



Reeve's Report

**Jered Serben: Reeve and Councillor for Division 5
May 14th, 2025 to June 18th**

May 22, 2025 – Regular Council Meeting and Public Hearing (All Council)

- Approved Communications Officer, Evonne Zukiwski, to take the Alberta Emergency Alert (AEA) Course with the Government of Alberta to become authorized to issue emergency alerts as the Communications Officer, with Jasmine Schaub, Health and Safety Coordinator being the alternate.
- Implemented the letter of support about enforcement of the Gas Distribution Act and ongoing compliance concerns letter template, and submitted the letter to the Honourable Nathan Neudorf, Minister of Affordability and Utilities, as provided by email from Tom Kee, Executive Director, Federation of Alberta Gas Co-op's Ltd.
- Approved the donation of three to four tandem loads of ¾" road crush the Smoky Lake Town and Country Golf Club to be donated and delivered to the golf course for the RV parking and Cart Shack storage area
- Approved funding in the amount of \$500.00 plus promotional items at a value of \$100, to be granted to the Quiet Nook event On Saturday, June 14th, 2025.
- Hosted the Public Hearing for Notice of Proposed Material Change to Smoky Lake Development Corp. 10 members from public online, and 6 Smoky Lake County staff in attendance. No written submissions nor public participation was brought forward to this Public Hearing.
- Requested information on a restricted reserve for a County Community Fund, to help non-profit organizations to help assist projects to be completed to attract new residents and tourism within the County.
- Reviewed the following Letters produced by NAAGO Chairperson, Amy Cherniwchan; Follow-up letter to Minister Dreeshen, Letter to the Department of National Defence (Canada), Letter to surrounding Oil Companies, Letter to Local Councils and requested that a letter be sent to Minister Ellis highlighting the emergency response issues to be included.

May 23rd, 2025 – Smoky Lake Foundation Meeting (Jered & Dominique)

- Received update from the CAO on Annual Resident Experience Survey will launch on June 10, 2025 and concluded on July 15, 2025. A summary report of survey results and responses will be presented at the September 2025 board meeting and will inform strategic planning goals and objectives.
- Review Workplace Health and Safety Mission Statement (policy) was introduced and unveiled.
- Received updates from V Anderson on an overview of the recent resident recreation and leisure interest survey and summarized the planned recreation bus outings planned for June to August 2025.
- Reviewed a summary of the sales and donations of the old dining room tables and chairs. The Vilna Lodge dining room chairs were kept as they are a durable metal chair that can be used for special event seating.
- reviewed financial statements for supportive living and the subsidized apartments and community housing programs



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- CEO R. Cormie reported that the cost for the three workshops is approximately \$7,500 and was not budgeted and included in the 2025 Operating Budget. However, the cost for the workshops will be covered through savings with the suspension of the carbon levy that took effect April 1, 2025.
- CEO R. Cormie reported that the sale of the skid steer has been finalized and sold for \$39,000 less the \$3,900 commission/consignment fee to Martin Deerline. The skid steer had approximately \$12,000 in deferred/required replacement. Proceeds from the sale of the skid steer will be used to purchase a smaller skid steer or tractor that is better suited for parking lot snow clearing.

May 26-28th, 2025- Alberta Fire Chiefs Association Conference in Calgary (Jered and Dominique)

