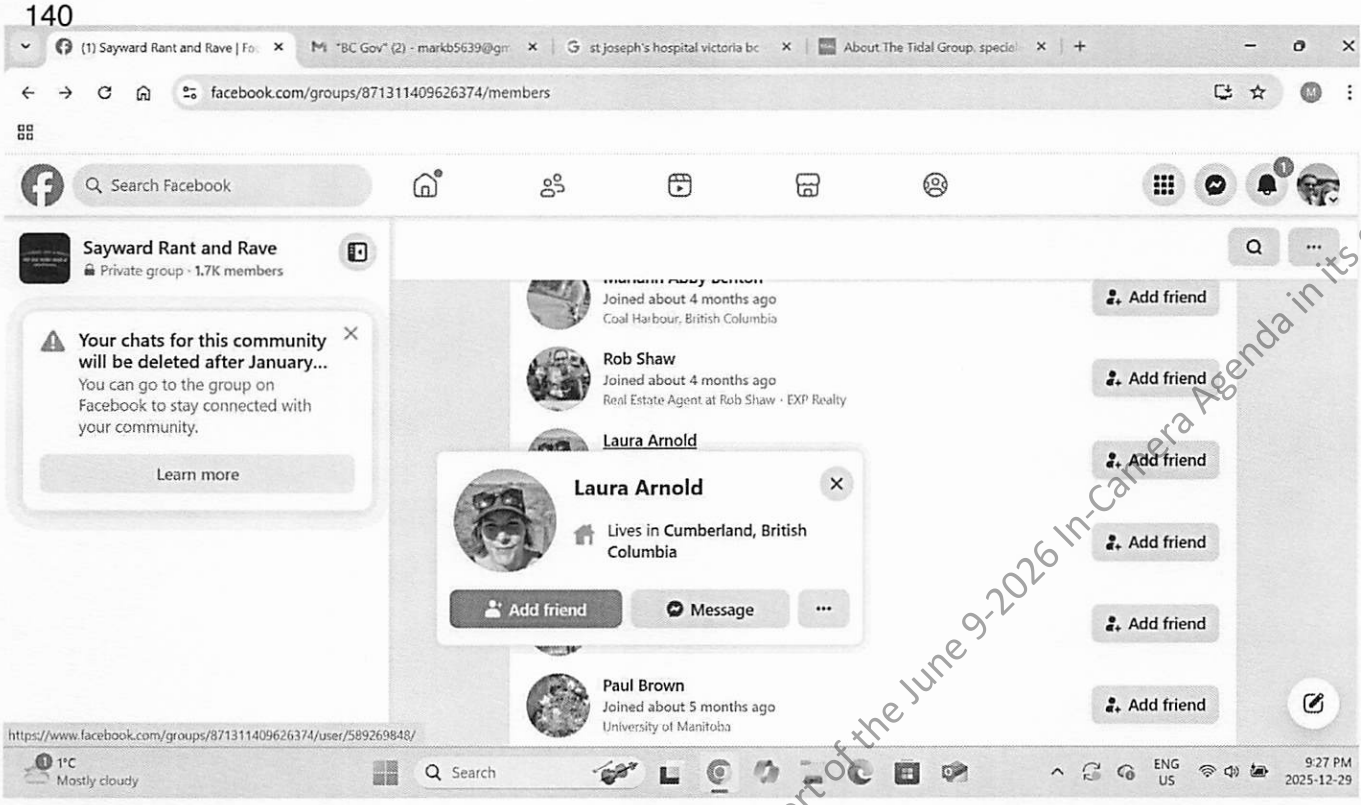
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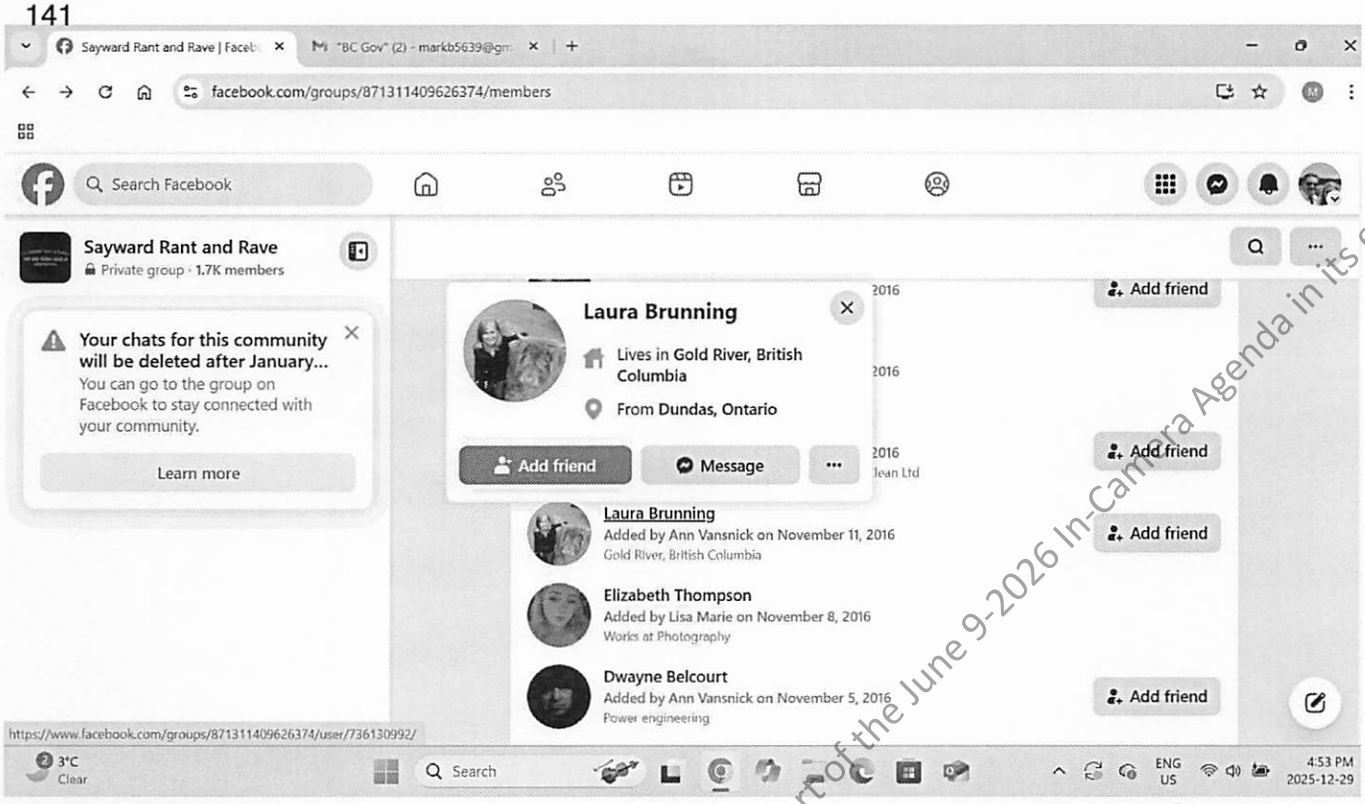
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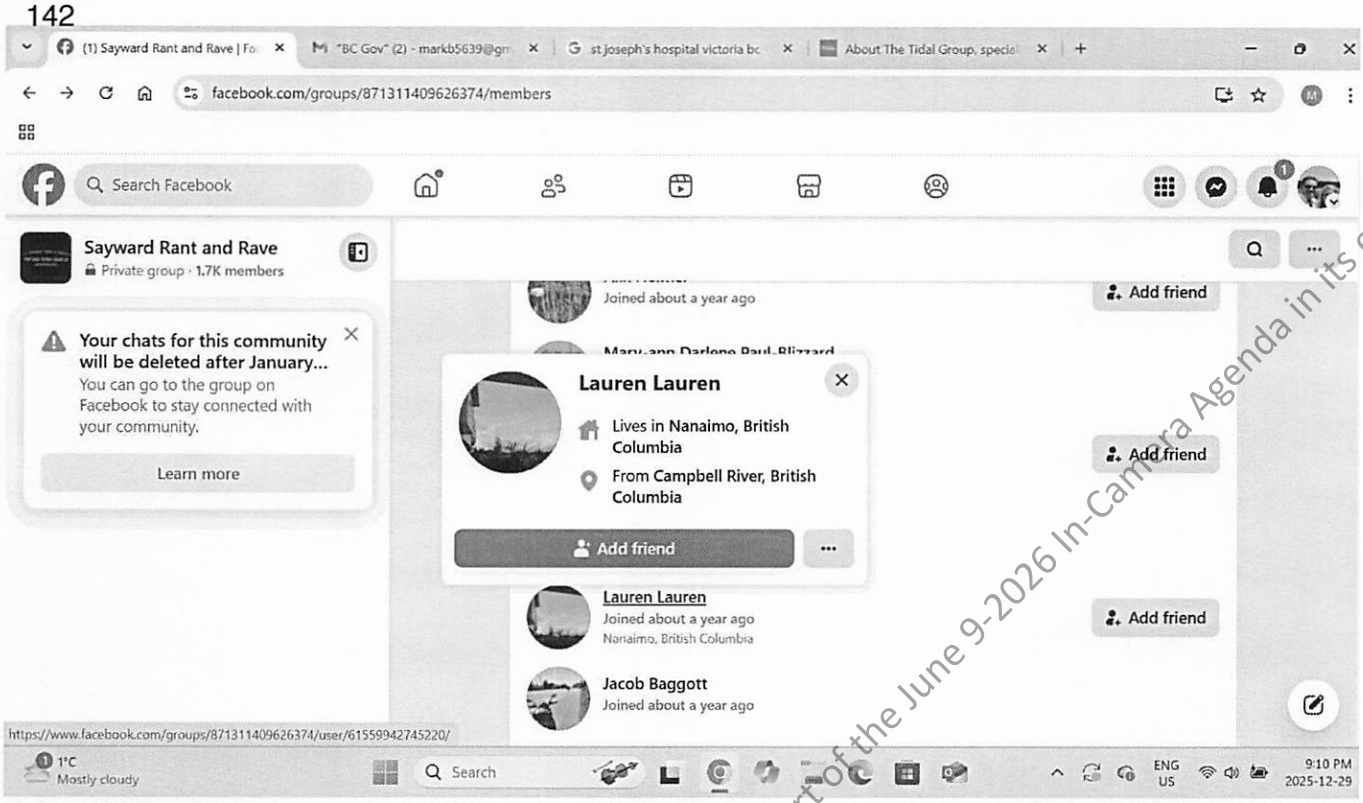
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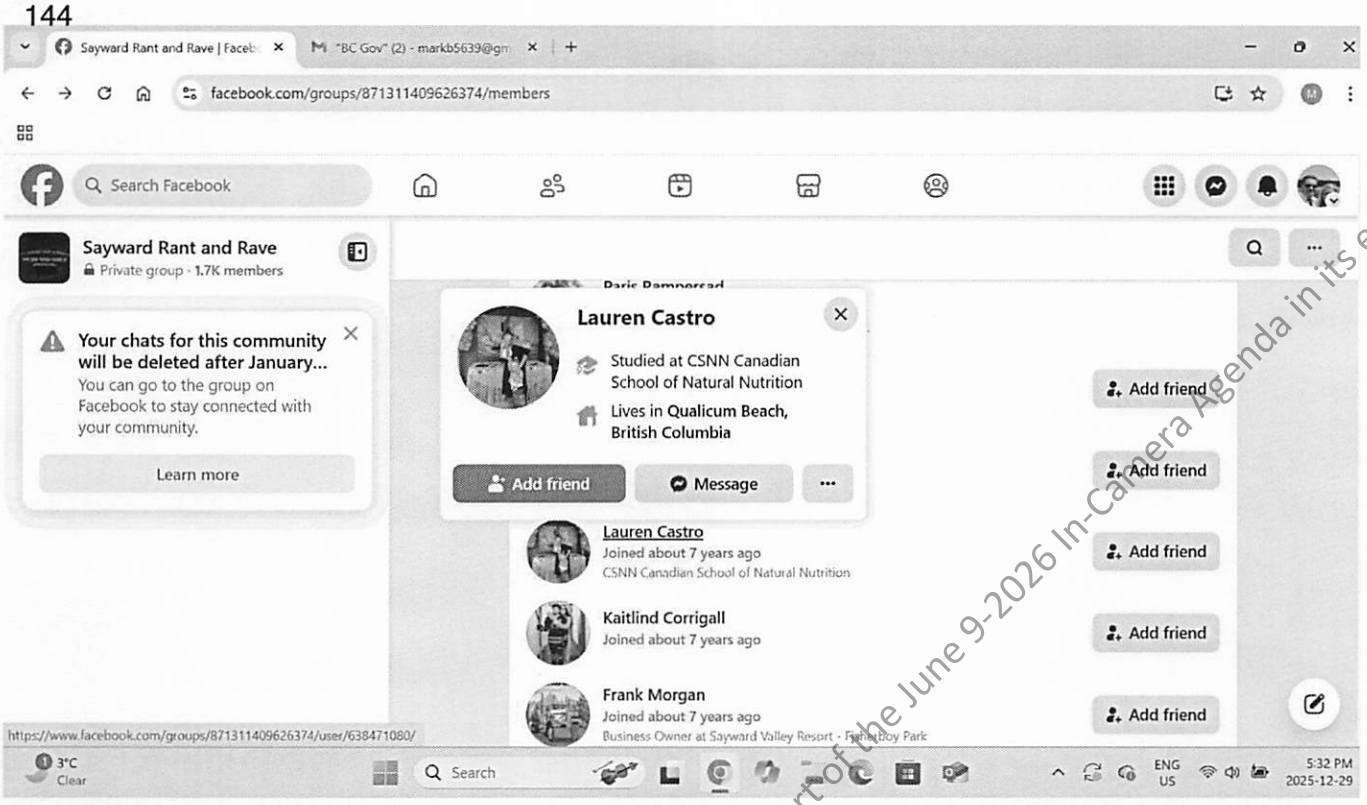
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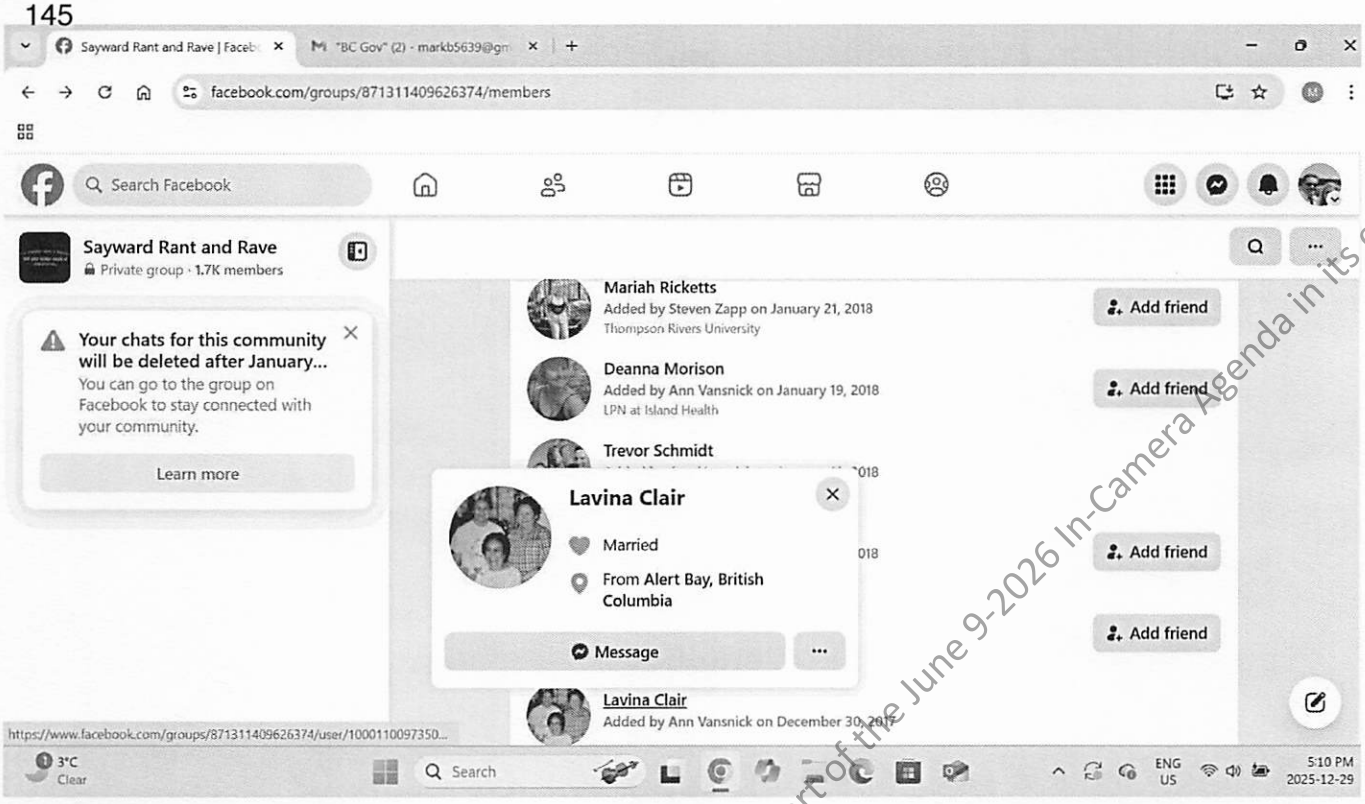
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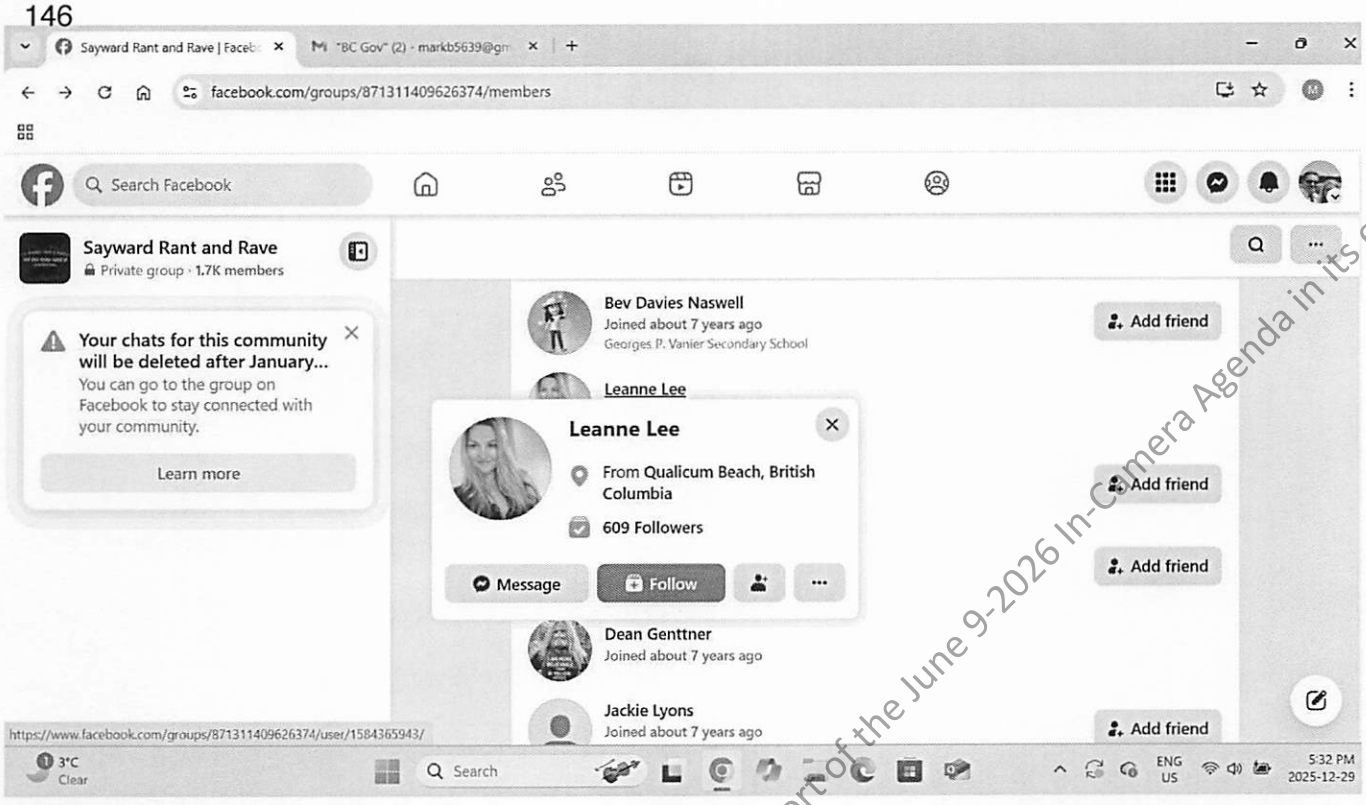
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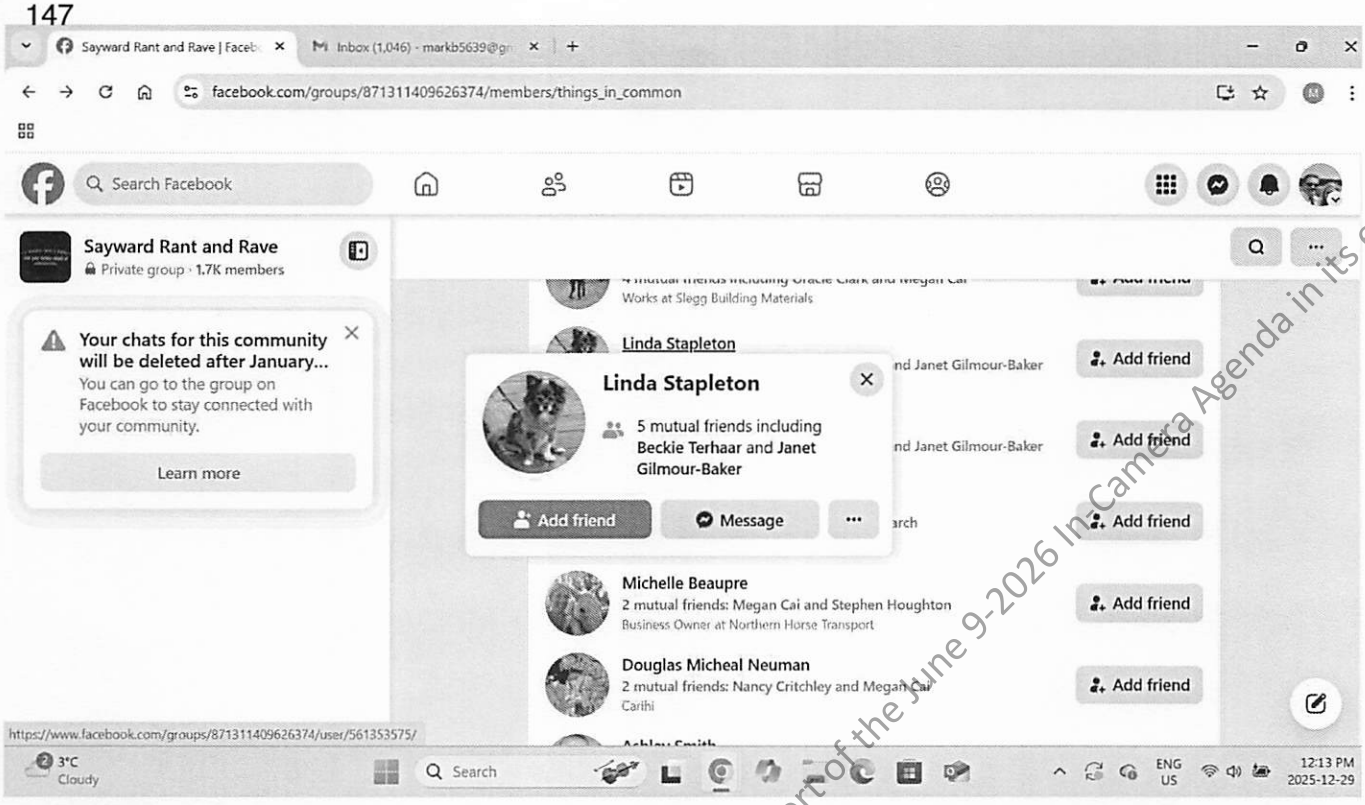
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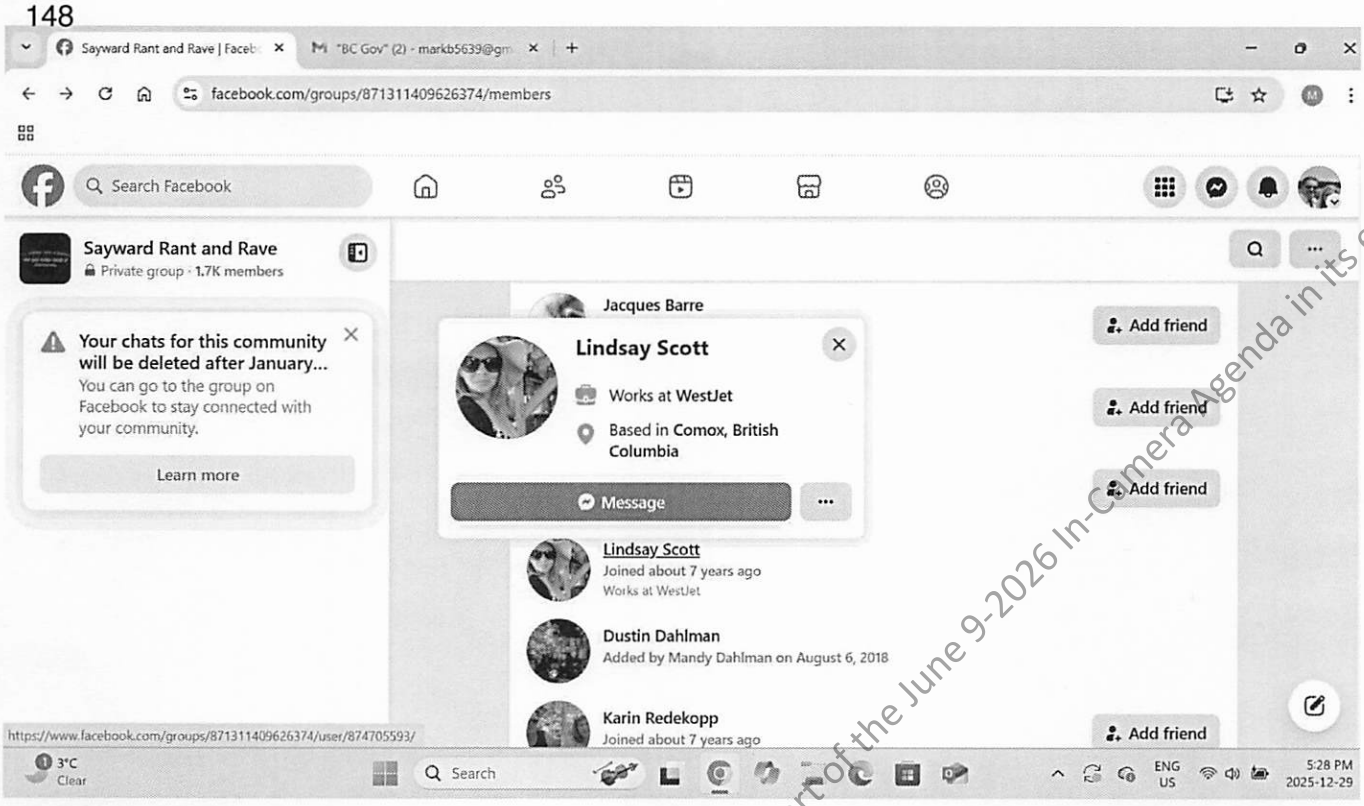
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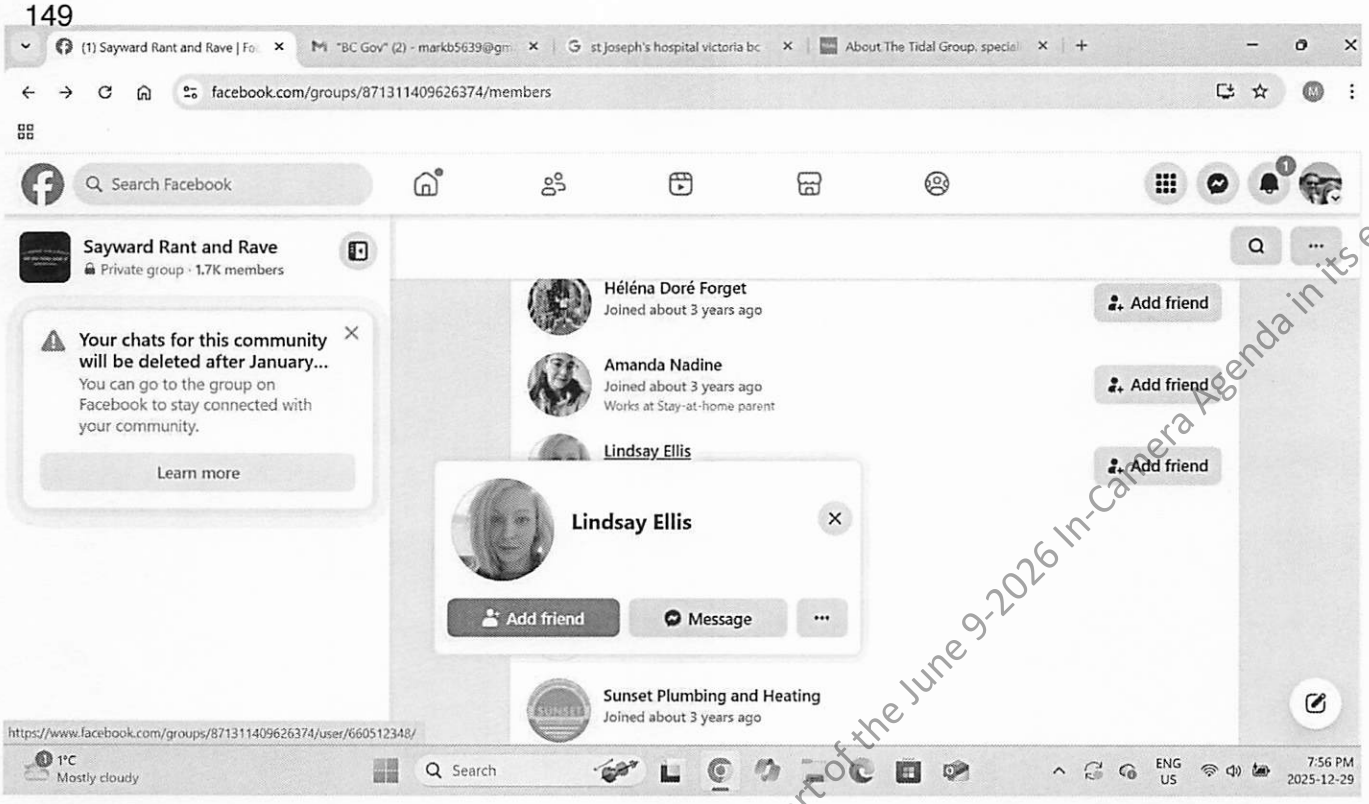
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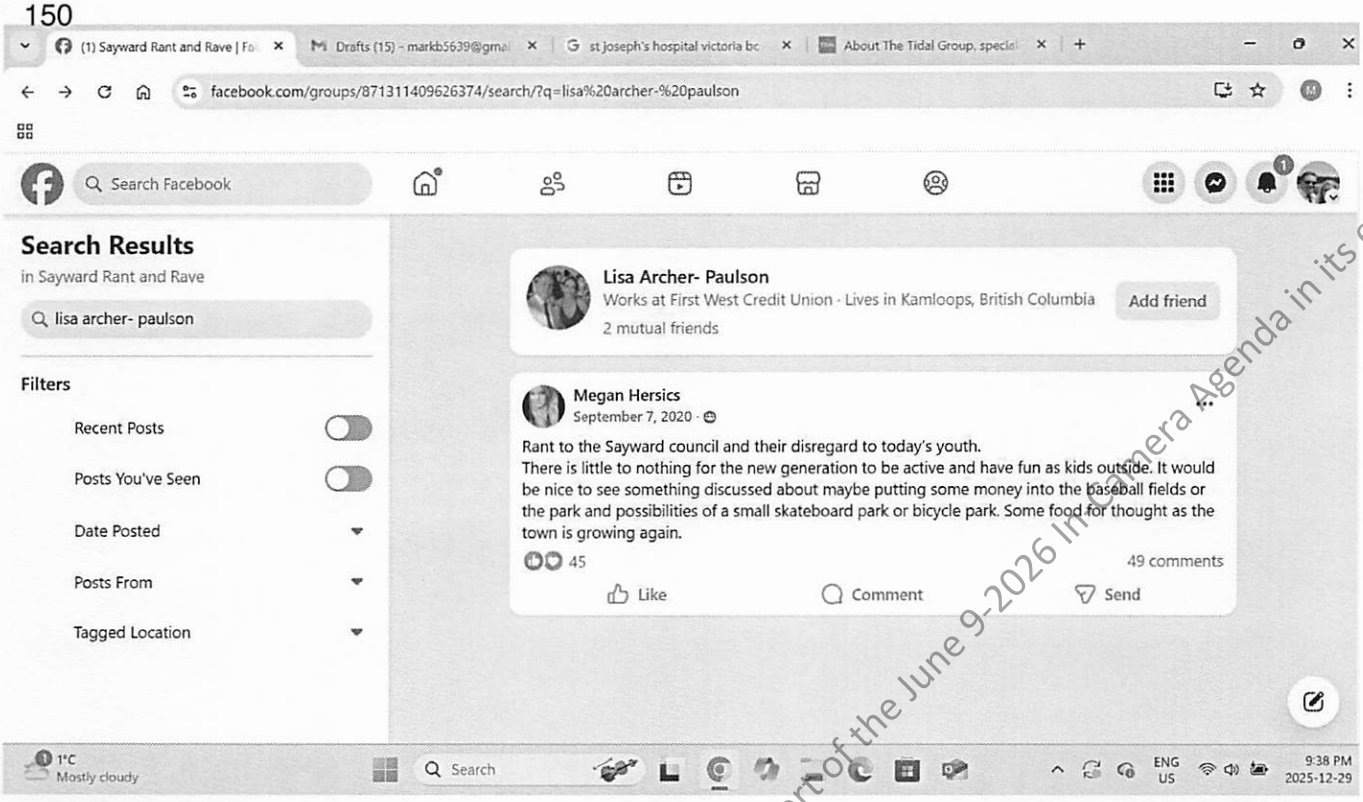
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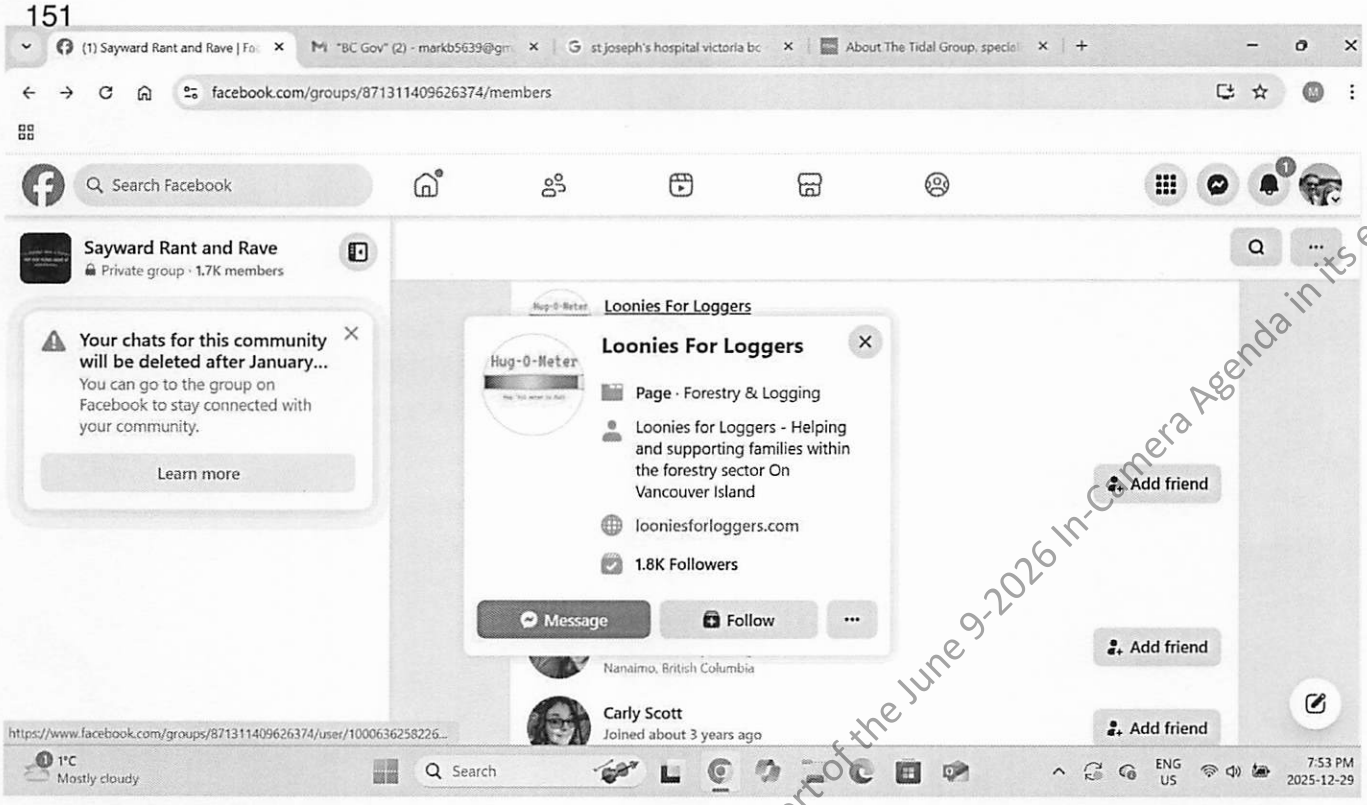
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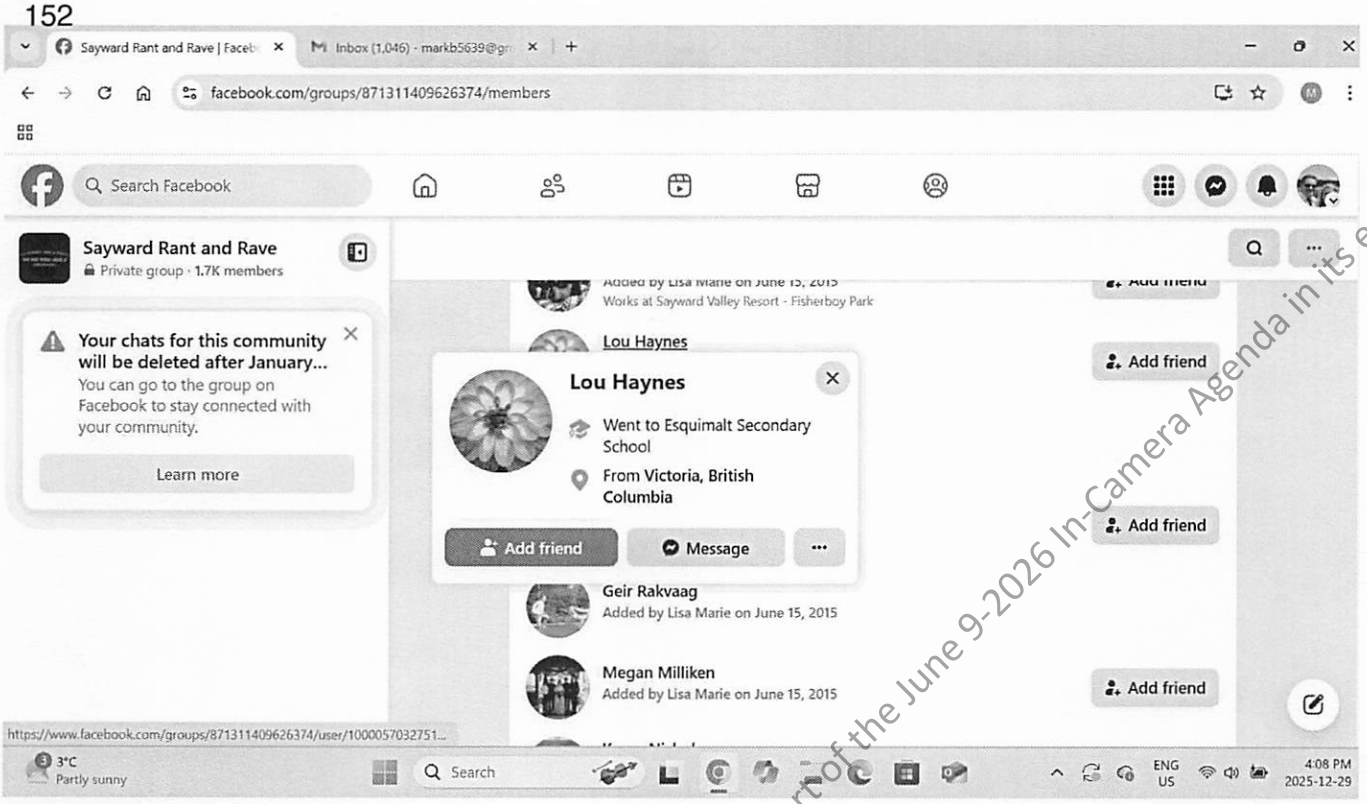
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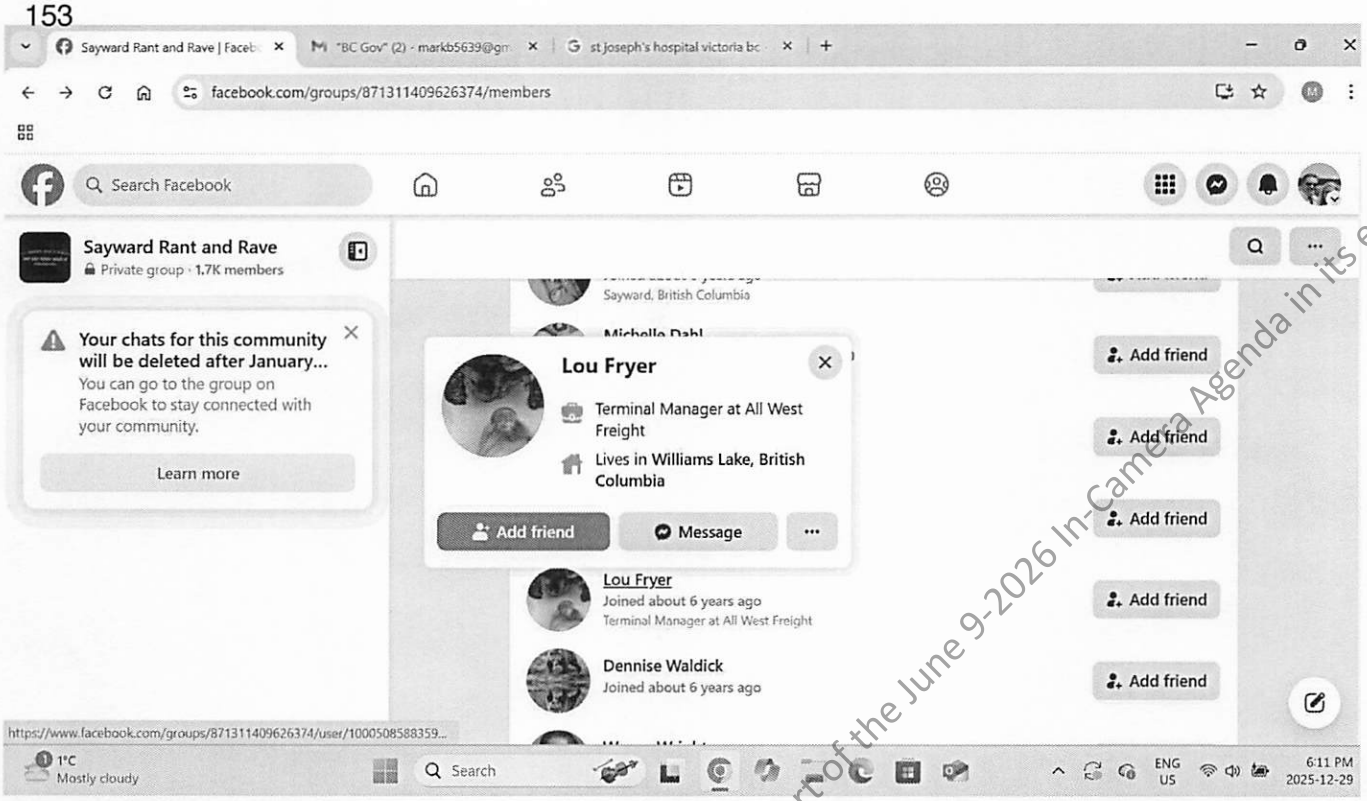
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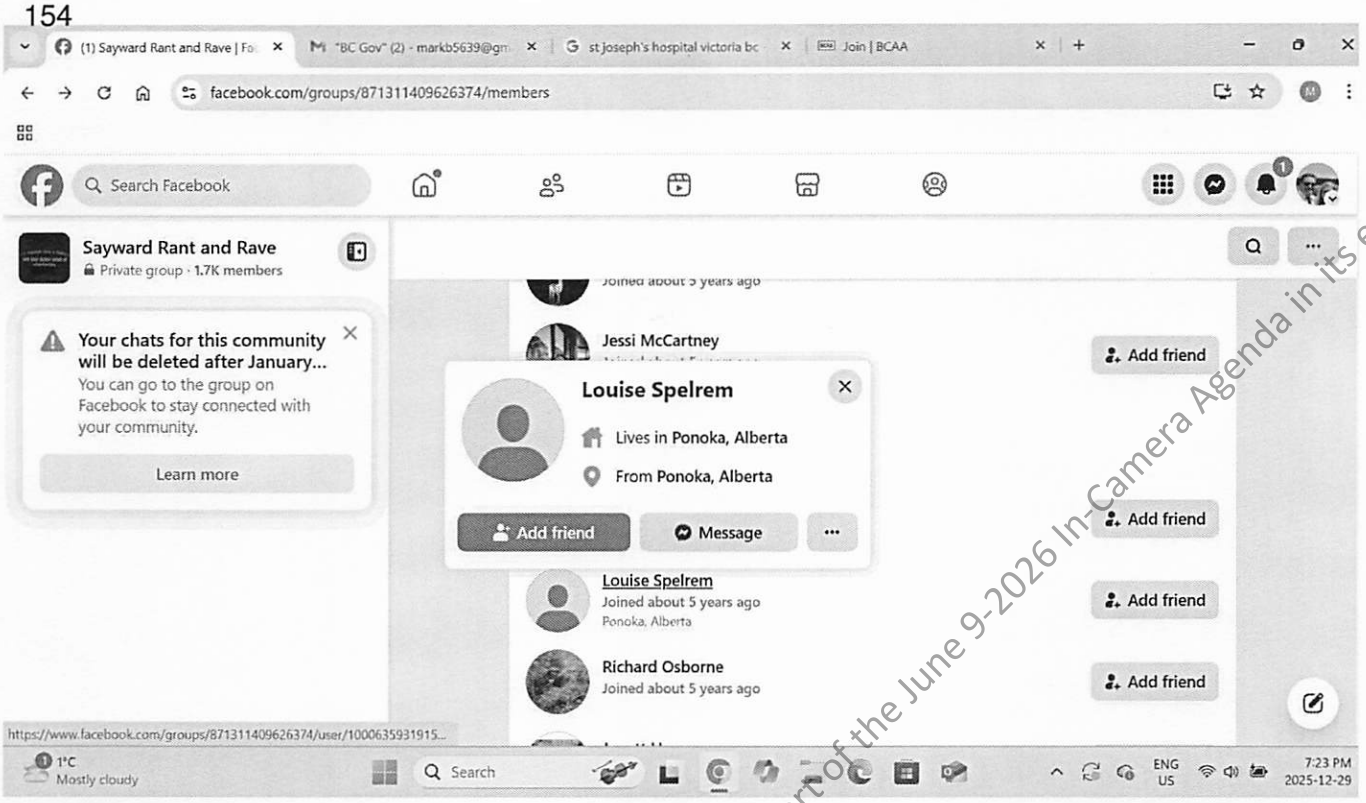
