Meeting Title: ZOOM | LTC Shareholder Questionnaire | Michelle Mi...

Meeting created at: 1st Jul, 2026 - 10:30 AM

Tiffanie | Project Manager - **00:00**

Since I've seen your face.

Mike David - **00:05**

Oh, I think you're on mute, Michelle.

Tiffanie | Project Manager - **00:12**

And Mike is nice and tanned and back from his vacation. How you feeling?

Mike David - **00:18**

A little jet lag, but overall, good.

Michelle Bryant - **00:21**

Okay.

Mike David - **00:22**

Yeah, we can hear you.

Tiffanie | Project Manager - **00:26**

Good.

Michelle Bryant - **00:26**

Yeah, I'm a little tired too. It was our ch. And I celebrate two wedding anniversaries every year, and yesterday was our first 11th anniversary.

Tiffanie | Project Manager - **00:36**

Wow.

Mike David - **00:38**

Congrats. That's amazing. You said you celebrate two.

Michelle Bryant - **00:42**

Yeah, because we got married in Mexico, but it wasn't legal, so we got married in Mexico on June 30th. We didn't want to make it legal because we'd have to go and get blood tests and like, I just. Something didn't sit right with me about having to do all of that. And then even if we did that, it may not have been considered legal in Canada anyway, so we just had. Because I wanted a beach wedding. So we got married on the beach on June 30, flew back home and had our legal wedding with like 60 family members on July 11th.

Tiffanie | Project Manager - **01:24**

So your next one's coming up.

Michelle Bryant - **01:27**

Yeah,.

Mike David - **01:30**

Back to back.

Michelle Bryant - **01:31**

That's fun. Yeah. Yeah.

Tiffanie | Project Manager - **01:33**

Congratulations on over a decade, by the way. I know that's. You know, there's a lot of ups and downs and a lot of challenges. Good for you guys for making it, you know. It's awesome.

Michelle Bryant - **01:45**

Yeah. Thank you. Definitely, a lot of challenges. You can hear me. No, we had a good night. We went to. Well, obviously I had to work. And then went to Global and then kind of just took in some of the FIFA street events.

Mike David - **02:13**

Oh, man.

Michelle Bryant - **02:14**

Mexico won. And it was crazy downtown.

Mike David - **02:18**

Wow.

Michelle Bryant - **02:18**

It was like wild energy and it kept growing and growing. The game wasn't even in. In Vancouver and. Yeah, but we've got lots of watch parties everywhere throughout the city. And so everyone just seemed like they were congregating downtown on Granville street, so we laughed. It was just getting too. Too mad house for me.

Mike David - **02:44**

The city must be on fire. In a. In a good way, I'm sure. A lot of. A lot of good.

Michelle Bryant - **02:48**

Yeah. It was so funny because we. Our dinner reservations are for 6:30, and there was like five other tables in this massive restaurant. No one else was there. And then she's like, oh, we've got you at this nice table. And I sat down and. And she's like, why don't you sit on the other side so you can watch the tv? I said, I didn't come here to watch tv.

Mike David - **03:15**

Stayed at home for that.

Michelle Bryant - **03:16**

Yeah, that's. But Then I realized the FIFA game was on, so.

Mike David - **03:20**

Yeah. Yeah, it was the same. Same here in Montreal a couple weeks ago with the. We had the F1 race and the

Canadians almost made it to the next round, the next game, but they got eliminated. So if those two things were happening and the same weekend it was. Yeah, it would have been just so crazy. So fun. But yeah, you can feel the energy in the city.

Tiffanie | Project Manager - **03:48**

Totally.

Mike David - **03:48**

Yeah.

Michelle Bryant - **03:49**

And it was really cool. I haven't heard of a lot of, like, anything really bad happening that's good. They probably. They probably won't. Well, I actually don't watch the news anyway, so I wouldn't even know happening. But yeah, it's good. It's. It's good to be. It's good to be around it. Hannah and Fleance came over on the weekend and went to the fan fest, like the designated fan fest. And that was kind of cool. So we've done our FIFA things.