- Addressing complacency within implemented systems. Using tools outside of its purpose (named "drift")
- Processes, consistency and accountability (create policies, apply policies and systems consistently, hold yourself accountable to the systems and consistency of applying policies)
- Reckless behavior needs to be addressed immediately and corrected (example: speeding over 120kph to a call and overusing brakes, heating brakes)
- 5 threshold questions after the fact: what happened, what normally happens, what did the procedure require, why did it happen, how was the organization managing the risk
- Duty to avoid causing unjustifiable risk or harm (taking pictures of the test questions and answers). This causes harm due to cheating and not properly trained
- Duty to follow procedures (rules)
- Duty to produce outcomes (the mission)
- Culture change requires a change management process: (prosci's software). Desire to change (giving them a reason for change. Efficiency and safety), promote the change, reinforce positivity for the change, systems, behaviors, process and policies. The lead of each department needs to buy in. Needs to promote the change, reinforce and hold accountable. Keep the union informed on your changes and justification
- Structure
- Changing culture takes an extended period of time however, consistency and accountability need continuation of application
- Step 1: onboarding new employees, clearly set out the expectations, job descriptions and expectations on the daily, weekly, etc.
- Step 2: Leads require training for the changes and how to implement them, consistently apply and hold employees accountable. Train leads how to investigate within their department and how to report to the organization
- Step 3: managers require training on how to implement and apply changes, overview the lead, enforce support to leads to keep consistent with applying policies and safety
- Step 4: create trust within the organization, quality over quantity
- Step 5: professional development semi annually
- Common misunderstandings: just culture means no one gets disciplined? No, however, a grace period of once, one mistake on the change and then accountability begins with reinforcing policies and procedures: only a disciplinary discussion? No, change is difficult



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but is positive to help keep people more safe and professional within their role; only a tool for chiefs to use? No, all need to be accountable. Leads, managers, employees

- What can you expect in the future? Improved production, accountability, promotion within the organization, happier organization. I need to keep positive pressure and consistency. Leaders need support to address coworkers because they are usually friends. CAO or Chief needs to support their leads and managers
- Attended the Alberta Fire Chiefs Association Banquet

May 30th, 2025- Holy Family Catholic School 2025 Graduation Class speech (Jered)

Dear Graduating Class of 2025,

I bring greetings to you on behalf of Smoky Lake County Council.

It is both an honor and a privilege for me to be here this evening. I hope you can take away a few things from what I am about to tell you on this occasion. Today, we gather to celebrate not an end of a chapter in your lives, but the beginning of a new journey filled with endless possibilities and opportunities. Graduation is a profound milestone, one that signifies years of hard work, and personal growth. Each of you has faced unique challenges along the way—some of you have tackled academic hurdles, while others have navigated personal struggles or societal expectations. Yet, through it all, you have persevered, demonstrating remarkable determination. These qualities will serve you well as you step into the world beyond high school. I don't know what your individual plans are, whether it be furthering your education, entering the workforce through an apprenticeship, perhaps agriculture, forestry or maybe you want to be an entrepreneur creating a viable business that has started from a burning idea. Remember that you are the leaders of tomorrow. Your ideas, creativity, your passion and attitude, all crucial in shaping our community and the world stage. Embrace the responsibility that comes with this potential and strive to make a positive impact. Don't forget to live in the moment. Not everyone will like you. In the coming years, your plan may come to fruition quickly. Others will take the long road home. Each of these paths offers challenges that will equally blind side you on a Tuesday afternoon. Never give up. You will nail a win. Look for the base hits. Keep your eye on the prize. All of you will find success and measure it differently. I urge you to remain curious and open-minded but to also be critical thinkers and problem solvers. The world is evolving rapidly, and the ability to adapt and innovate will be key to your success. Seek knowledge and experiences beyond four walls. Engage in diverse perspectives and be sure to become part of your community. Don't wait for others to make decisions for you. Each interaction. Each experience. It may not happen immediately, but these will give you a better understanding of the world and help you grow as an individual. Don't be afraid to take risks. Those who fail also learn to succeed. Great achievements often come from stepping outside of your comfort zone. Be intentional but protect your friendships. This is important later in life. Pursue your dreams driven by passion but also be patient. Success will come. A teacher of mine told me that if you are doing what you want to be doing because you love what you are doing and applying your full effort, there will be no other choice other than success. As you celebrate your achievement, know that our community is proud of you and stands with you. We believe in your potential and look forward to witnessing the incredible contributions you will make in the future. I might be just as excited as you are. Remember that you



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are not alone on this journey; you have a network of friends, family, educators, and entire communities who care deeply about your success and are ready to support you along the way. In closing, I encourage each of you to leave this ceremony with a sense of pride and optimism. Step into the future, carry with you the lessons learned, the friendships forged, and the dreams that inspire you. The world is waiting for you. Go with confidence, kindness, ambition, and a commitment to making a difference. Congratulations, Class of 2025! Your journey is just beginning, and I cannot wait to see the amazing things you will accomplish. Make your mark on the world and know that our community is cheering you on every step of the way.