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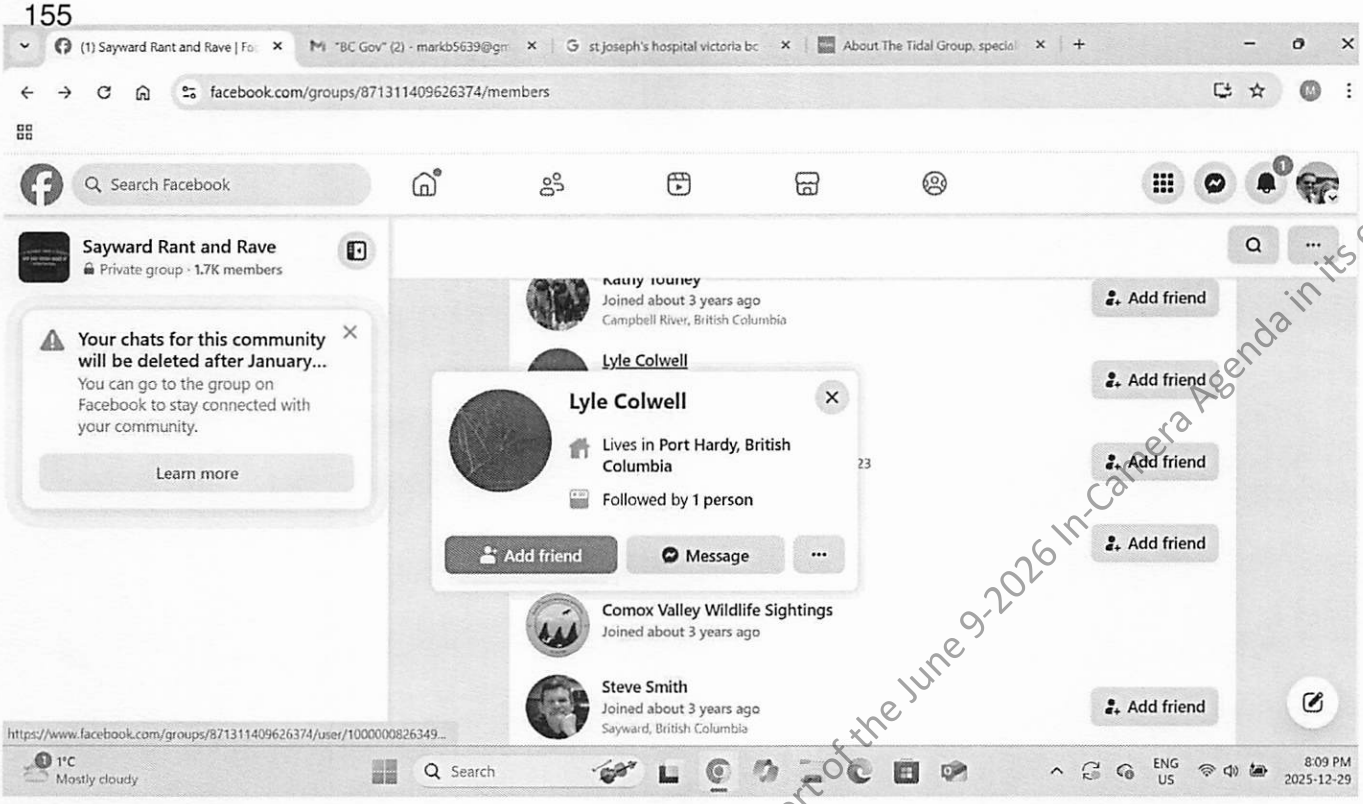
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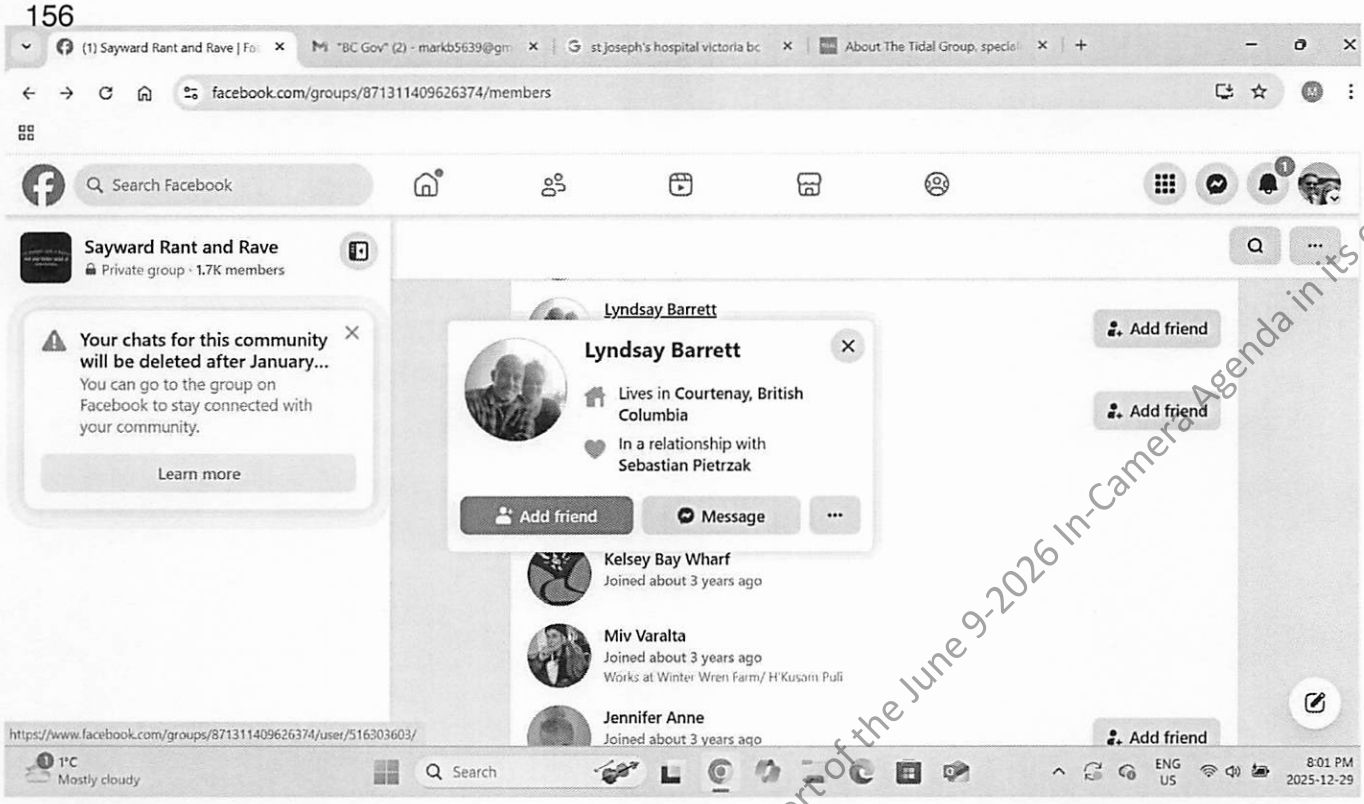
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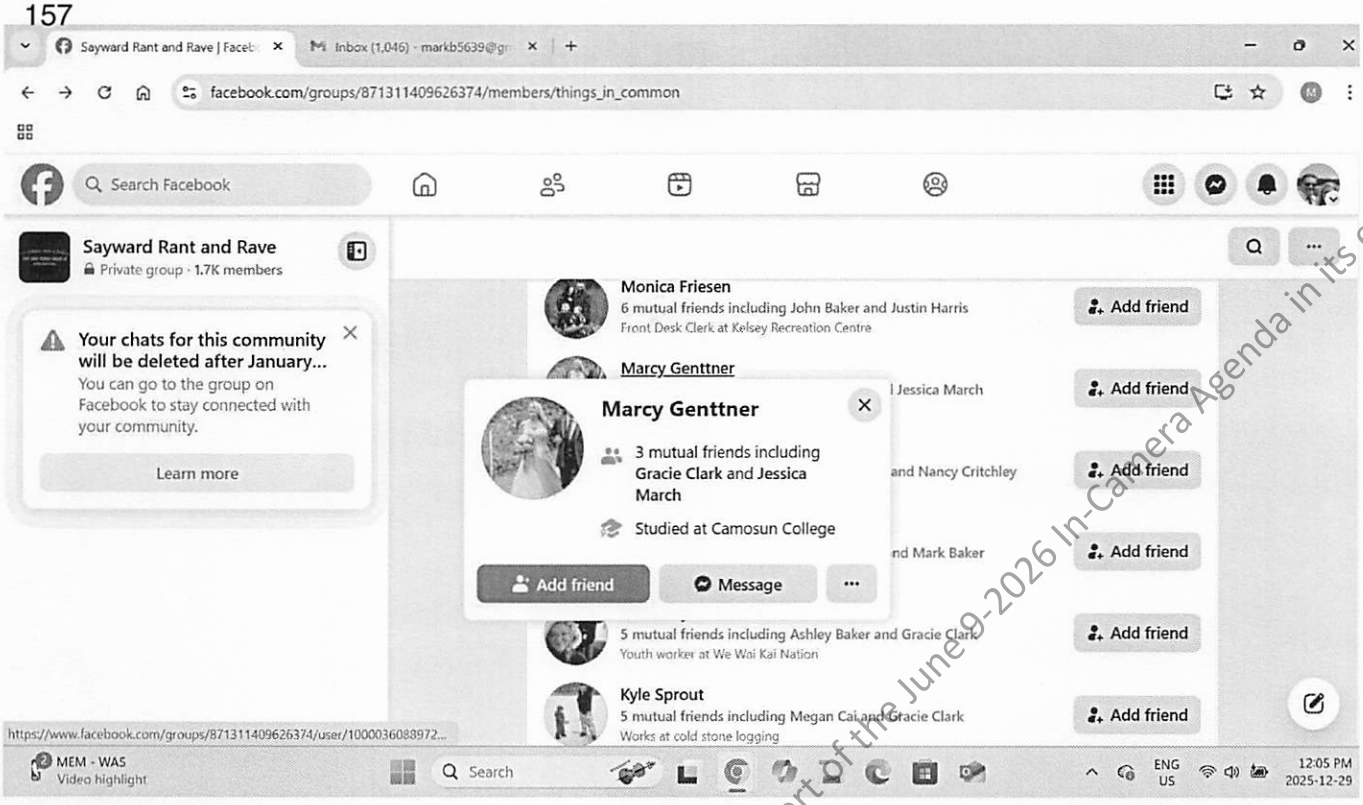
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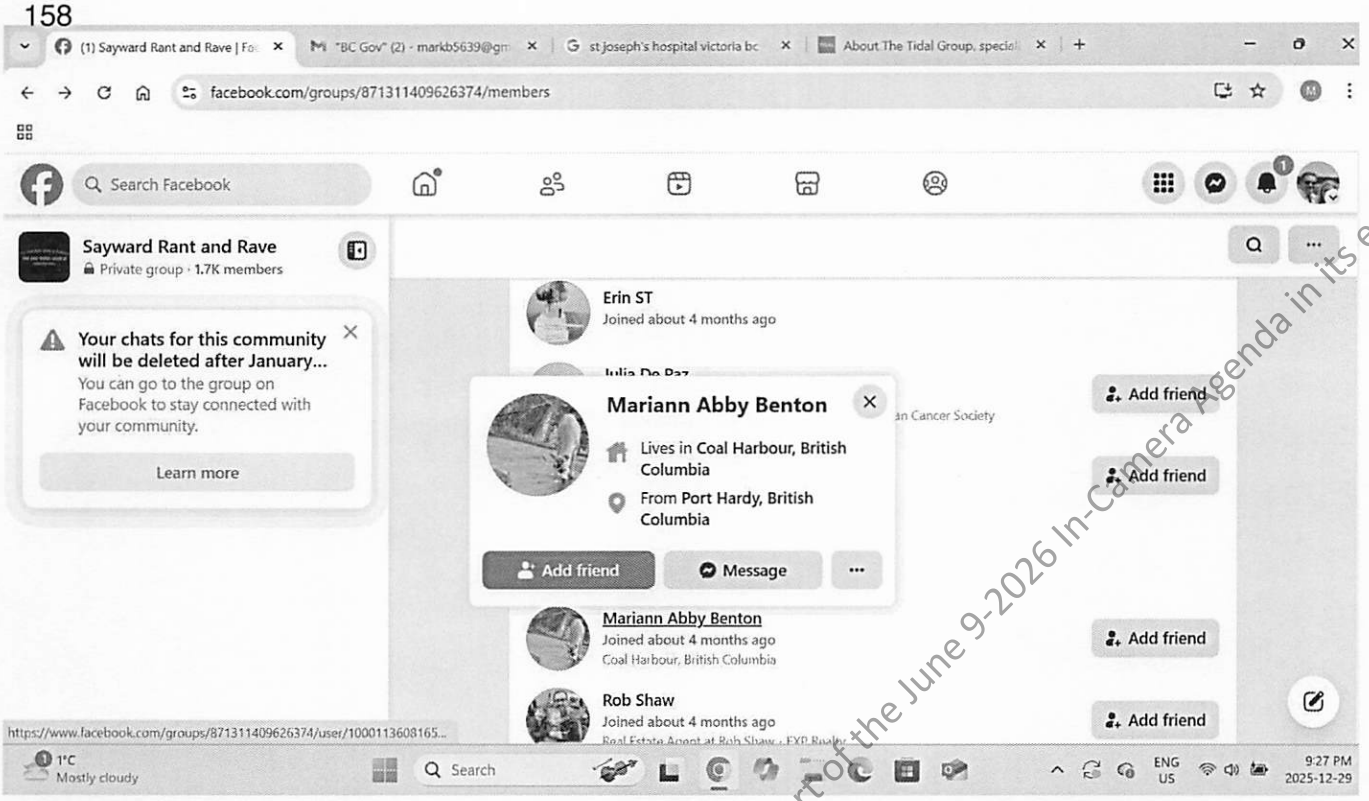
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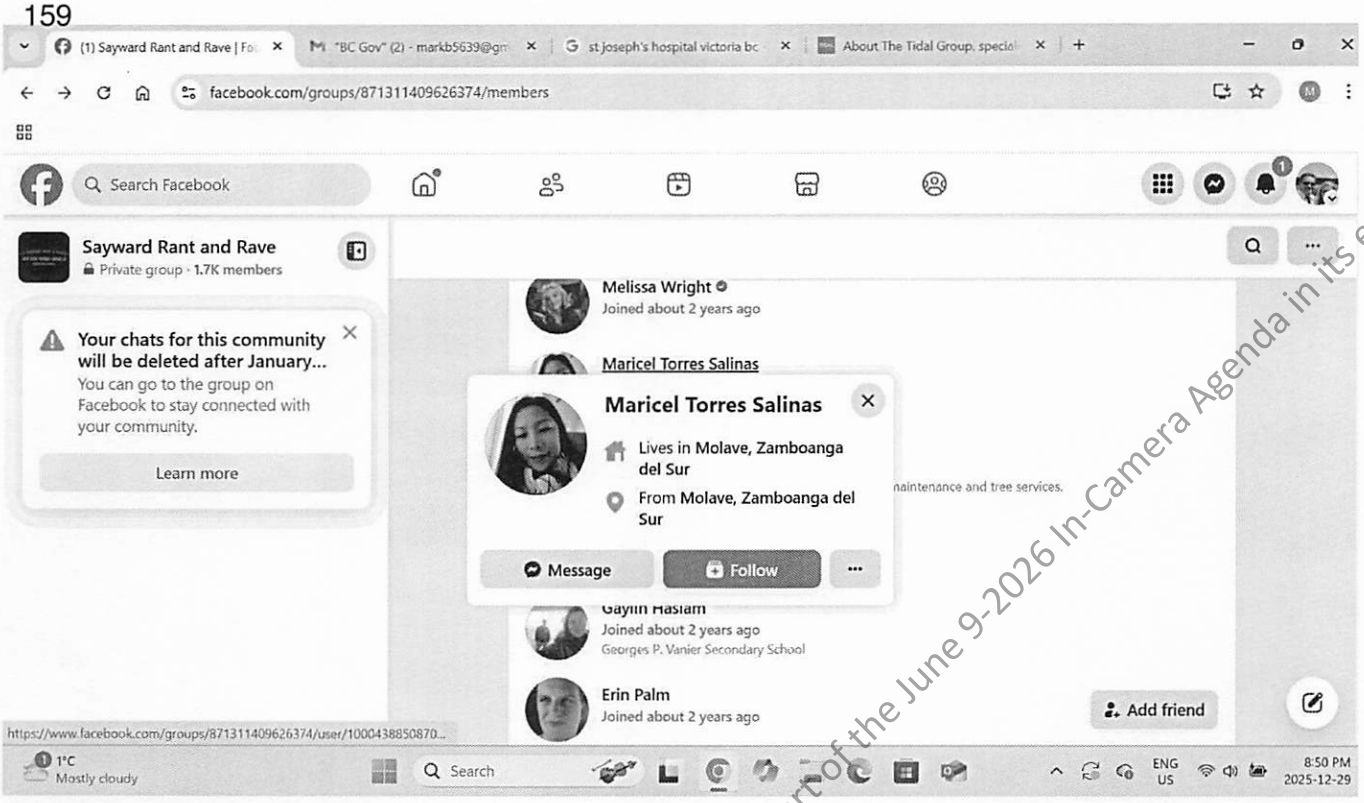
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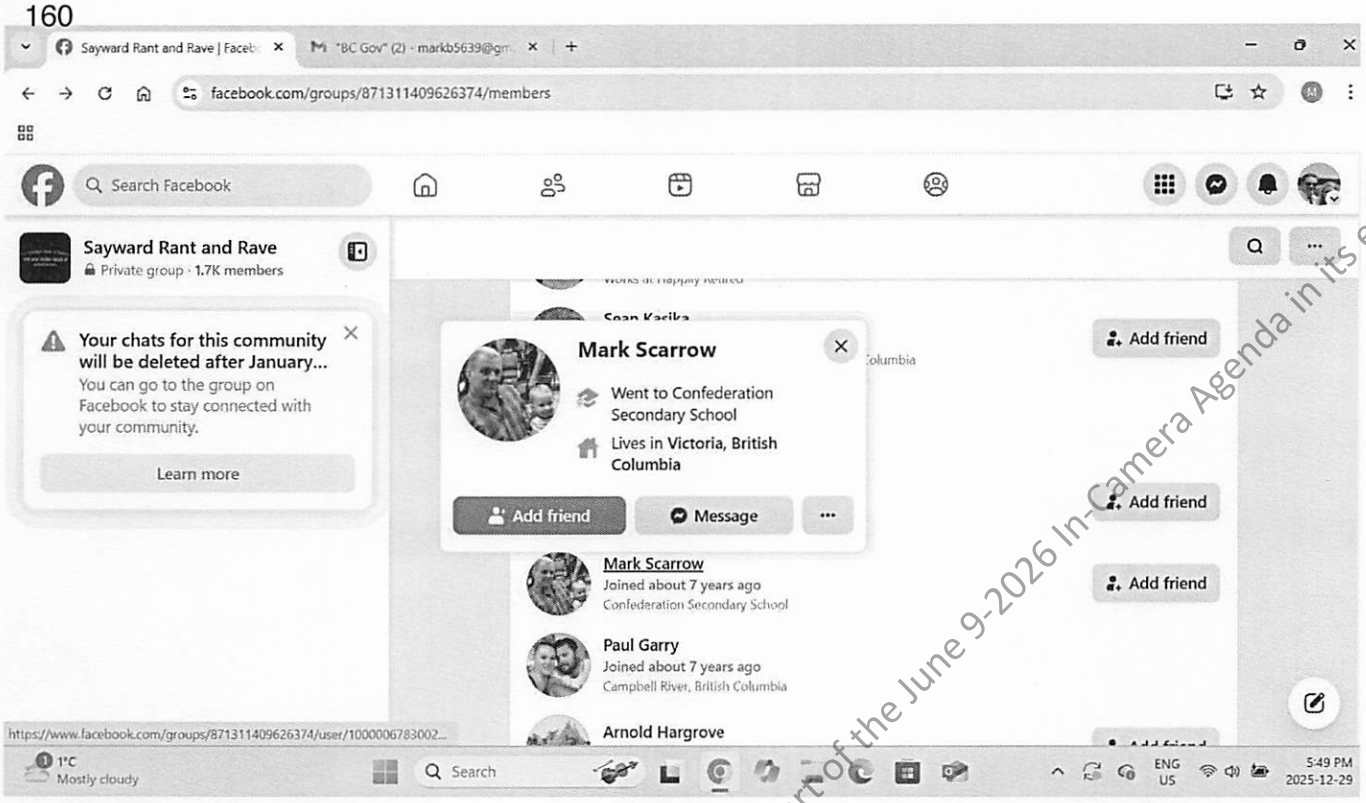
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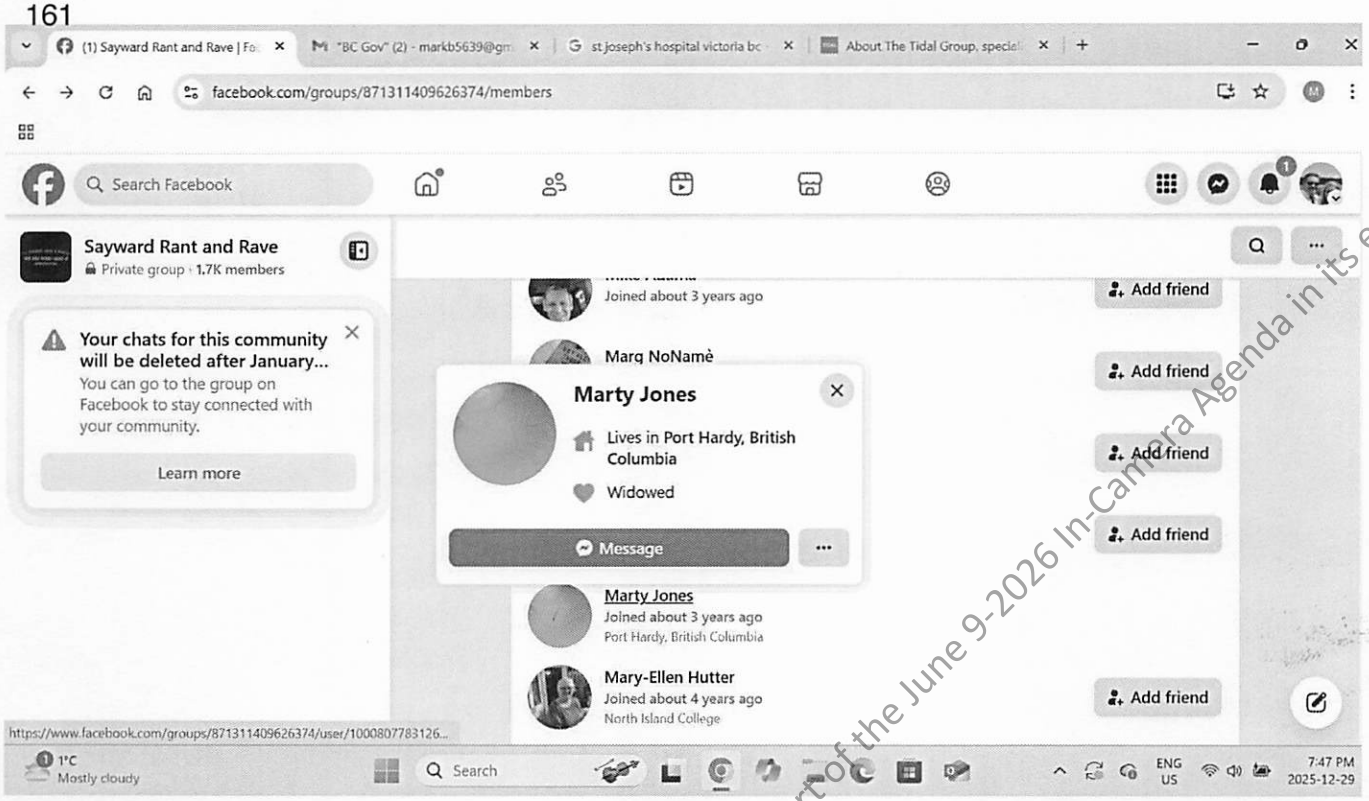
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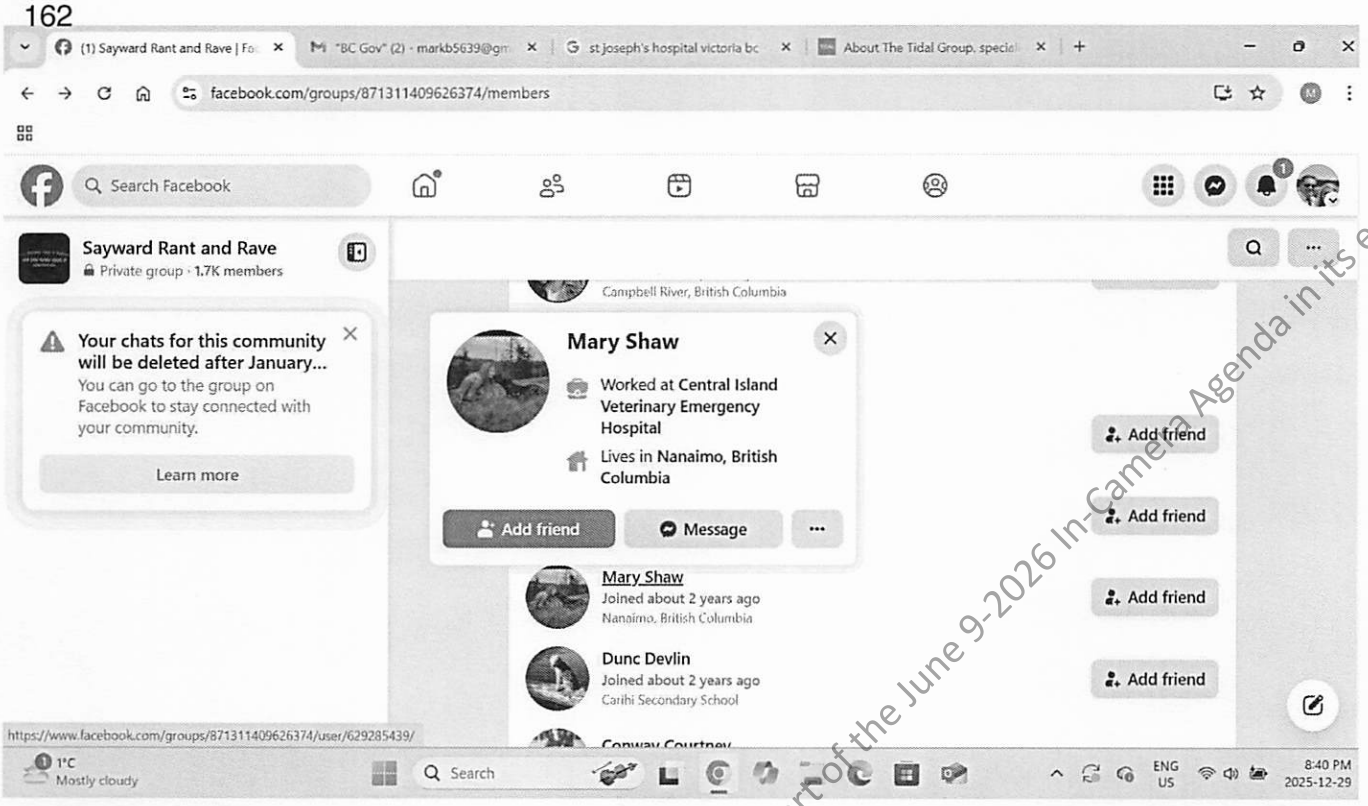
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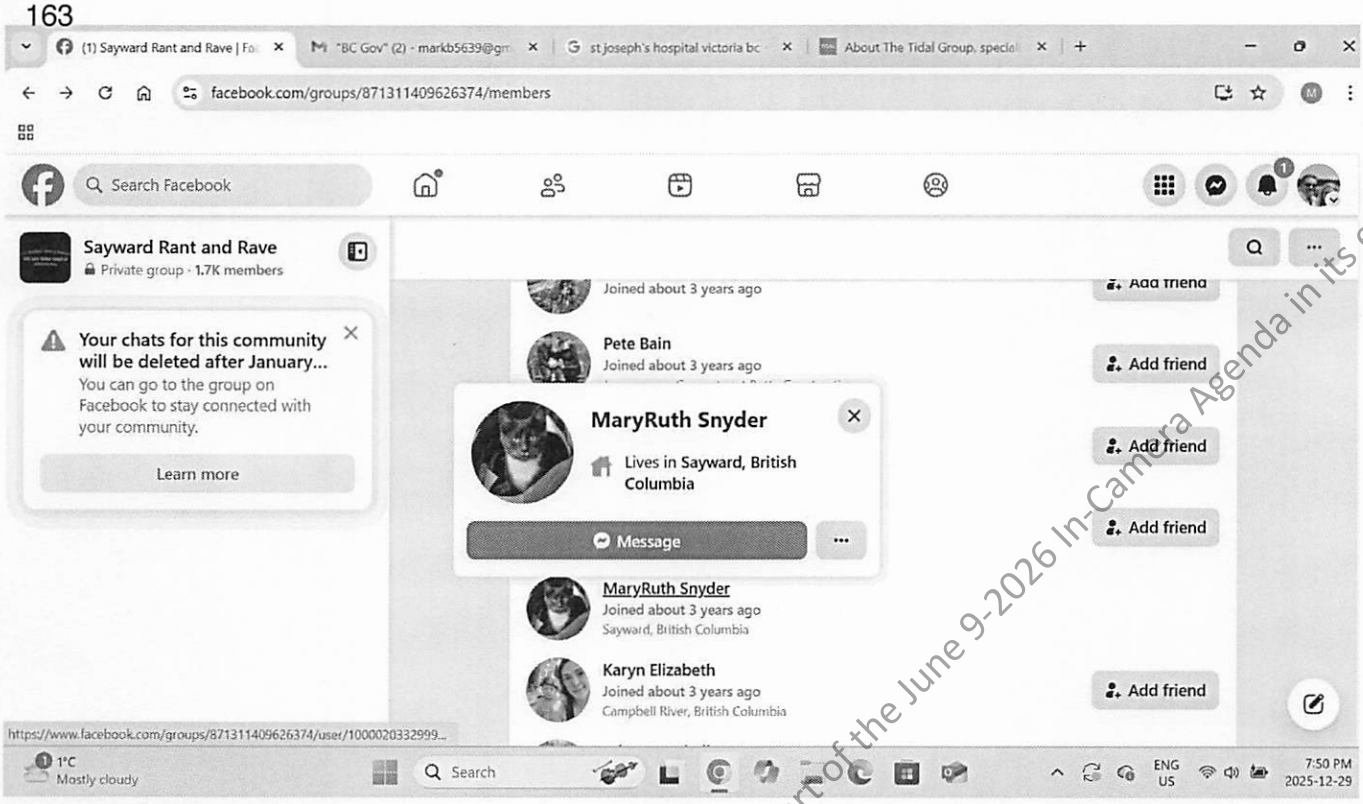
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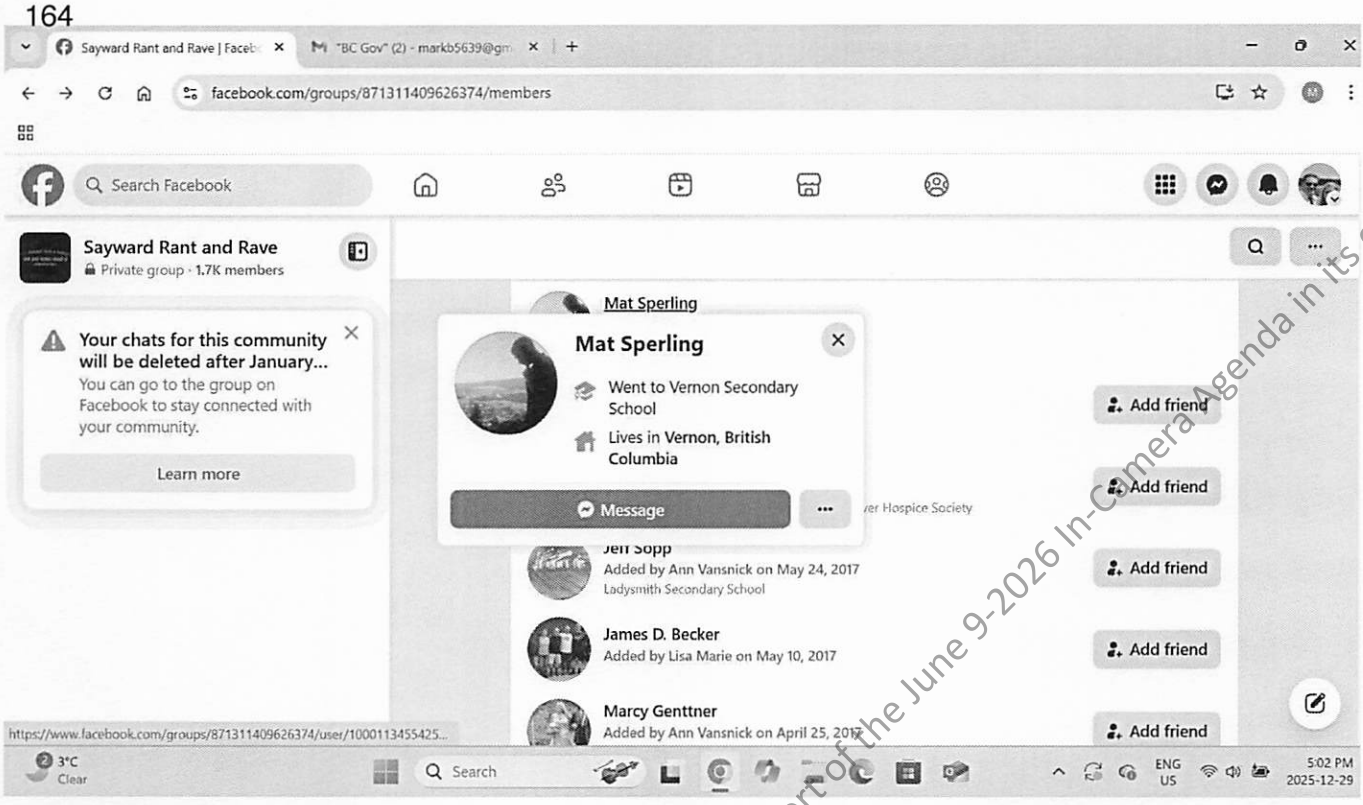
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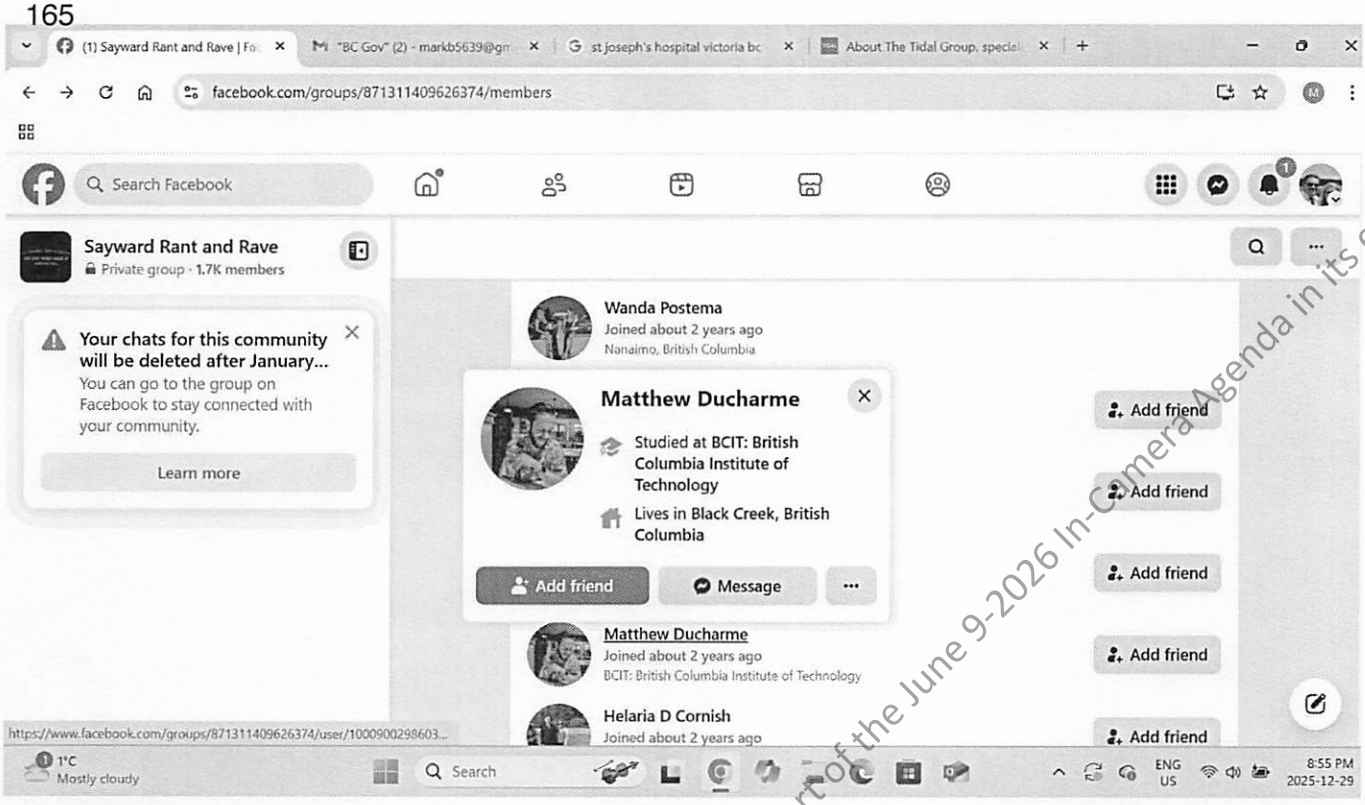
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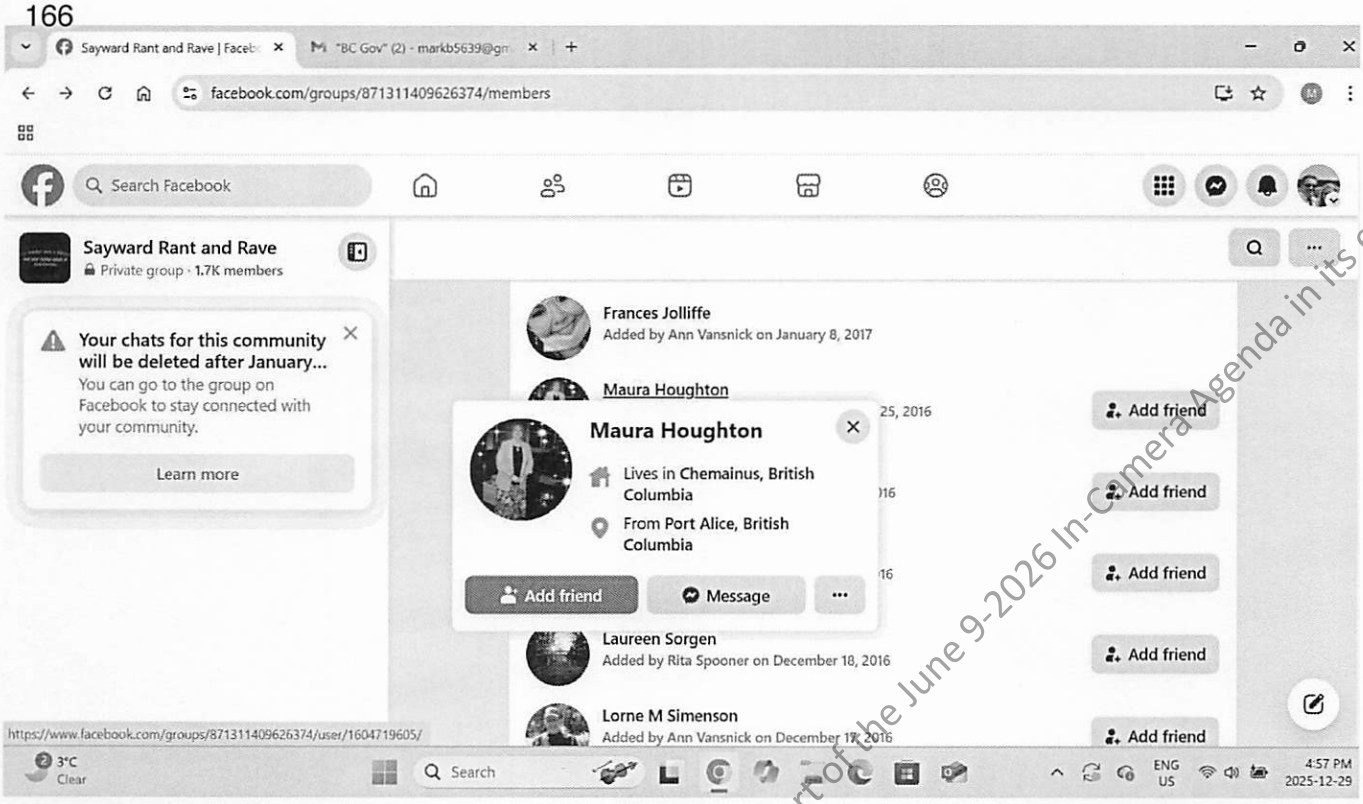
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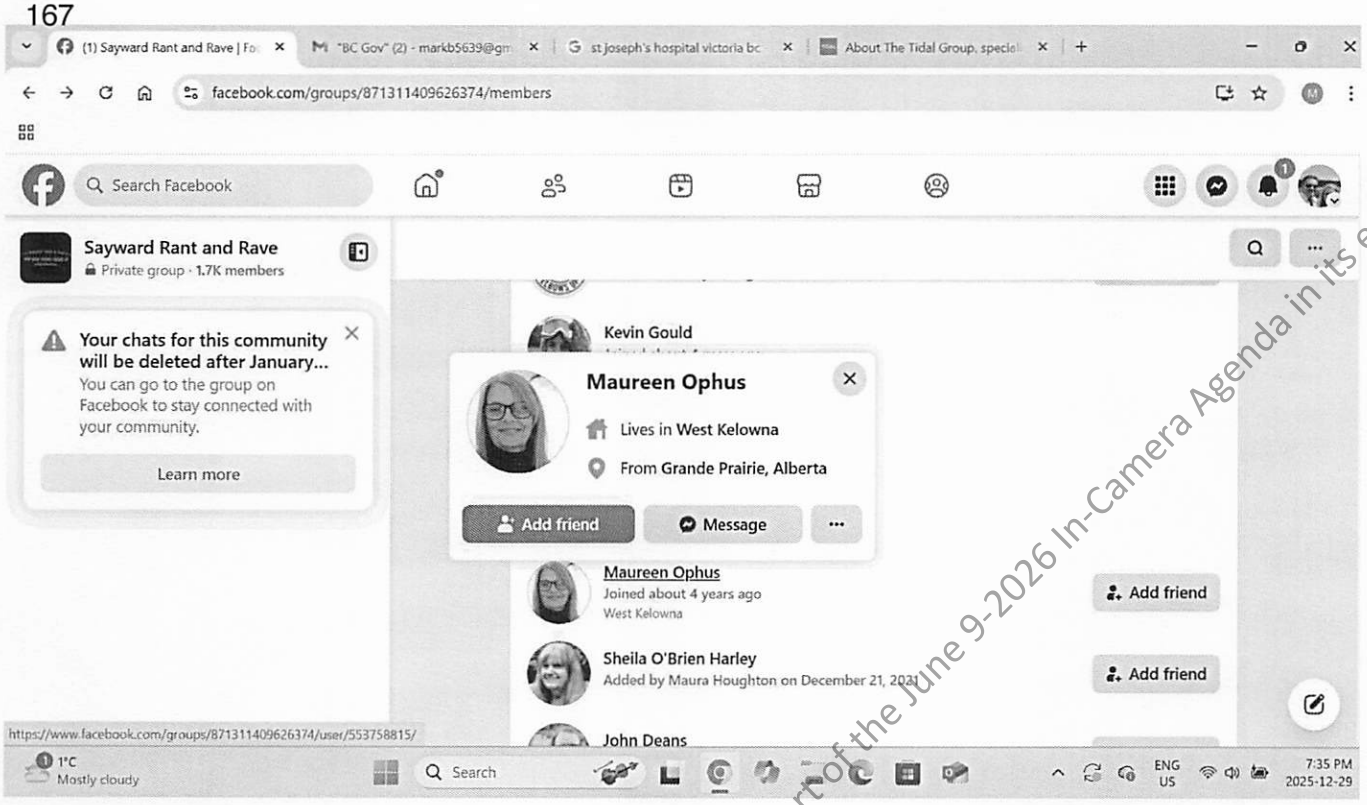
