

Meeting held at the municipal office at 101 Railway Avenue and called to order at 7:00pm by Mayor Chris Lloyd.

Present	Mayor: Chris Lloyd Councillors: Darrel Holt, Ashton Riche, Scott Hunter and Beau Adams Administrator: Tobi Duck		
Conflict of Interest	There were no conflict of interests identified with any agenda item by any members of Council.		
Adopt Agenda	1. Adams	That the agenda be adopted as presented.	CARRIED
In-Camera	2. Hunter	That the Council move in-camera to discuss Human Resource matters at 7:05pm. <i>Council reconvened regular meeting at 7:10pm.</i>	CARRIED
Minutes	3. Hunter	That the minutes of the regular meeting held on November 4, 2025, be approved as attached hereto and forming part of the minutes.	CARRIED
Minutes	4. Riche	That the minutes of the special meeting held on November 27, 2025, be approved as attached hereto and forming part of the minutes.	CARRIED
Accounts for Payment	5. Adams	That the List of Accounts for Approval attached hereto, from cheque 7850 to 7897, manual and EFT payments total of \$120,020.16 and Payroll payments total of \$6,943.48 be approved.	CARRIED
Financial Reports	6. Holt	That the Budget Variance Report, Balance Sheet, Bank Reconciliation and Tax Owing Report for the month of November 2025 be received and form part of these minutes.	CARRIED
Bylaw 2025-03	7. Hunter	That Bylaw 2025-03, a Bylaw to Establish Water and Sewer Rates, be introduced and read at first time.	CARRIED
	8. Holt	That Bylaw 2025-03, be given a second reading.	CARRIED
	9. Adams	That Bylaw 2025-03, be given three readings at this meeting.	UNANIMOUSLY CARRIED
	10. Riche	That Bylaw 2025-03, be now read a third and final time and be adopted as a bylaw of the Village of Bethune.	CARRIED
Tr Outstanding Utilities to Taxes	11. Riche	That the Administrator be authorized to transfer the utility accounts, attached hereto, which are still outstanding as of December 31, 2025, to the applicable municipal taxes.	CARRIED
PW Employee	12. Hunter	That Andrew Walker be engaged as a Public Work's Operator effective January 2026, at a rate of \$32/hour	CARRIED

Public Works Report	13. Holt	That the Public Work's report and water system log for the month of November be received.	CARRIED
Bylaw 2025-04	14. Riche	That Bylaw 2025-04, a Bylaw to Establish Records Destruction Schedule, be introduced and read a first time.	CARRIED
	15. Adams	That Bylaw 2025-04, be given a second reading.	CARRIED
	16. Holt	That Bylaw 2025-04, be given three readings at this meeting.	UNANIMOUSLY CARRIED
	17. Hunter	That Bylaw 2025-04, be now read a third and final time and be adopted as a bylaw of the Village of Bethune.	CARRIED
Bylaw 2025-05	18. Riche	That Bylaw 2025-05, a Bylaw on the Abatement of Nuisances and Noise, be introduced and read a first time.	CARRIED
	19. Hunter	That Bylaw 2025-05, be given a second reading.	CARRIED
	20. Adams	That Bylaw 2025-05, be given three readings at this meeting.	UNANIMOUSLY CARRIED
	21. Holt	That Bylaw 2025-05, be now read a third and final time and be adopted as a bylaw of the Village of Bethune.	CARRIED
Zoning Bylaw Amendment 2025-06	22. Adams	That Bylaw 2025-06, a Bylaw to Amend Bylaw 2/90, known as the Zoning Bylaw, be introduced and read a first time.	
Public Hearing	23. Hunter	That the Public Hearing for Bylaw 2025-05 be set for January 13, 2026 at 7:15pm.	CARRIED
2026 Regular Council Meeting Dates	24. Holt	That the 2026 Regular Council Meeting Dates be as follows: January 13, February 10, March 3, April 7, May 12, June 9, July 14, August 11, September 8, October 13, November 10 and December 8.	CARRIED
MRS Declaration	25. Riche	That the Council of the Village of Bethune confirms the village 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; - Submission of the 2024 Public Reporting on Municipal Waterworks to the Ministry of Government Relations; -In good standing with respect to the reporting and remittance of education property taxes; -Adoption of Council Procedures Bylaw No. 2023-08; -Adoption of Employee Code of Conduct Policy; and -All members of council have filed their Public Disclosure Statements.	CARRIED