Every moment counts!

Thank you.

May 31st Attended Newbrook 4-H Show (Jered)

June 2nd Smoky Lake Agricultural Society Meeting (Jered)

- Improvements to change out poly B piping
- Updates on HVAC system should be completed by July
- Discussion of hosting upcoming events
- Implementation of the new “Your business Name” a plan to sell naming rights on the faculty building.



Call for Offers – Building Naming Rights Opportunity

What You'll Receive

- Your business name displayed on the exterior of the building, visible to all visitors year round.
- Inclusion on all materials referencing the Smoky Lake Agricultural Society facility, including:
 - Event posters, programs, and digital promotions
 - Google Maps and online location listings
 - Social media posts and community announcements
 - Our website: www.smokylakeagsociety.com
- Association with key community events and user groups, including:
 - The Smoky Lake Great White North Pumpkin Fair
 - Hockey, dance, public skating, weddings, farmers' markets, and more
- A public demonstration of your business's support for local community life and a high-value advertising opportunity with thousands of impressions annually.
- Annual sponsorship perks include one complimentary hall rental and two hours of included ice time per year.
- For full details visit: www.smokylakeagsociety.com/buildingnamingrightsopportunity



Please submit your offer or direct any questions to:

AgSociety.SmokyLake@gmail.com



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June 2nd, Town of Smoky Lake Regular Council as a Delegation attending as the Chair for the Smoky Lake Foundation (Jered)

- CEO R. Cormie presented an affordable housing plan to the town about achieving success collaborating with neighbouring municipalities and the Government of Alberta. This plan also has the possibility to collaborate with MCC in the future.

June 10th Health Care Attraction and Retention Committee Meeting (Jered)

- May 26th, Alberta Rural Health week- delivery of deserts by the chair to Smoky Lake; Bar-V Nook, George McDougall Hospital, Vilna Lodge, Our Lady's Health Centre in Vilna
- Pay a maximum of \$4,000 for Smoky Lake Golf Memberships
- Invested funds
- Strategic planning final report presented by Anita Fagman (RhPaP)

June 12th Regular Council Meeting (All Council)

- Scheduled a Regional Emergency Management Agency (REMA) meeting on September 10, 2025, to be immediately followed by a Hazard, Risk, and Vulnerability Assessment (HRVA) session facilitated by the Alberta Emergency Management Agency (AEMA).
- Approved the proposed material change to services suspending the current services of tourism development as for the public notice advertised on May 1st to May 14th, 2025 via Smoky Lake County Webpage, Smoky Lake County Facebook page, and X (also known as twitter) furthermore request repayment of funds invested by Smoky Lake County in the amount of \$500,000.
- Delegation presentation from Kevin Bernhardt Business Development Manager from MCSNet that provided the following key points of information:
 - Updates on new wireless internet technologies
 - Address connectivity issues in blackout areas within the Smoky Lake County Region
- Directed administration to host a Smoky Lake County Open House event in the Spring of 2026 located at the public works shop.
- Approved Policy HR-07-01 titled "Employee Participation in Municipal Election Campaigns" as presented, to ensure compliance with the Municipal Government Act and the Local Authorities Election Act, and to safeguard administrative neutrality and the integrity of municipal operations.
- Delegation presentation from Fran Byers, Campground Attendant, for the purpose of discussion of support in but not limited to, designating the Mons Lake Campground waterfront as a safe swim and family recreation area for registered campers only.