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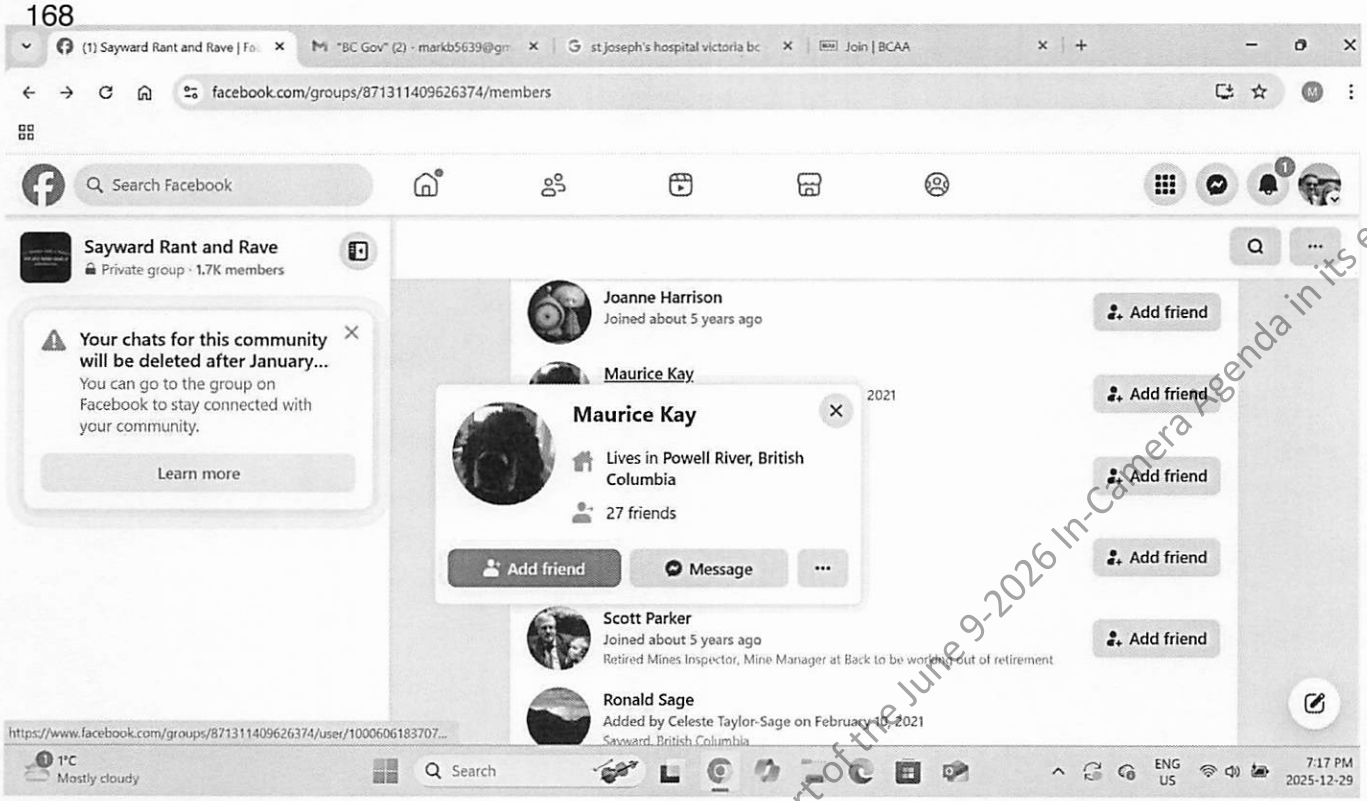
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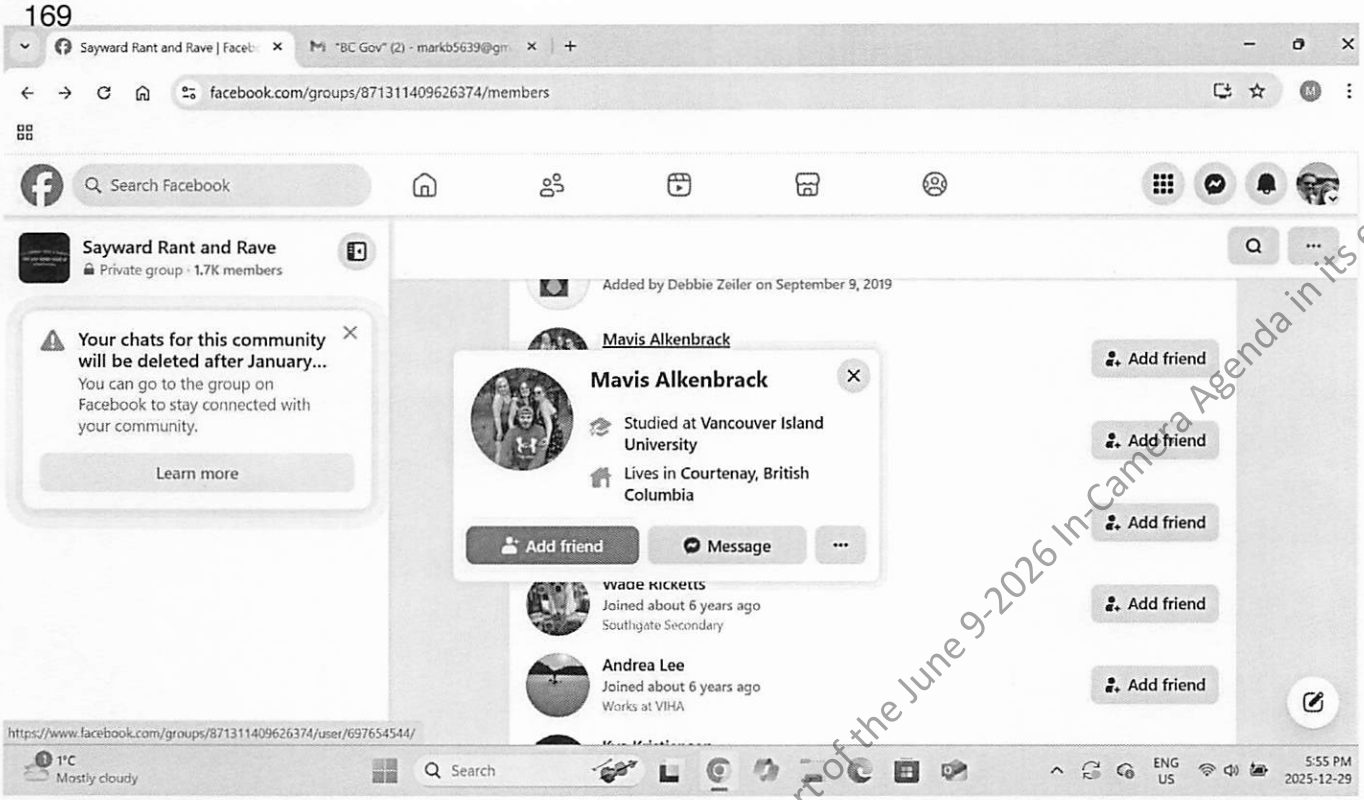
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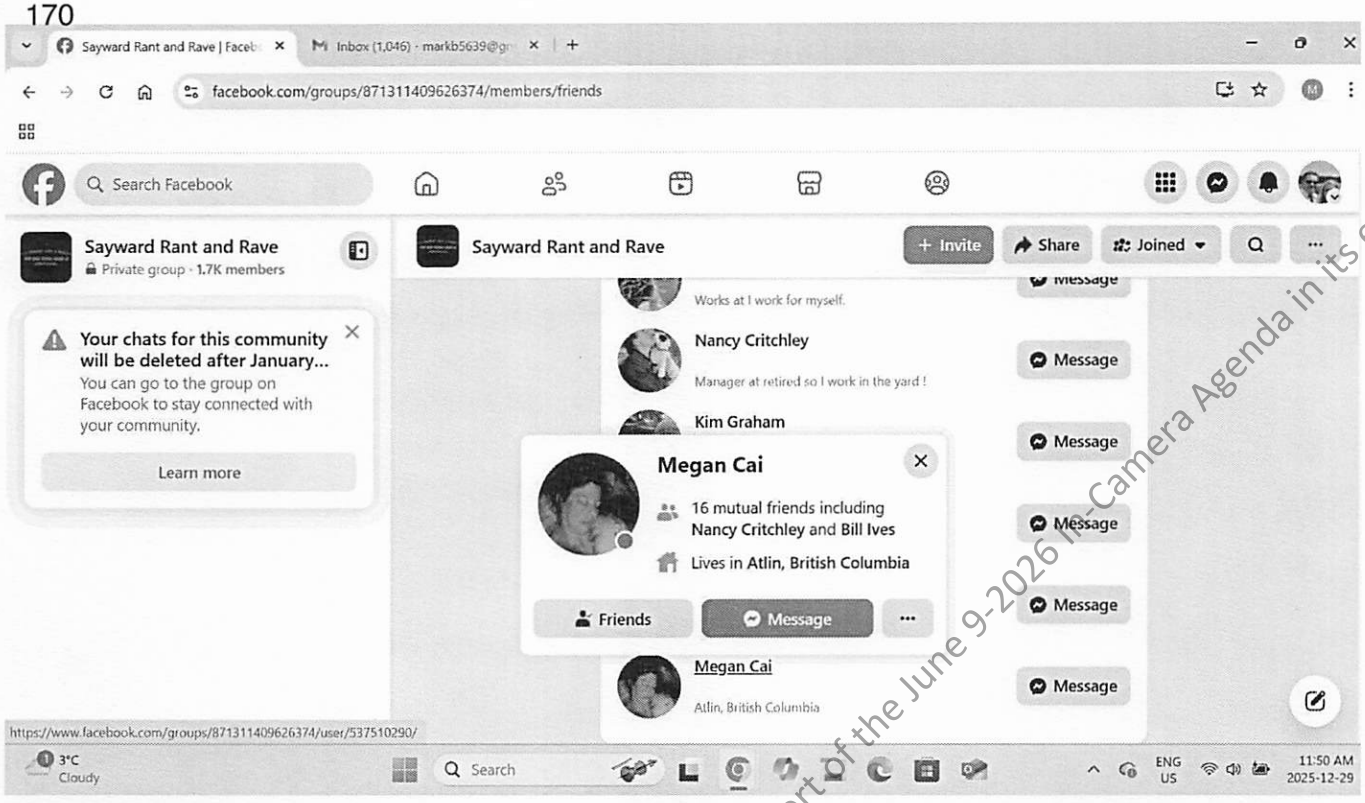
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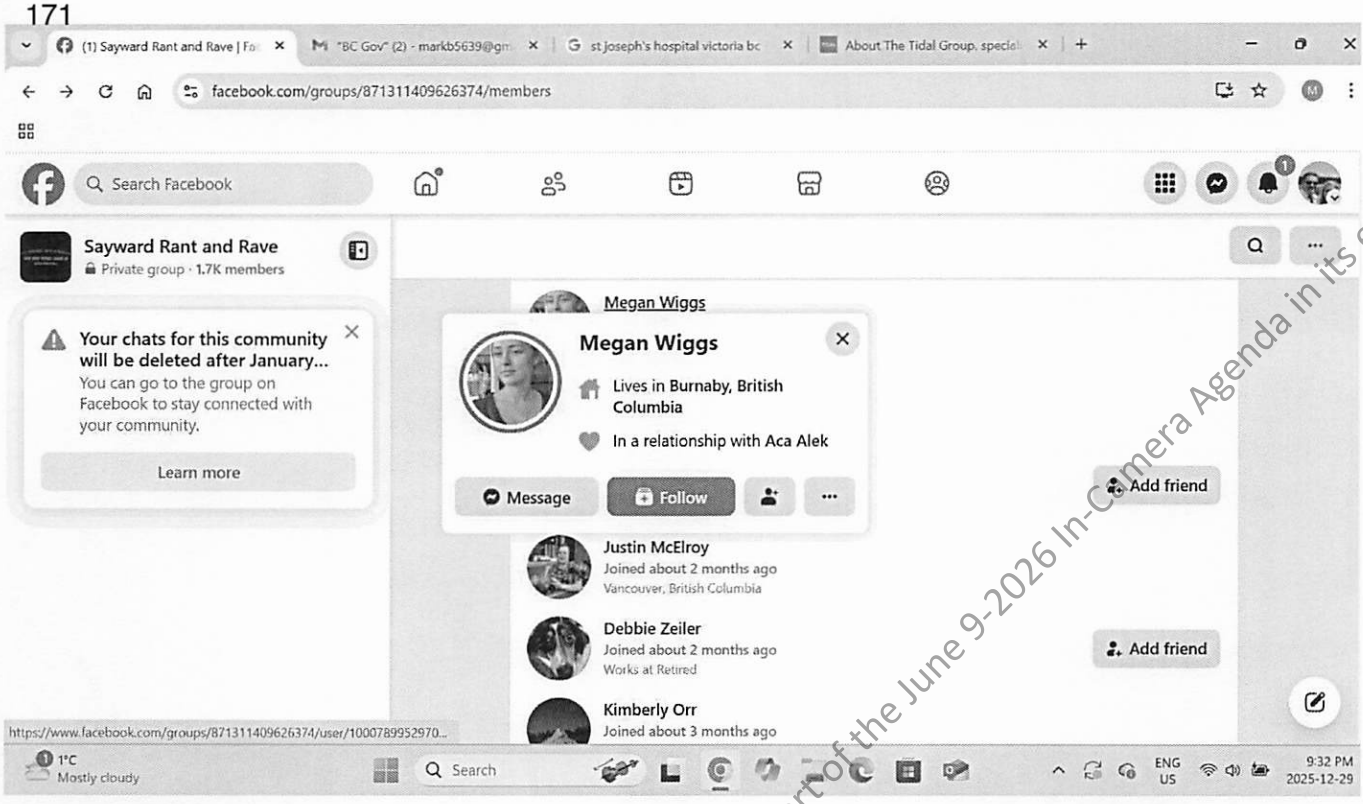
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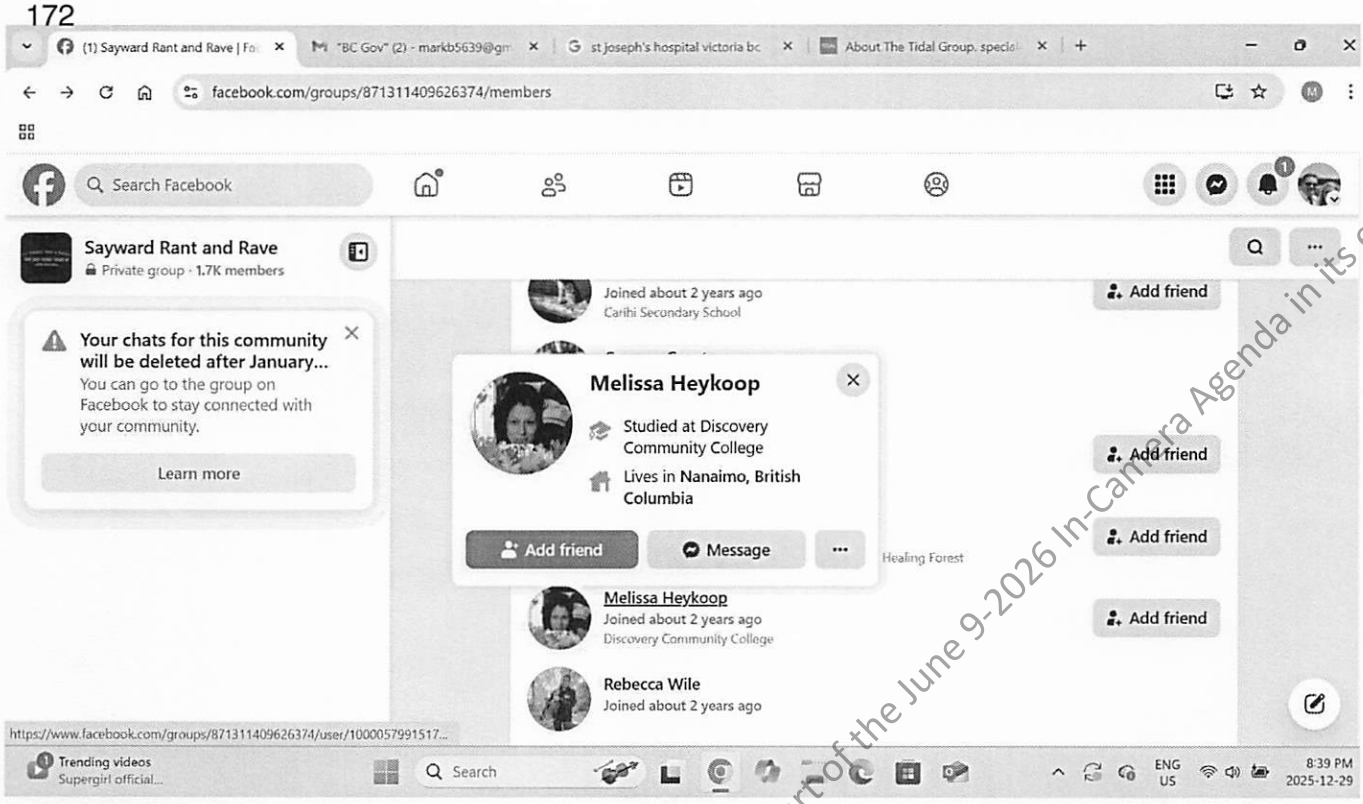
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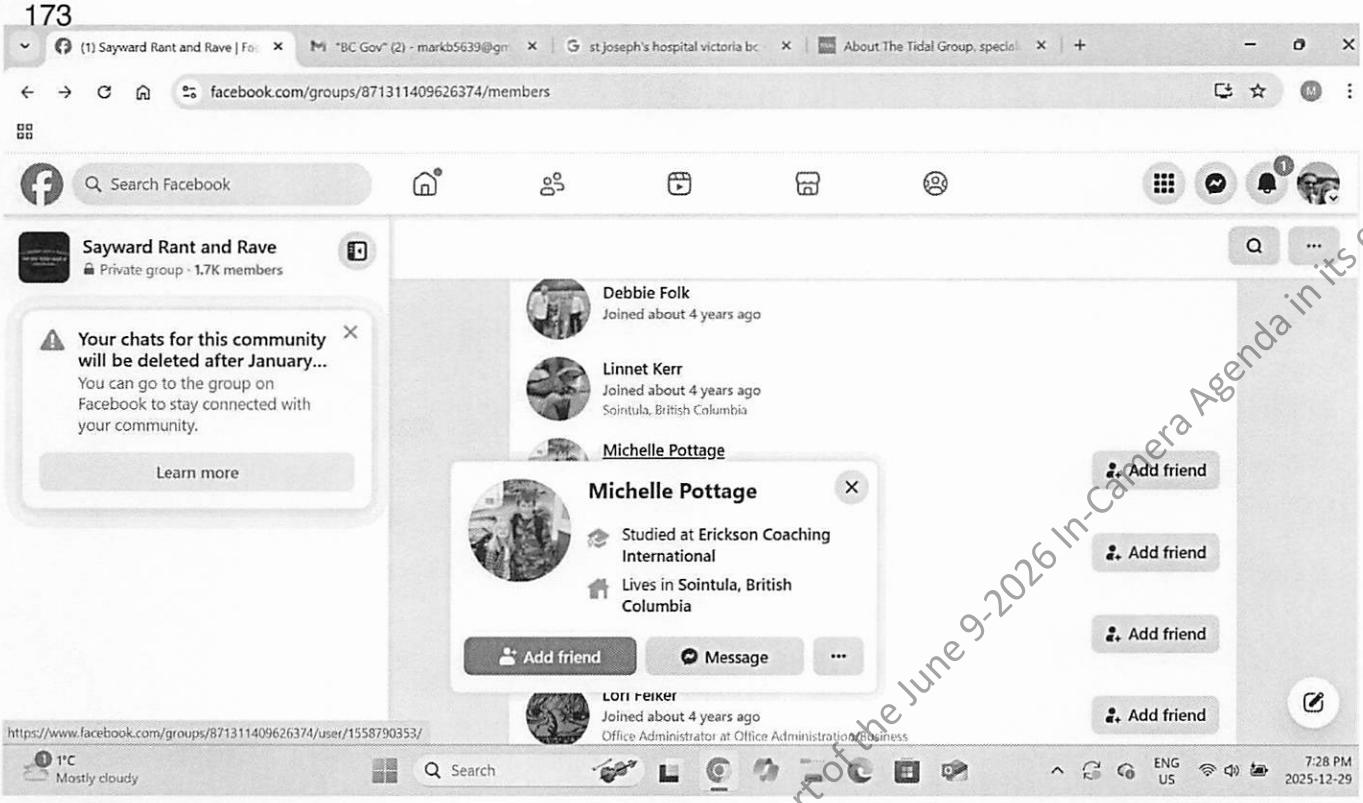
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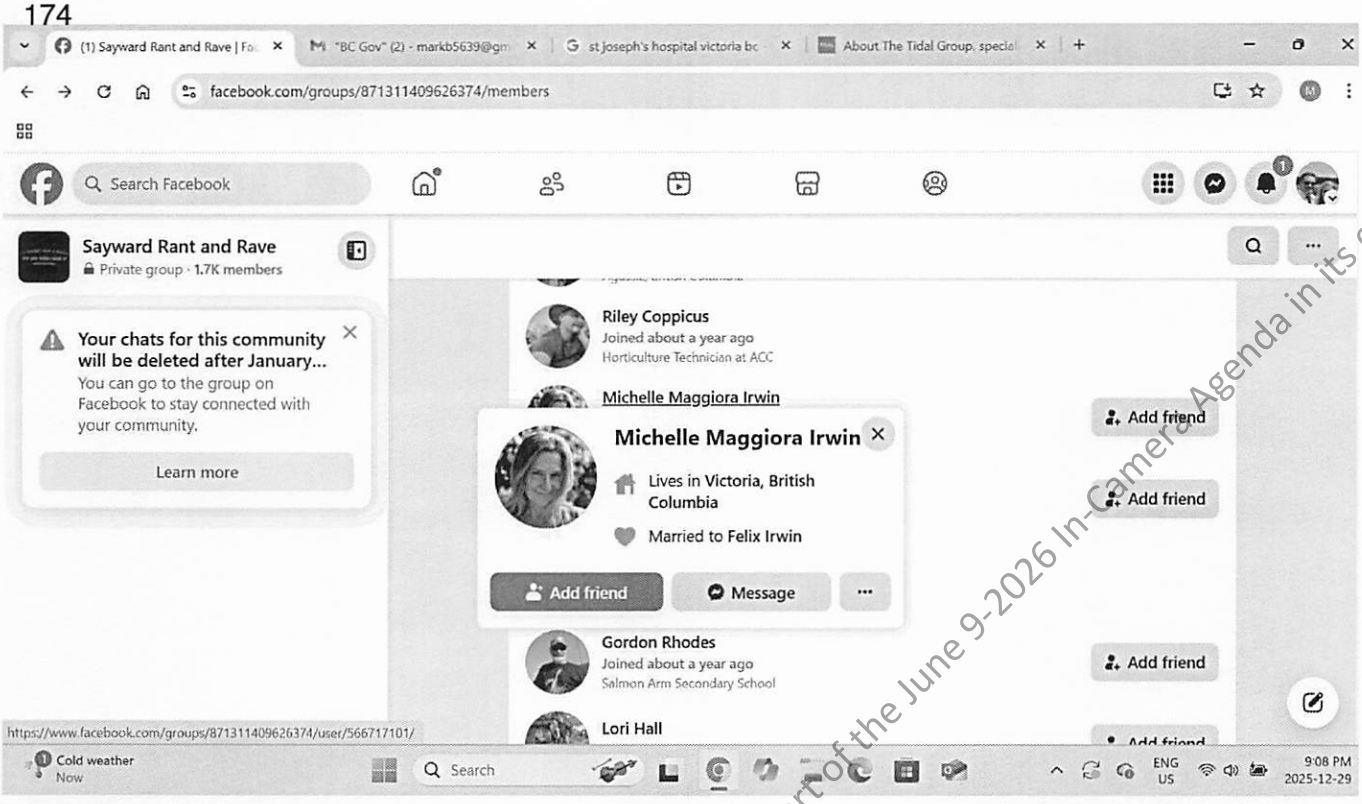
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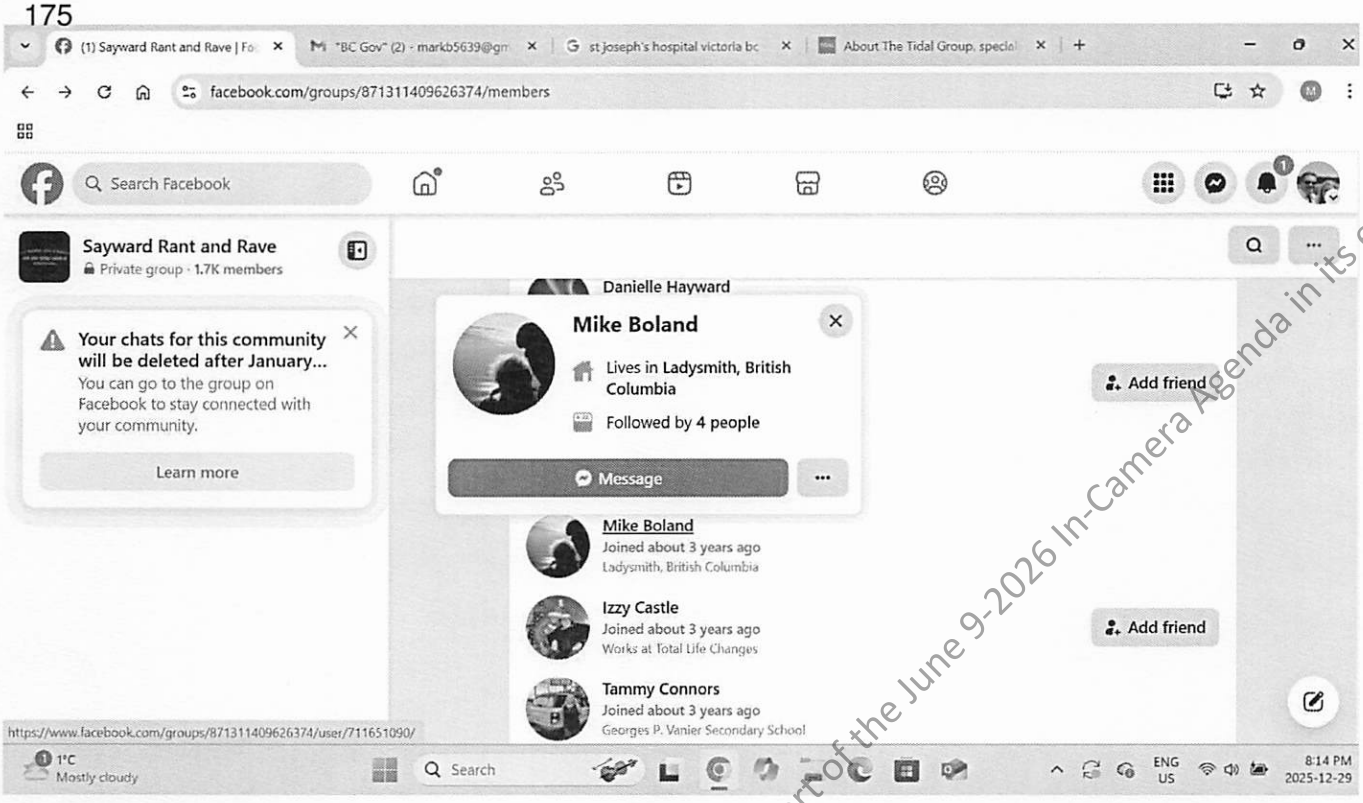
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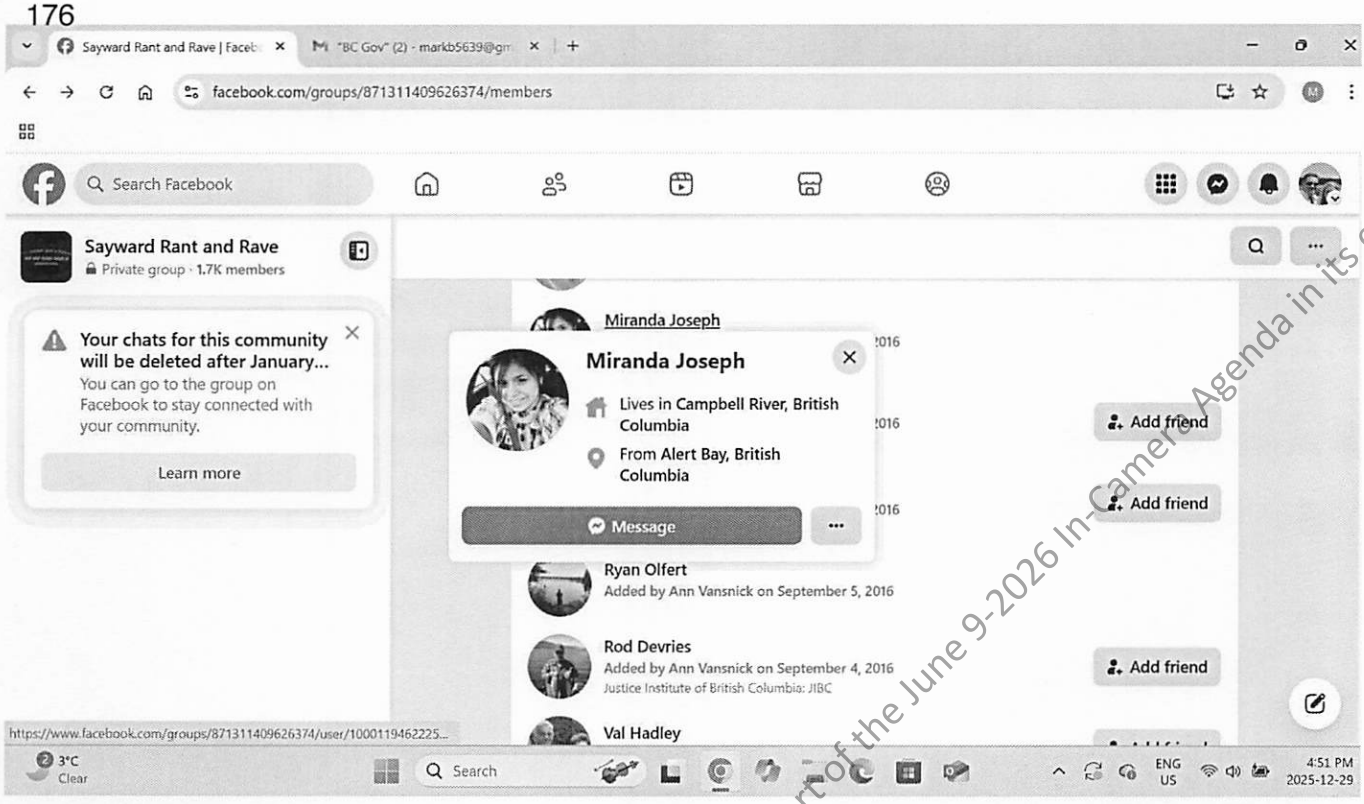
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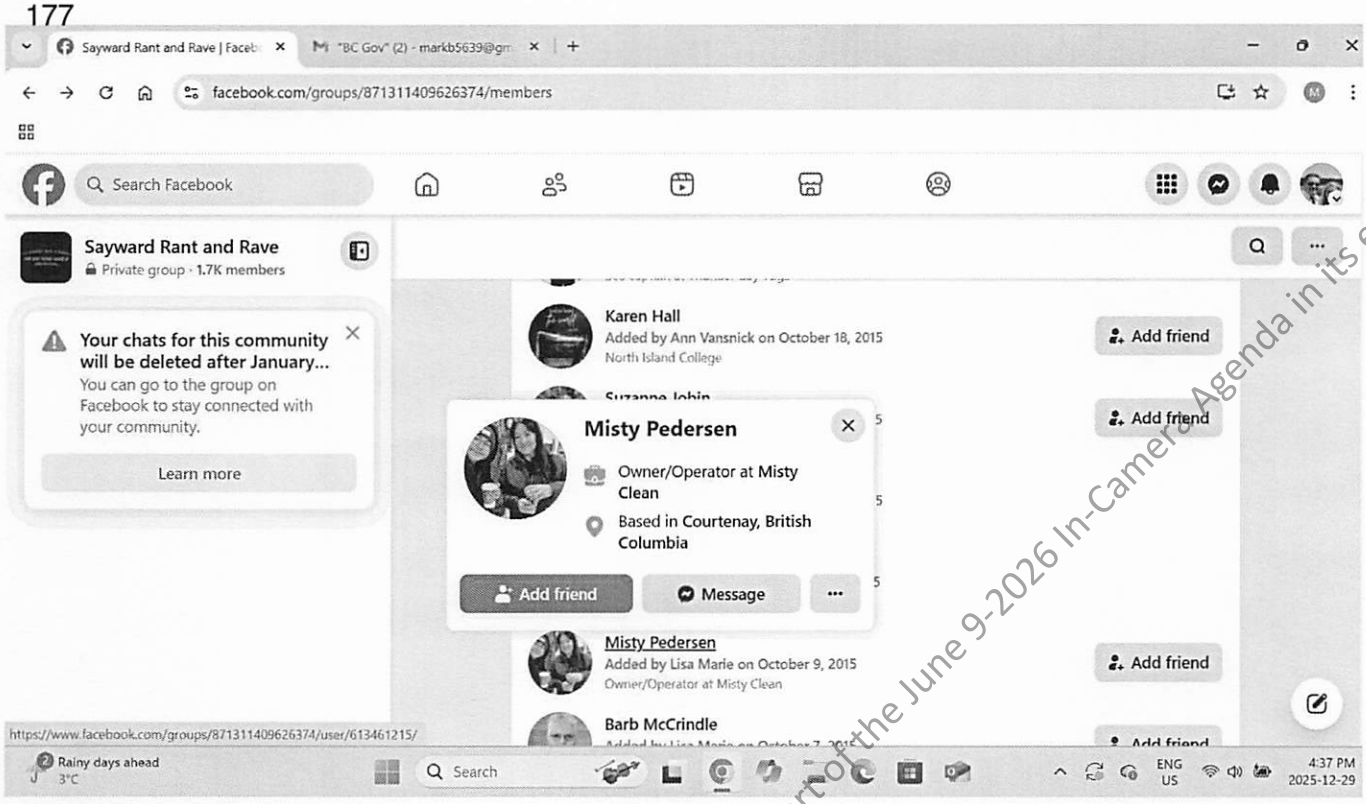
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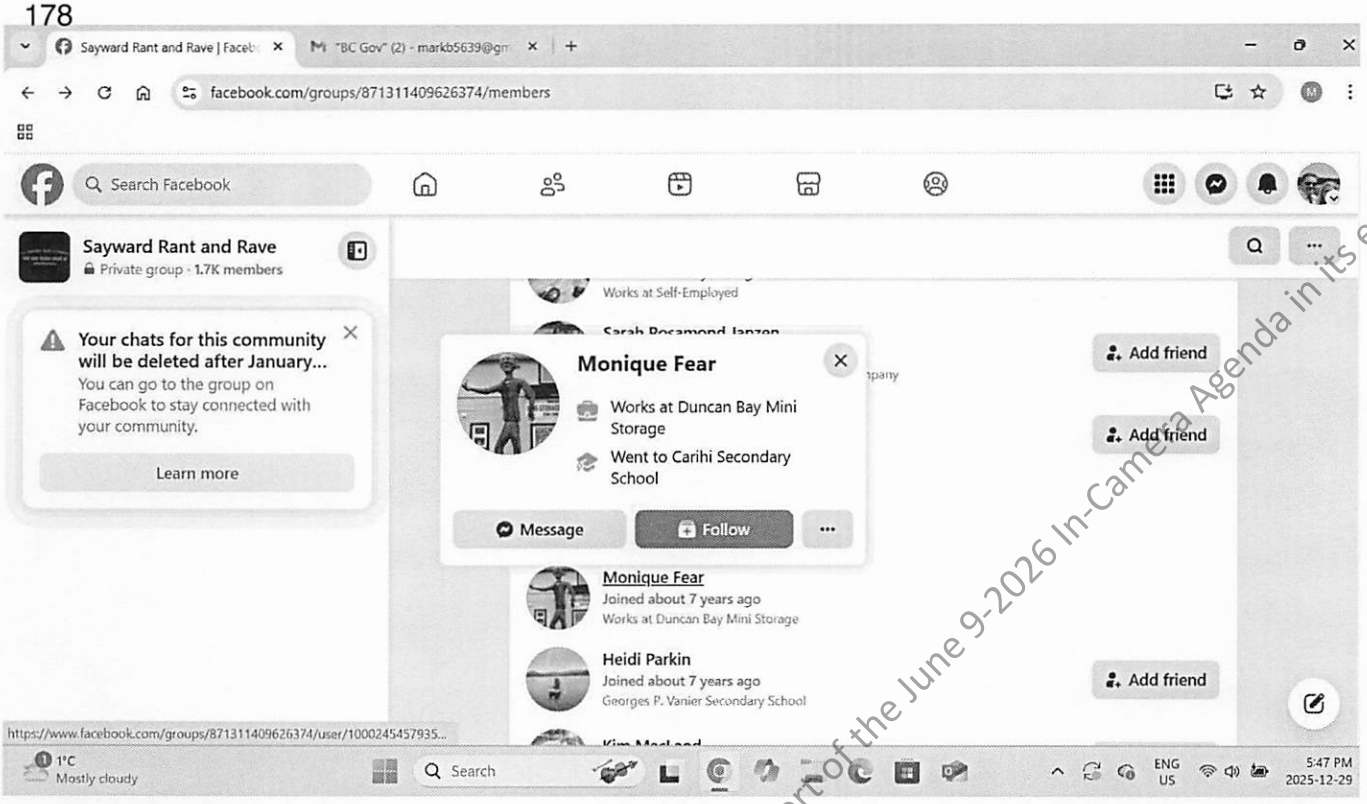
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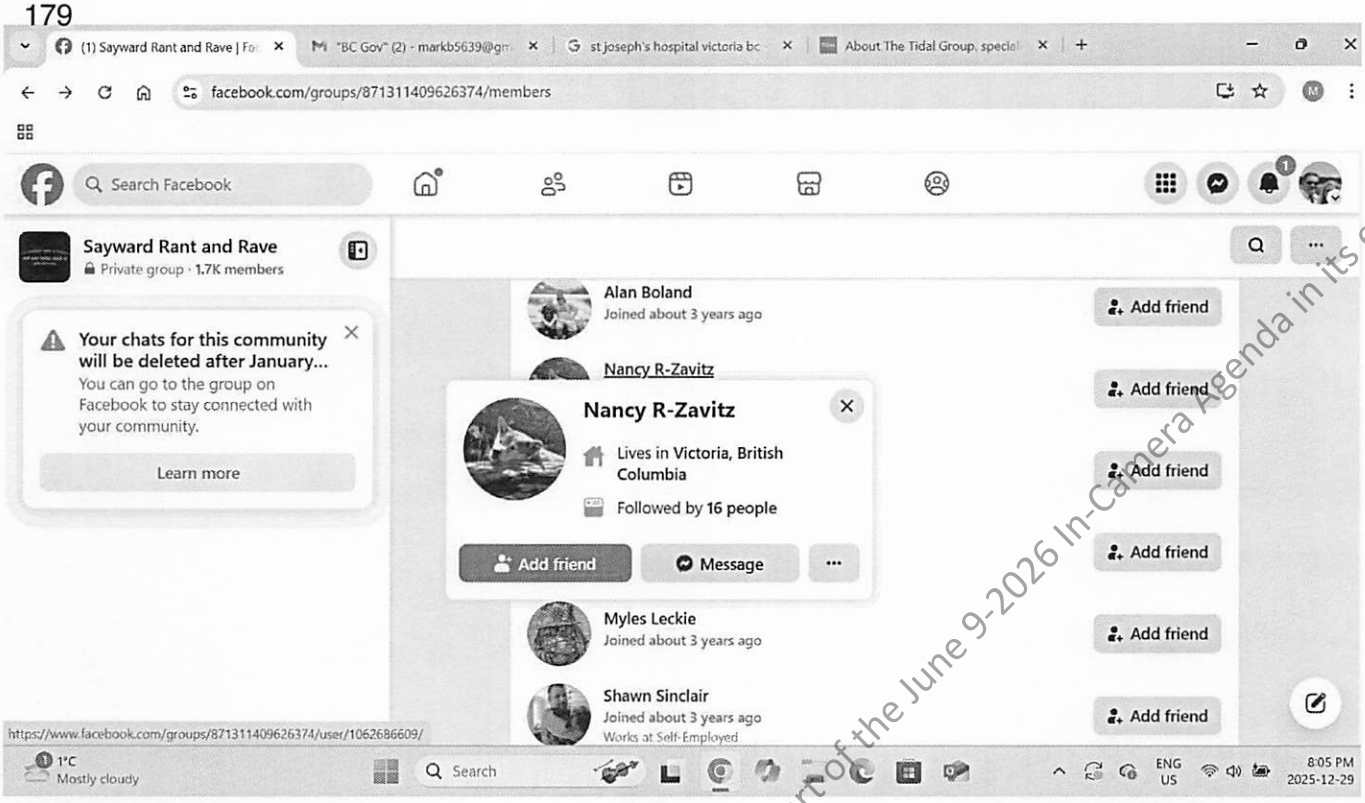
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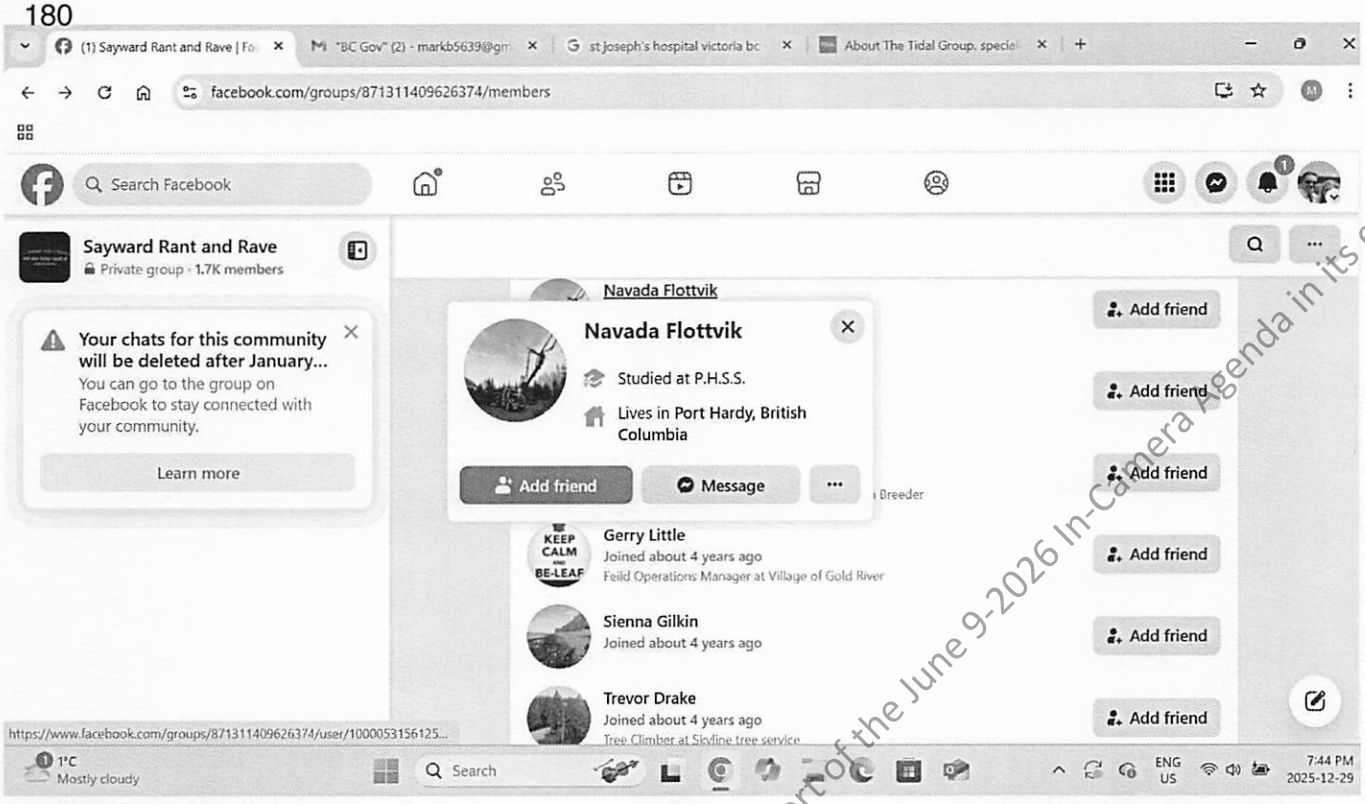