Mike David - **04:23**

Yeah, that's good. On. On the. No media, no news. I heard something that was. That was good. I. I tried not to. Try not to watch news and stuff like that, but if it's important enough, will hear about it, right?

Michelle Bryant - **04:39**

Yeah. Someone will be talking about it. Right.

Tiffanie | Project Manager - **04:42**

His dad, Mike's dad will be talking.

Mike David - **04:44**

About it and posting about it on Instagram.

Michelle Bryant - **04:50**

So funny. I also. I also had to fire a director yesterday, so that was fun. Yes.

Tiffanie | Project Manager - **04:57**

The bad one.

Michelle Bryant - **04:58**

Yeah.

Tiffanie | Project Manager - **05:00**

Oh, my God, we're so happy for you. We did not like him.

Michelle Bryant - **05:06**

Oh. He is our communications director and I'm like, what? He just couldn't lead and was kind of eating my energy and I'm like, I can't. Can't be the executive director and the director of your department at the same time. So. Yeah, he's a. I mean, I think we're talking about this. Different ones. Tiffanie.

Tiffanie | Project Manager - **05:34**

Oh, no, there's more than one.

Michelle Bryant - **05:36**

One. I think the one that I might have told you about was the one who was like wondering if he should be reporting to me. Right.

Mike David - **05:42**

And this is.

Tiffanie | Project Manager - **05:43**

There was one that kept giving you just such bad feedback. All excuses, negative mindset, not finding solutions, throwing his job back at you. And it's not your job.

Michelle Bryant - **05:55**

That's the one.

Tiffanie | Project Manager - **05:56**

Don't like him. Glad he's out.

Michelle Bryant - **05:58**

Yeah. Yeah. I finally made the decision. I tried my best to help him be successful, but ultimately it's up to him to.

Mike David - **06:08**

Yeah.

Michelle Bryant - **06:09**

Drink the water. Right.

Tiffanie | Project Manager - **06:10**

Do you have someone else in mind that you're kind of like, that's in the organization that you're putting in that position.

Michelle Bryant - **06:17**

No, I've. I thought about that. No one has the leadership that I need to be in that position. So right now we have a consultant and company filling in the blanks while the posting goes out next week.

Tiffanie | Project Manager - **06:32**

Yeah, you'll get to choose now, which is great.

Michelle Bryant - **06:37**

And it sends a message.

Tiffanie | Project Manager - **06:40**

Yeah, these are my standards. Everyone come up to this level or else.

Michelle Bryant - **06:44**

Yeah, Love that.

Mike David - **06:45**

Oh, yeah, it's huge. That's huge.

Michelle Bryant - **06:47**

So, yeah, I feel good about it. Obviously, it's not good to. It's not good to do in the act. I did feel, like, not guilty. I felt just bad for him, that. But I'm sure he'll be fine. I'm sure he could even retire. He's that old. So. Yeah, that's. That's kind of my life. How about you guys?

Tiffanie | Project Manager - **07:11**

Well, it's an exciting last couple days, I have to say.

Michelle Bryant - **07:15**

Yeah.

Tiffanie | Project Manager - **07:16**

Cool. Mike, you want to share? I think today's your first day back, so tell us about.

Mike David - **07:24**

It's. It's beautiful, Honestly. It's such a beautiful country. I. I spent two days in France as well. Met another good friend over there and. Yeah, just beautiful countryside, Michelle.

Tiffanie | Project Manager - **07:39**

It's so cute. Mike has had this friend for so long, and this friend loves Mike so much. It's the most adorable thing. And he always asks Mike to hang out. Mike is bus. And he's always like, you know, let's do this, let's do that. And finally he got to spend, like, whole days with Mike. It's really the highlight of, like, his whole year. I think it's the most adorable thing.

Mike David - **08:00**

Yeah, it's a good time. We know we don't. We don't take enough time to, you know, to connect. So I'm glad he was there with his family, wife and kids. So, yeah, it was a good time.

Michelle Bryant - **08:10**

Nice, Good time.

Mike David - **08:11**

And it was. It was a. It was a. It was a pure vacation in the sense that there was no work done, actually. No work. So.