Council 2026
Indemnity Rates

26. Adams

**VILLAGE OF BETHUNE - MINUTES
REGULAR COUNCIL MEETING
Wednesday, December 17, 2025**

Village Employees	27. Hunter	That the Council approve an increase of 2.5% for 2026 staff: Robert Courtice: \$28.25/hr to \$28.96/hr; and Tatiana Walker: \$64,272/annually to \$65,878/annually (50% paid by Village and 50% paid by the RM).	CARRIED
Board of Revision	28. Holt	That pursuant to Subsection 220(1) of <i>The Municipalities Act</i> , the Village of Bethune appoints Western Municipal Consulting Ltd. to manage the Board of Revision process for the term of January 1, 2026, through to December 31, 2026, remuneration as set out in Western Municipal Consulting Ltd. fee schedule, with the following to serve as Members of the Board of Revision: Dave Gurnsey, Dave Thompson, Donna Rae Zadvorni, Gordon Parkinson, Jeff Hutton, Kevin Kleckner, Mike Waschuk, Stew Demmans, Wayne Adams, Ken Friesen, Femi Ogunrinde, Fife Ogunde, Maureen Jickling, Jamie Tiessen, John Krill, Christopher Blueman, Alan Sawatsky, Mike Meleca, Hany Amin, Kimberly Speers, Nick Coroluick, Farrah Ovans, JayDee Mazier, Jordan Boyes, Kenneth Tan, Tyler Shandro, Regan Rayner and Rick Leigh. The Chair shall be responsible for naming no fewer than three (3) members for the hearing of any matter. Where the Chair does not include themselves among the appointees, the members appointed for a hearing shall determine the chair of that hearing from among their numbers.	CARRIED
Board of Revision Secretary	29. Riche	That pursuant to Subsection 221(1) of <i>The Municipalities Act</i> , the Village of Bethune appoints Nicolle Hoskins with Western Municipal Consulting Ltd. as Secretary to the Board of Revision for the term of January 1, 2026, through to December 31, 2026, remuneration as set out in Western Municipal	CARRIED

VILLAGE OF BETHUNE - MINUTES
REGULAR COUNCIL MEETING
Wednesday, December 17, 2025

Consulting Ltd. fee schedule. If the secretary is unable to perform secretarial functions for reasons which may include scheduling difficulties WMC may appoint a delegate to perform administrative functions and may appoint a recording secretary for the purposes of any hearing.

Development Appeals Board	30. Hunter	<p>That pursuant to Subsection 214(1) of <i>The Planning and Development Act, 2007</i>, the Village of Bethune appoints Western Municipal Consulting Ltd. to manage the Development Appeals Board process for the term of January 1, 2026, through to December 31, 2026, remuneration as set out in Western Municipal Consulting Ltd. fee schedule, with the following to serve as Members of the Development Appeals Board: Dave Gurnsey, Dave Thompson, Donna Rae Zadvorny, Gordon Parkinson, Jeff Hutton, Kevin Kleckner, Mike Waschuk, Stew Demmans, Wayne Adams, Ken Friesen, Femi Ogunrinde, Fife Ogunde, Maureen Jickling, Jamie Tiessen, Stu Hayward, Pam Malach, Barry Clark, John Krill, Christopher Blueman, Alan Sawatsky, Mike Meleca, Hany Amin, Kimberly Speers, Nick Coroluick, Farrah Ovans, JayDee Mazier, Jordan Boyes, Kenneth Tan, Tyler Shandro, Regan Rayner and Rick Leigh</p> <p>The Chair shall be responsible for naming no fewer than three (3) members for the hearing of any matter. Where the Chair does not include themselves among the appointees, the members appointed for a hearing shall determine the chair of that hearing from among their numbers.</p>	CARRIED
Development Appeals Board Secretary	31. Adams	<p>That pursuant to Subsection 216(3)(a) of <i>The Planning and Development Act, 2007</i>, the Village of Bethune appoints Claudette McGuire with Western Municipal Consulting Ltd. as Secretary to the Development Appeals Board for the term of January 1, 2026, through to December 31, 2026, remuneration as set out in Western Municipal Consulting Ltd. fee schedule. If the secretary is unable to perform secretarial functions for reasons which may include scheduling difficulties WMC may appoint a delegate to perform administrative functions and may appoint a recording secretary for the purposes of any hearing.</p>	CARRIED
Auditor Engagement	32. Riche	<p>That the Council acknowledges Dudley and Company correspondence dated November 4, 2025, regarding audit responsibilities and further that the Risk of Fraud appendix "A" be acknowledged and completed accordingly.</p>	



Administrator's Holidays

33. Holt

**VILLAGE OF BETHUNE - MINUTES
REGULAR COUNCIL MEETING
*Wednesday, December 17, 2025***

That the Council approves the Administrator's annual holidays on December 22 - 24 (2.5 days) and from April 30 - May 18 (12 days). **CARRIED**

Regular Meeting – Tuesday, January 13, 2025 - 7:00 pm