

Regular Council Meeting
Thursday, January 8th, 2026
9:30 am
Council Chambers

MINUTES

Council: Warden Bonny MacIsaac
Deputy Warden Lynn Chisholm
Councillor Blair Phillips
Councillor Claude Poirier
Councillor John MacLennan
Councillor Catherine Gillis

Staff: Keith MacDonald, CAO
Melanie Beaton, Deputy CAO
Erin Gillis, COO
Morgan Murray, Director of Culture and Community Development
Christina MacDonell, Director of Finance
Debbie Nicholson, Administrative Assistant to Council/CAO
Megan Wludyka, Chief Communications Officer
Siobhan Beaton, Communications & Digital Marketing Coordinator
Michelle Coffin, Governance and By-law Researcher
Crystal Jones, Director of Solid Waste

1. CALL TO ORDER AND ROLL CALL

Warden MacIsaac called the meeting to order at 9:30 am and welcomed all in attendance. Roll call was taken.

2. APPROVAL OF AGENDA

MOTION: *That the agenda be approved as presented.*
MOVED BY: Deputy Warden Chisholm
SECONDED BY: Councillor Gillis
MOTION CARRIED

3. LAND ACKNOWLEDGEMENT

Warden MacIsaac acknowledged that the land on which we gather is located in the ancestral and unceded territory of the Mi'kmaq people.

4. PROCLAMATIONS:

i. NURSING HOMES ASSOCIATION RECOGNITION

The following proclamation was read by Warden MacIsaac:

WHEREAS, the Nursing Homes Association of Nova Scotia's 2025 Long Term Care Awards for Excellence Gala was held on November 20, 2025, in Halifax; and

WHEREAS, the Awards for Excellence celebrate the visionaries, leaders, and champions who are shaping the future of long-term care across Nova Scotia and shine a spotlight on excellence throughout the sector; and

WHEREAS, Stephen Doiron, Chief Executive Officer of the County of Inverness Municipal Housing Corporation and Site Lead for Inverary Manor, was the successful recipient of the Leading the Way Award in recognition of his leadership in his roles; and

WHEREAS, he concluded his service in both roles on December 31, 2025, following a period of dedicated leadership and commitment to the advancement of long-term care within the municipality;

NOW, THEREFORE, BE IT RESOLVED, that on behalf of Warden and Council the Municipality of the County of Inverness hereby congratulates Stephen Doiron on this outstanding achievement and formally recognizes his years of service, leadership, and dedication as Chief Executive Officer and Site Lead.

ii. GRAPHIC NOVELIST STAMP

The following proclamation was read by Warden MacIsaac:

WHEREAS, the Kate Beaton commemorative stamp was issued on November 20, 2025, and the official First Day Cover features a stamp celebrating the award-winning graphic novel Ducks: Two Years in the Oil Sands by Kate Beaton; and

WHEREAS, one of six stamps in the Graphic Novelists 2025 series, the stamp is officially cancelled in Mabou, Nova Scotia, Kate Beaton's birthplace; and

WHEREAS, this set of six stamps the second installment in a two-part series, with the first issued in 2024, pays tribute to some of Canada's most talented and influential graphic novelists; and

WHEREAS, Ducks: Two Years in the Oil Sands, published in 2022, is a memoir recounting Kate Beaton's experience working in the Northern Alberta oil sands to repay student debt and has been widely acclaimed as a profoundly human examination of the industry; and

WHEREAS, in 2023, Ducks: Two Years in the Oil Sands became the first graphic novel to win CBC's Canada Reads competition;

NOW, THEREFORE, BE IT RESOLVED, that on behalf of the Warden and Council the Municipality of the County of Inverness hereby recognizes and celebrates the national and international achievements of Kate Beaton, acknowledges the cultural significance of the commemorative stamp issued in her honour, and proudly highlights Mabou, Nova Scotia, as her birthplace and a community of creative excellence.

5. APPROVAL OF MINUTES

MOTION: *That the Regular Council meeting minutes of December 4th, 2025 be approved as presented.*

MOVED BY: Councillor Poirier

SECONDED BY: Councillor Phillips

MOTION CARRIED

MOTION: *That the Committee of the Whole meeting minutes of December 11th, 2025 be approved as presented.*

MOVED BY: Deputy Warden Chisholm

SECONDED BY: Councillor Phillips

MOTION CARRIED

6. PROJECT UPDATE: SANTA FOR SENIORS (Anna Solomon)

The Santa for Seniors project was a partnership between the municipality and 3 local school communities (Bayview Education Centre, Dalbrae Academy and Cape Breton Highlands Education Centre and Academy). From December 22nd to 24th, 2025 handmade cards and small gifts were delivered to 170 seniors across the municipality – a 54 % increase in participation from 2024. Goals of the project include reducing loneliness and social isolation among seniors, providing meaningful contact between seniors and municipal services, while reinforcing the Municipality's commitment to age-friendly and inclusive communities.