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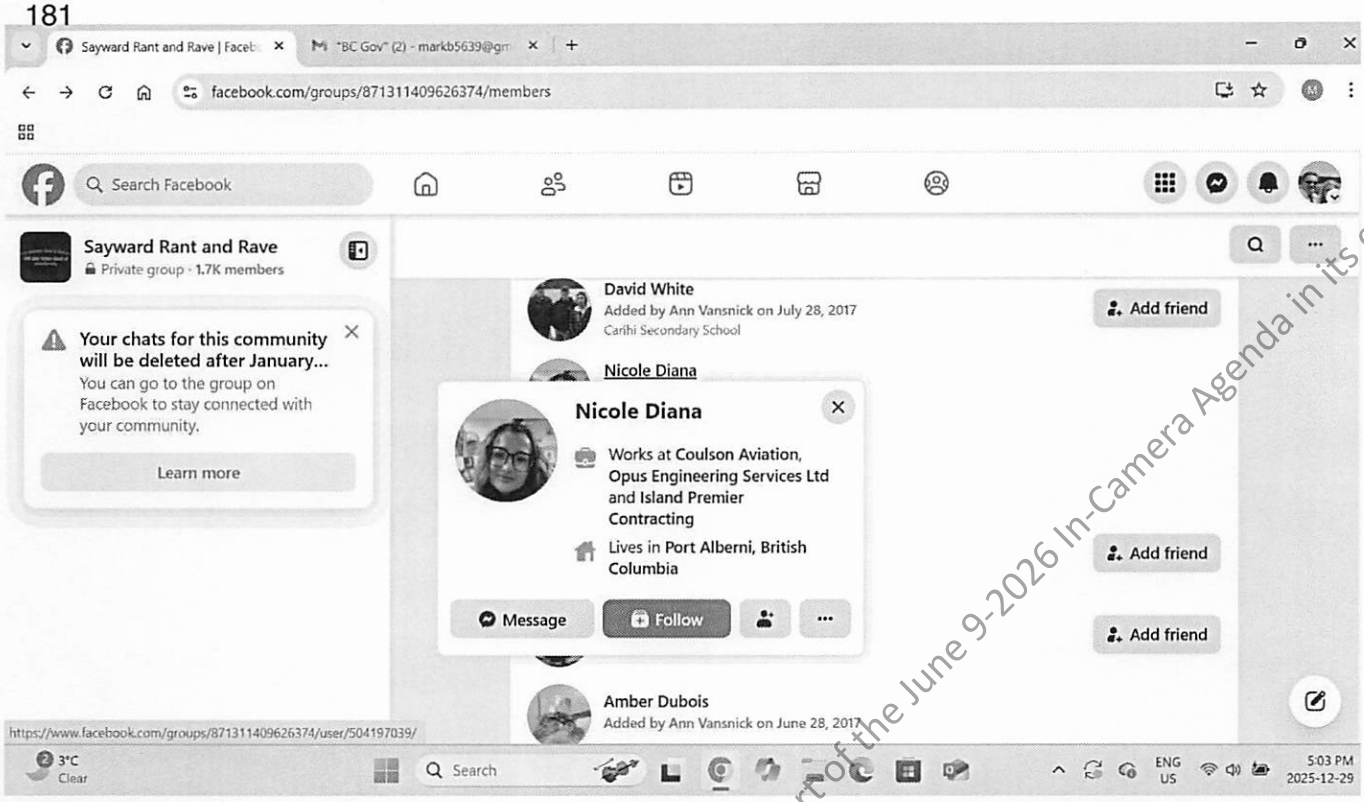
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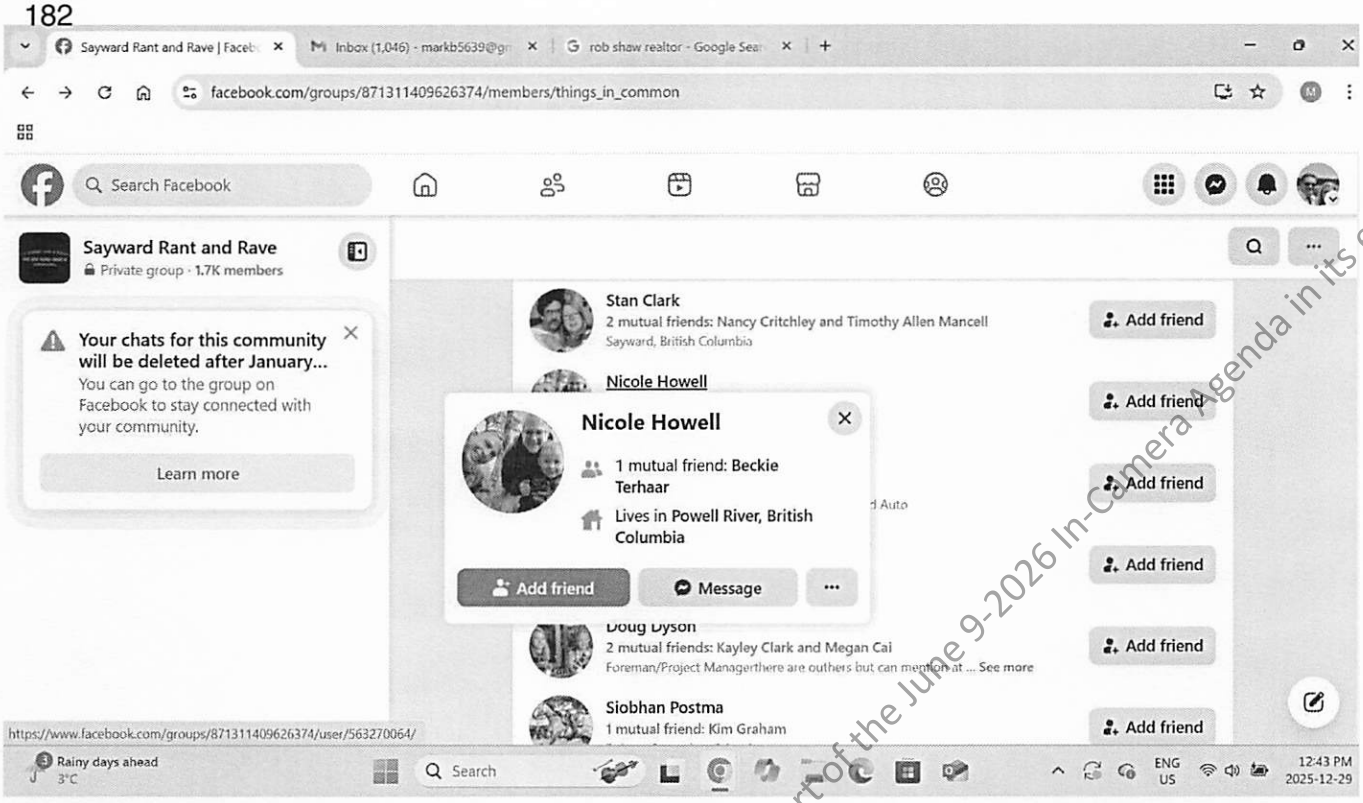
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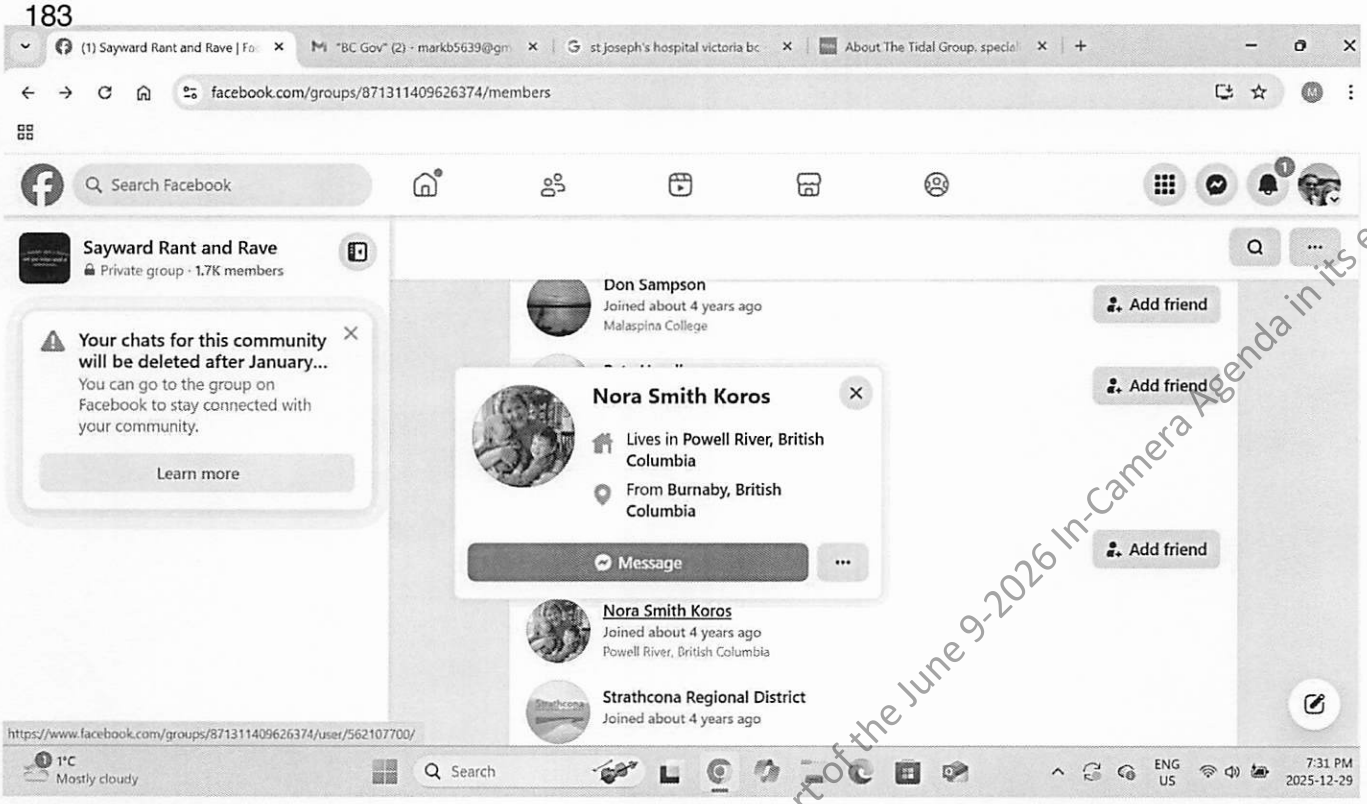
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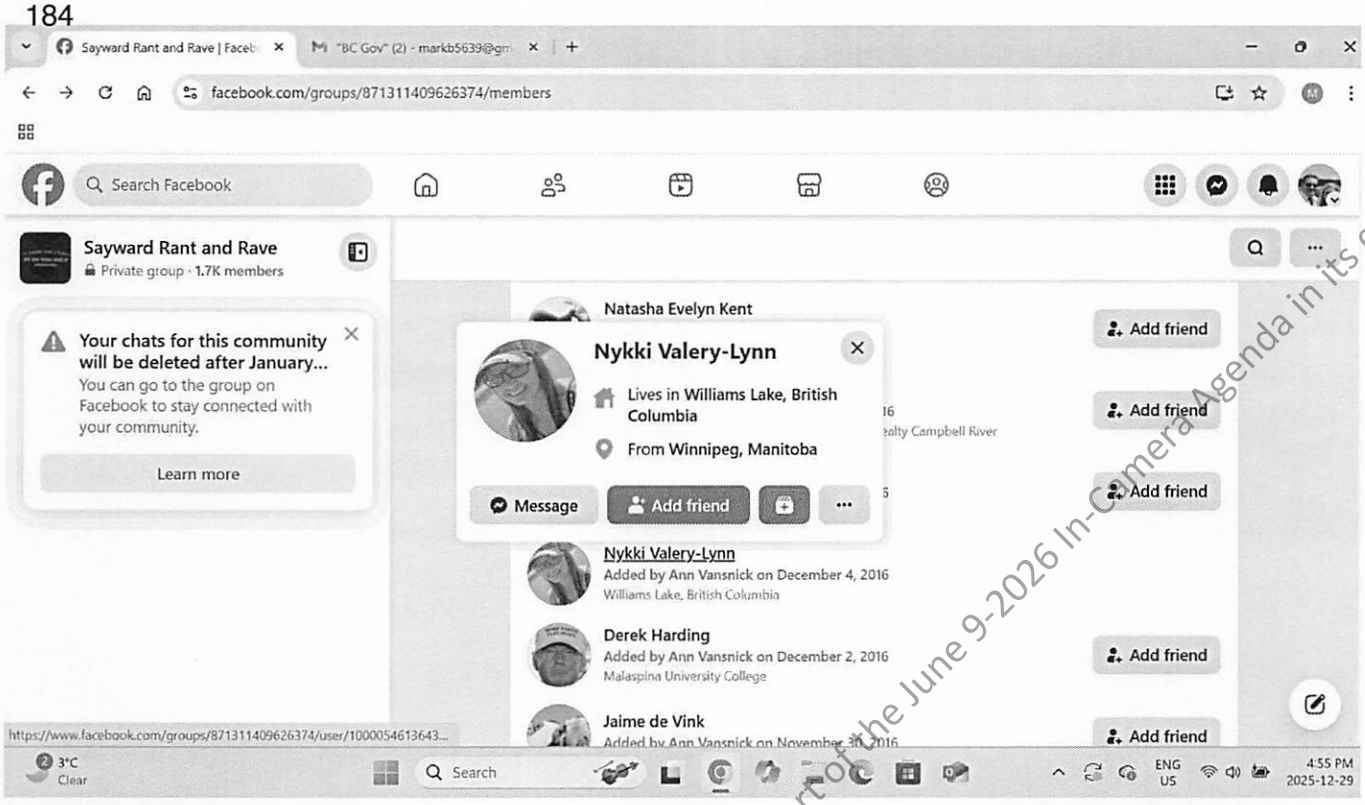
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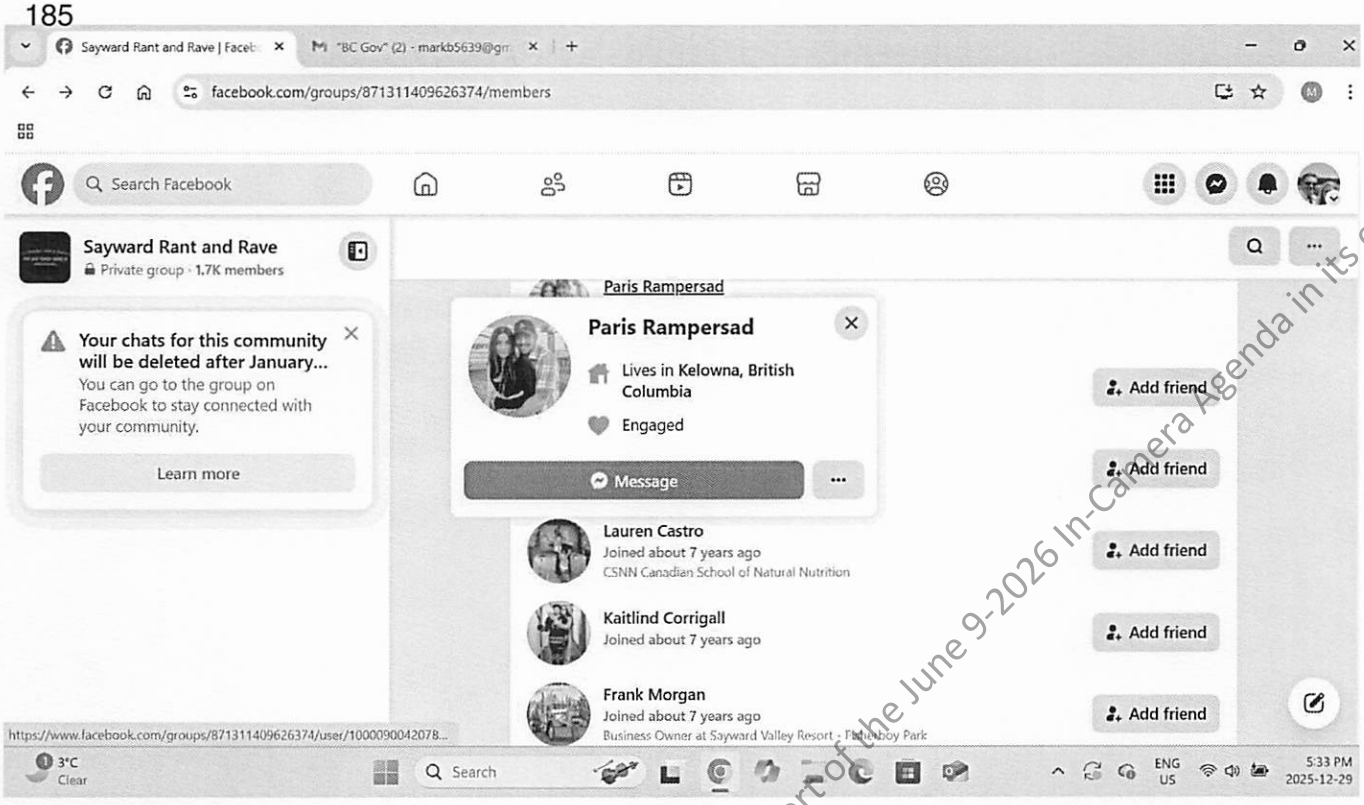
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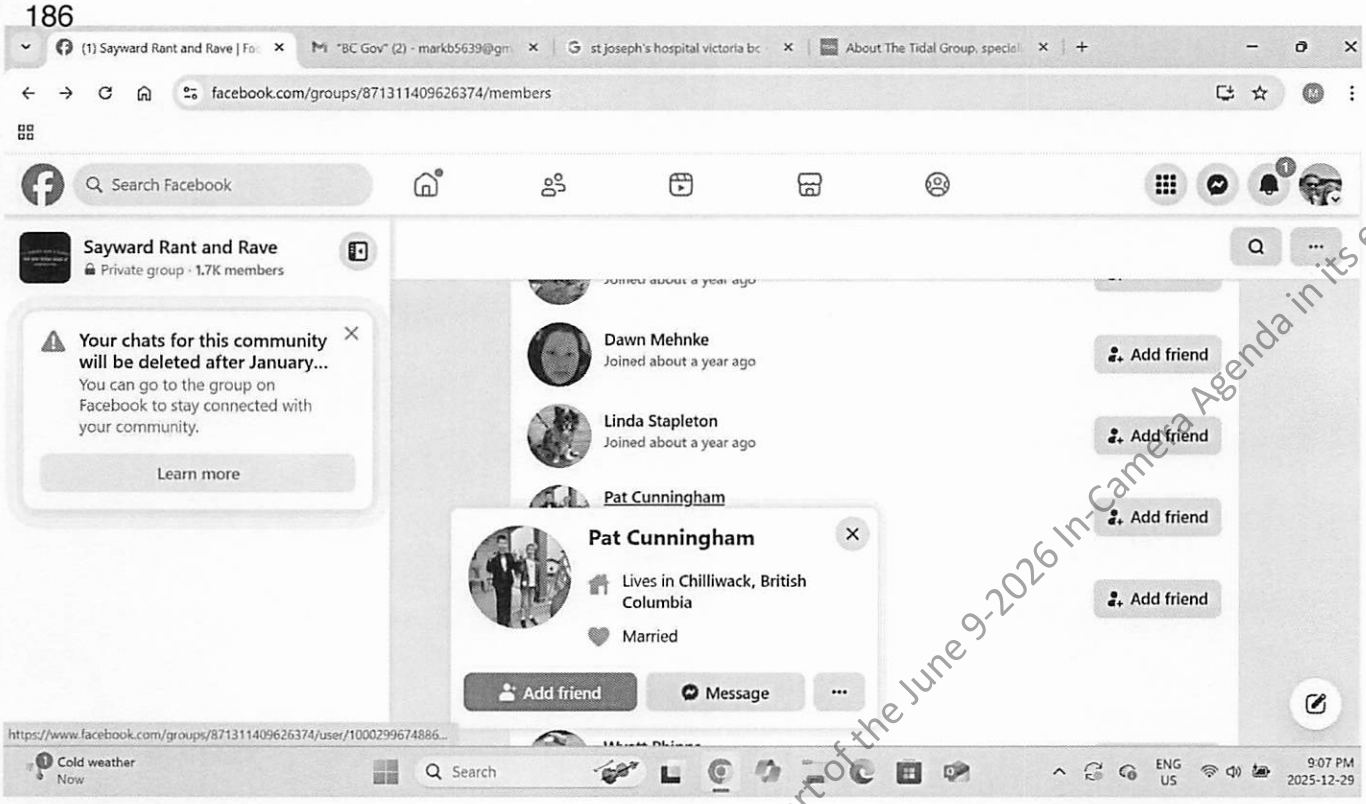
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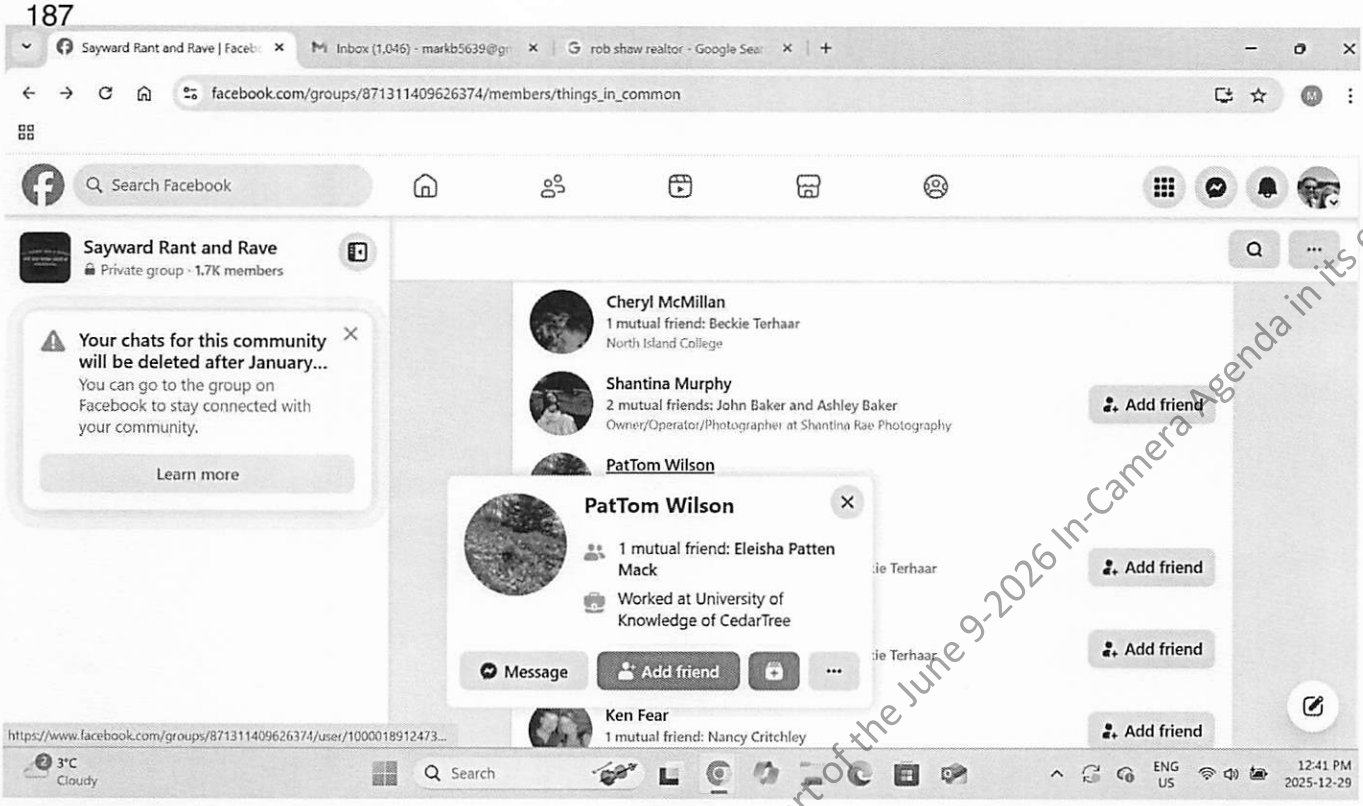
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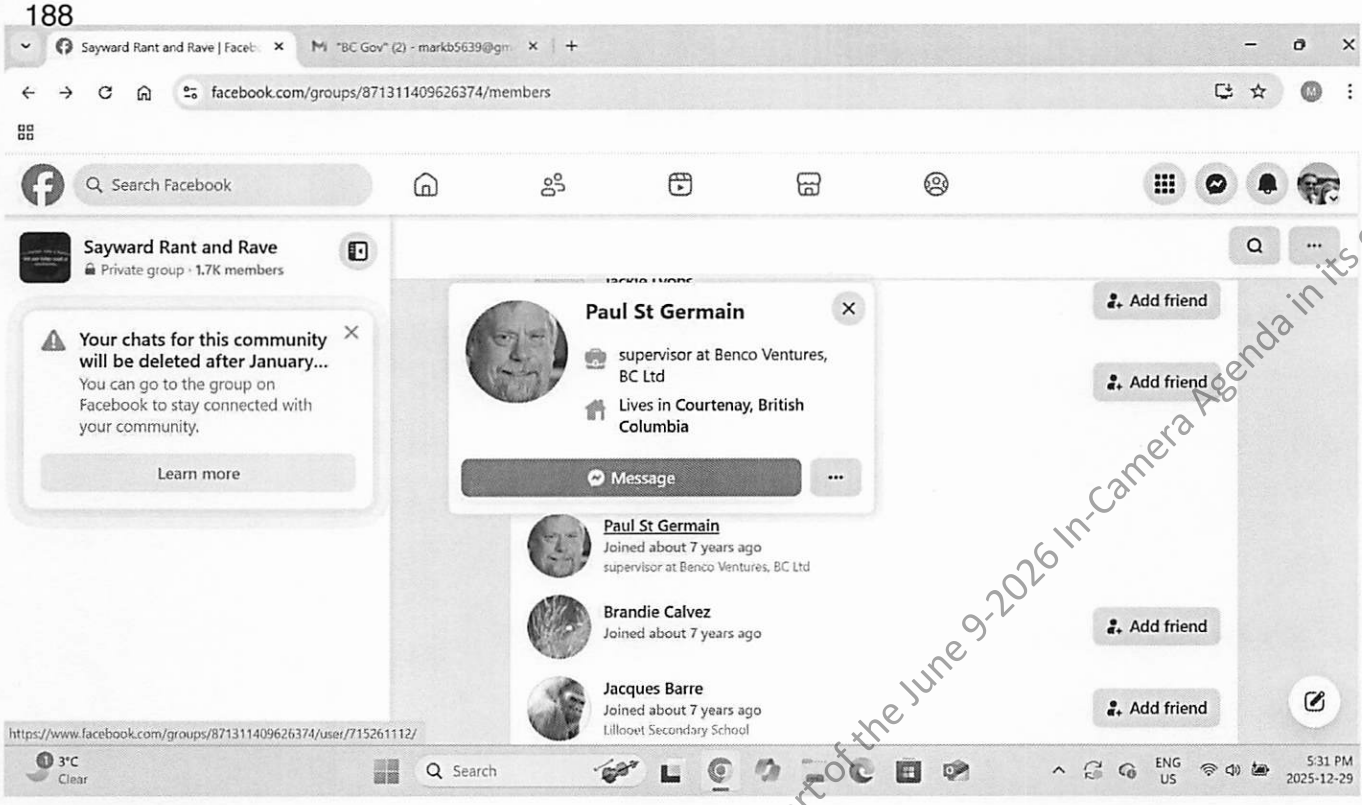
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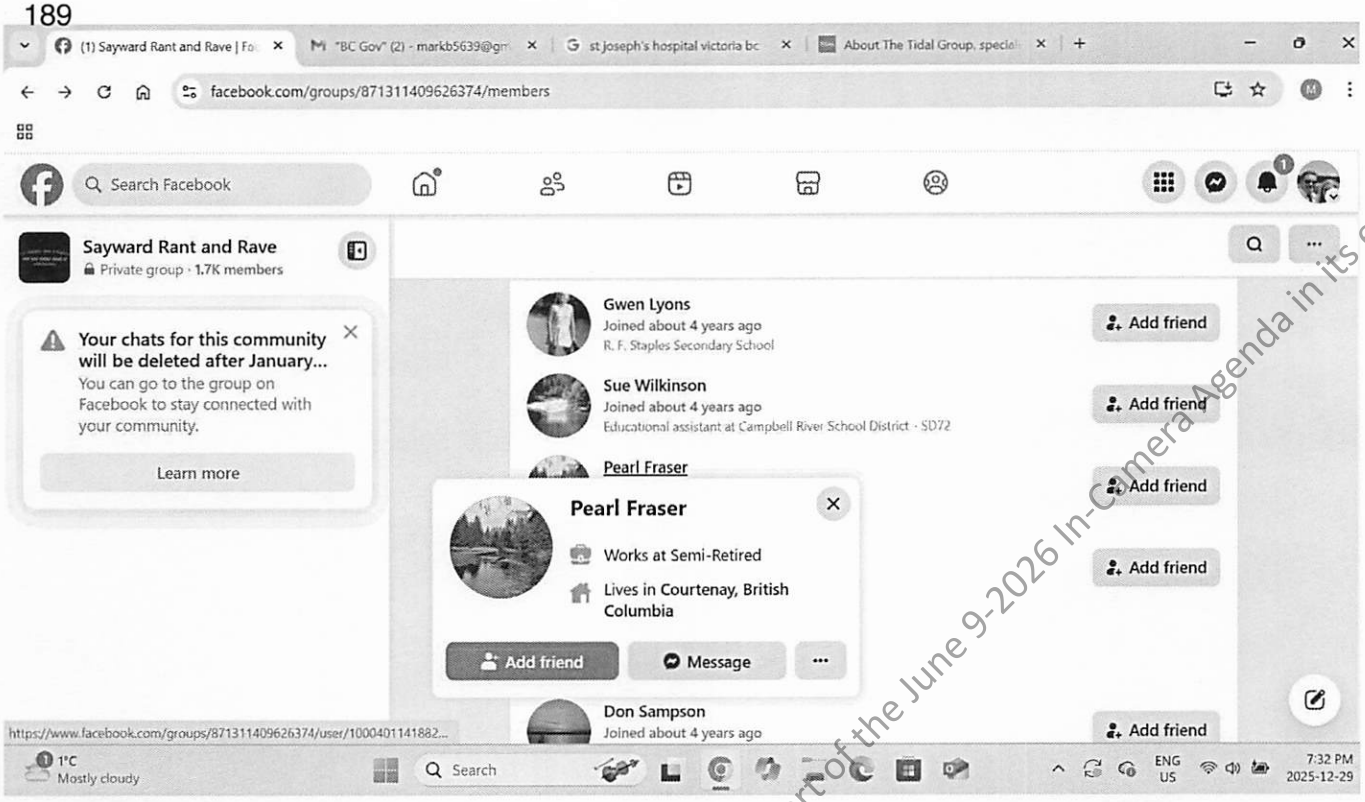
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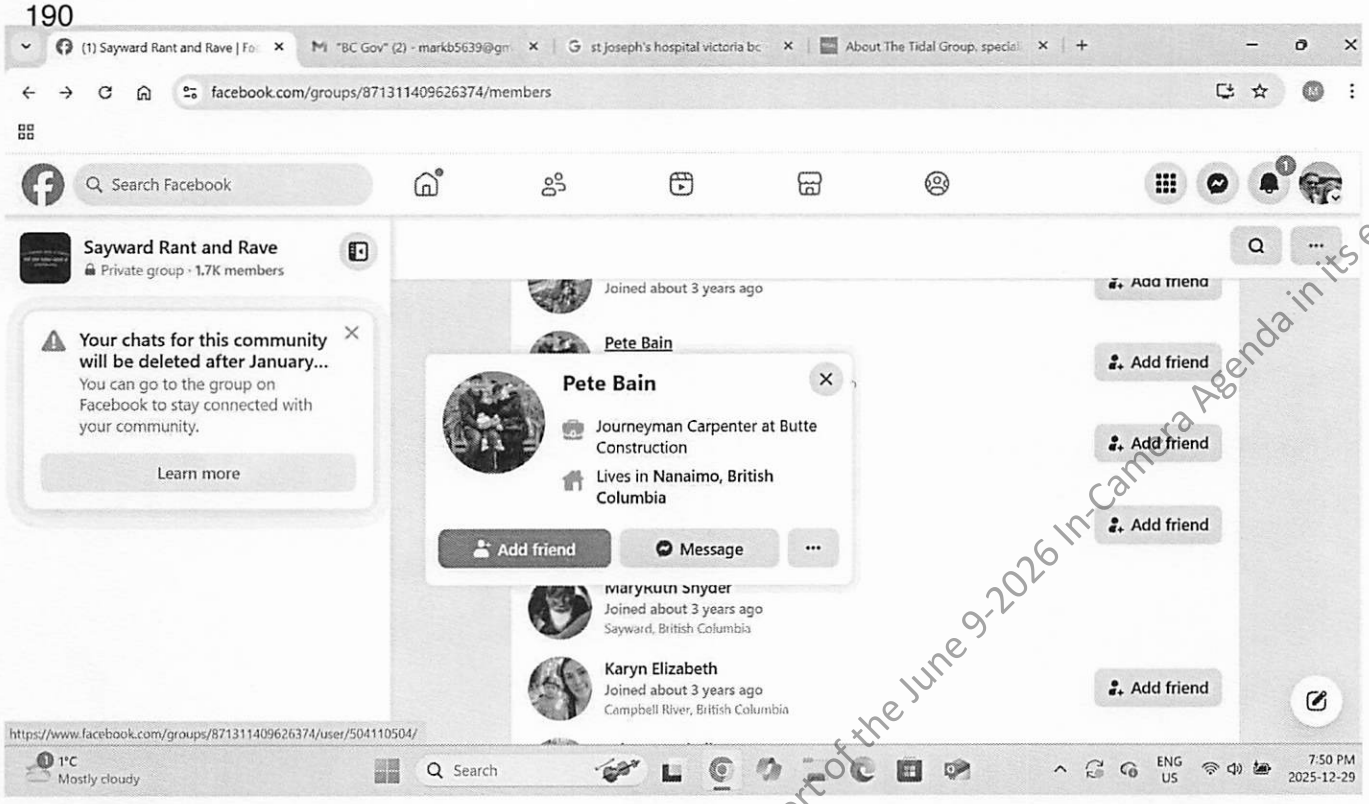
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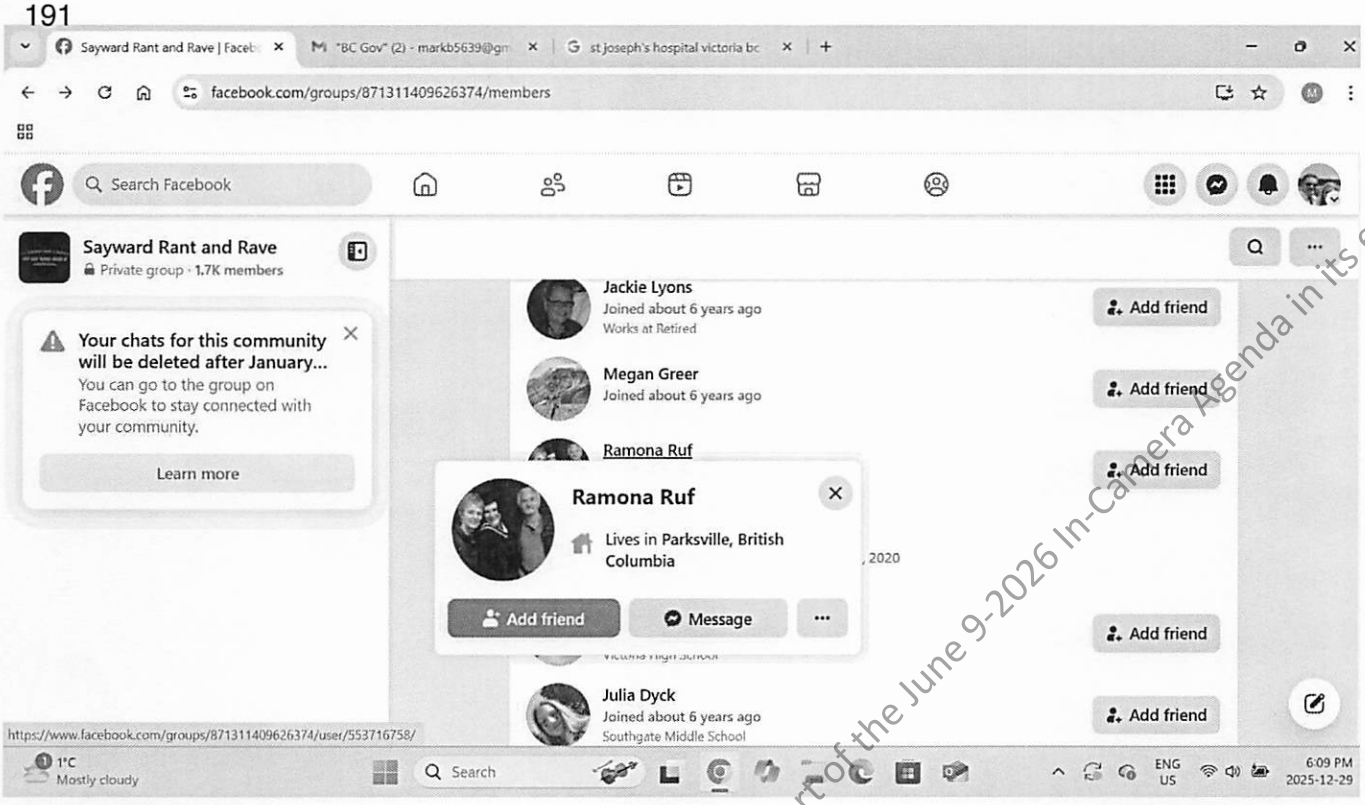
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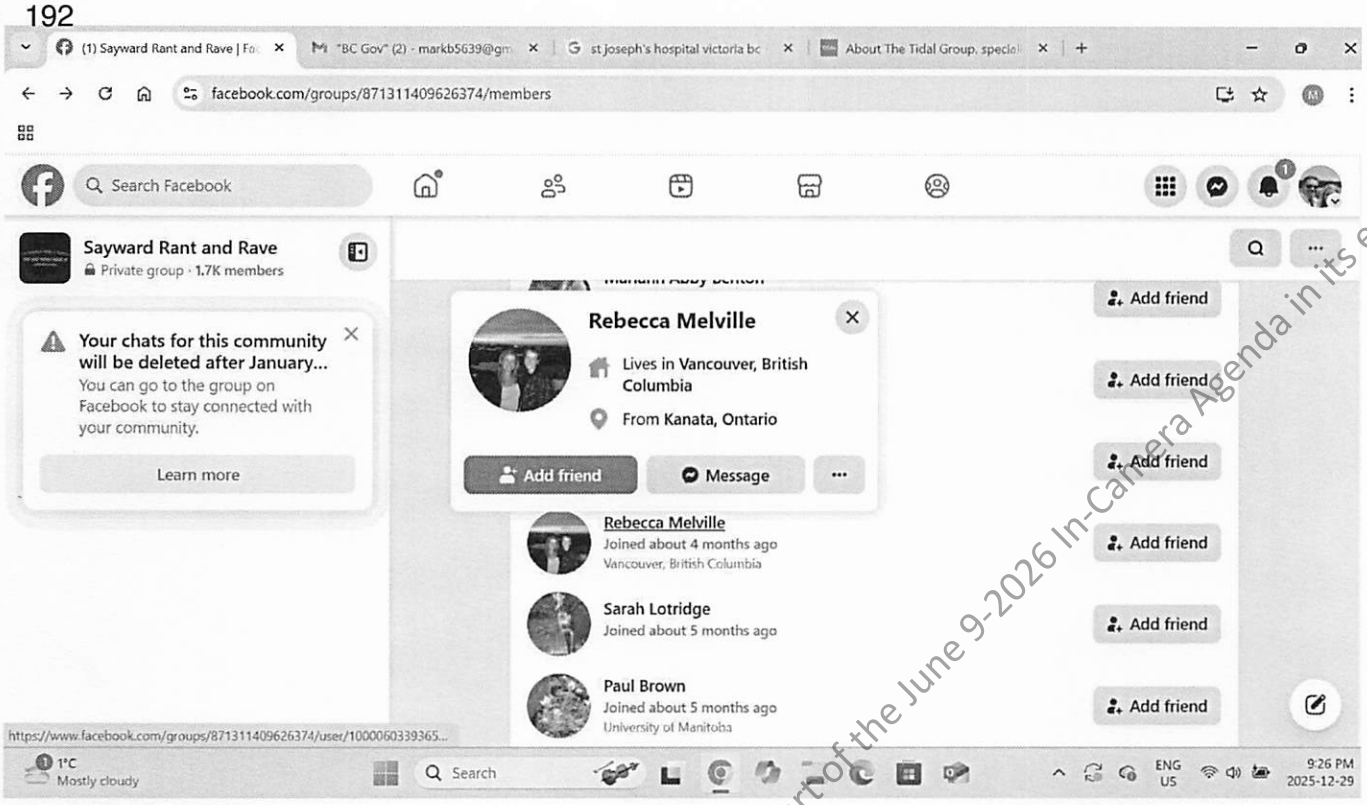
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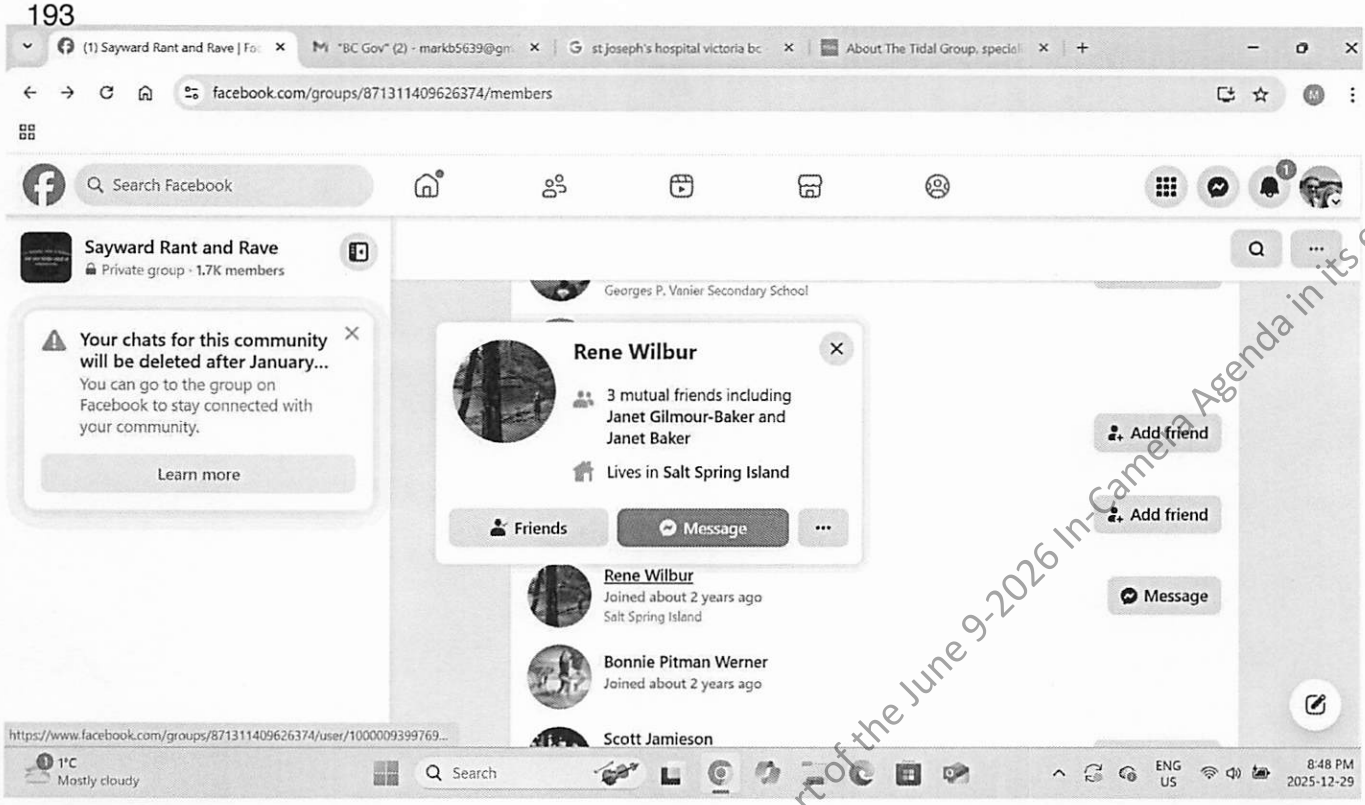