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- Sponsored the 19th Annual Federation Charity Golf Classic in the form of a donation, prize, or hole sponsorship, at Councils discretion. in the amount of \$500.00
- Amend the 2025 Natural Gas capital budget by changing the vehicle replacement of Unit 208 from year 2026 to year 2025 with a budget of \$28,000; and the vehicle replacement of Unit 232 from year 2025 to 2026 with a budget of \$40,000.
- Approved the purchase of the 2011 Dodge 5500 ex-odorant truck (Unit 214) from Alberta Odorant Services for the price of \$19,000 plus GST, for the replacement of Unit 208 2008 Chev 5500, and sell Unit 208 at auction or transfer to another department.
- Acknowledge receipt of the 2025 submissions to the Agricultural Services Poster Contest, and prizes be awarded as per Policy No. 62-06-02. "Agricultural Services Poster Contest".
- Declared as surplus, one Cat 14M road grader unit number 508 and approve it to be taken to Ritchie Brothers public auction in Nisku, Alberta on the 23rd to 25th of June, 2025.

June 12th Committee of The Whole Meeting (CAO Evaluation) (Lorne Absent)

- Review of the 2023-2025 Strategic Plan
- CAO Evaluation

June 13th, Farmers and Ranchers Appreciation BBQ Day Event at Smoky Lake Complex (Jered, Lorne/Danny Present)

- Attended the Farmers and Ranchers BBQ Day event at the Smoky Lake Agricultural Complex which had the following vendors:
 - Lakeland Agricultural Research Association
 - Saskatchewan Watershed Alliance
 - Land Stewardship Centre
 - SWAT Maps
 - YAK of all trades-Milwaukee Tool Set
- Thank you to Kortech Calcium Services for volunteering to cook and serve burgers

June 14th, Metis Fest 2025 at Metis Crossing (Jered)

- Attended the Metis Fest offered greetings on behalf of Council and Residents and delivered the following speech:

Good morning and thank you for inviting me here today. This is an honor. Although the sun isn't brightly shining today, I think we can all feel it in our hearts that the rain has relieved much anxiety and brings a certain kind of peace within.

I have been here, to Metis Crossing, more than a number of times. Always wonderful being part of a celebration. To learn about history, culture, and how Metis people contribute not only from yesterday, but to the present day. The very recent Emerald award winning Salay Prayzaan that is directly north of where we are right now, is a prime example.

This morning, I bring greetings on behalf of our County Council and residents.

We want to express our gratitude to the organizers, volunteers, and everyone who has worked tirelessly to make this festival possible. The music, dance, art, food, clothing and



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storytelling clearly proves your dedication to preserving and promoting your cultural heritage and this is highly commendable.

Thank you again for generously inviting me here today, and I hope that you enjoy the rest of your day.

Thank you.

June 17th Legacy Gravel Pit Tour (Linda Absent)

- Toured White Mud and the newly acquired Legacy Pit
- Gathered information in respect to a land cattle issue

June 18th Smoky Lake Intermunicipal Collaboration Committee for Regional Fire (Jered & Dominique)

- Acknowledged receipt of the lease agreement for the Smoky Lake fire halls between the Town of Smoky Lake and Smoky Lake County, Village of Vilna and Village of Waskatenau and incorporate the agreement into the Regional Bylaw.
- Recommended that the municipalities establish a new Fire Protective Services Rate Fee Bylaw to indicate the fixed fees for fire rescue services to be \$400/hour per apparatus and submit passed bylaws to Smoky Lake County to be incorporated into the regional bylaw.
- Acknowledge receipt of the information on the insurance costs as option 2 will be incorporated into the Regional Bylaw for budget purposes as recommended by the Smoky Lake County Fire Chief
Option 2: Smoky Lake County update the contents insurance with 2025 replacement cost through the Heavy Equipment policy with a \$5,000 deductible at an increase cost to Smoky Lake County premium of \$1,841.00
- Reviewed the Draft Smoky Lake Regional Fire and Rescue Services Bylaw and made amendments to bring back to the next Regional ICC Meeting July 29th, 2025
- Presenting before That Smoky Lake Region (ICC) was Don Romonko Vilna Volunteer Firefighter and Ray Soch Vilna Fire Chief of Vilna Fire Department for the purpose of bringing awareness to the Vilna Fire Hall efforts for fundraising in their village to raise funds for the operations of Vilna Fire Hall, concerns of the access to the Fire Hall amenities, and requesting to have access to the use of a bay in the fire hall
- Preliminary discussion about hiring and cost sharing 2 full-time firefighters for region