

October 21, 2024

SENT BY EMAIL:

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Dear Stephen Charlie, Susan Magun and Ed Brodhagen,

Subject: Loss of Confidence in Chief Charlie

We write to formally express our loss in confidence in the leadership of Chief Charlie. As elected Council and representatives of the people in our community and Nation, it is our duty to ensure that the values, interests, and well-being of our Nation are upheld. Over time, it has become clear that Chief Charlie's leadership is no longer aligned with these priorities.

Several issues have contributed to the erosion of confidence.

1. Lack of Accountability, Transparency, and Collaboration with Council.

One of the fundamental principles of good governance is transparency, which also includes the ability to work together collectively with fellow Council members. Unfortunately, there have been multiple instances where critical decisions were made without clear communication to Council or the wider community. This has caused confusion, mistrust, and difficulty in working collaboratively, as decisions are often made unilaterally by Chief Charlie, disregarding the importance of collective leadership.

2. Inaction of Critical Issues.

Several pressing matters affecting the community have been neglected under Chief Charlie's leadership, including but not limited to:

- **Unilateral Decision-Making:** Chief Charlie has frequently made critical decisions without consulting the full Council or seeking input from all elected Liard First Nation officials. This includes decisions regarding the dismissal and termination of staff.
- **Overreach in Department Operations:** Chief Charlie has involved himself directly in departments, dictating how operations are handled and executed, thereby undermining the authority of department heads and bypassing standard governance protocols.
- **Questionable Hiring Practices:** There have been significant concerns regarding the hiring and compensations practices under Chief Charlie's leadership, particularly the hiring of William Buckle, the previous Executive Director. Additionally, family members and friends were hired immediately after the election without proper hiring procedures.

or adhering to HR policies. This has stifled progress and hampered the community's ability to thrive.

- **Interference with First Kaska Development Corporation:** Chief Charlie has been directly involved in the affairs of First Kaska, yet despite numerous questions from Council regarding the structure of the corporation, there has been no transparency. Moreover, the process of appointing new Board members to fix the structural issues within First Kaska has been continuously delayed.

3. Workplace Bullying, Harassment and Ethical Violations

There are multiple ongoing HR and Labour Board cases against Chief Charlie for workplace bullying, harassment, and the unethical termination of employees. The environment of lateral violence and intimidation fostered by Chief Charlie's leadership has created a toxic workplace, severely affecting morale and productivity. As a result, Liard First Nation has been the subject of fines, which are being paid on behalf of Chief Charlie's actions, further burdening our Nation financially and reputationally.

4. Lack of Collaboration with Council

It has also become increasingly difficult to work collaboratively with Chief Charlie. Decisions are often made unilaterally, sidelining Council and disregarding the importance of collective leadership.

To address this matter, we are requesting a COTW meeting on October 29th, 2024 to discuss the following motion:

- **Hold a Special General Assembly during the week of November 28th, 2024, where we will put forward a request for an early election to be held in March 2025**

We ask that Council consider this matter with the seriousness it deserves to address the current leadership issues as a matter of urgency. We remain committed to the well-being of our people and look forward to a resolution that aligns with the values and aspiration of our Nation.

Jānī gūts'īh gūtie dēhdé!
(Go forward in a good way!)


Councillor, Kyla Maguire


Councillor, Joseph Jules


Deputy Chief, Harlan Schilling


Councillor, Catherine Porter


Councillor, Malcolm Groat