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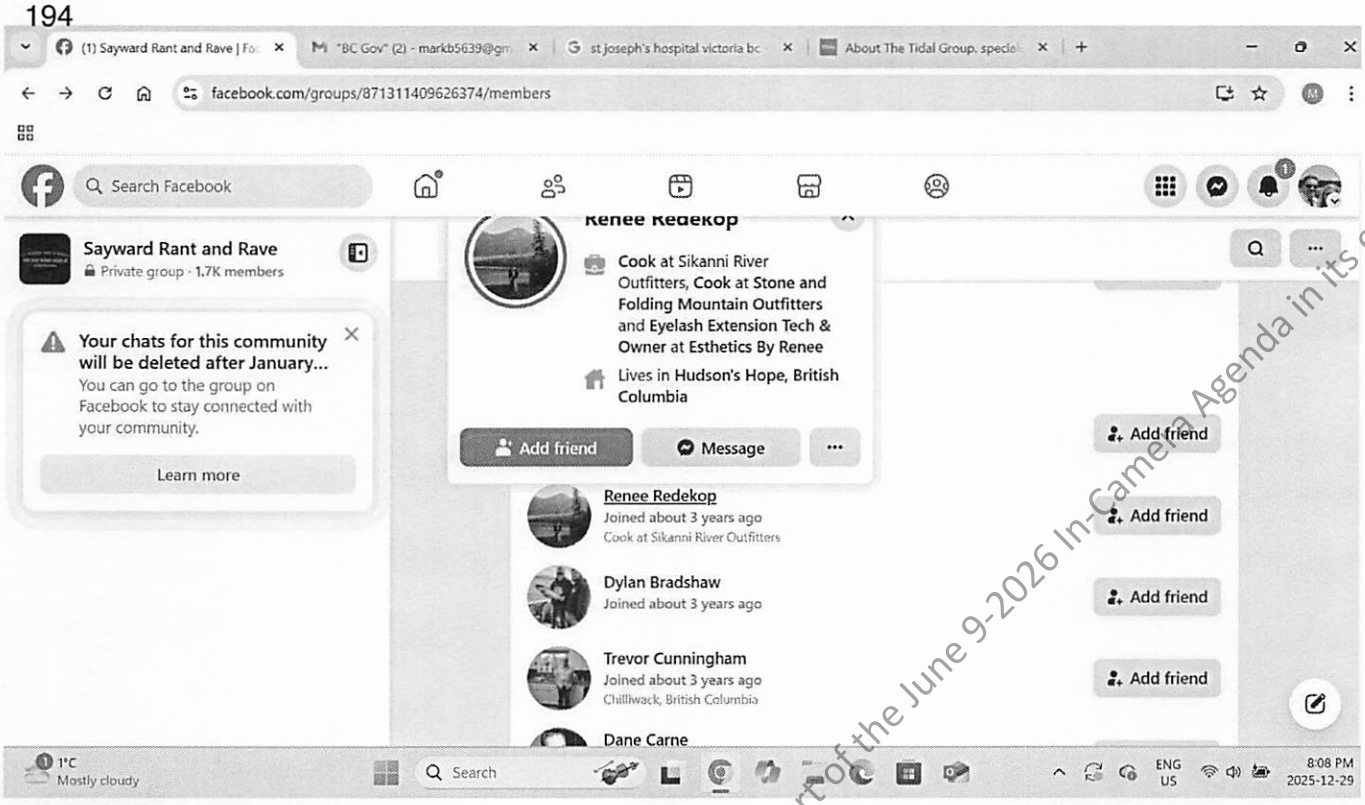
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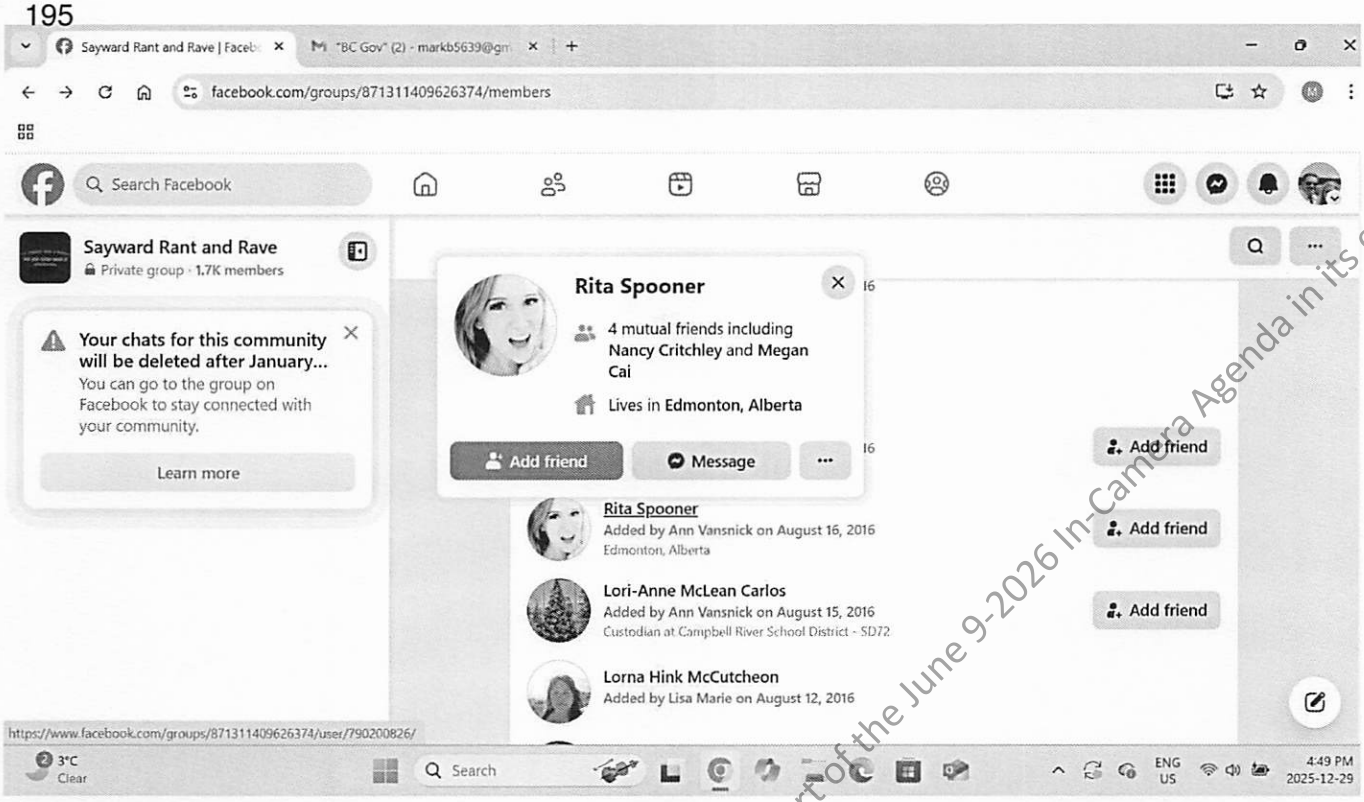
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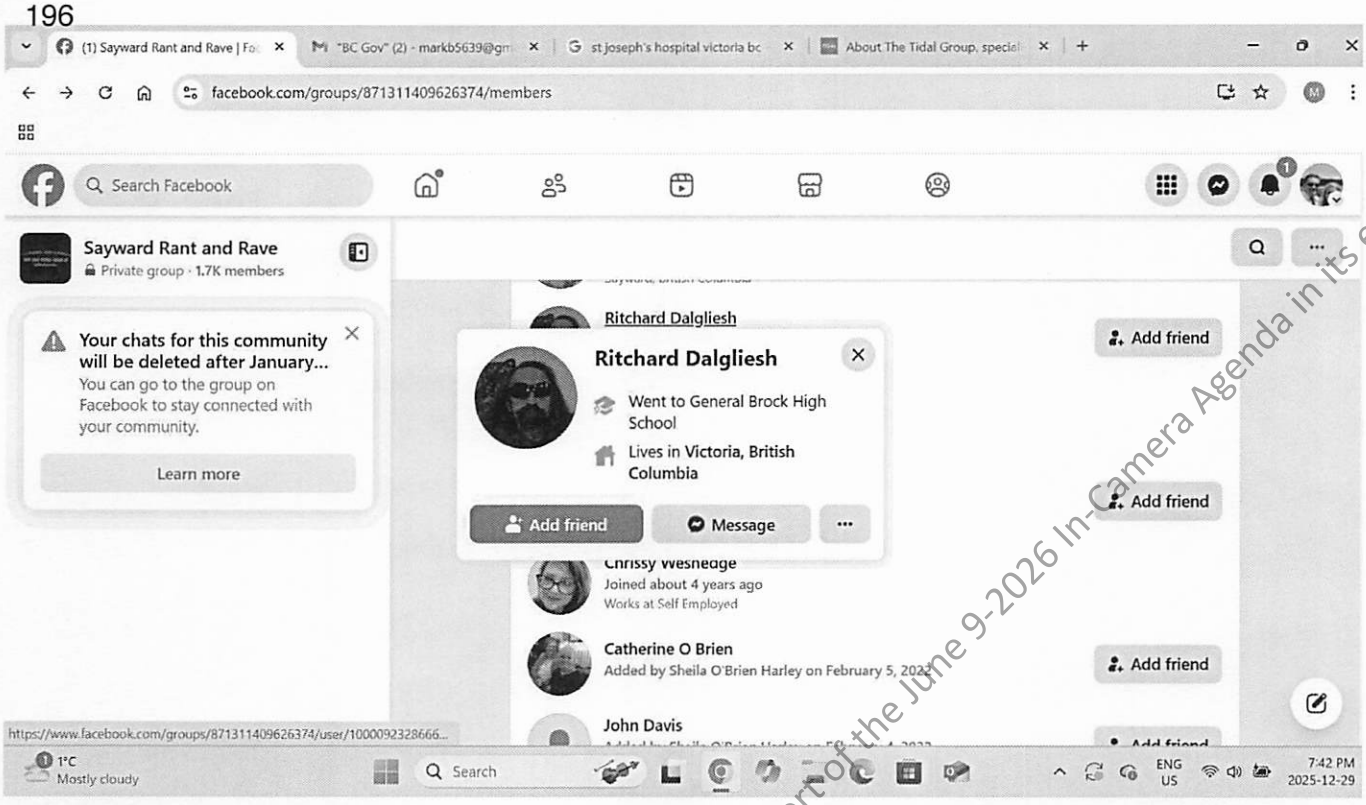
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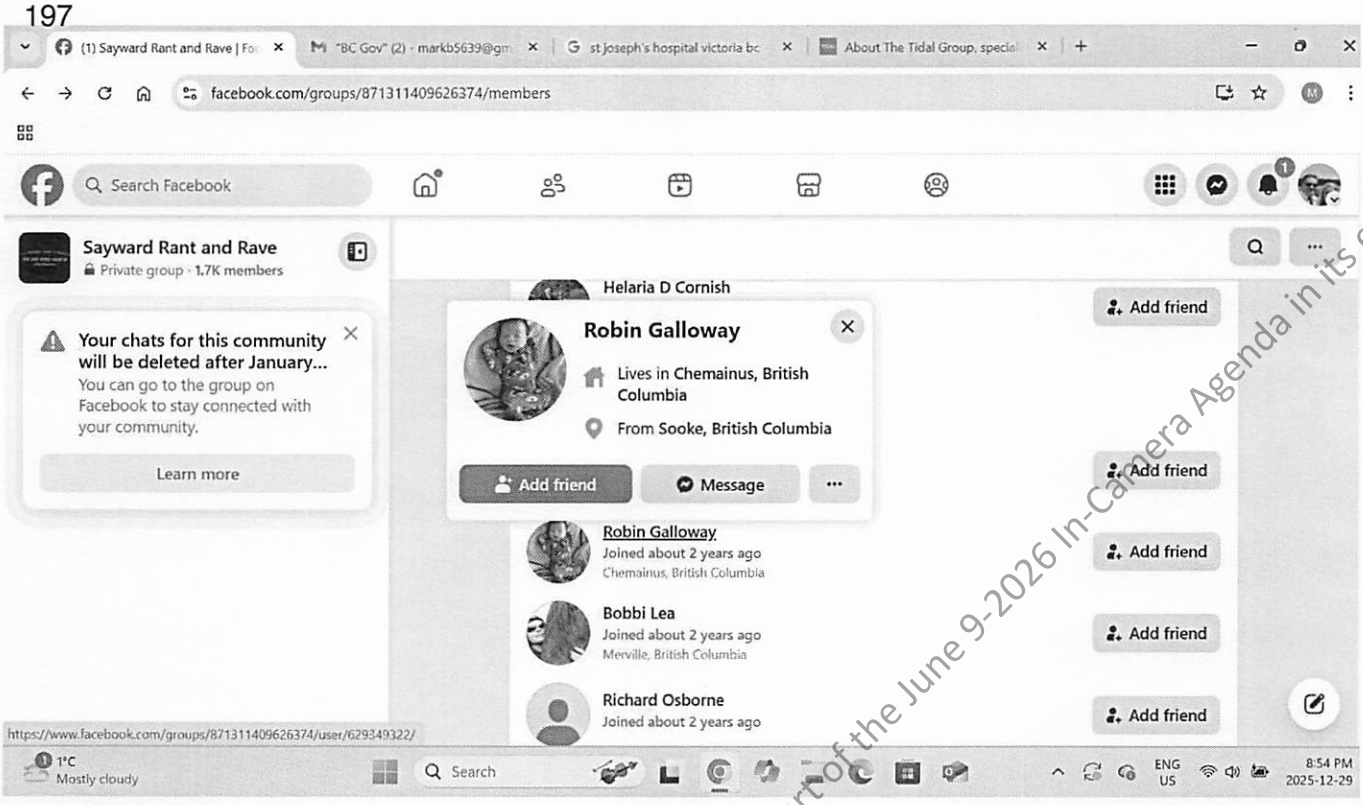
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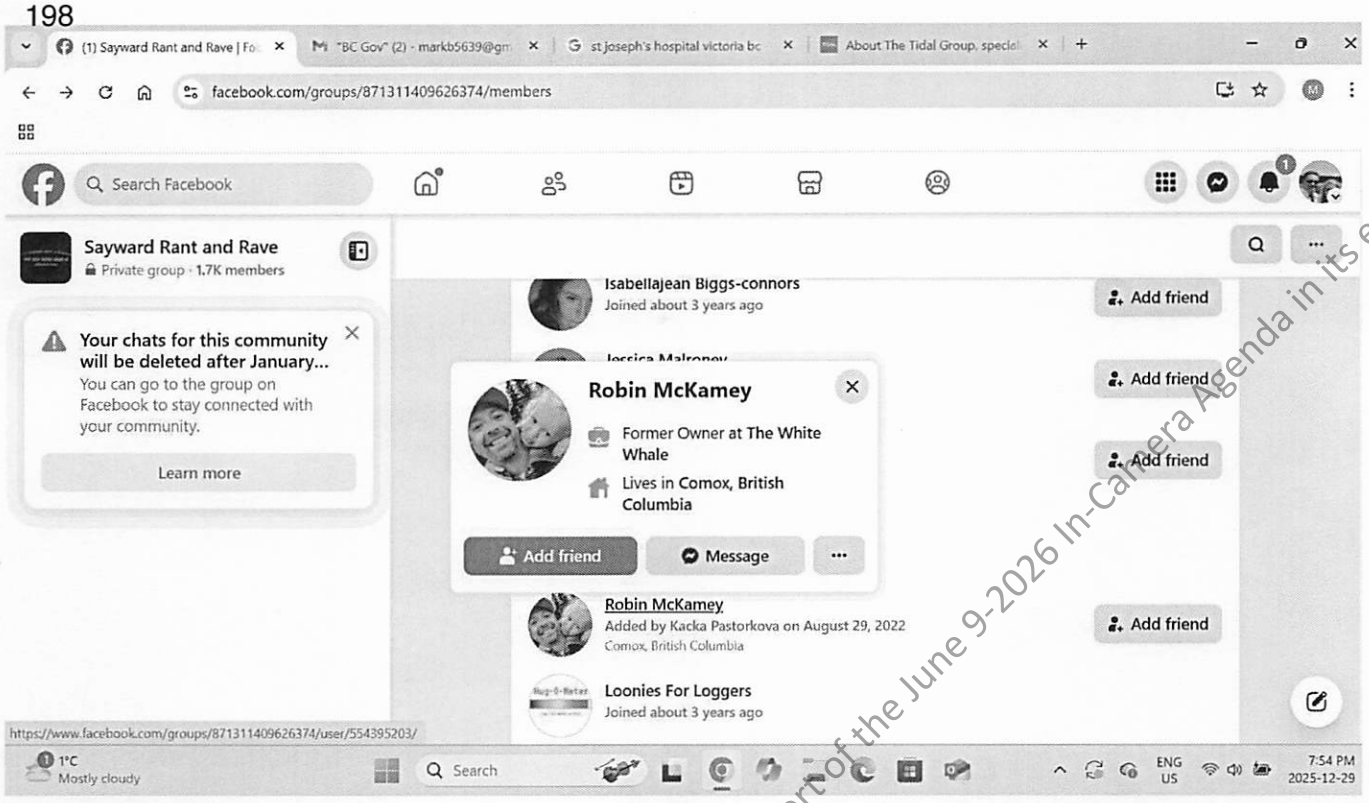
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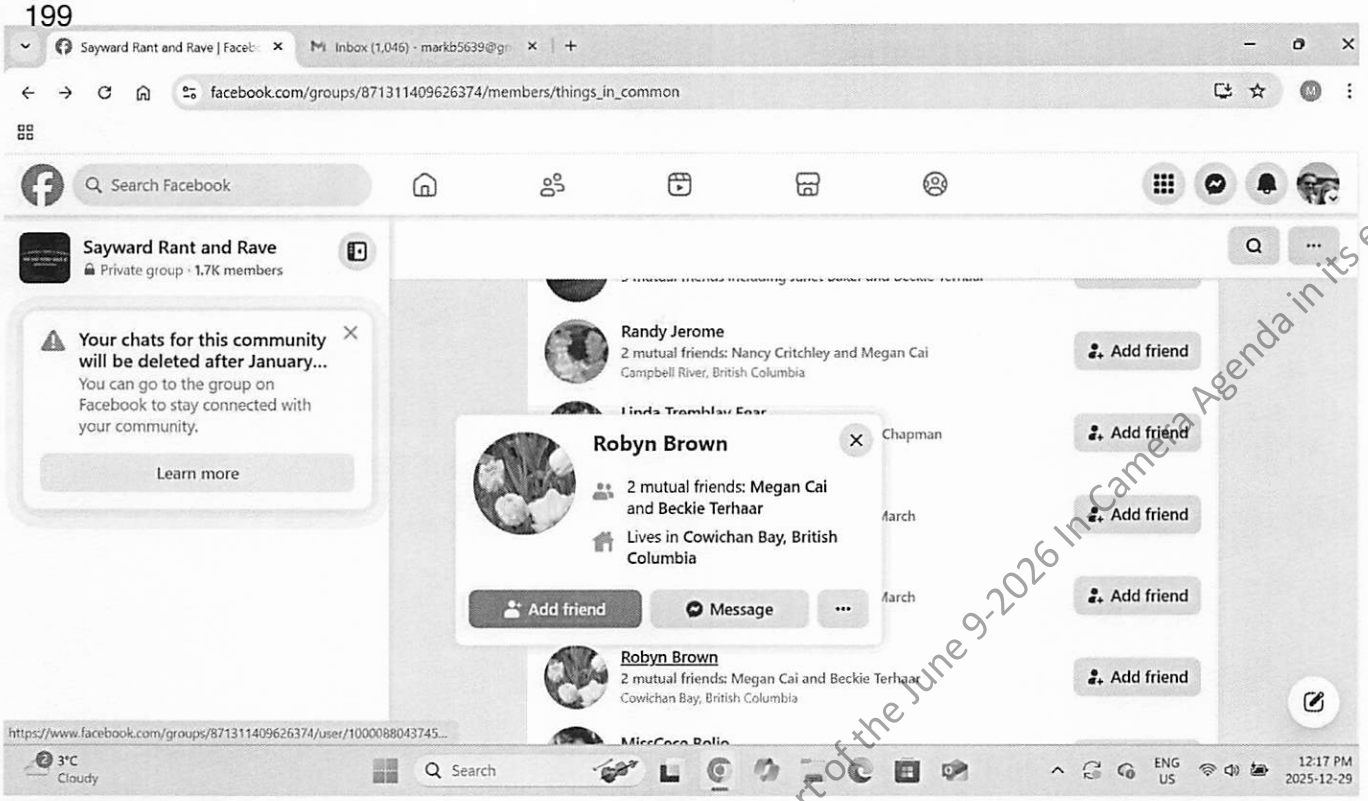
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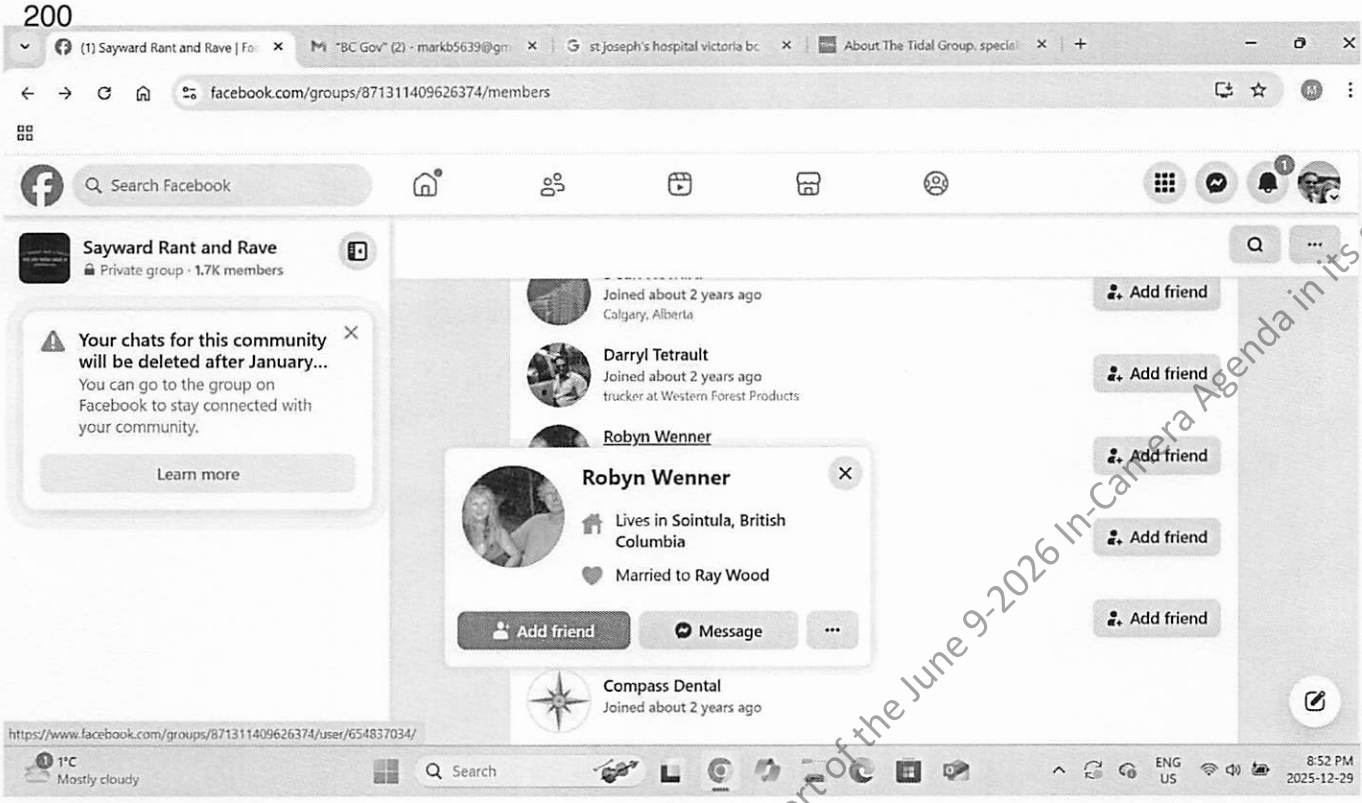
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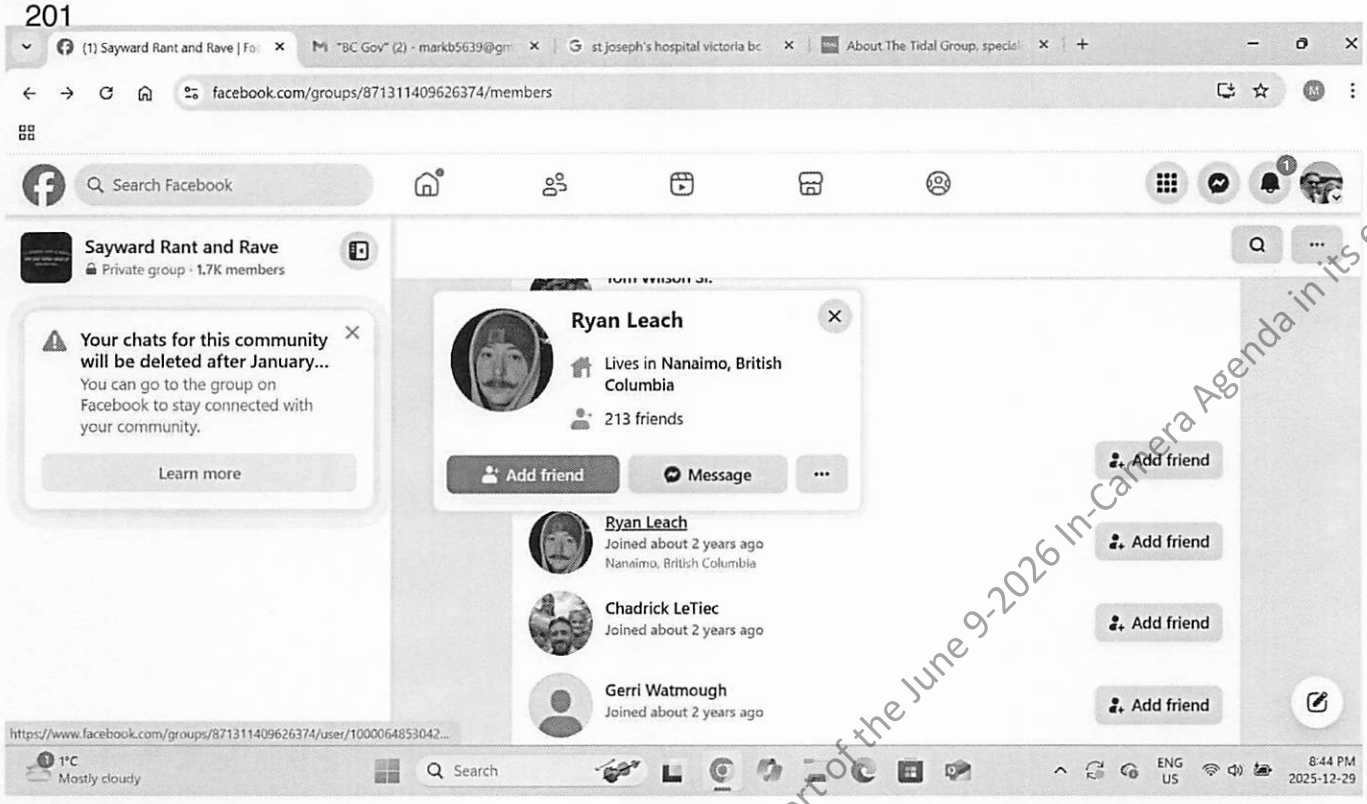
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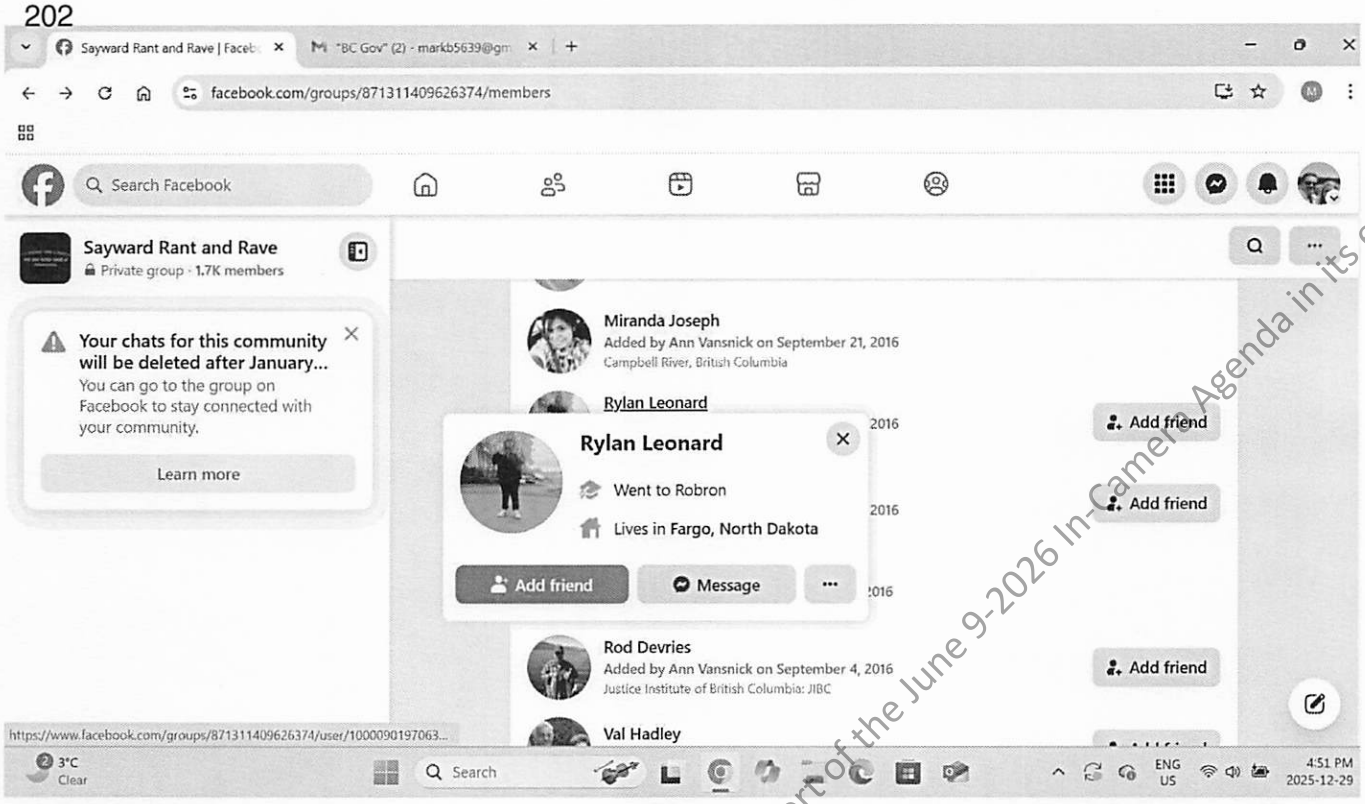
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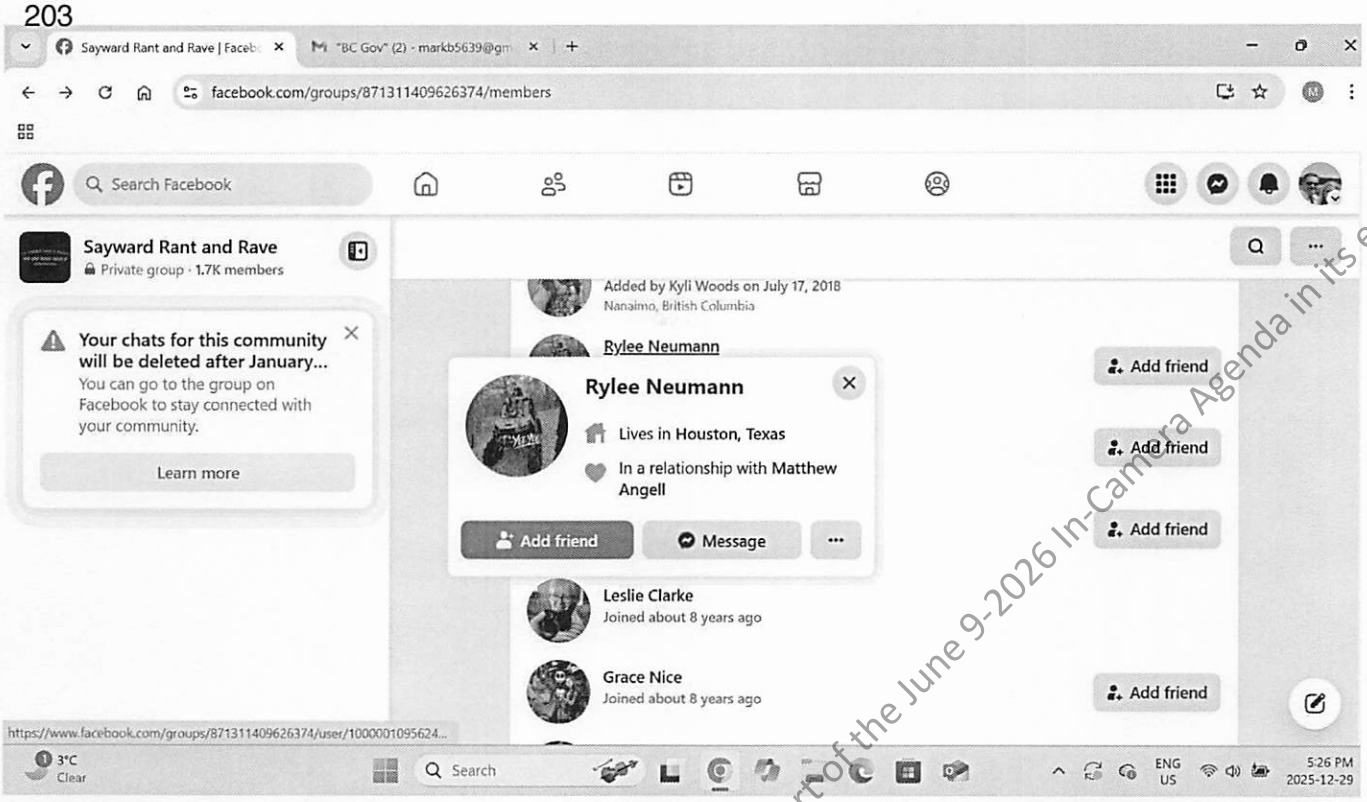
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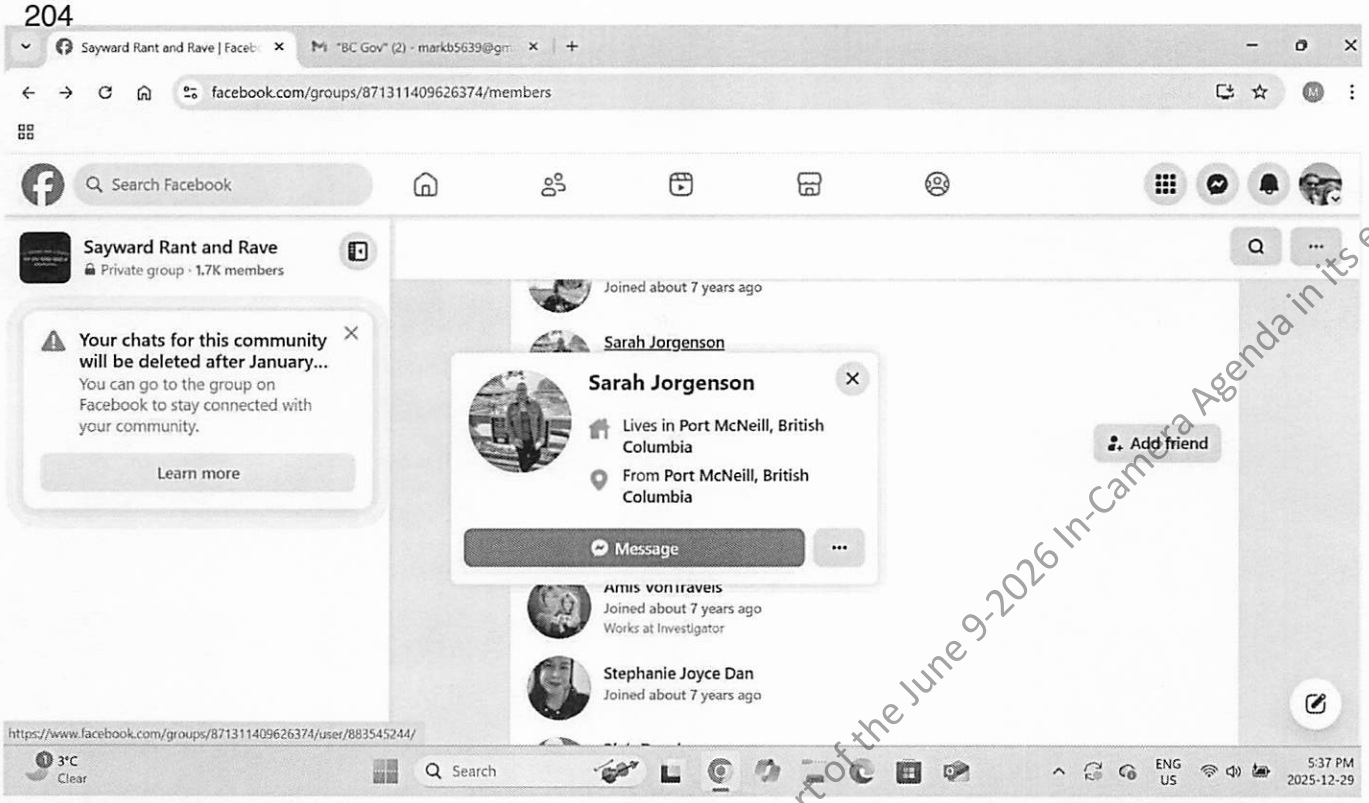
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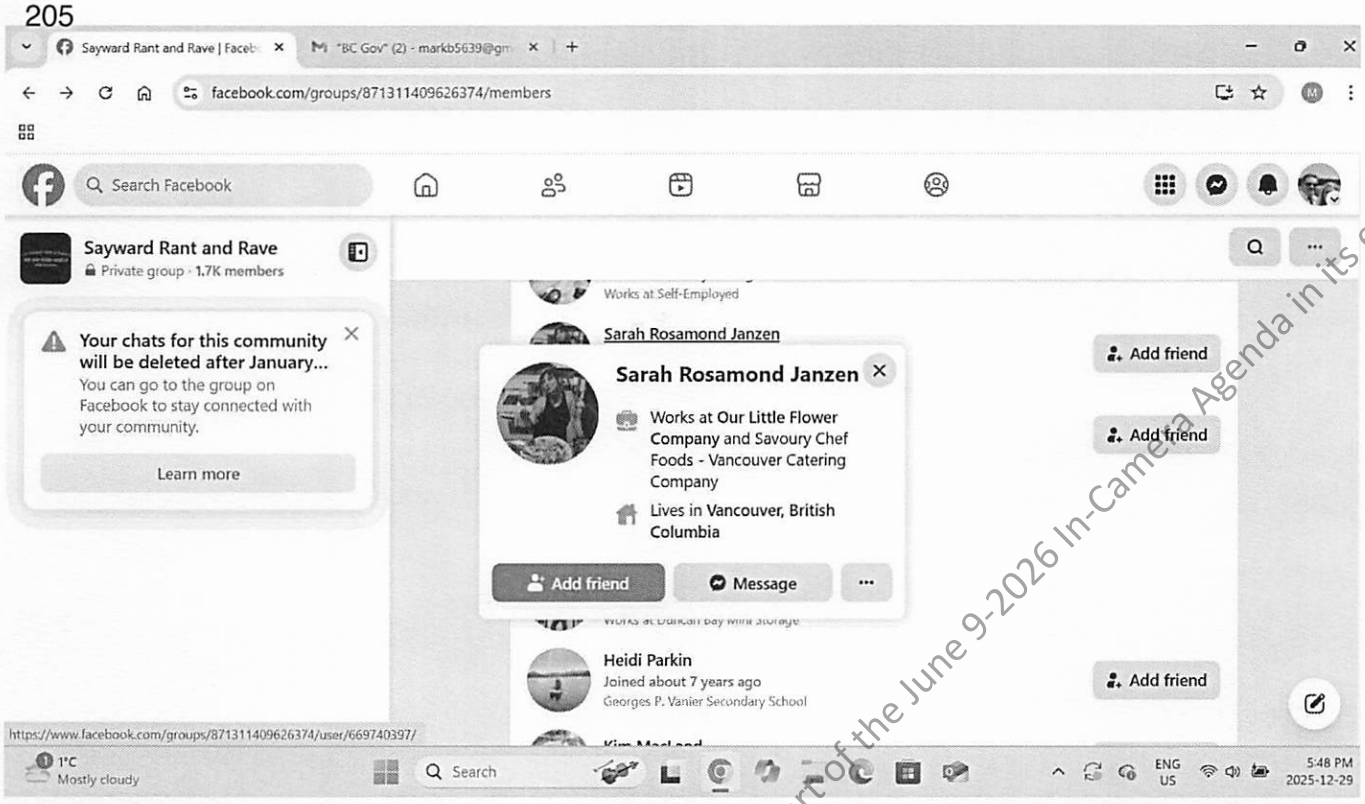
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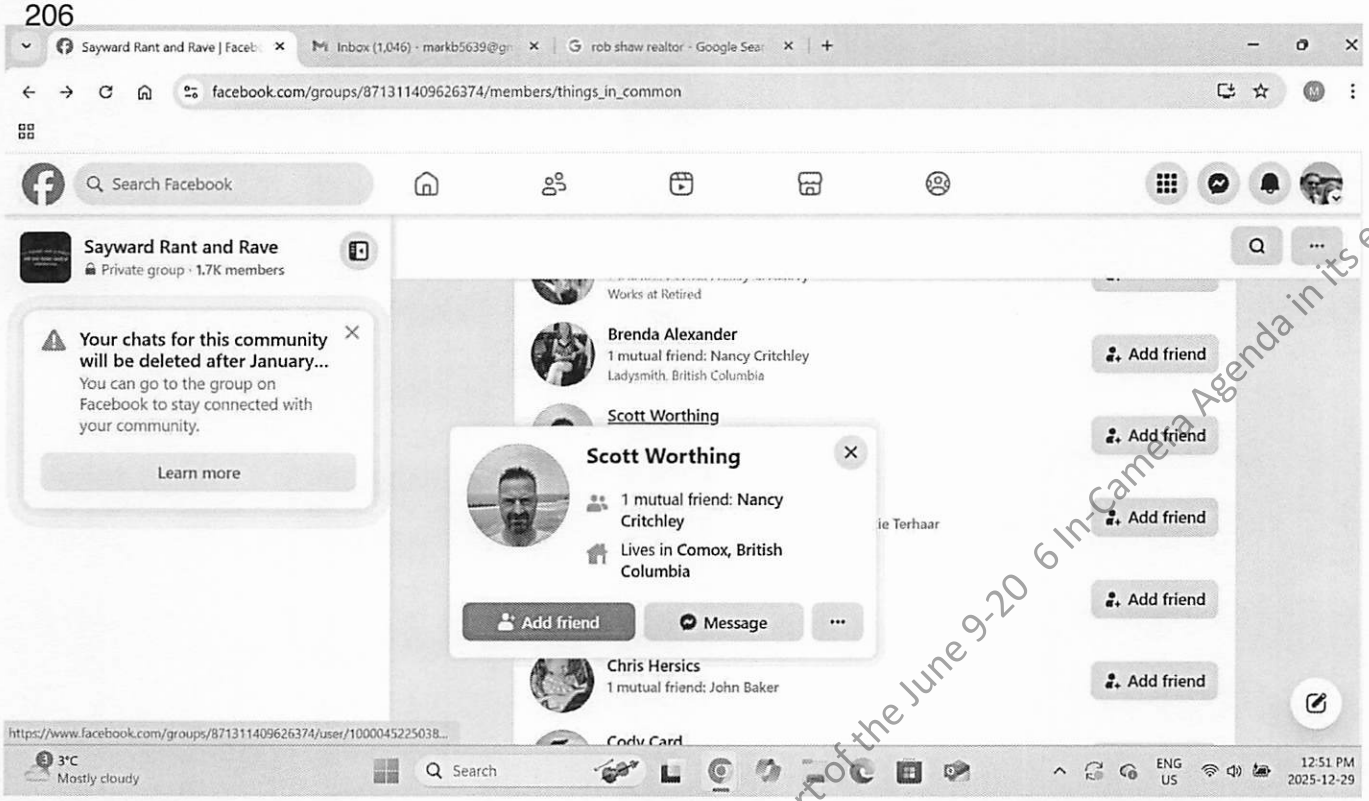
