

**MINUTES OF THE REGULAR MEETING OF THE COUNCIL OF THE RURAL
MUNICIPALITY OF MANITOU LAKE NO. 442 HELD IN THE MUNICIPAL OFFICE,
101 CENTRE STREET, MARSDEN, SASKATCHEWAN ON THURSDAY,
DECEMBER 4, 2025.**

Present **Reeve:** Brian Graham
 Councillors: Division 1 – Travis Lindsay – Absent
 Division 2 – Ben Graham
 Division 3 – Norman Wright
 Division 4 – Jason Paterson
 Division 5 – Brian Nattress
 Division 6 – Roland Koch
 CAO: Joanne Loy
 Foreman: James Czerniak

Call to Order Reeve Brian Graham called the meeting to order at 9:03 a.m.

There were no conflicts of interest declared.

Minutes **25/219 KOCH:** That the minutes of the Regular Meeting on November 13, 2025 be adopted as circulated.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

State-ment **25/220 NATTRESS:** That the Statement of Financial Activities for November 2025 be accepted as presented.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

Accounts **25/221 GRAHAM:** That the accounts to December 4, 2025 be authorized for payment and that a list of cheques numbered 23530 to 23552 inclusive and including EFT Payroll deposits and online Remittances totaling \$123,479.87 be annexed to and form a part of these minutes.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

Councillor Ben Graham provided a verbal report on the APAS Annual Convention December 2-3, 2025.

Cenovus Reclamation **25/222 WRIGHT:** That the RM of Manitou Lake acknowledge the following Cenovus well leases as being reclaimed: C3-18-46-25, A7-13-46-26, A1-28-45-27.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

**Corres-
pondence**

25/223 GRAHAM: That the following list of correspondence having been read be filed:

- SARM – MIDTERM CONVENTION WRAP-UP
- SARM –
- APAS FARM LAND OWNERSHIP & 2025 AGM
- NCTPC – HIGHWAY MAINTENANCE
- SAMA – NEW FEES 2026
- RCMP REPORTS
- CENOVUS RECLAMATIONS – C3-18-46-25, A7-13-46-26, A1-28-45-27

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

**Mun Rev
Sharing**

25/224 KOCH: That the Council of the RM of Manitou Lake No 442 confirms the municipality meets the following eligibility requirements to receive the Municipal Revenue Sharing Grant:

- Submission of the 2024 Audited Financial Statement to the Ministry of Government Relations;
- The RM does not run a Municipal Waterworks System;
- In Good Standing with respect to the reporting and remittance of Education Property Taxes;
- Adoption of a Council Procedures Bylaw;
- Adoption of an Employee Code of Conduct; and
- All members of Council have filed and annually updated their Public Disclosure Statements, as required; and

That we authorize the Chief Administrative Officer to sign the Declaration of Eligibility and submit it to the Ministry of Government Relations.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

**Synergy
CU**

25/225 PATERSON: That the RM of Manitou Lake renew the Financial Service Agreement with Synergy Credit Union for a three-year term with the Reeve and CAO authorized to execute said agreement.

FOR: FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

**Bible
Camp**

25/226 PATERSON: That the RM of Manitou Lake donate \$4000 to the Manitou Lake Bible Camp towards their building project.

FOR: B Graham, Graham, Wright, Paterson, Nattress
AGAINST: Koch

Carried

**Approach
16-32-44-26**

25/227 GRAHAM: That Grounded Lithium Corp's request to construct an approach off of RGE RD 3264 into 16-32-44-26 for a wellsite with the wellsite to be in proximity to the road be approved providing that there are no objects within 45 meters of the easterly edge of the lease, the approach has a minimum of 10 meters of gravel, has a 15-meter top, a minimum 400mm culvert is installed, the IRUA is signed, and all other standards as set by Saskatchewan Ministry of Highways and Transportation are followed.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

**Approach
13-33-44-26**

25/228 GRAHAM: That Grounded Lithium Corp's request to construct an approach off of RGE RD 3264 into 13-33-44-26 for a wellsite be approved providing that the approach has a minimum of 10 meters of gravel, has a 15-meter top, a minimum 400mm culvert is installed, the IRUA is signed, and all other standards as set by Saskatchewan Ministry of Highways and Transportation are followed.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

**Appoint-
ments**

25/229 NATTRESS: That the following appointments be made for 2026:
Lakeland Library Regional Council

Karl Koch

Pound-Keepers

Ben Graham NW 6-45-26-W3M

Norman Wright SW 30-43-27-W3M

Caretakers for Cemeteries

Paul Rutherford

Manitou Memorial

Ken Scott

Brady

Shelley Spence

Normanna

Brent Wilson

Beechwood

Fire Chief

Andrew Jackson.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

**Emerg
Co-ord**

25/230 KOCH: That Colleen F Digness be appointed as Emergency Co-ordinator for the RM of Manitou Lake No 442.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

**Deputy
Reeve**

25/231 B GRAHAM: That Councillor Travis Lindsay be appointed Deputy Reeve.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

**Appoint-
ments**

25/232 WRIGHT: That the following appointments be made for 2026:
Manitou Sandhills Steering Committee

Brian Nattress (Norman Wright alternate)

Big Manitou Lake Regional Park Authority

Brian Graham and Ben Graham

Suffern Lake Regional Park

Hal Wright

Neilburg Veterinary Services Board

Norman Wright

North West Association of Rural Municipalities

Brian Graham and Brian Nattress

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

Committees

25/233 KOCH: That the following committees be established for 2026:

Road Management Committee

Travis Lindsay and Brian Graham under authority of Bylaw No. 6-2007 concerning road bans.