7. RECYCLING GUIDE TRIVIA (Nicole Latimer)

The EPR (Extended Producer Responsibility) program represents a significant shift in how recycling is managed in Nova Scotia, promoting a more sustainable approach by making producers responsible for their products. Producers and consumers alike will need to adapt to the new regulations and practices to ensure the success of the program.

Council engaged in a game of trivia meant to educate and inform participants on best practices around proper sorting to reduce contamination and ensure efficient processing.

8. REGIONAL EMERGENCY MUNICIPAL ORGANIZATION (REMO) (Erin Gillis)

The Department of Emergency Management is responsible for coordinating disaster and emergency planning, preparedness, responses and recovery activities. Changes to regulations governing the Department of Emergency Management have changed how municipal units work with the province. Two changes include the creation of REOCs (Regional Emergency Operations Centers) and REMOs (Regional Emergency Management Organizations).

REOC- Cape Breton is the region. Under manager David Young the region will be supported with provision of templates, guidance on process and planning, training and exercises, bylaw development, and after-action reports.

REMO- The CAOs from the Municipalities of Inverness, Victoria, and Richmond, and the Town of Port Hawkesbury are in discussions to form a REMO. Funding requests for staffing and operational costs have been submitted to support the formation of the REMO and complete training, risk assessments, bylaw development, and ensure compliance with acts and regulations.

Department of Emergency Management – Municipal Requirements:

- Participate in a REMO
- Have a bylaw that meets the requirements of the Act
- Develop a Regional Emergency Management Plan
- Establish a Regional Emergency Coordination Centre
- Develop an Emergency Management Program that aligns with regulations and standards
- Complete a Threat Hazard Identification and Risk Assessment
- Form Mutual Aid Agreements to support operations
- Confirm public alerting and notification processes and tools

9. SECOND READING OF BYLAW 64 TO REPEAL THE PENSION BYLAW

MOTION: *That Bylaw 64 - A Bylaw Respecting the Repeal of Bylaw 36 – Pension Bylaw be adopted by Council and be effective today, January 8th, 2026.*

MOVED BY: Councillor Gillis

SECONDED BY: Councillor Poirier

MOTION CARRIED

10. REMUNERATION POLICY AMENDMENTS

MOTION: *That the amendments made to the Remuneration Policy be adopted as presented.*

MOVED BY: Councillor Gillis

SECONDED BY: Deputy Warden Chisholm

MOTION CARRIED

11. PUBLIC APPOINTMENT POLICY REPEAL AND REPLACE

MOTION: *That that the former Public Appointment Policy (2021-02-18-01) be repealed and replaced with the new Public Appointment Policy (2026-01-08-02) as presented effective today, January 8th, 2026.*

MOVED BY: Councillor Gillis

SECONDED BY: Councillor Phillips

MOTION CARRIED

12. MEETING REQUEST: PROVINCIAL MINISTER OF HOUSING

Consensus that a letter be issued to the Provincial Minister of Housing requesting an invitation to meet with Council to advance potential opportunities for housing.

13. CORRESPONDENCE

Engage Nova Scotia will be launching the largest Quality of Life population survey in North America in February 2026. This survey will help improve quality of life in our communities and covers a range of topics including health, affordability, public safety, access to recreation, experiences of loneliness and discrimination, belonging to community, trust in institutions, and more. Engage Nova Scotia has asked the Municipality to promote this initiative.

14. NEXT MEETING DATE

January 22nd, 2026, 9:30 am: Committee of the Whole

15. IN CAMERA

MOTION: *That Council move to “In Camera” at 10:39 am to discuss a contract item and a land item.*

MOVED BY: Councillor Gillis

SECONDED BY: Deputy Warden Chisholm

MOTION CARRIED

MOTION: *That Council move out of “In Camera” at 11:12 am.*

MOVED BY: Deputy Warden Chisholm

SECONDED BY: Councillor Phillips

MOTION CARRIED

16. ADJOURNMENT

MOTION: *That Council adjourn at 11:12 am*

MOVED BY: Councillor Poirier

MOTION CARRIED