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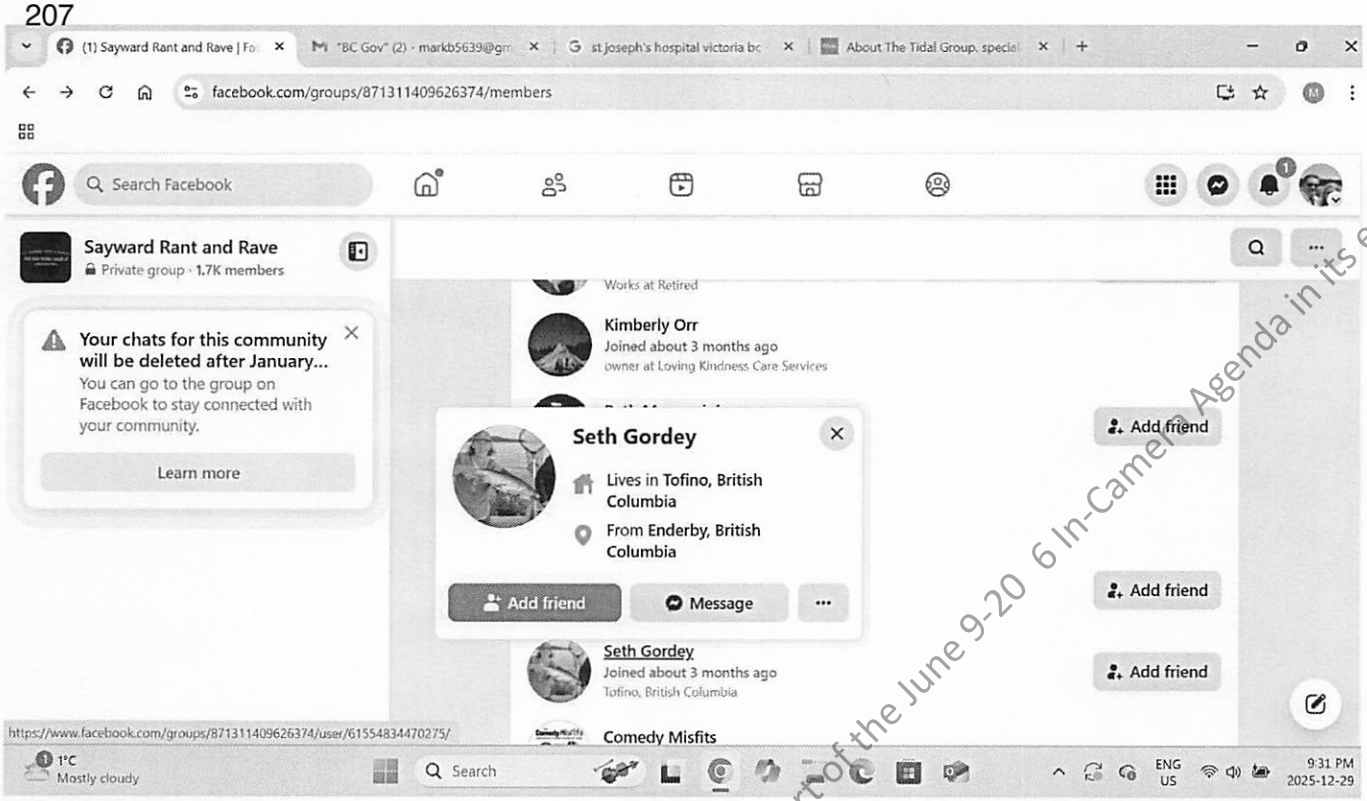
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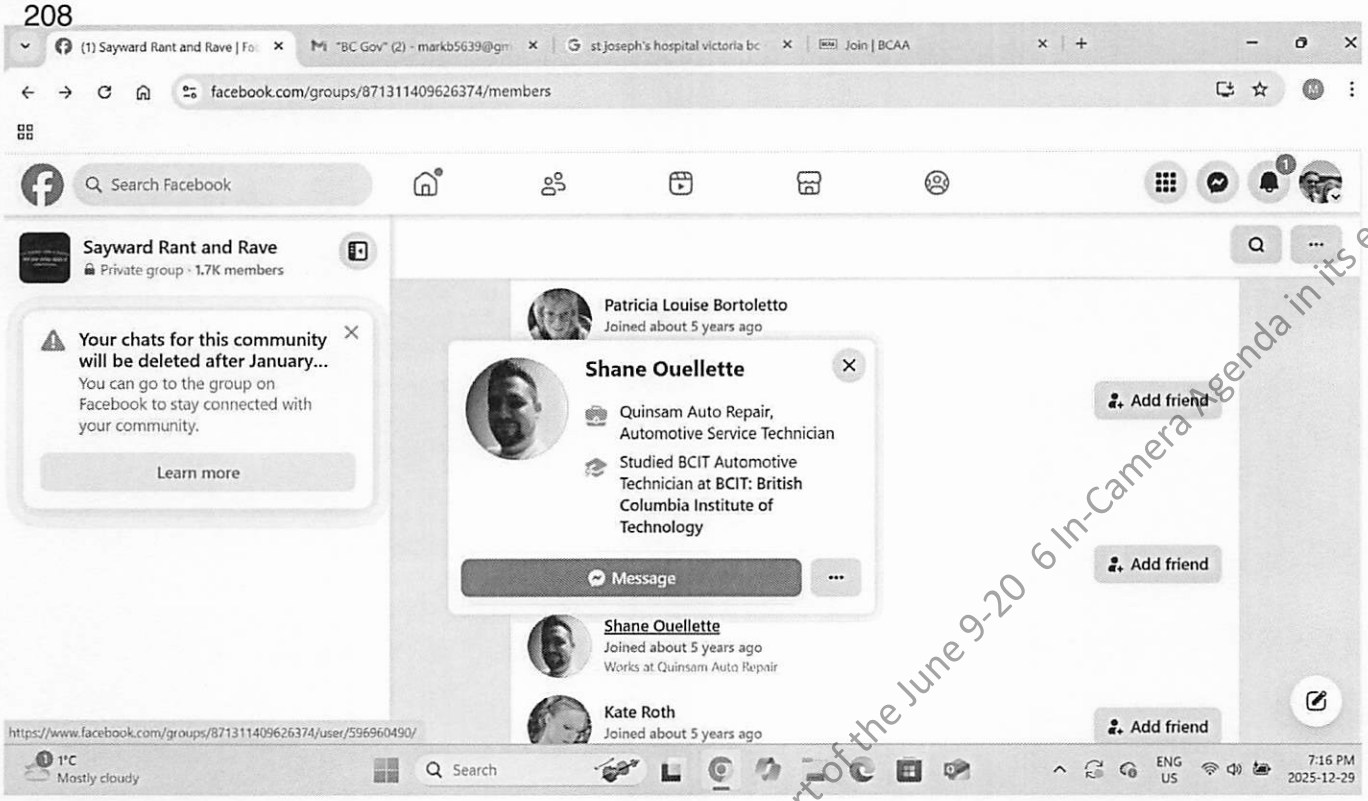
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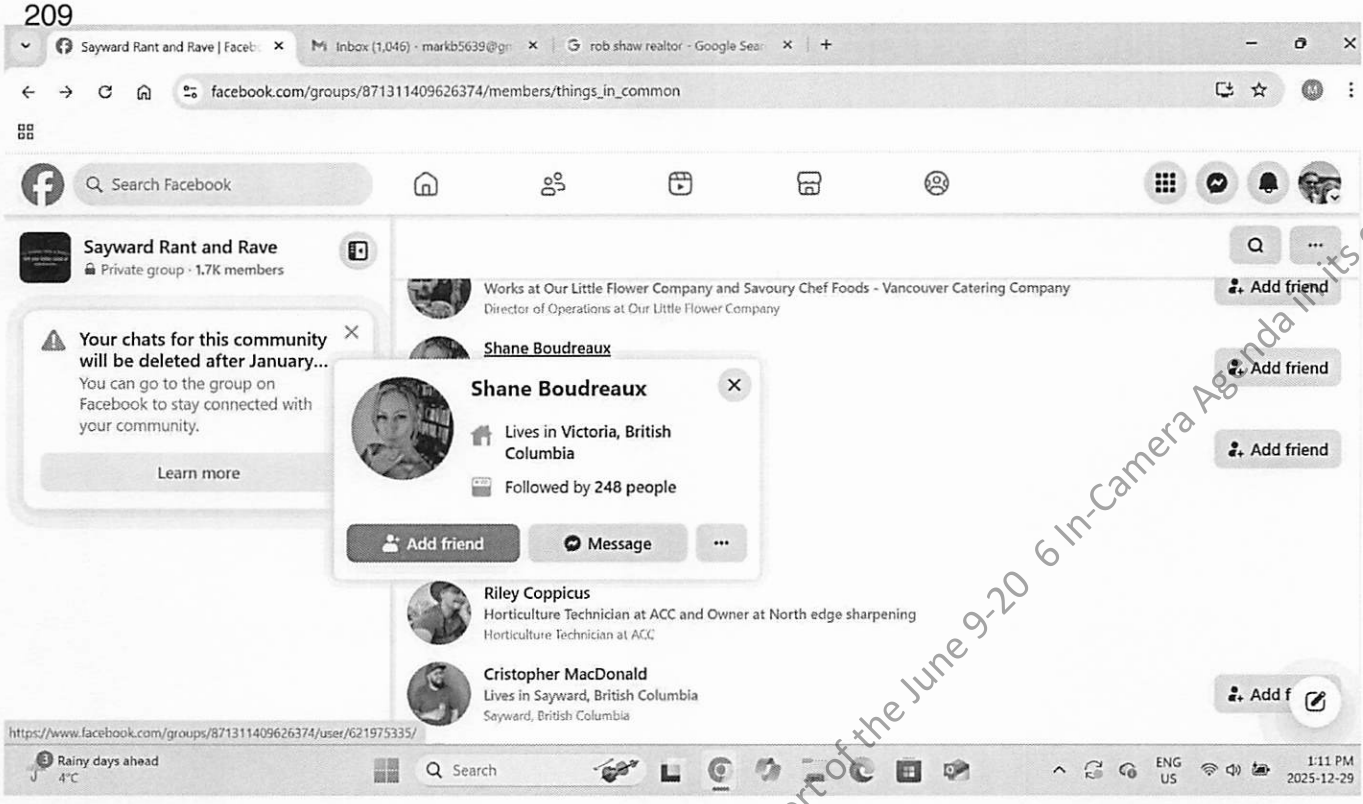
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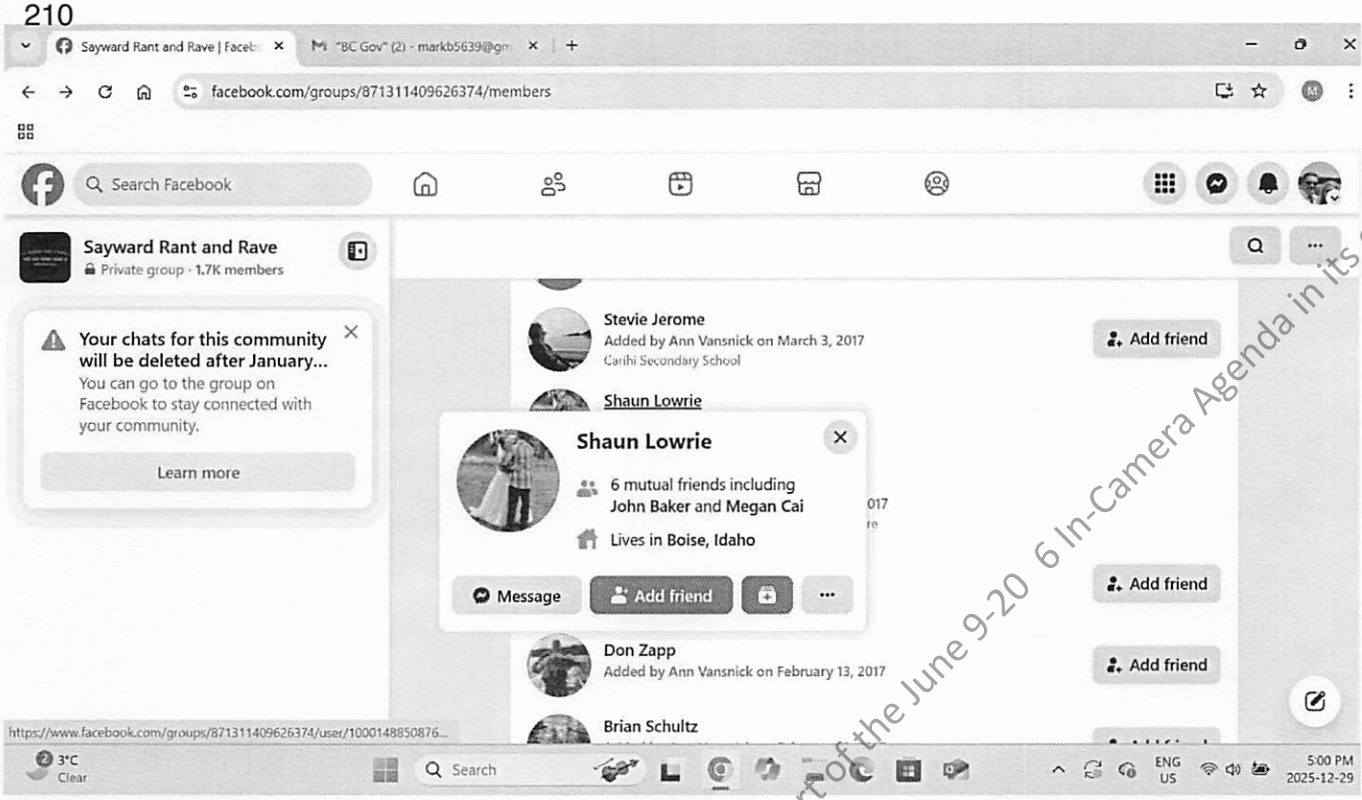
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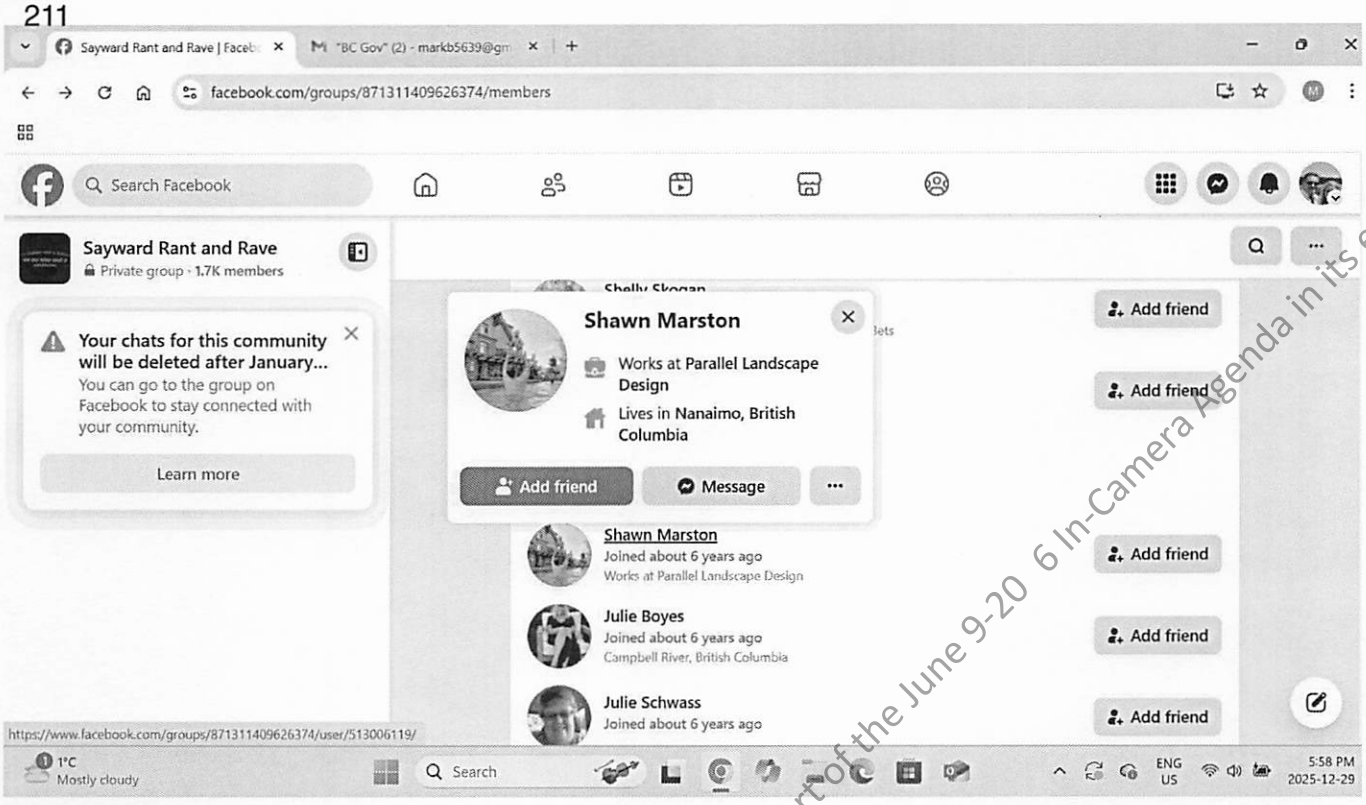
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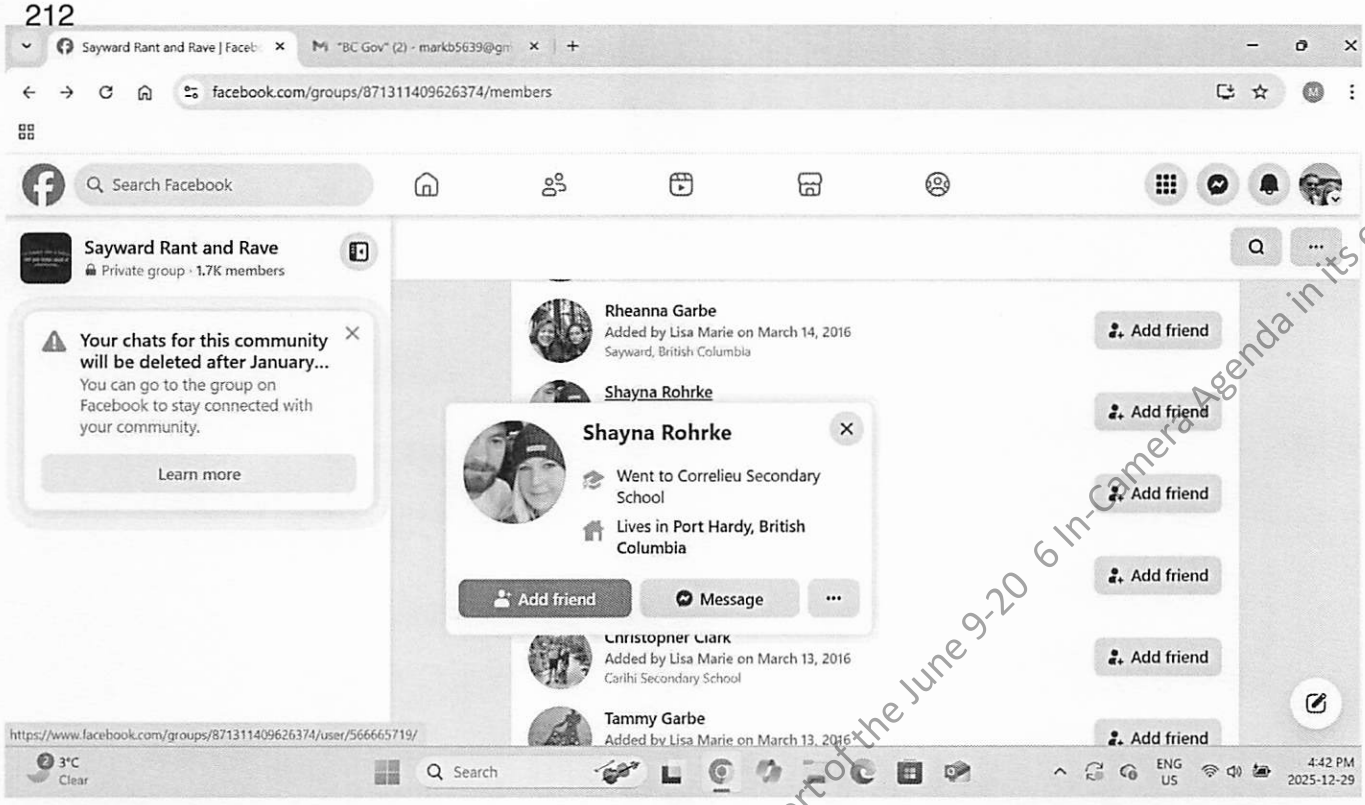
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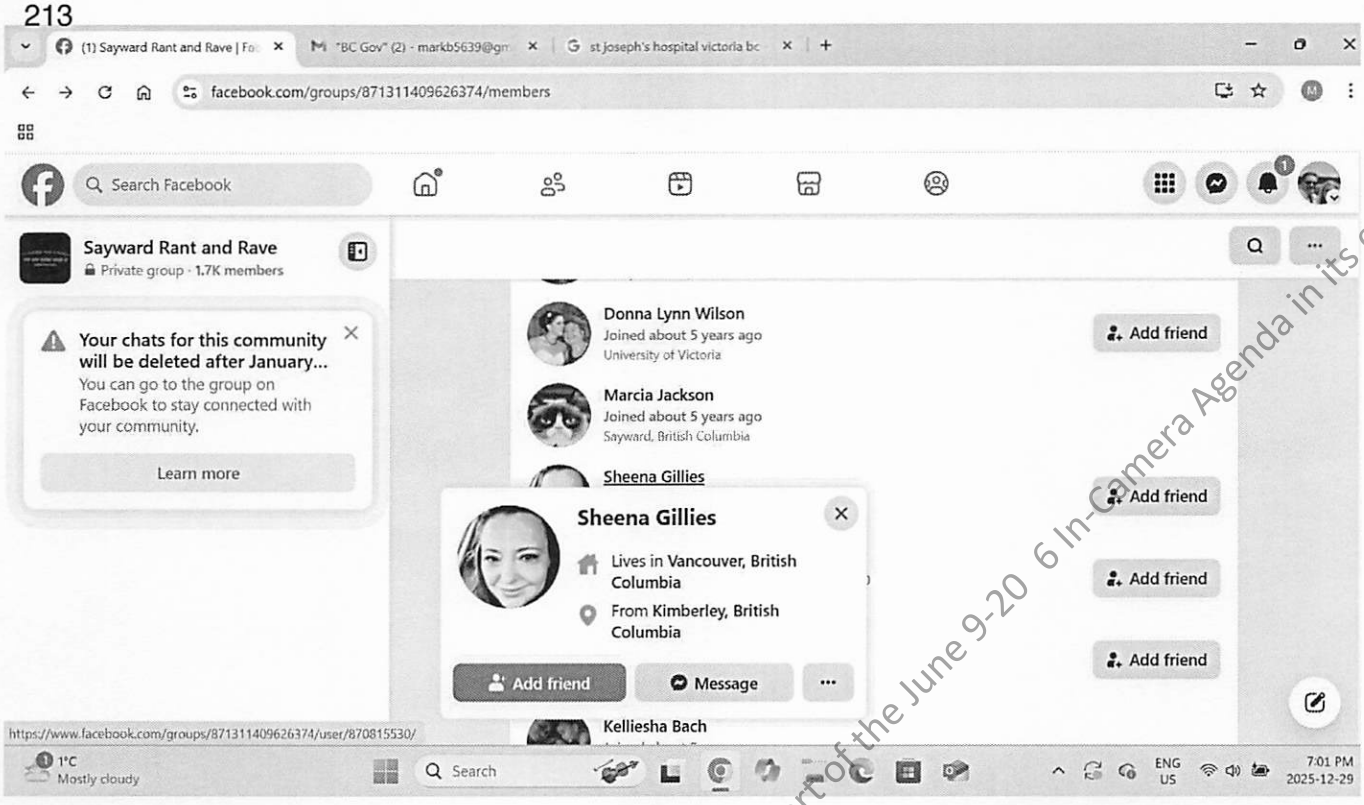
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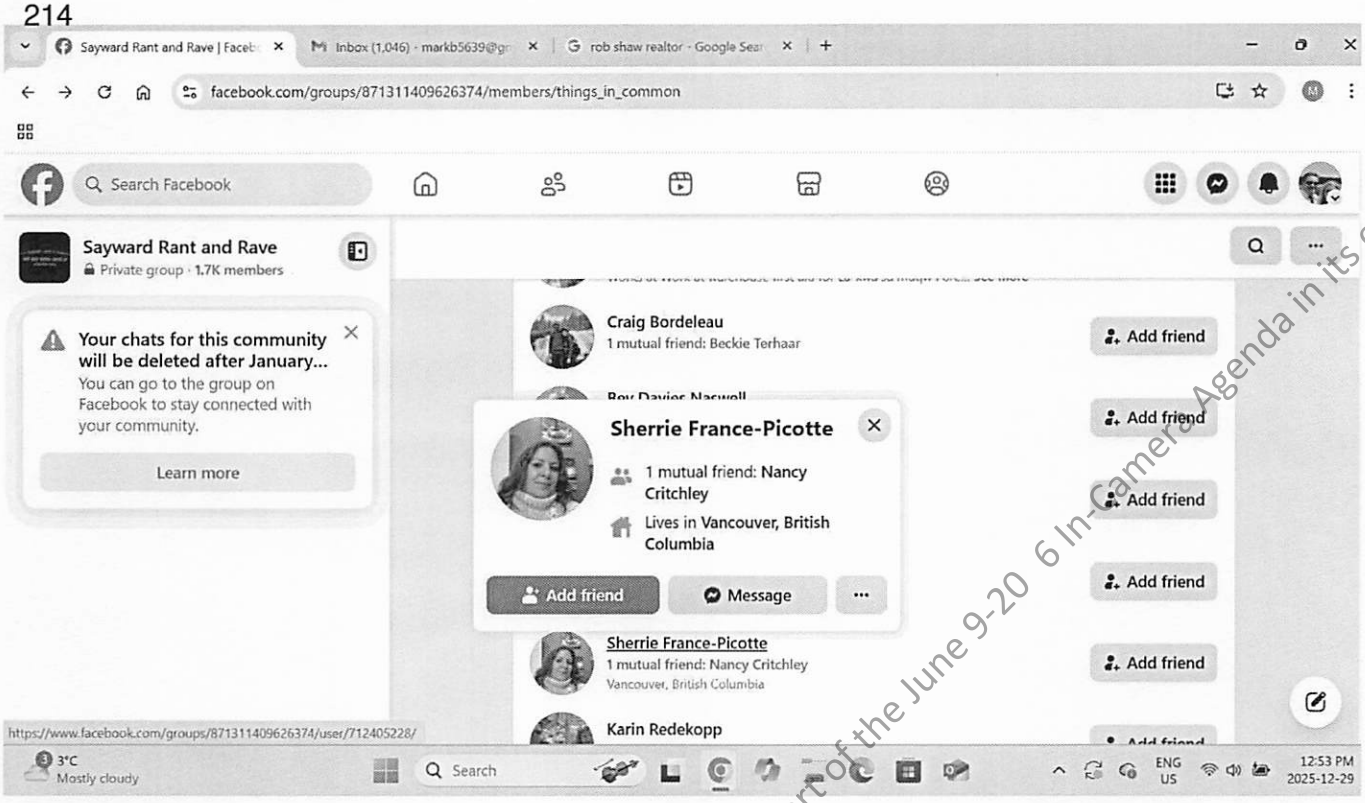
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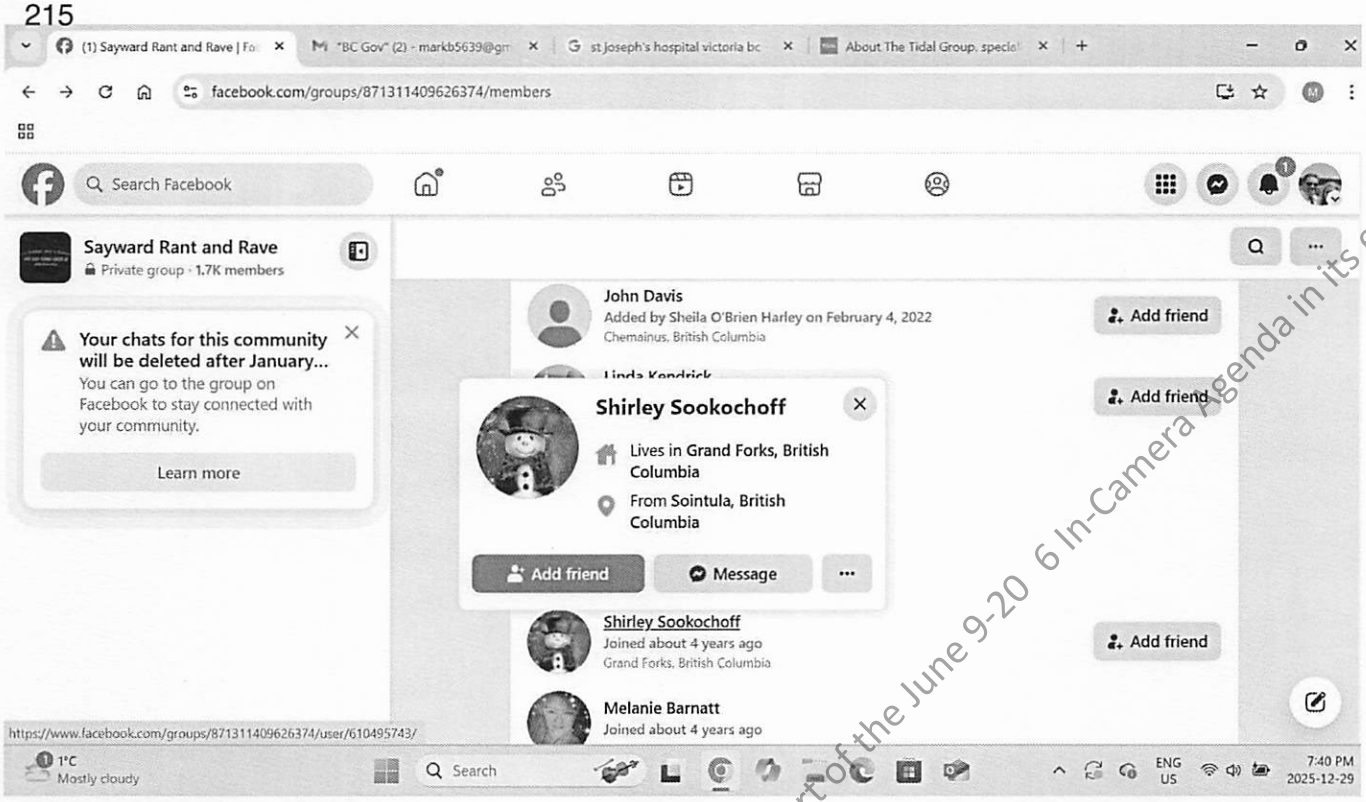
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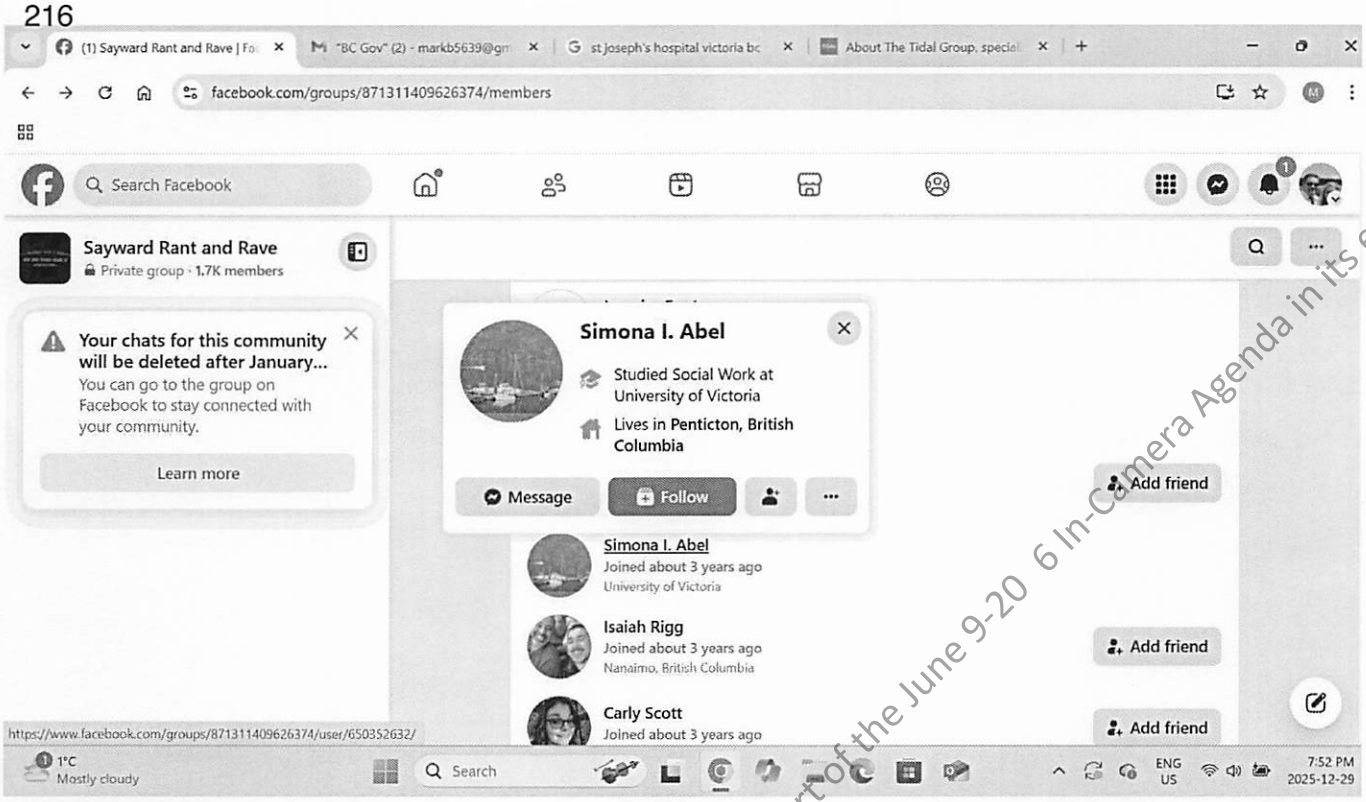
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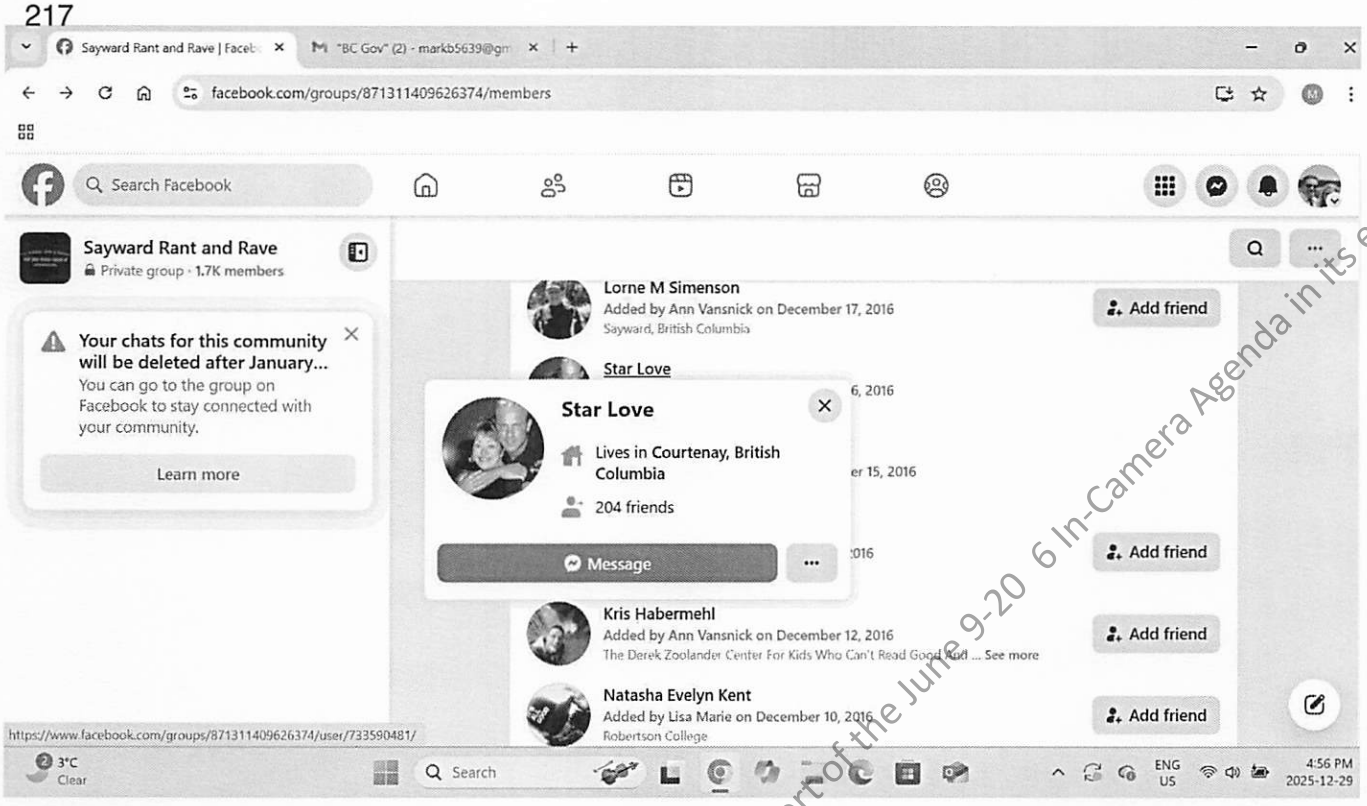
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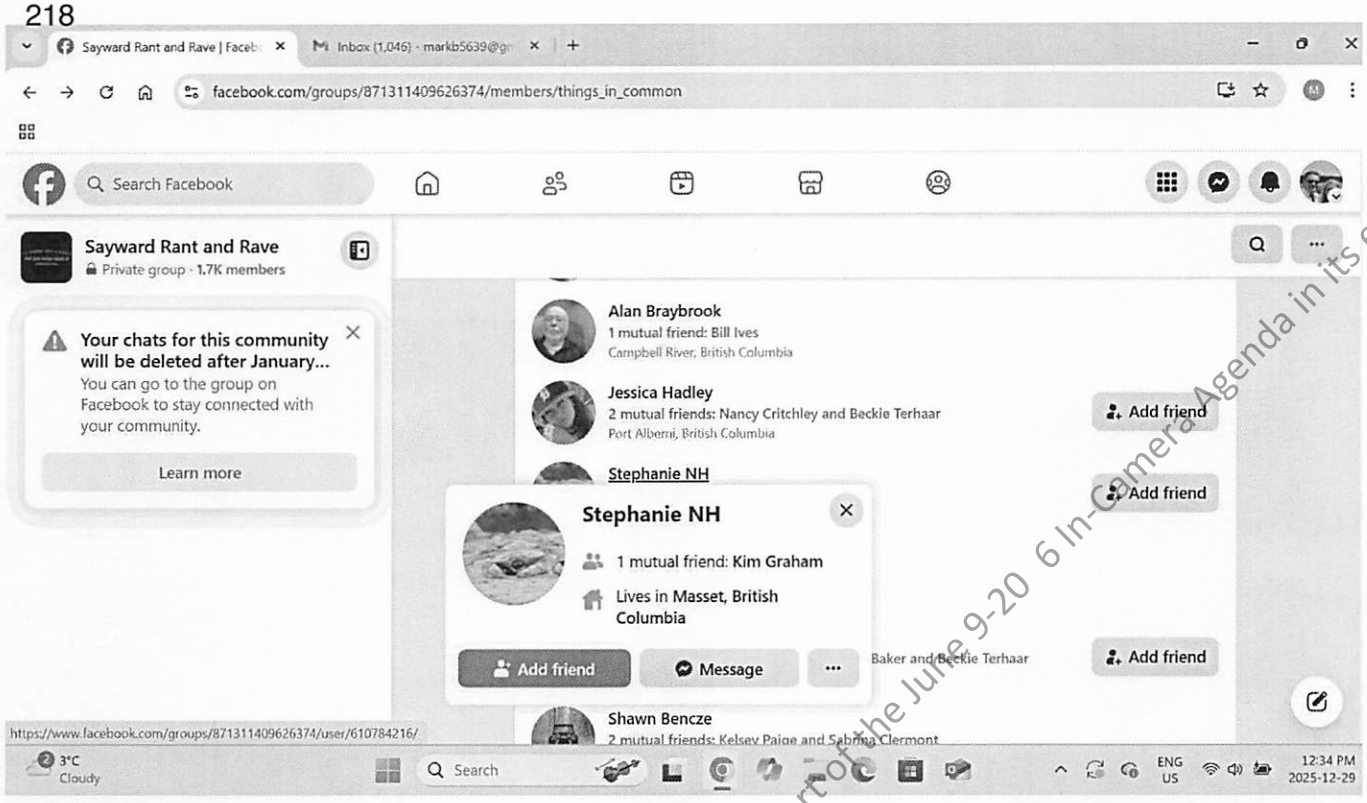
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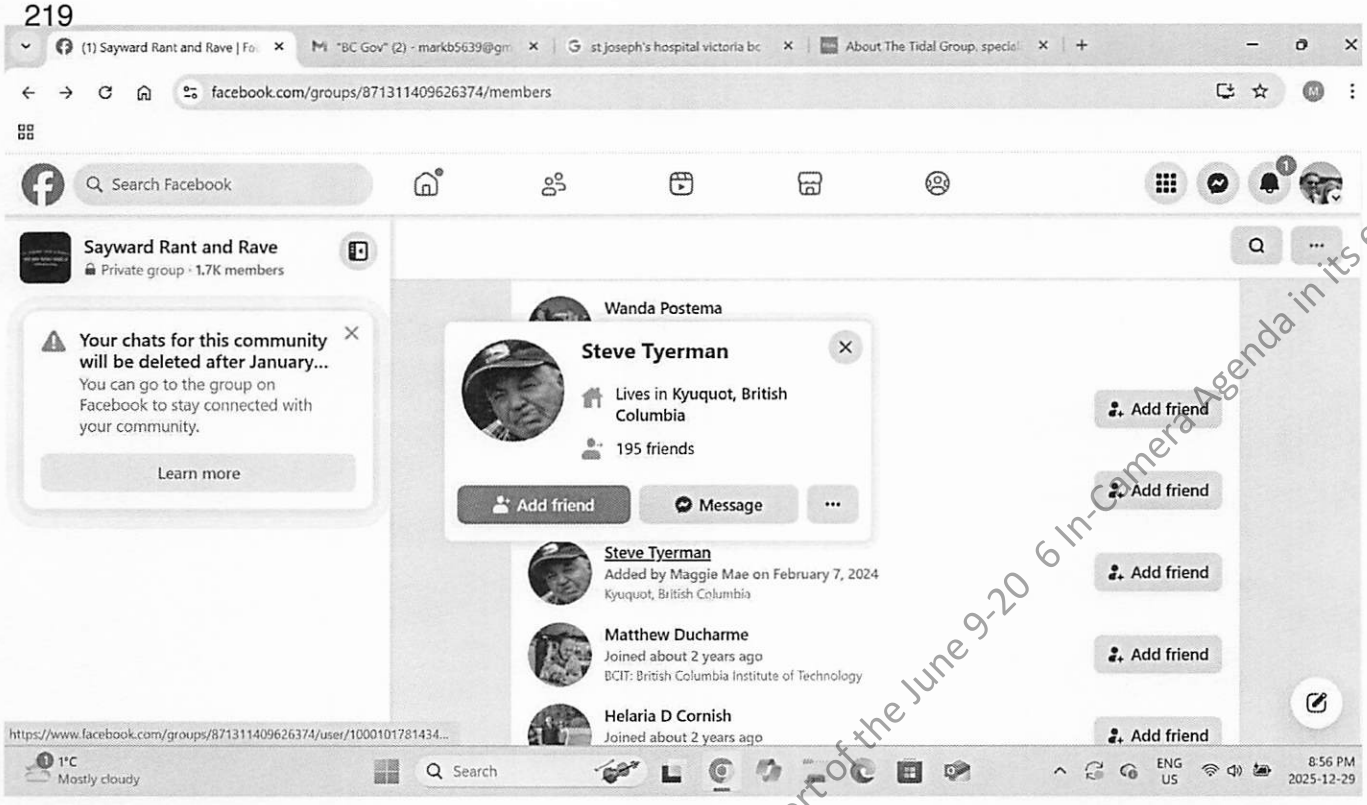