Road Committee

Council as a whole

Machinery Committee

Travis Lindsay, Norman Wright, Jason Paterson, and Brian Nattress

Human Resources Committee

Council as a whole

Finance Committee

Council as a whole

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

Fire Boards

25/234 WRIGHT: That Brian Graham, Jason Paterson, and Roland Koch be appointed to the RM Manitou Lake Fire and Rescue Coop and the Neilburg Fire Board as Council representatives of the RM of Manitou Lake.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

Fire Board

25/235 KOCH: That Kristopher McGladdery, Brian Nattress, and Orlando Koch be appointed to the RM Manitou Lake Fire and Rescue Board as representatives of the RM of Manitou Lake.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

Appoint Auditor

25/236 B GRAHAM: That Vantage Chartered Professional Accountants be appointed as Auditors for the year 2025 for the RM of Manitou Lake.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

Appoint Solicitor

25/237 PATERSON: That Robertson Stromberg LLP be appointed as solicitor for the RM of Manitou Lake No 442.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

Council Remuneration & Mileage

25/238 KOCH: That the per diem rate of remuneration for regular meetings, special meetings, supervision, convention and Reeve's office supervision for 2026 be \$300.00 with a minimum of one day per month for supervision of works/roads; and
That the mileage rate to be paid to Council, employees, appointees and committee members for travel while performing or attending conventions, meetings and seminars on behalf of the R.M. of Manitou Lake No 442 be set at \$1.00 per km for 2026.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch

AGAINST:

Carried

- Convention Rates** **25/239 WRIGHT:** That a per diem rate of \$300.00 be paid to official voting Councillors and all visiting delegates attending the SARM conventions and meals to be paid at a flat rate of \$80.00 per convention day attended including the Administration's attendance at SARM and RMAA Conventions.
- FOR:** B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:
- Carried**
- PPE Allowance** **25/240 PATERSON:** That R.M. of Manitou Lake reimburse up to \$500 for FT shop staff and \$350 for PT and Seasonal shop staff for CSA approved safety gear for the shop employees in 2026 upon submitting a receipt of purchase.
- FOR:** B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:
- Carried**
- Snow-plowing** **25/241 KOCH:** Whereas liability coverage is only supplied to farmers snowplowing on municipal roads when their equipment is properly flagged, they have flashing orange and blue beacons, and they are authorized by resolution and specifically named in meeting minutes prior to doing any snowplowing; **That council do not authorize any farmers to do snowplowing on municipal roads at this time.**
- FOR:** B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:
- Carried**
- Right of Way** **25/242 GRAHAM:** That the RM of Manitou Lake set the rate for the purchase of land required for road widening at 2 times the assessed value per acre.
- FOR:** B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:
- Carried**
- Brush 36-46-25** **25/243 PATERSON:** That the RM of Manitou Lake accept the quote from Tarin Enterprises to brush thru of 36-46-25 for approximately 2 miles in the amount of \$27,000 plus applicable taxes with any track hoe or rock truck work at an additional cost.
- FOR:** B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:
- Carried**
- Sand & Plow** **25/244 PATERSON:** That McIntosh Construction be advised that the RM Manitou Lake requests them to do the plowing and sanding on Grid 675 pavement, East of 675 on TWP 462, Pavement on RGE Rd 3271 between TWP Rd 444 and 450, Pavement on RGE Rd 3275 between TWP Rd 440 and 450, and any of the large oiled dust control areas for the 2025/2026 winter season as weather requires.
- FOR:** B Graham, Graham, Paterson, Nattress, Koch
AGAINST: Wright
- Carried**

Foreman Report **25/245 PATERSON:** That Council accepts Foreman James Czerniak's written report as circulated and that it be filed.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

Council recessed for lunch from 11:34 am to 12:30 pm. BAR Engineering staff Kelly Stovra and Scott Simons provided and joined Council for lunch.

454 Culverts **25/246 GRAHAM:** That the RM of Manitou Lake install/replace 2 culverts on the south side of 454 in the spring of 2026.

FOR: B Graham, Graham, Wright
AGAINST: Nattress, Koch

Carried

Engineer Lee Hill **25/247 NATTRESS:** That the RM of Manitou Lake request BAR Engineering to provide options to widen and extend the passing lane on Grid 675 by Lee Hill.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

CAO Report **25/248 NATTRESS:** That Council acknowledges CAO Joanne Loy's verbal report.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

In Camera **25/249 GRAHAM:** That the RM of Manitou Lake No 442 Council moves to an in-camera session to discuss human resources as authorized by the legislative authority of Section 120 of *The Municipalities Act* including the exemptions in Part III of *The Local Authority Freedom of Information and Protection of Privacy Act* at 1:50 pm.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

Attendees at the in-camera session: Reeve Brian Graham, Councilors Graham, Wright, Paterson, Nattress, and Koch.

Out of Camera **25/250 KOCH:** That the RM of Manitou Lake No 442 Council rises from the in-camera discussion at 2:12 pm.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

**Wages
2026**

25/251 B GRAHAM: That RM of Manitou Lake No. 442 Council provide a budget equivalent to a 3% wage increase with the individual amounts to be allocated/determined by Foreman James Czerniak and CAO Joanne Loy, effective January 1, 2026 for employee wages.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

**Christmas
Gift**

25/252 GRAHAM: That James Czerniak, Les Stourac, Mel Letkeman, Kevin Bossert, Gary Bachman, Carrie McGladdery, and Joanne Loy each be paid a \$750 Christmas Gift.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

Adjourn

25/253 PATERSON: That this meeting does now adjourn at 2:14 pm this day.

FOR: B Graham, Graham, Wright, Paterson, Nattress, Koch
AGAINST:

Carried

Adopted this 8th day of January 2026

Reeve

CAO