

: SUNSHINE COAST COMMUNITY FOREST LTD.

MINUTES OF MEETING OF THE BOARD OF DIRECTORS HELD ON Monday, January 12, 2026 AT 213 – 5710 Teredo St, Sechelt BC and by Zoom

PRESENT: (Directors)	Kathleen Suddes Doug Marteinson Katherine Gordon(zoom)	Jordan Wilson (zoom) Greg Caw Russell Thorsteinsson(zoom)	Jim Tivy Bob Michor Stu Dornbierer (zoom)
REGRETS:			
ALSO PRESENT:	Warren Hansen - Managing Forester, Sara Zieleman - Executive Director(zoom), Karen Nielsen - Administrative Assistant, Mayor John Henderson - District of Sechelt, Alton Toth - District of Sechelt(zoom)		

1.0 WELCOME - ?imash ?imash (ay – mosh, ay – mosh)

Chair Suddes called the meeting to order at 4.00 pm

2.0 Call to Order and Adoption of Agenda

MOTION: To adopt the agenda as circulated – CARRIED

3.0 Guests

- a. Robin Turnill, Pivot HR

Robin gave a presentation on the board's role in creating a safe and respectful workplace environment. She discussed the importance of having clear workplace policies, ensuring compliance with WorkSafe regulations, and addressing both overt and subtle forms of bullying and harassment.

Highlights included:

- Boards have decision making capacity with workplace culture.
- There are legal responsibilities in BC for health and safety in the workplace.
- Ensuring policies are in place and broken down in as much detail as possible to explain expectations - making sure to capture situations of less overt nature, escalation pathways and a clear course of action for the resolution.
- It may leave the company open to liability with WorkSafe if there are no policies in place. Ensure all examples provided by WorkSafe are included.
- Risks for organization if there have been unaddressed complaints or conduct concerns.
- Respect can look different to each of us - unwelcome comments or actions deemed acceptable to one may be unacceptable to others. Shift has moved from what was intended to how it was received.
- Traditional safety ~ physical hazards vs Modern safety ~ psychological hazards
- Examples of respectful conduct discussed included active listening, allowing others to complete their thoughts, engaging respectfully in disagreement, maintaining professionalism even when passionate about issues, and raising concerns through agreed channels such as the Chair or private discussion.
- Support leaders in communication and conflict resolution

4.0 Management Report

Update on current operations and key priorities including:

-Wildfire Risk Reduction (WRR) work: active hiring, onboarding, and the operational ramp-up of crews. Emphasis was placed on safety, training, and coordination with provincial and local partners.

-Engagement activities, including the current Operating Plan survey and upcoming opportunities for deeper community involvement. Management highlighted early participation and encouraged directors to continue sharing the engagement opportunities within their networks.

-Management Plan renewal, confirming this as a major upcoming body of work following completion and approval of the Forest Stewardship Plan. Management noted that this process will include a comprehensive timber supply analysis using modern modelling approaches and will present a significant opportunity for community and Board engagement.

-General organizational capacity, including workload pressures associated with concurrent operational, engagement, audit, and hiring demands, and the importance of sequencing work carefully over the coming months.

-Operational update: current harvesting and planning activities, market conditions affecting log sales, and the need to balance financial viability with policy direction and community expectations.

Questions and discussion include resourcing and workload sustainability, Timing and sequencing of major planning initiatives, How upcoming engagement and technical work will be communicated to the public and Board.

MOTION: To accept and receive the January 2026 Management Report as presented – CARRIED

5.0 Minutes and Committees

a. Board

Minutes of December 8, 2025

Minutes of Special Meeting : Budget – December 15, 2025

MOTION: To accept the minutes of the December 8, 2025 Board Meeting – CARRIED

MOTION: To accept the minutes of the December 15, 2025 Special Board Meeting - Budget – CARRIED

b. Executive – No Report

c. Audit –

i. Log Marketing Policy (Follow up from budget discussion)

Conversation held regarding export log markets:

- market diversification of log sales due to trickle down effects of tariffs
- the closure of local mills and limitations of current domestic market
- community expectations, values and principles as well as historic domestic sales performance
- the need to remain financially viable
- the consideration of CAP's input

Our log broker has offered to speak with the Board regarding market conditions.

Suggestion to create committee to further explore this topic and develop principals to move this conversation forward.

Action Item: Sara and Warren provide the necessary information in succinct manner to be presented to the CAP – DOS requested a copy of the completed document as well for council.

Consensus reached to remain status quo as indicated in the current policy. – All in Favour

Topic will be revisited again at future meetings

d. Nominations and Board Development

e. Legacy Fund –

f. Governance -

g. Community Advisory Panel –

(No December meeting)

Doug has a conflict on the same evening as the CAP meetings, making it impossible for him to attend. Jordan has volunteered to take over Doug's role and Greg will remain as back up.

MOTION: To reinstate Jordan Wilson and the CAP Liaison – CARRIED

6.0 Old Business –

7.0 New Business –

8.0 Correspondence –

9.0 Next meeting (Regular) – February 9, 2026

Adjournment : 6.03 pm