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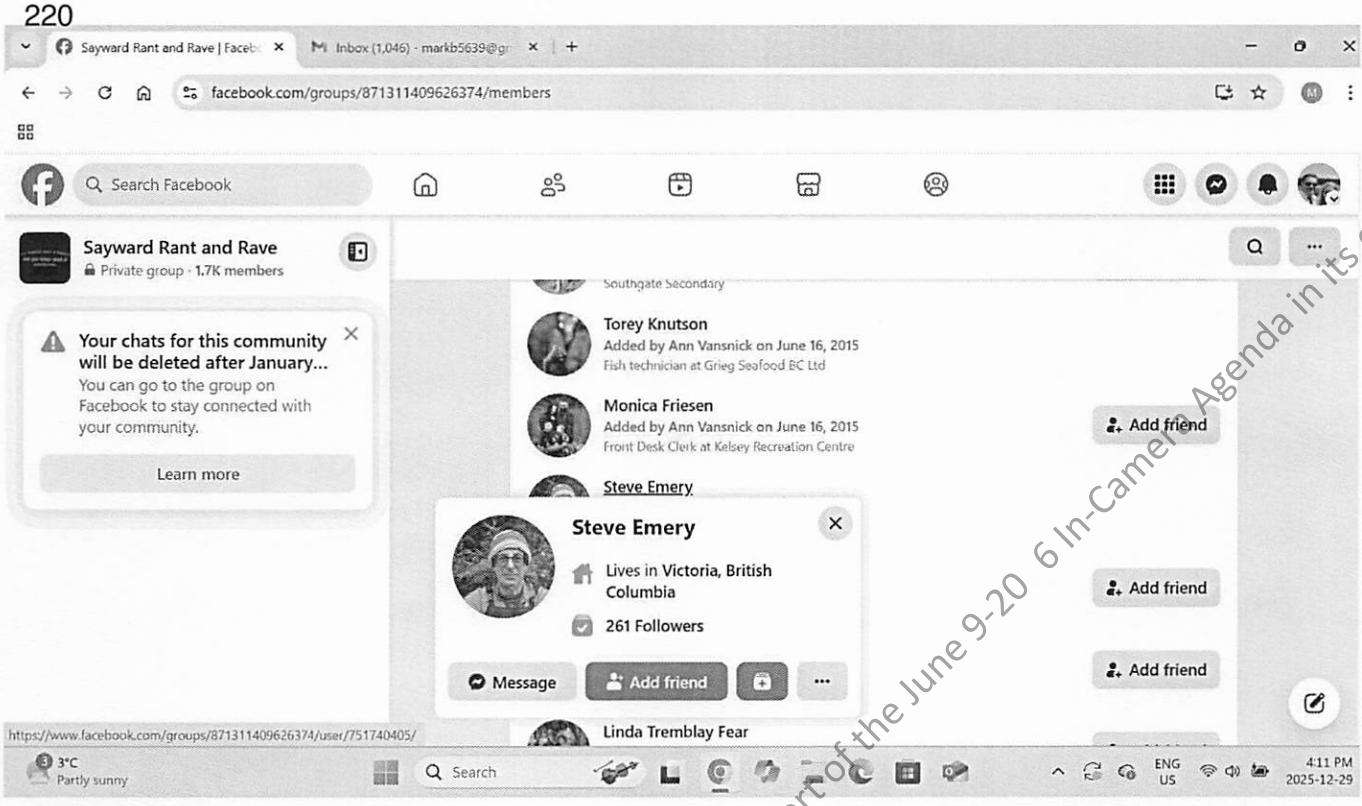
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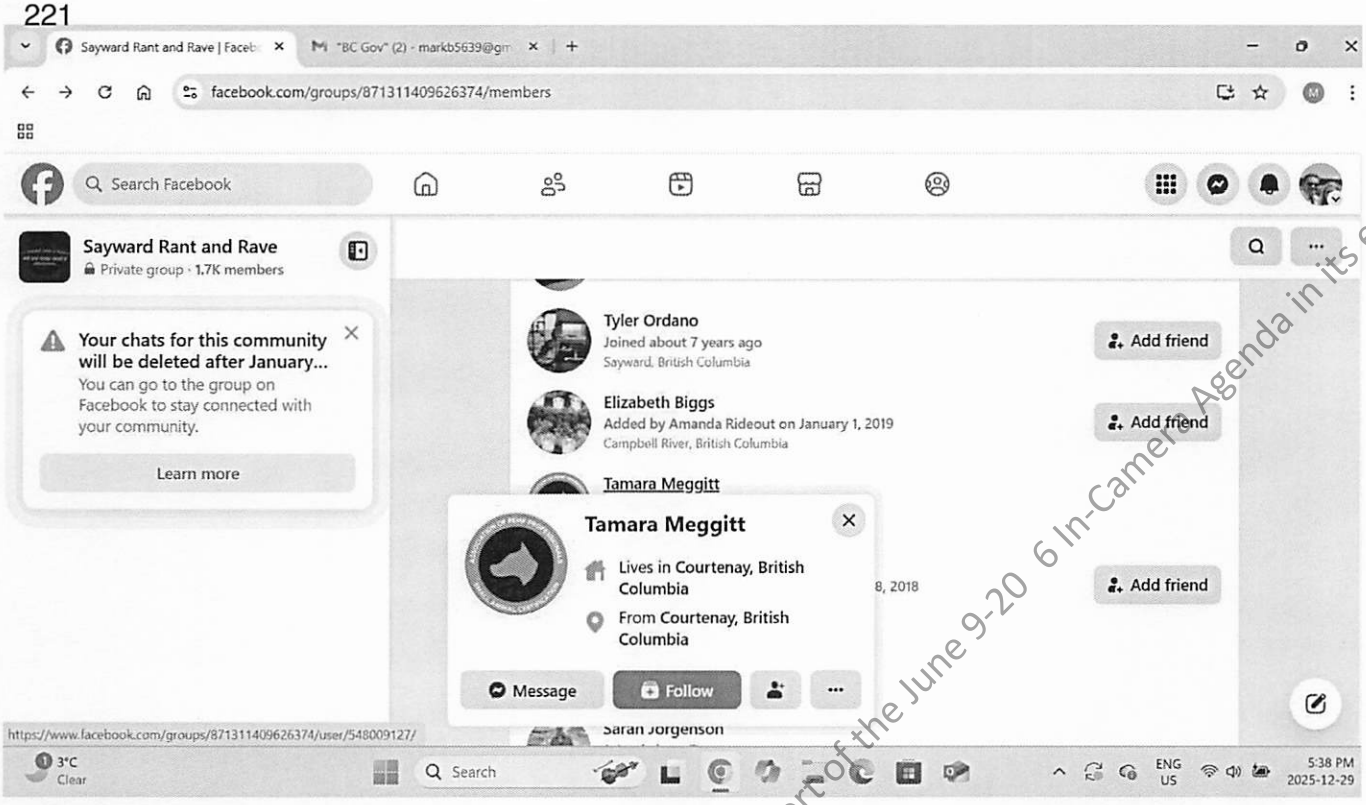
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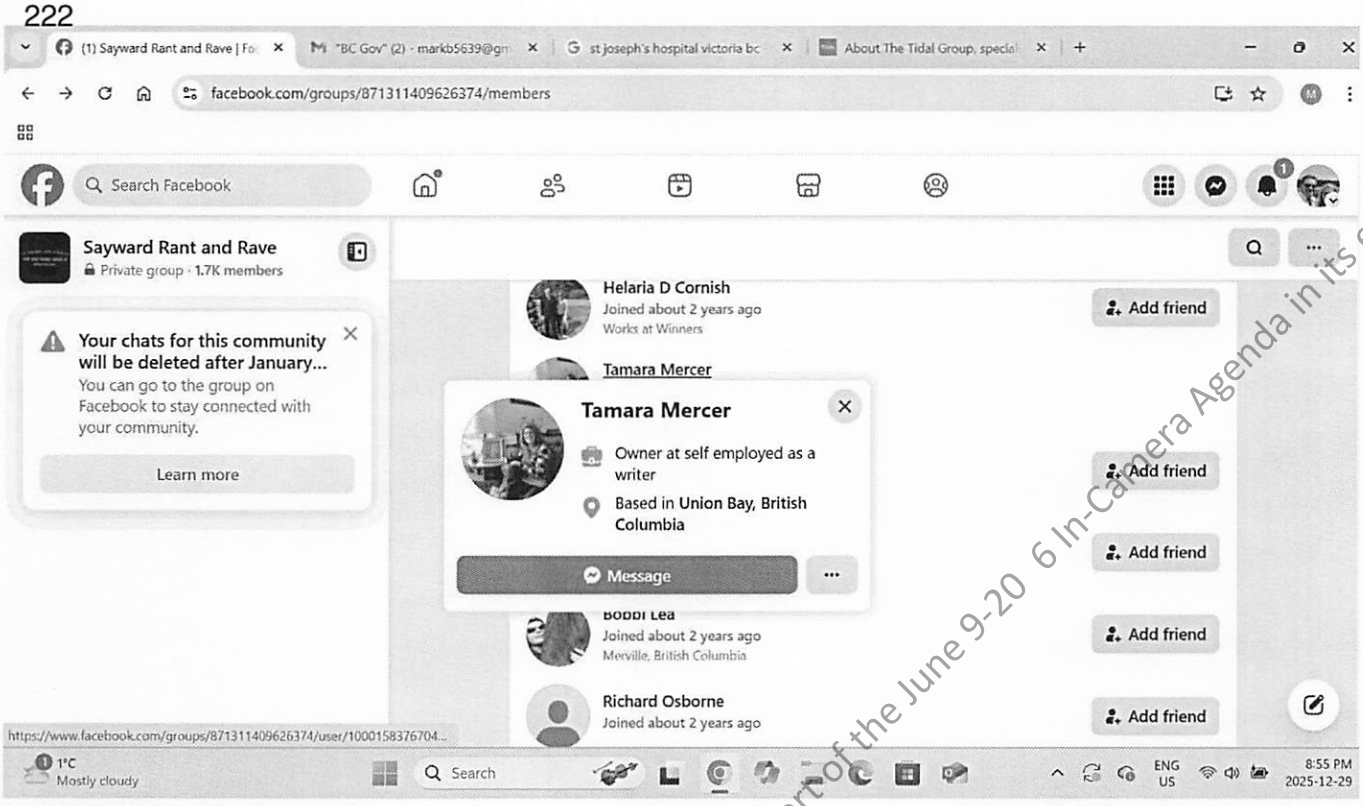
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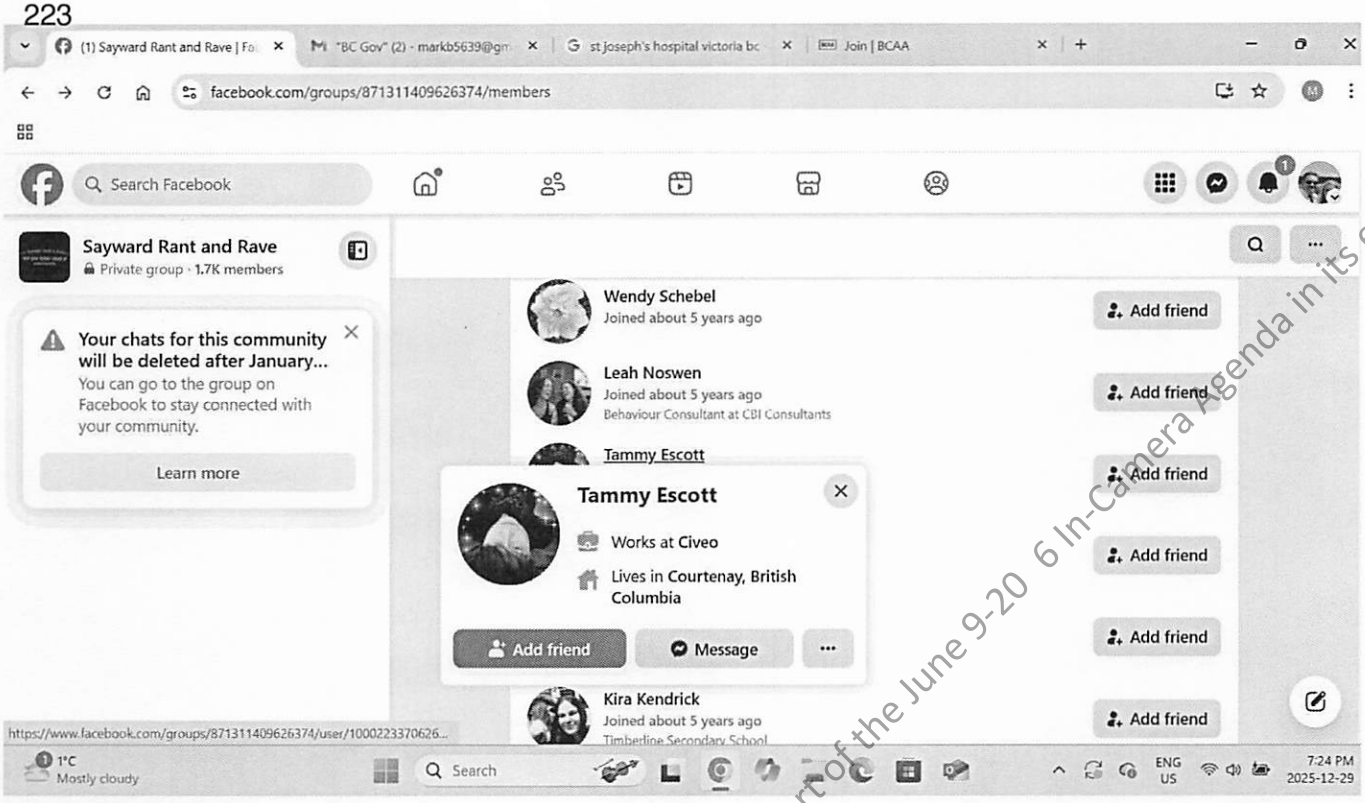
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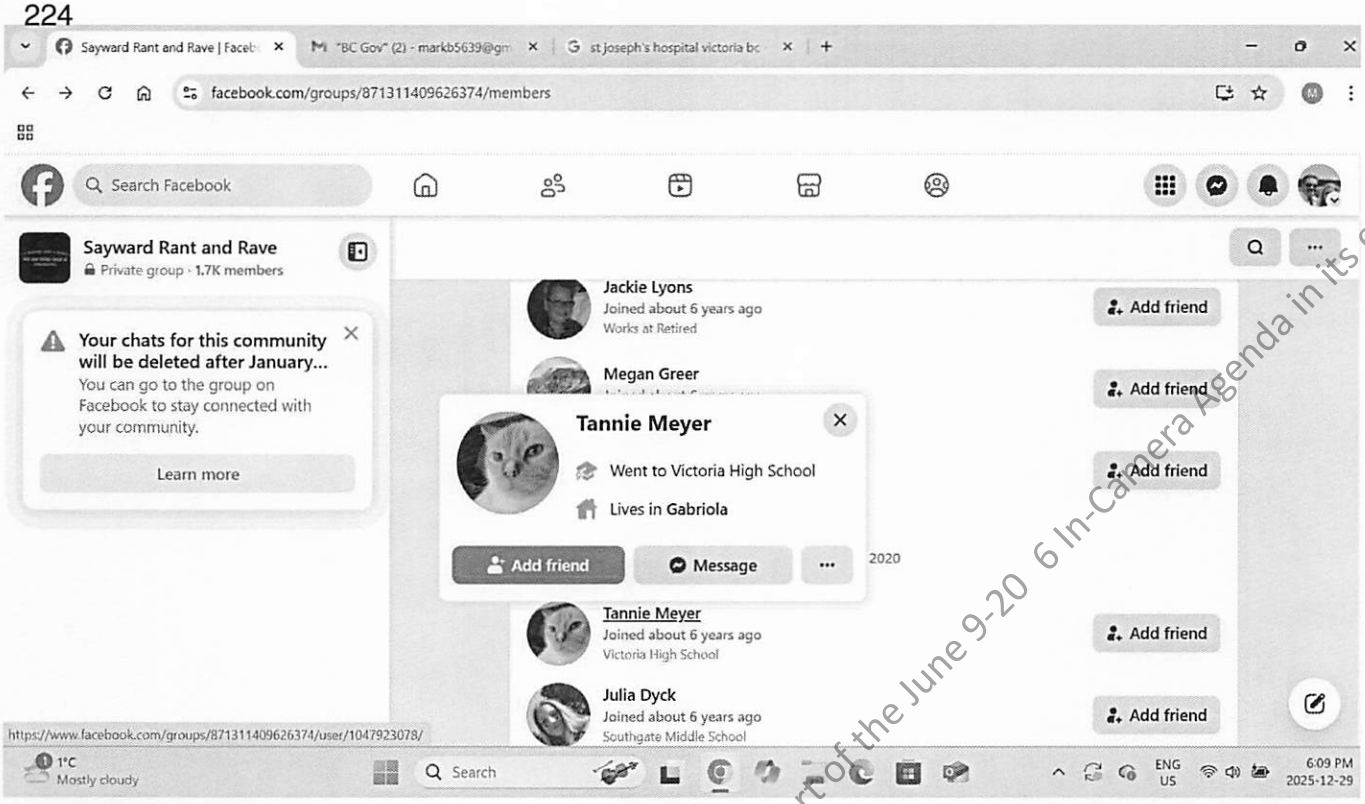
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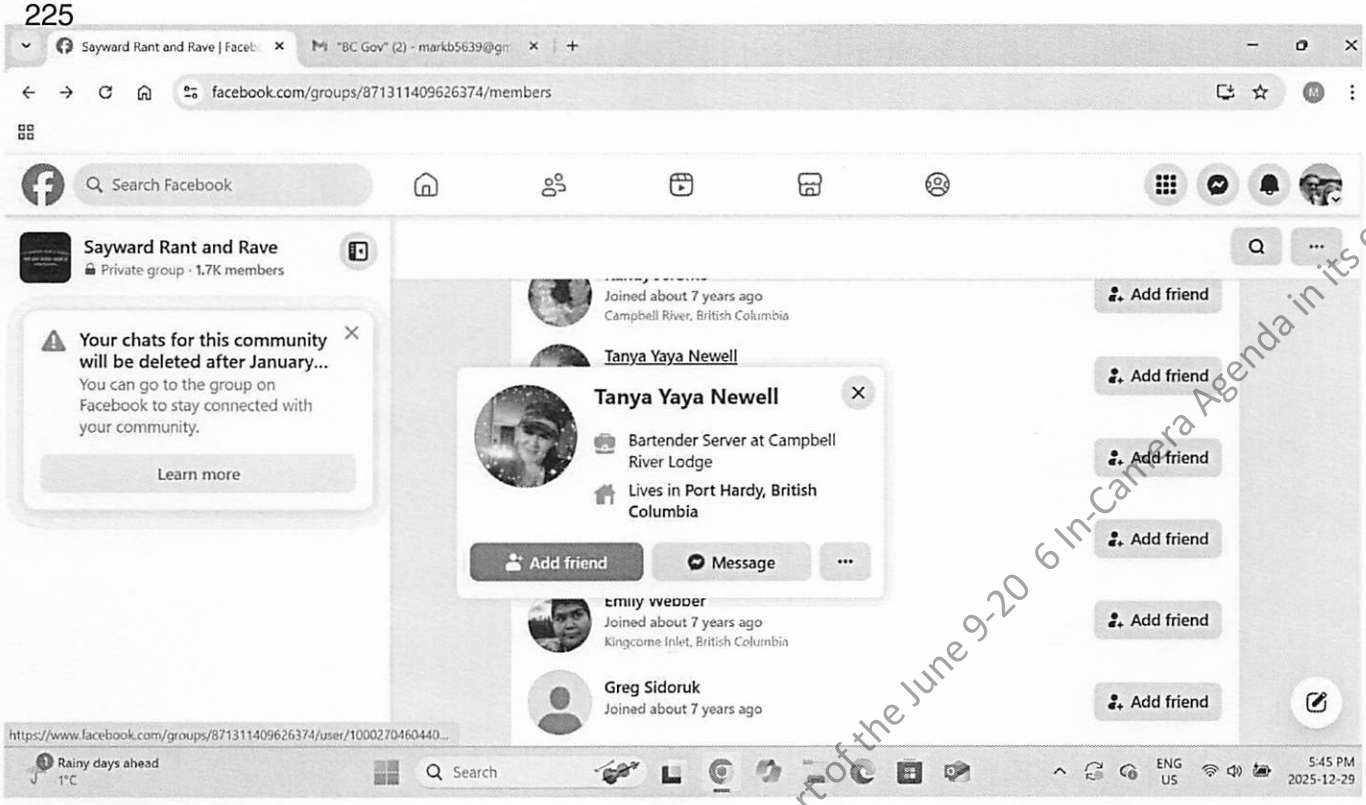
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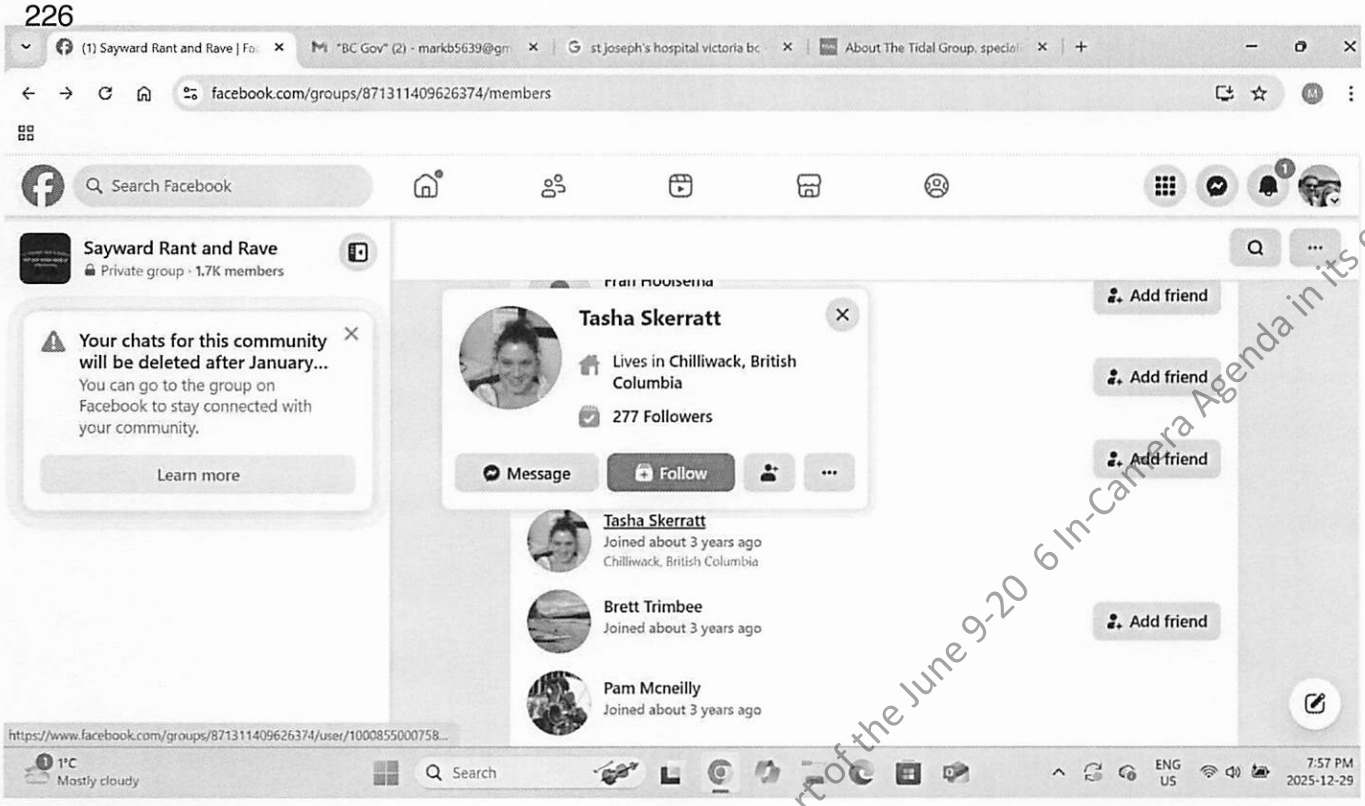
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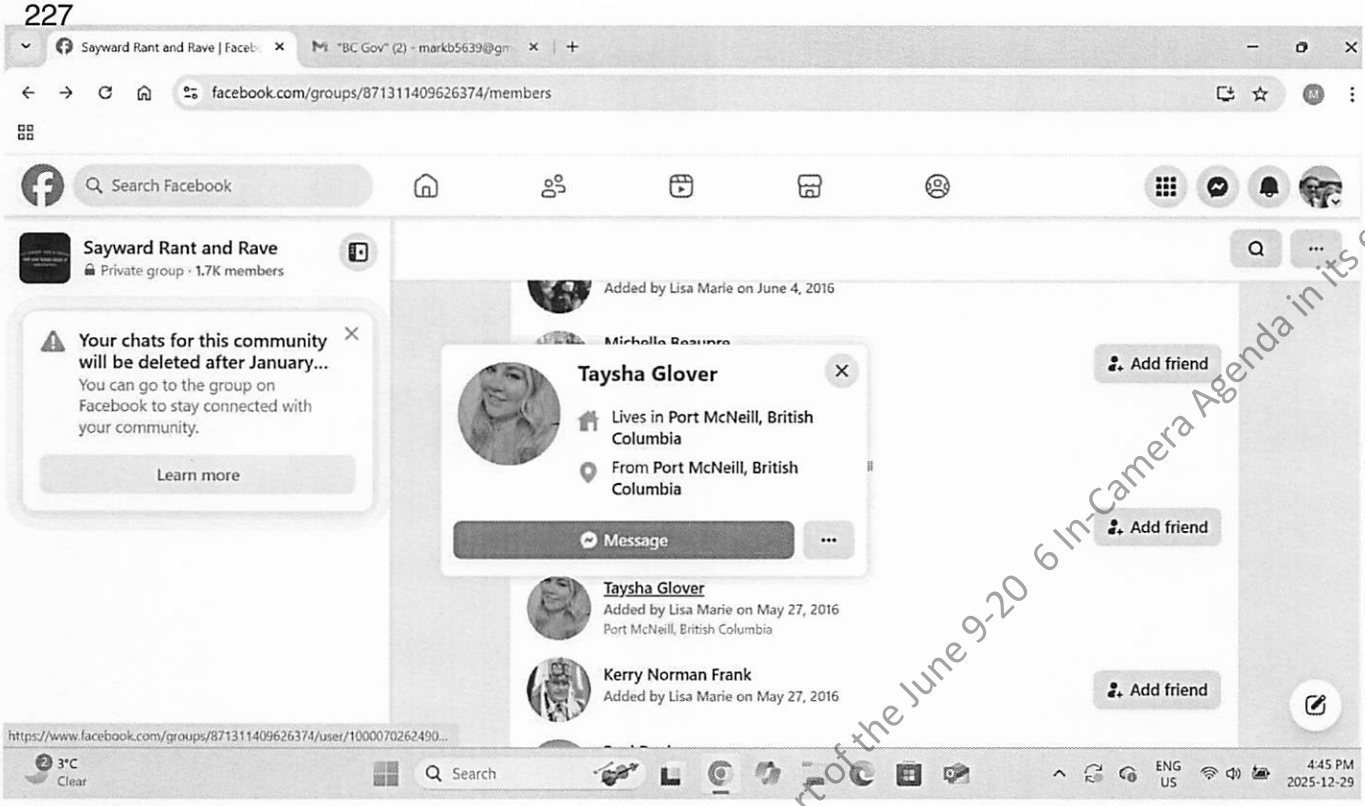
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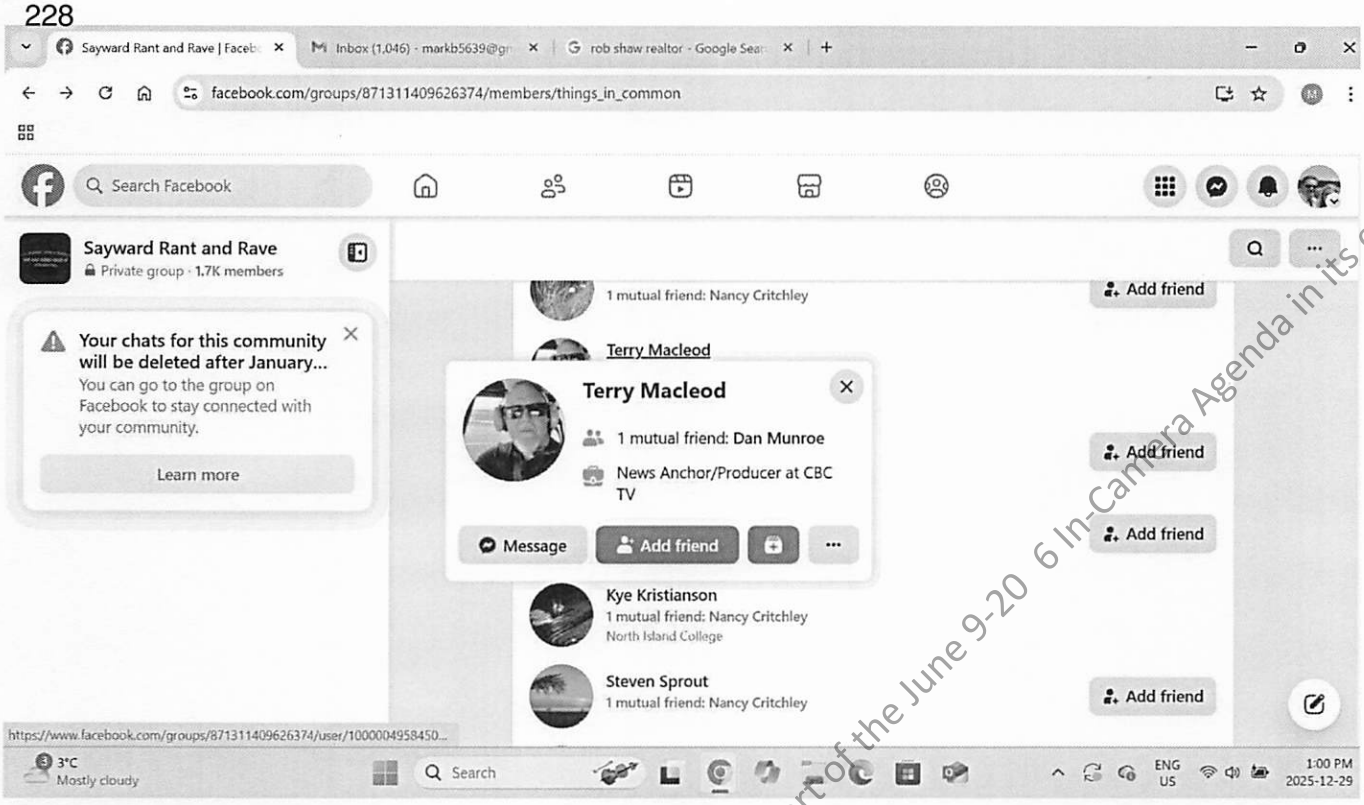
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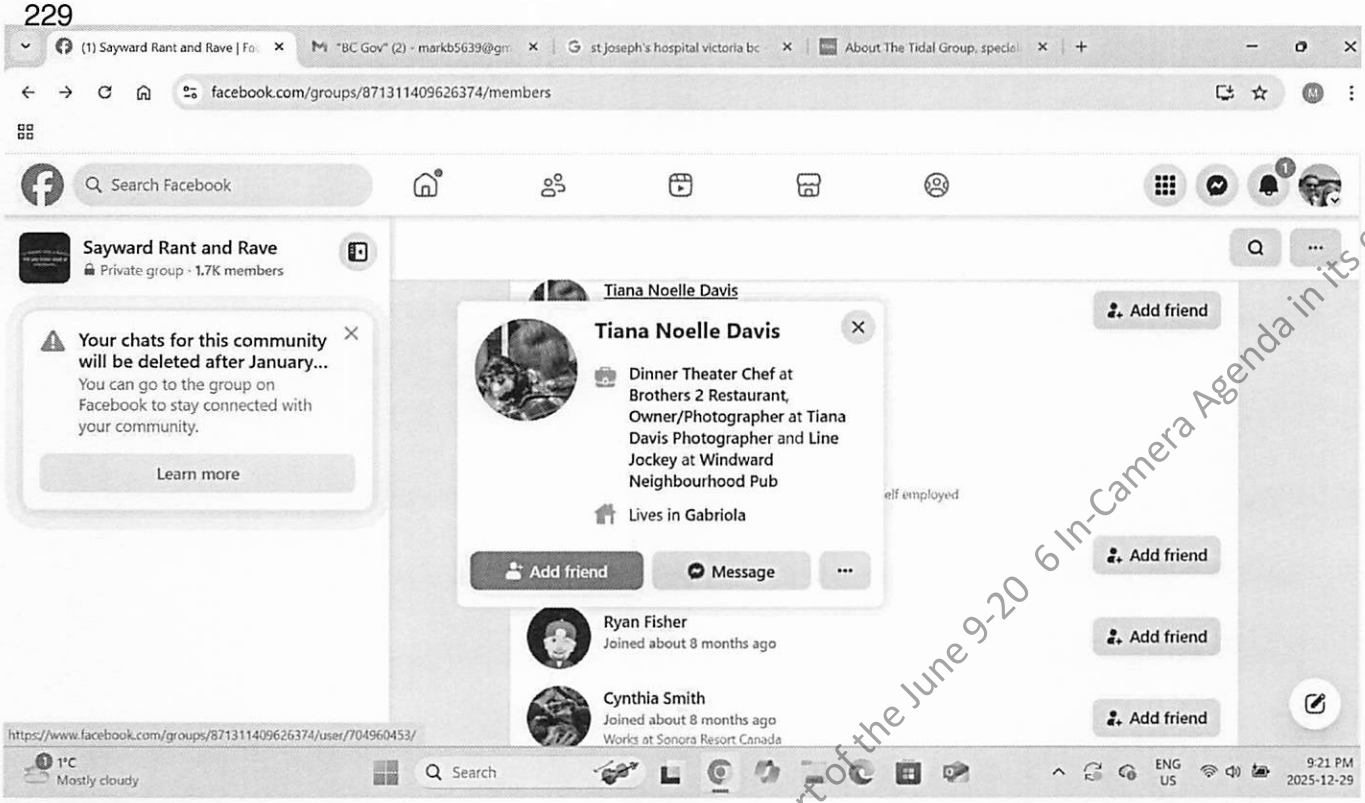
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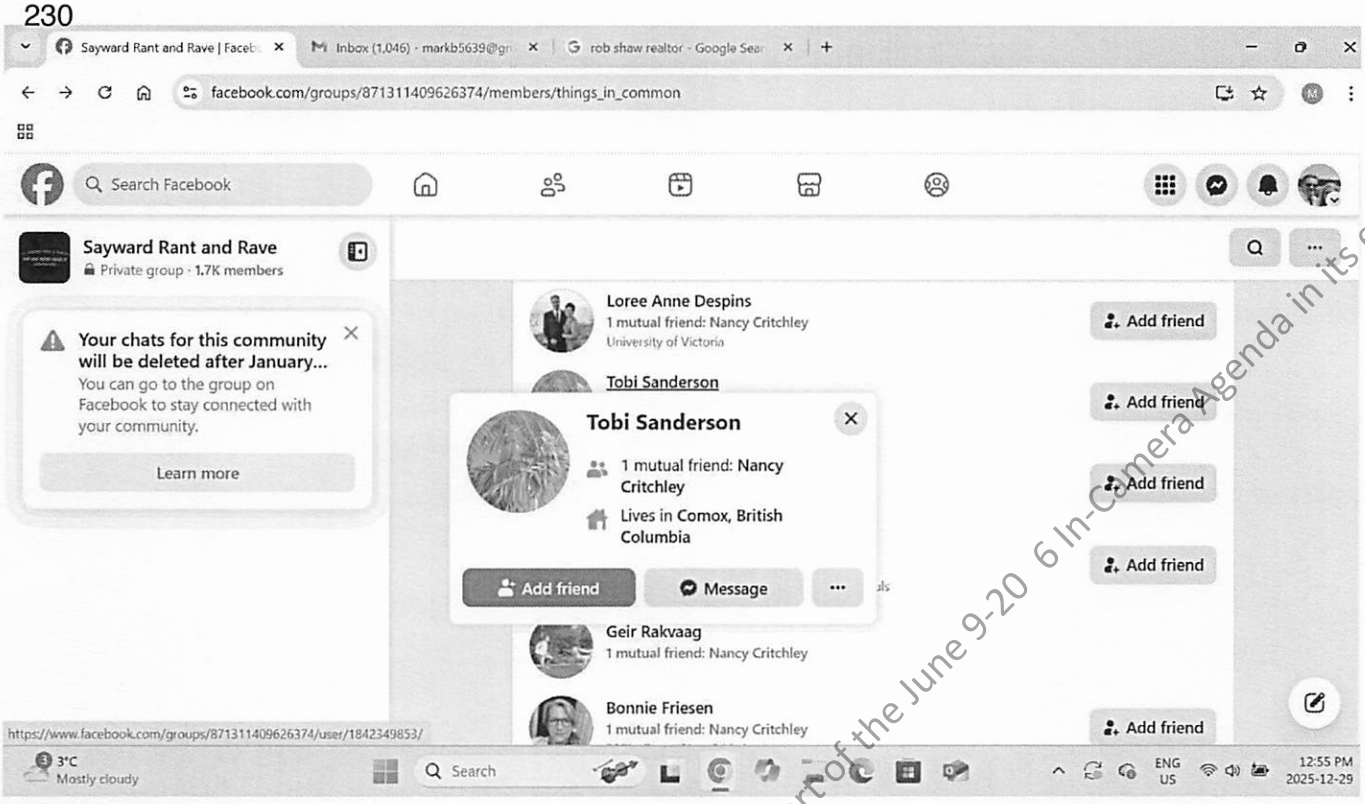
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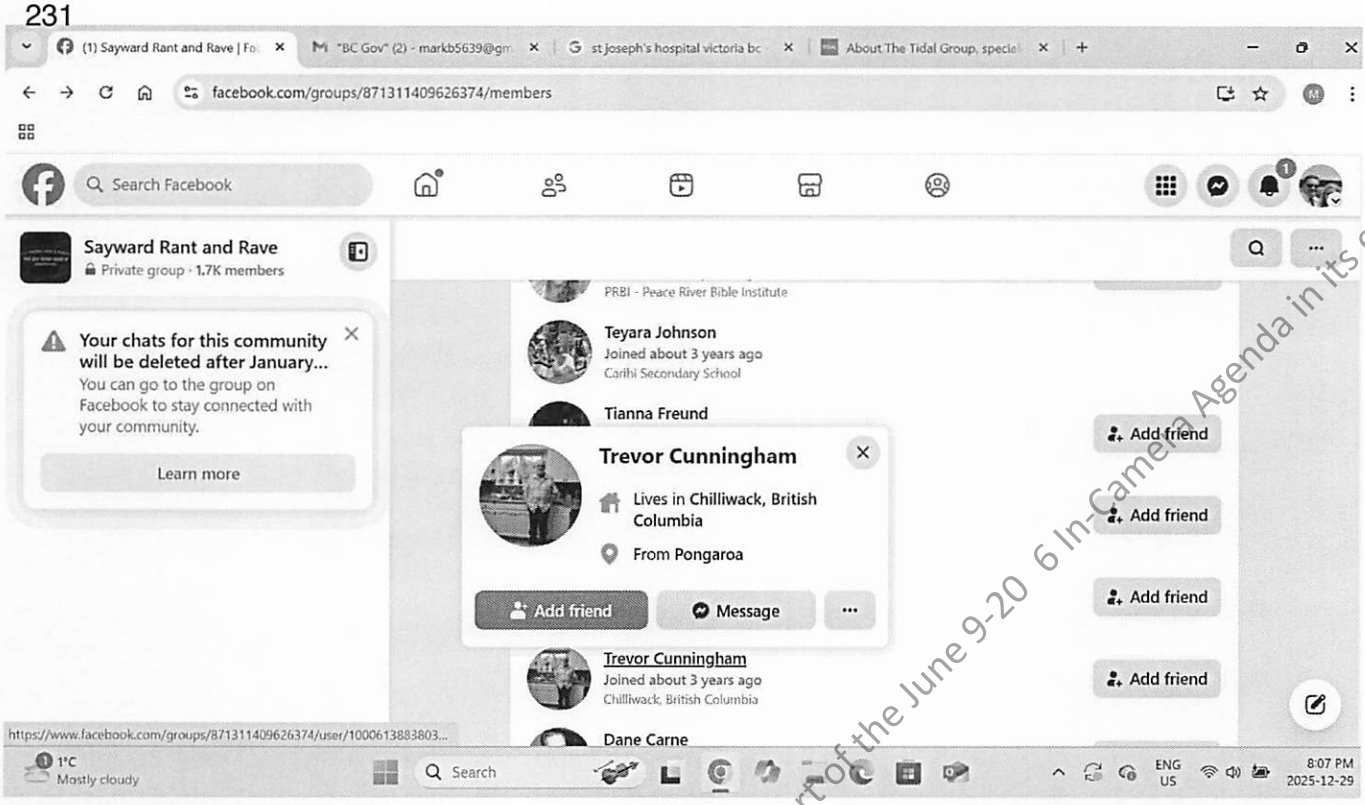
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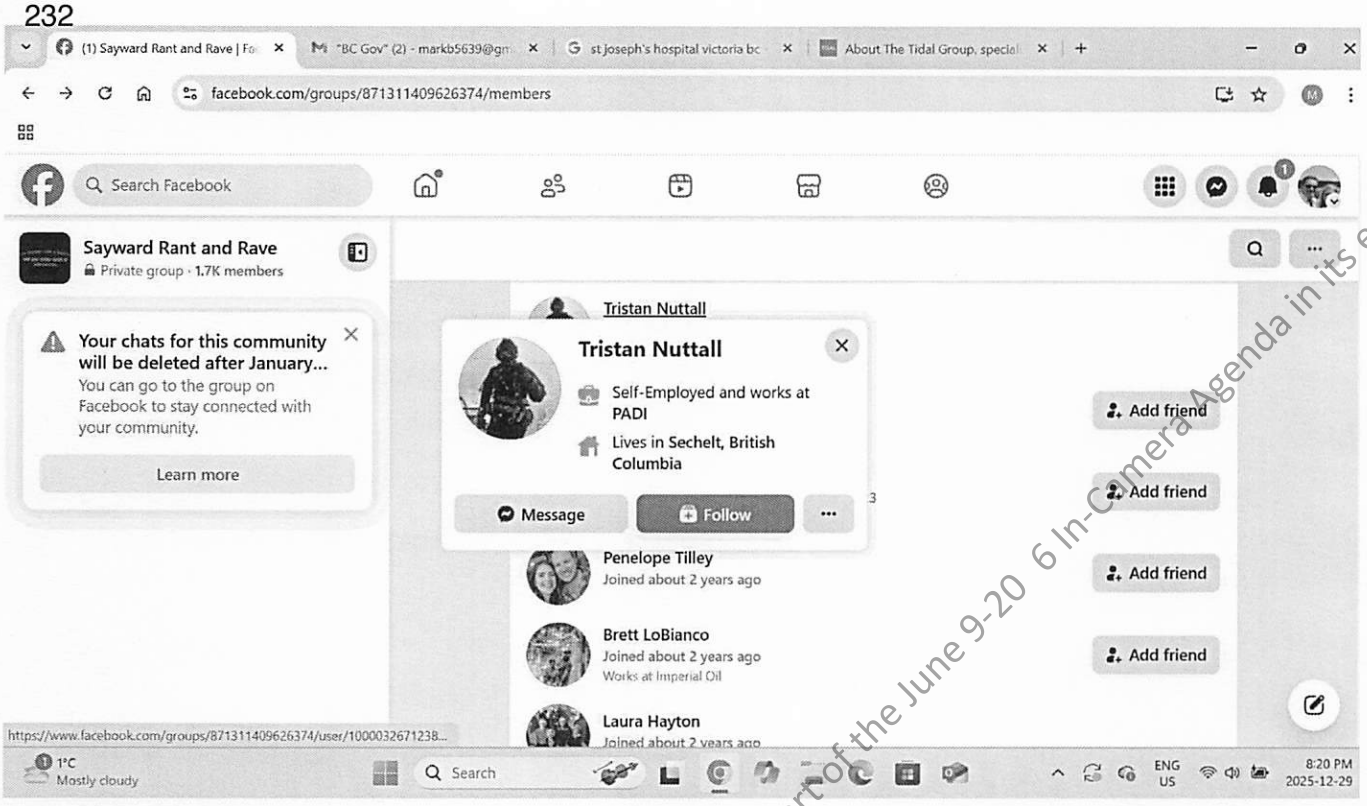
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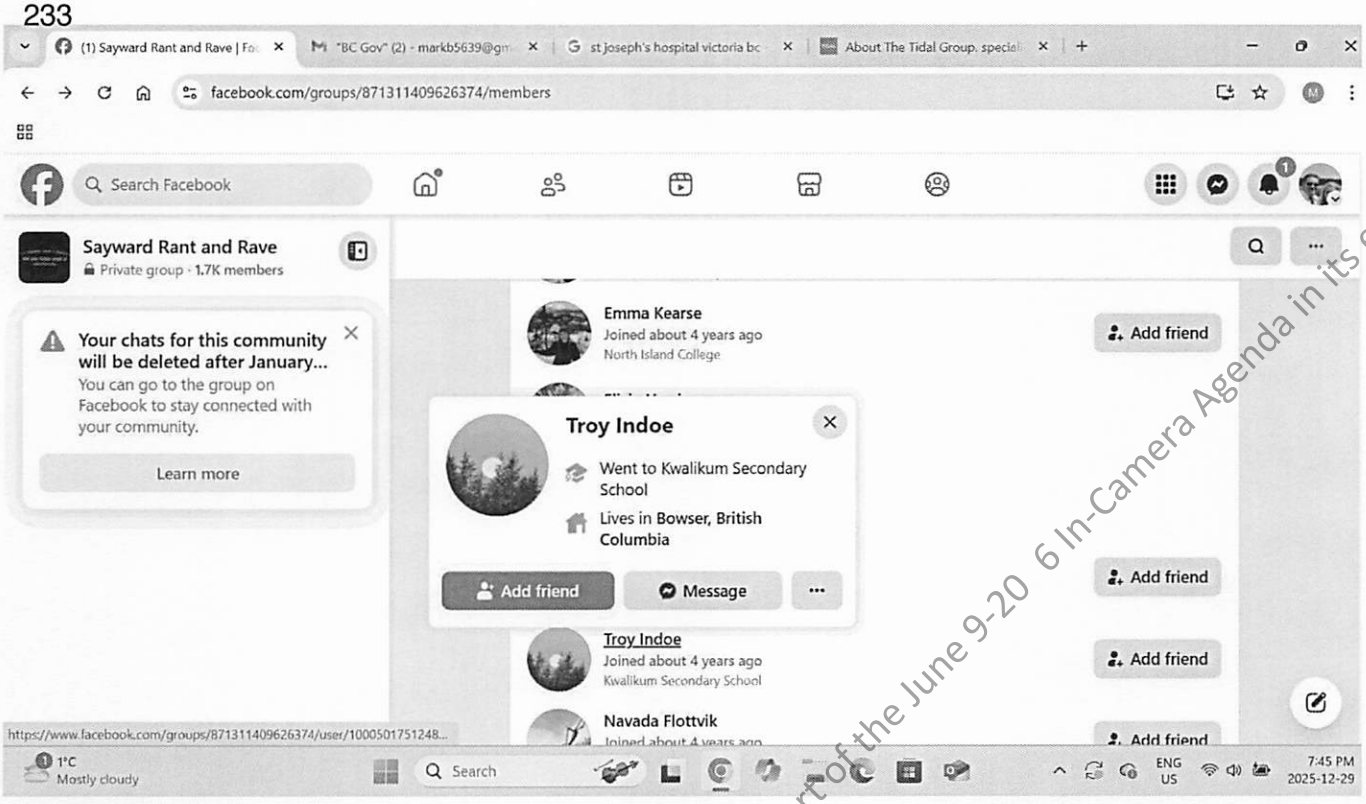
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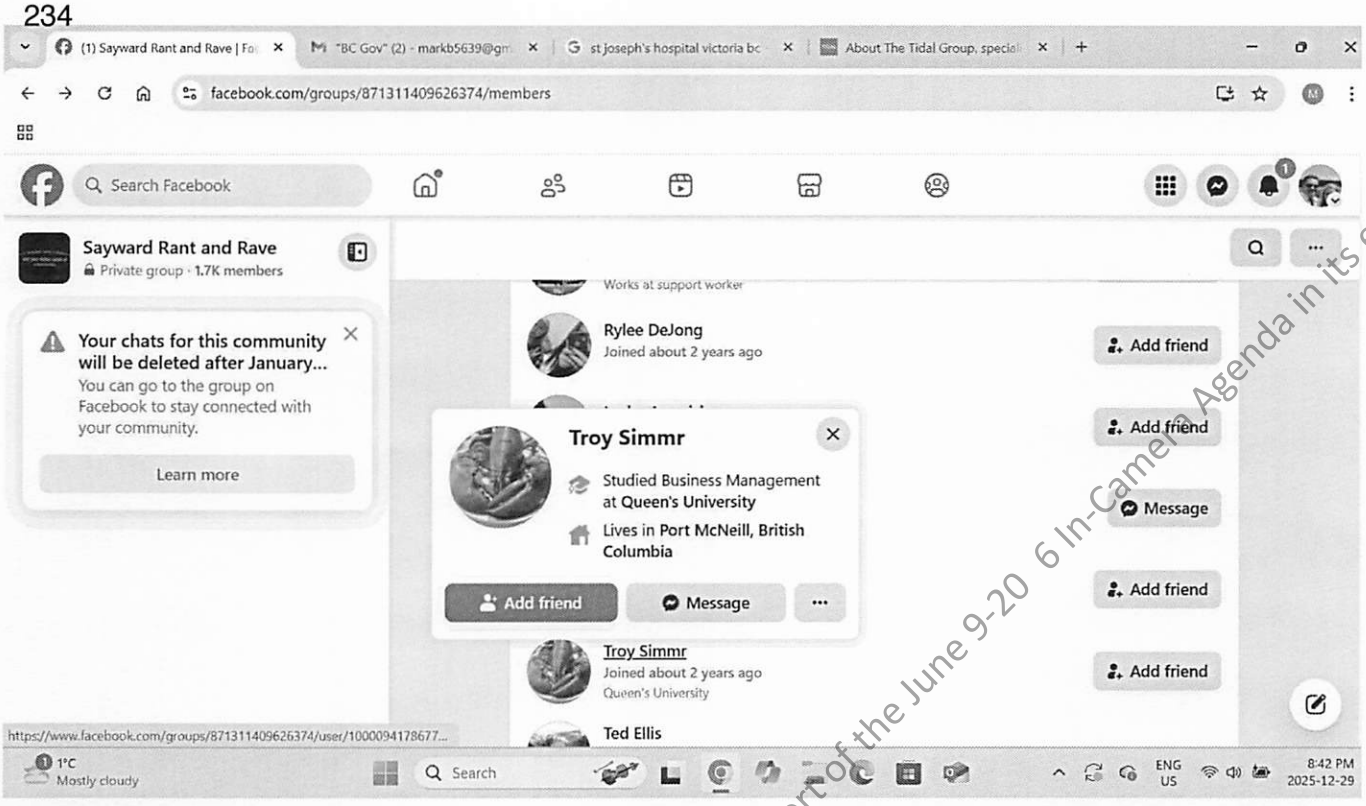
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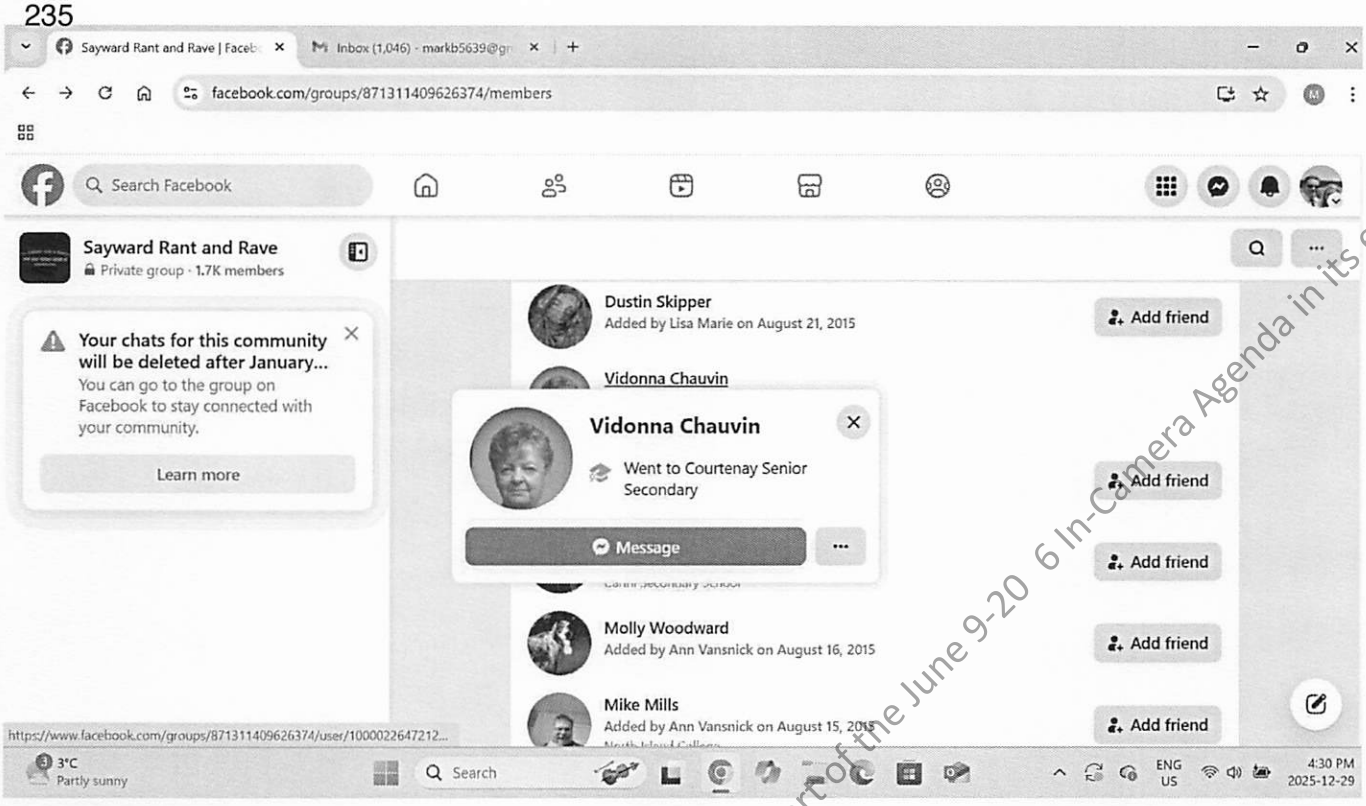
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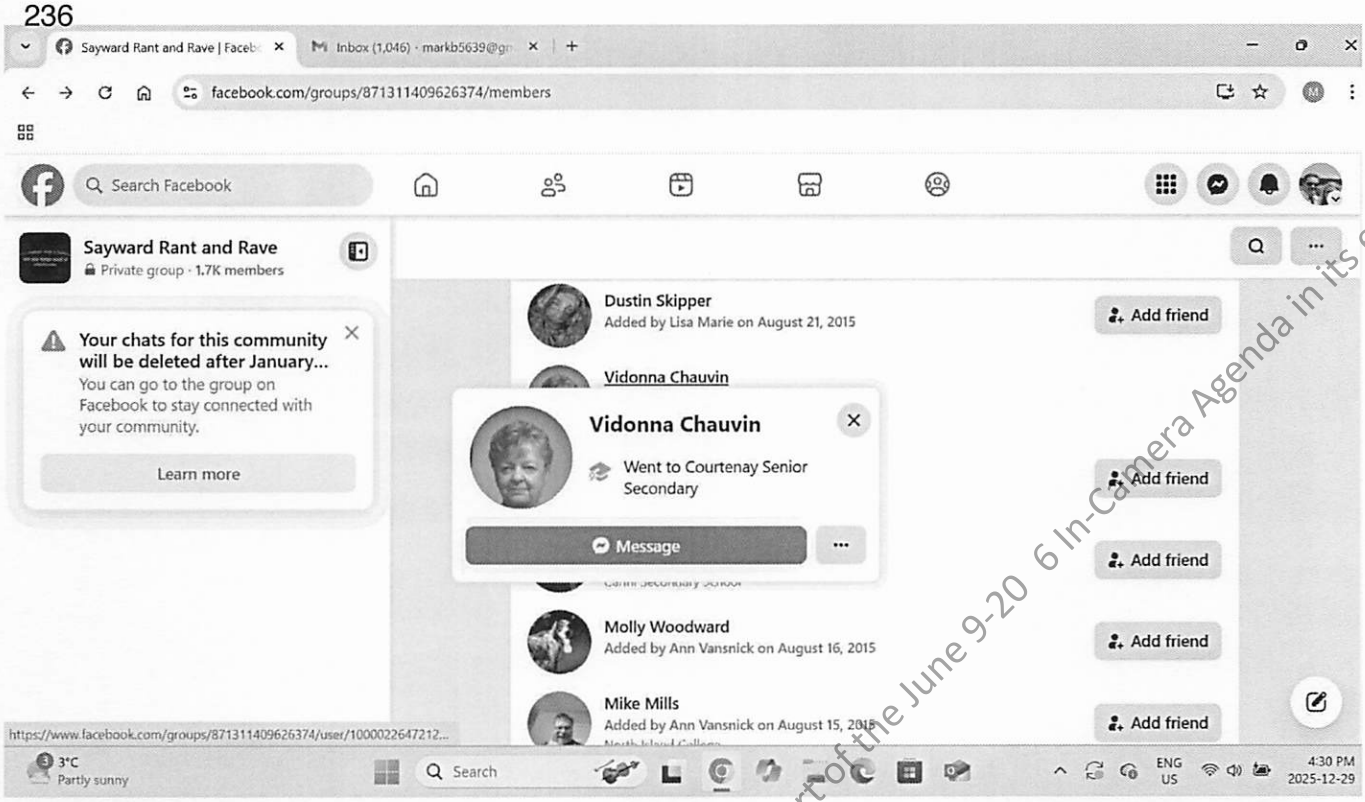
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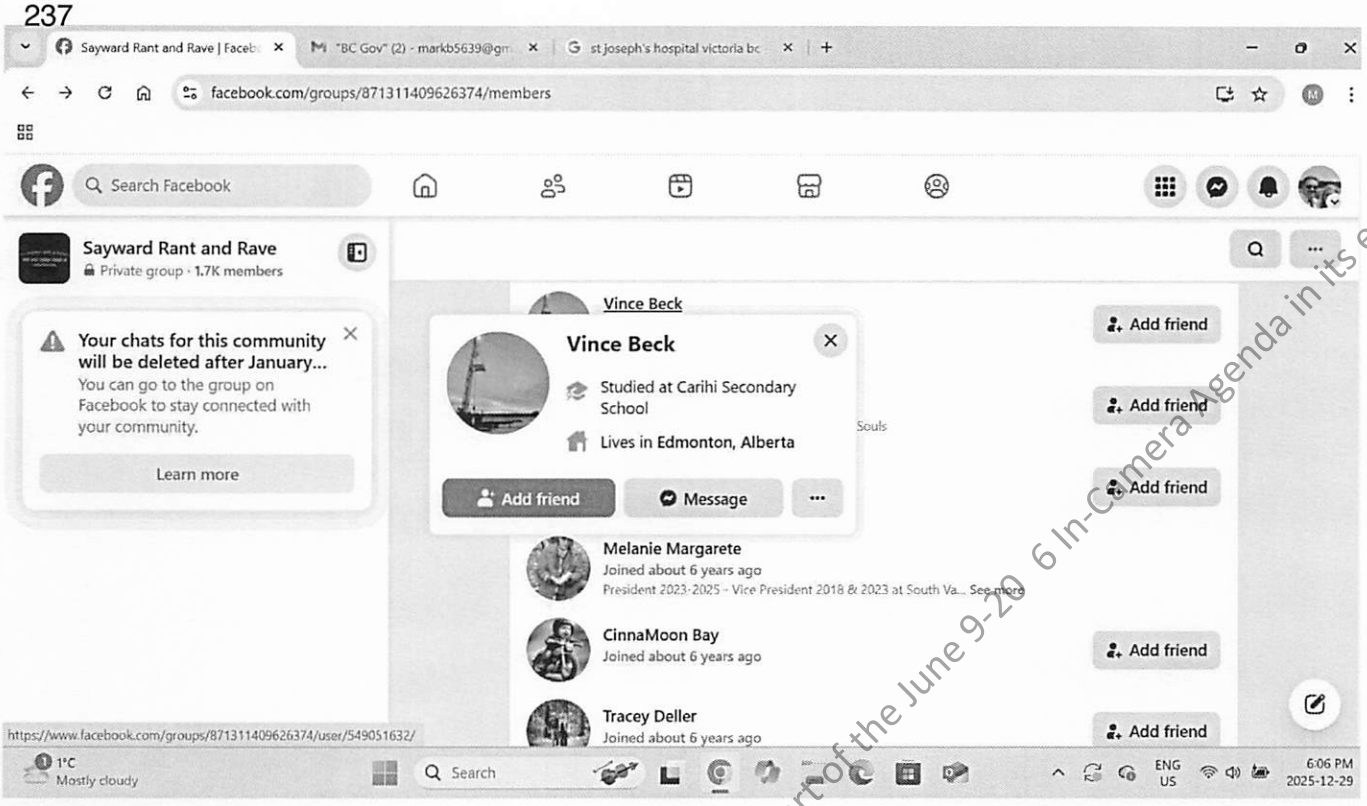
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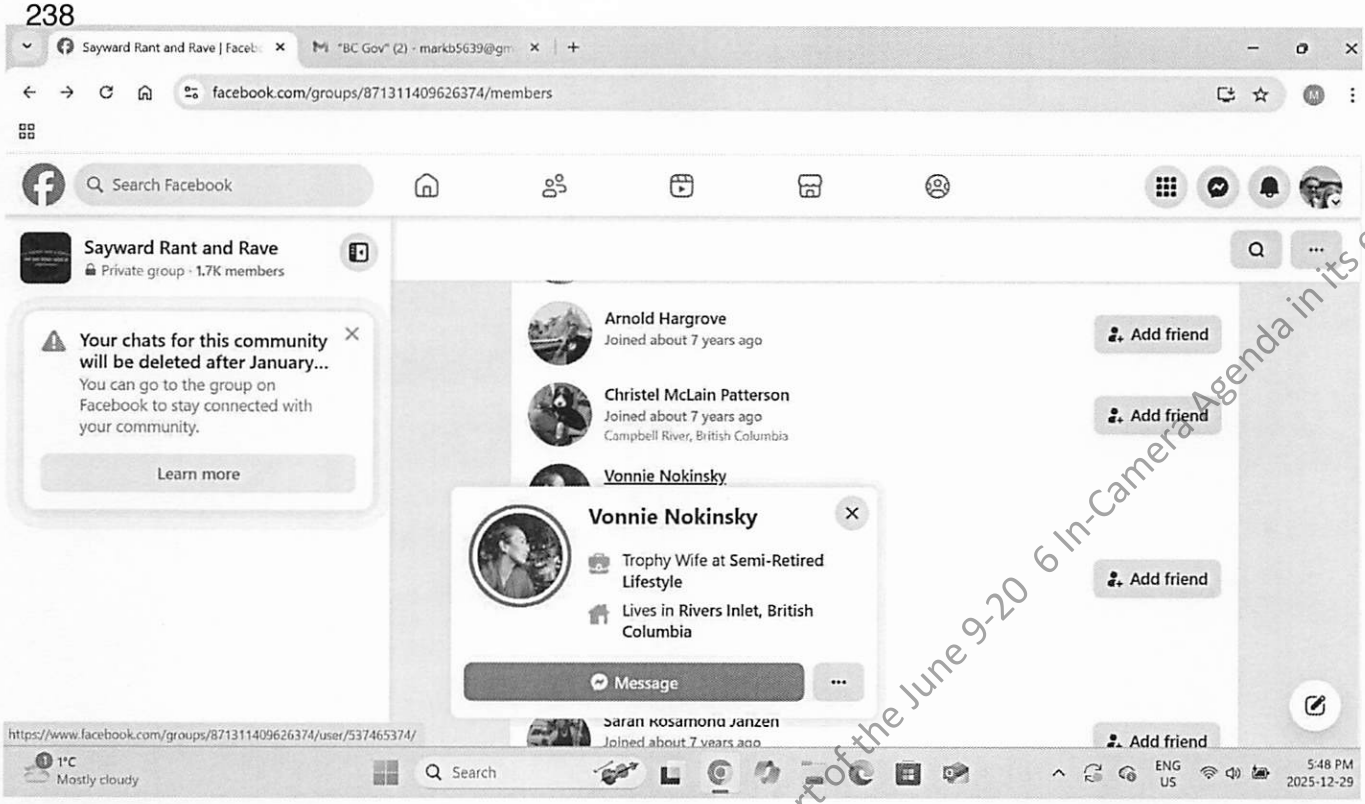
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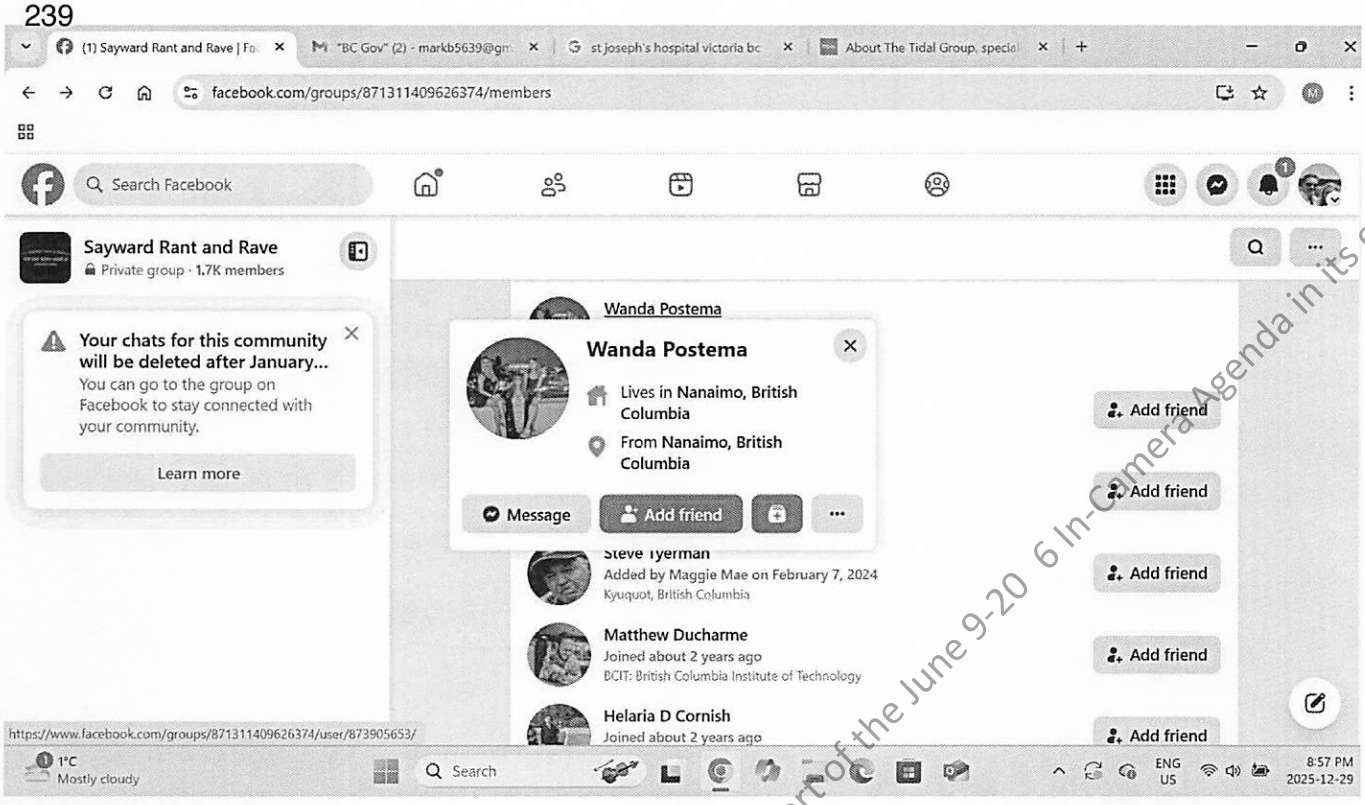
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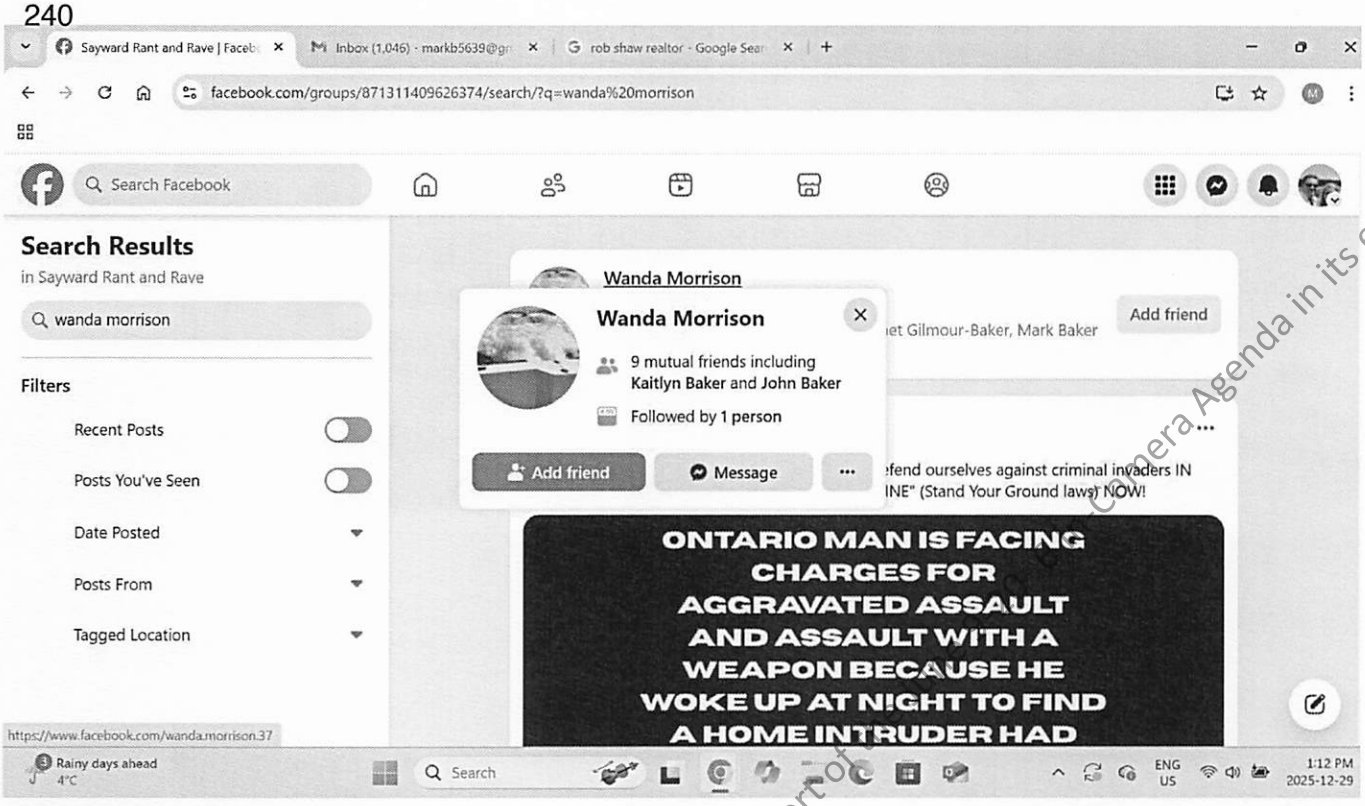
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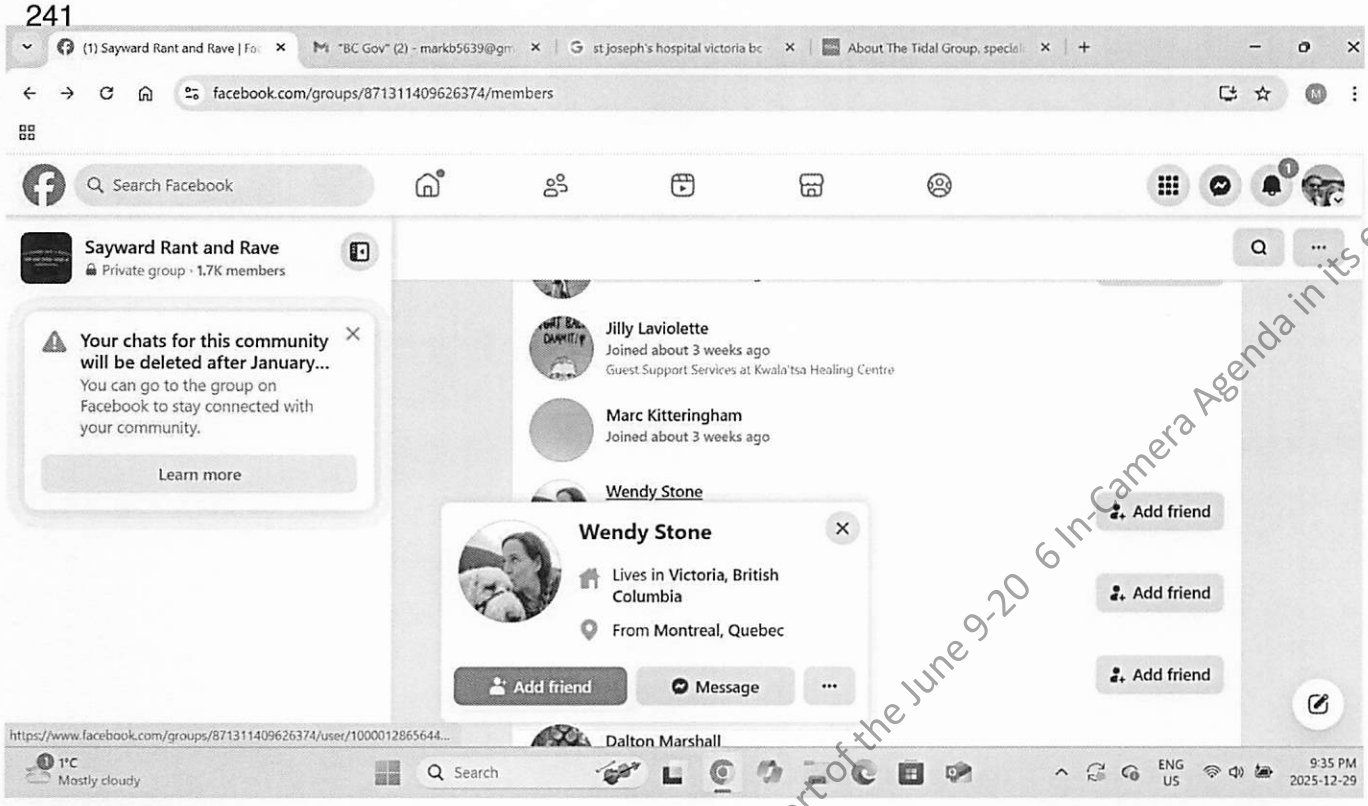
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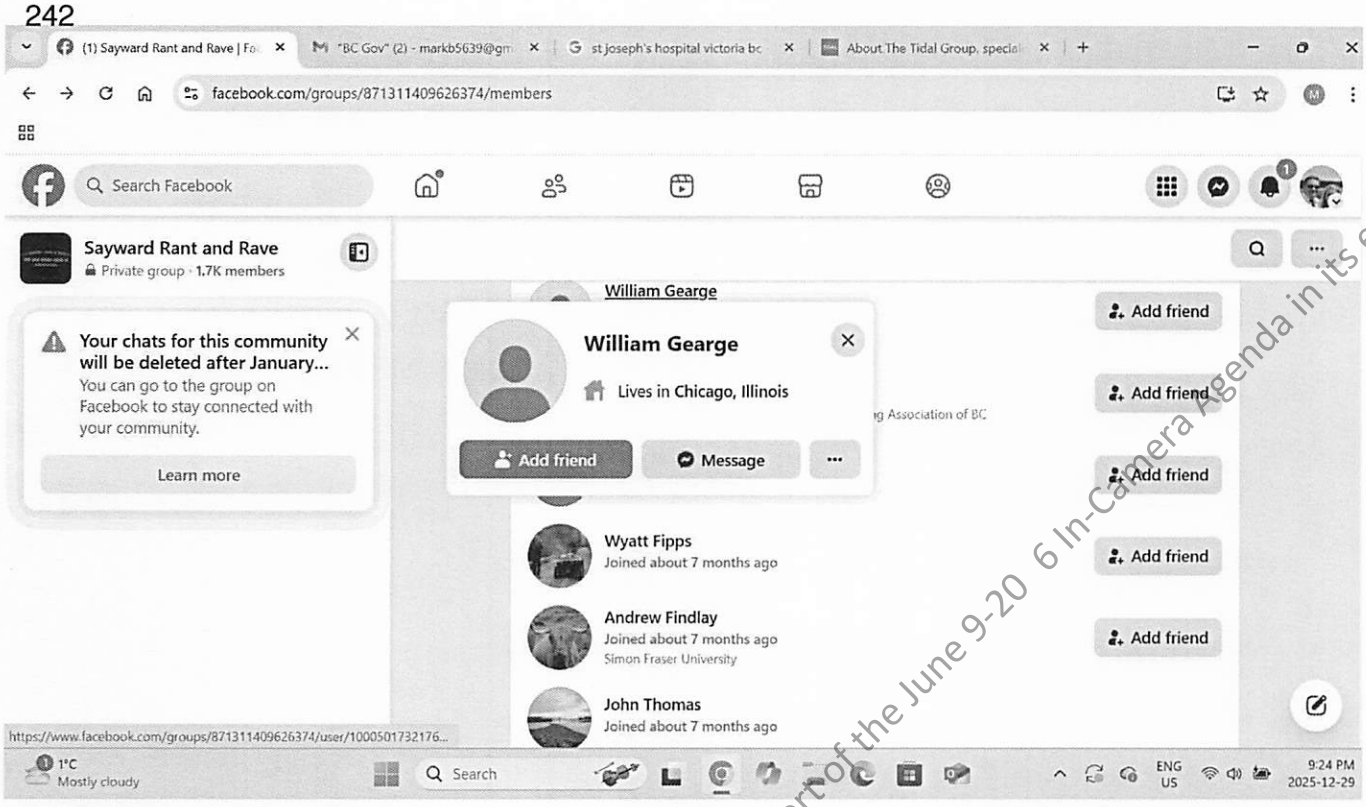
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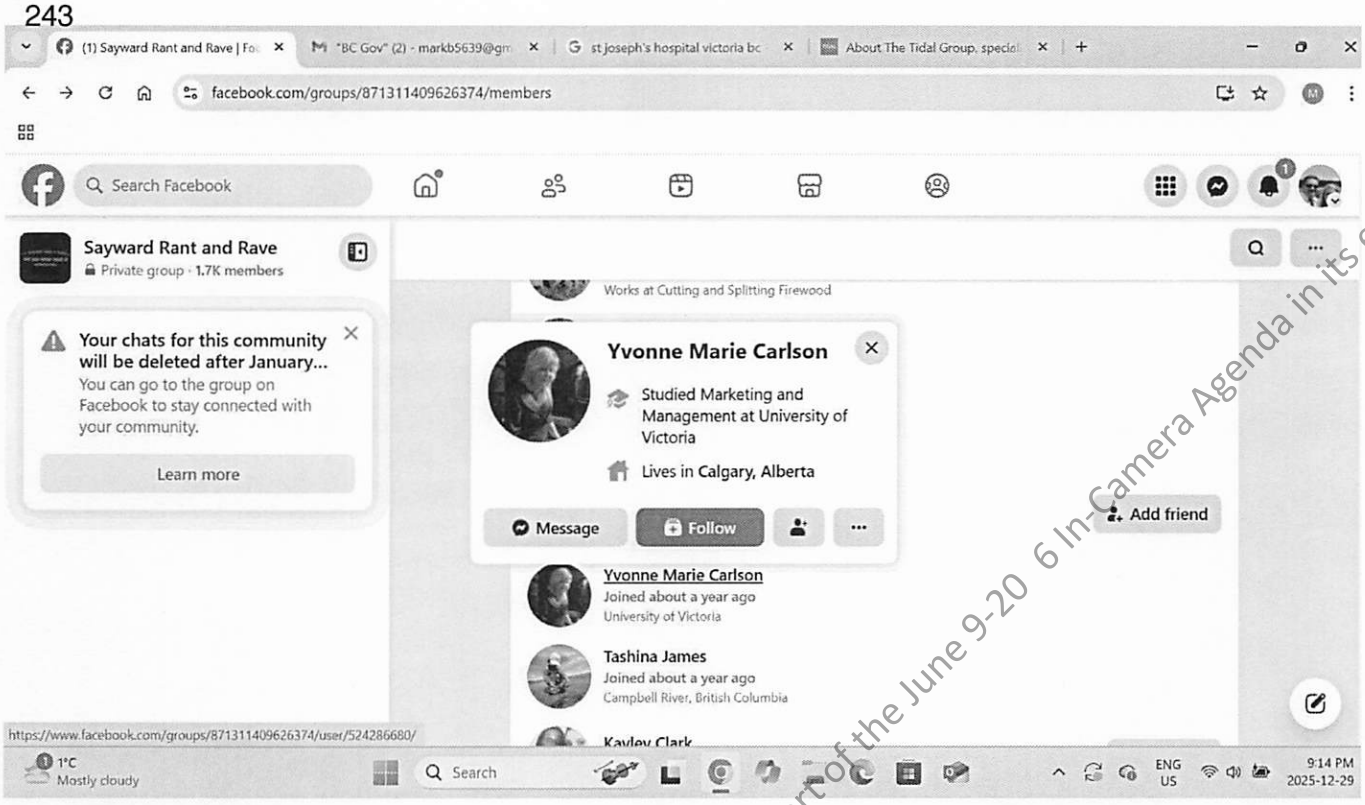
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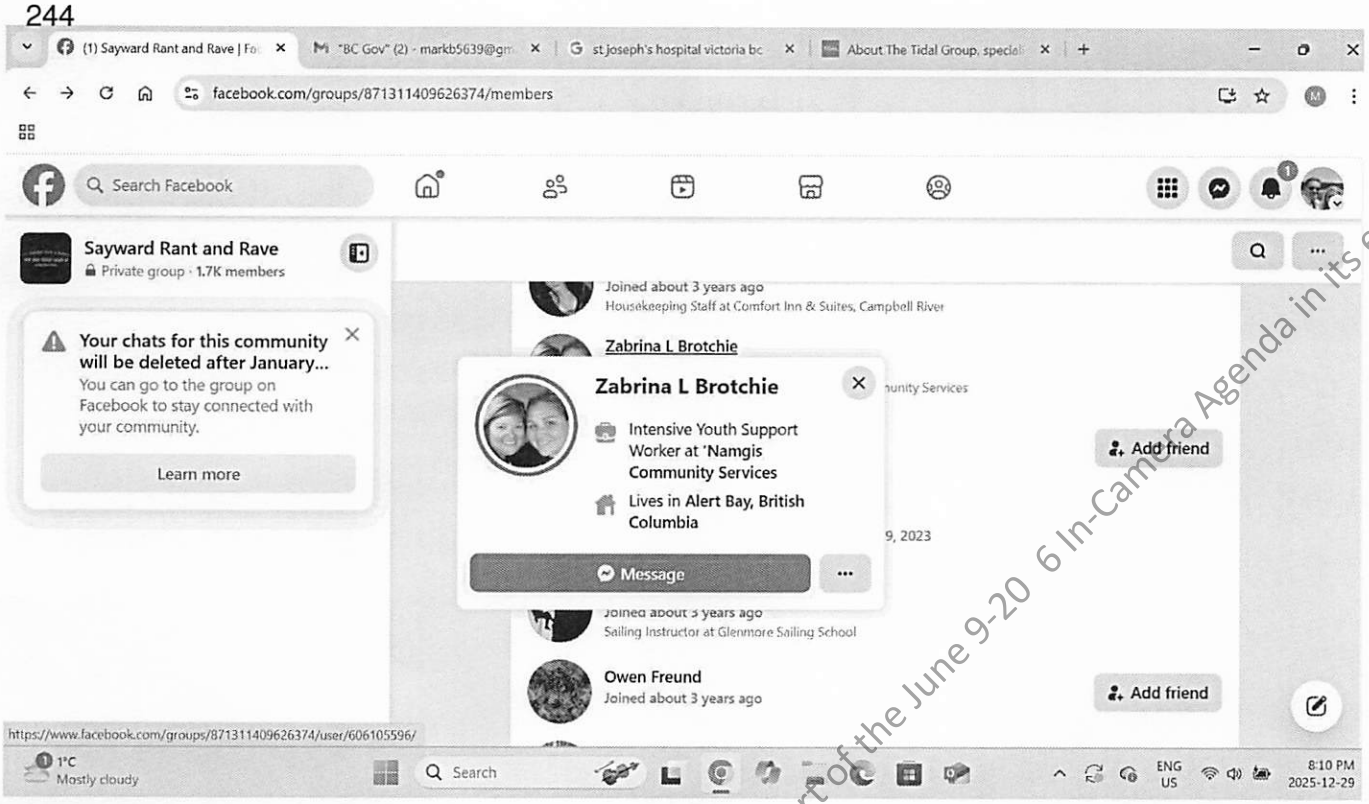
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