Michelle Bryant - **08:18**

Good job, Mike.

Mike David - **08:20**

That was. That was a unique. That was a unique thing.

Michelle Bryant - **08:23**

And how did that feel for you?

Mike David - **08:27**

Great, actually. Yeah, I. I didn't. I. I gotta say, I didn't really miss. Miss work. So.

Michelle Bryant - **08:33**

Good. You have to take those every now and then. No, not doing anything.

Tiffanie | Project Manager - **08:39**

Everyone was shocked that he was actually taking a vacation. And everyone that we told, everyone's answer was like, oh, my God, finally. We're so happy for him. Good for him. Like, we're not gonna bother him, you know? So it was that he also has so much support from the team because of how great of a leader he is when he does say, I'm going to take this time. You know, I'm going to be in Croatia on a boat. I'm going to take this time. Everyone goes, yes, go, you know, you deserve it. So that was nice for me to see and I'm sure nice for you to see too, Mike.

Mike David - **09:09**

Yeah, for sure. Absolutely.

Michelle Bryant - **09:11**

And how was the yacht experience, Mike?

Mike David - **09:15**

It was good, it was good overall. Yeah it was at some sea legs for a couple moments and yeah, it was a nice boat. It was you know, again with good friends of 20 years plus. It was kind of. I, I think I told you we did a similar trip 12 years ago or so, but it was part of a, an organized thing. So this was kind of like on our own private, I guess charter had our own captain. So yeah, just a lot of flexibility and a lot of Europe is having a, a heat wave. So it was crazy hot. So glad to have been on the water because those two days in France were quite, quite hot. So yeah, just beautiful. We, we already want to go back next year.

Mike David - **10:10**

Yeah, it's a good like bang for your buck also like Croatia, just beautiful views, good foods and yeah, like not, you know, it's, it's a leg, it's a journey to get there somewhat. But you know, once you're there it's worth it. So,.

Tiffanie | Project Manager - **10:32**

So we have I think two hours with Michelle this morning, which is amazing. Thank you by the way, for giving us so much time. I am prepared for our meeting. So I was thinking of Macy basically sharing my screen, going through one question at a time and taking notes as well on a form. So I'll just show you guys what I've prepared so that you see if it looks like I'm typing it's because I'm typing the question. So we have the partnership details all here. And then what I'm going to do is put that all together for Eric and send it over to him. So I'll open the actual questionnaire itself. By the way, take this as a. This was straight up from Claude. So if there's things that don't apply, it's very possible. Don't worry about it. I'll just put not applicable.

Tiffanie | Project Manager - **11:22**

You know, so if we start off Michelle, I already have your first name. I believe I have your address as well. I don't think I have your date of birth or your first nation bands.

Michelle Bryant - **11:37**

Great. So full legal name is Michelle Nicole Bryant. Date of birth, 11-11-75. And First Nation band is Lance. I'll spell it for you. Lax, comma, or not comma, apostrophe, capital K, W, space, small A, L, a M, S. I'll just repeat that to make sure.

Tiffanie | Project Manager - **12:08**

Lax comma, capital K, W, small W, space, A L, A, a M, S. Yep. Beautiful. Okay, great. And your address is?

Michelle Bryant - **12:21**

Unit 201, 3606 Aldercrest Drive, North Vancouver. V7G 0A3.

Tiffanie | Project Manager - **12:35**

Perfect. Perfect. Okay. Mike's. I have yours. For Michelle and Mike. Confirm registered status, Indian standing under the Indian Act, Band membership and or band registry number. So I have a picture of Mike's card. Michelle, did you want to maybe send me a picture? Or I could put in the information.

Michelle Bryant - **12:55**

I can give you the number and I can also send you the picture. So then you just. You already have the band.

Tiffanie | Project Manager - **13:00**

Right.

Michelle Bryant - **13:02**

So the number is 6, 7, 4. Yep. 020-3201. Perfect.

Tiffanie | Project Manager - **13:12**

Confirm that Michelle and Mike are each Canadian citizens. That is already a. Yes, we know that. Does Michelle or Mike have a spouse? So we know that Trenton is your spouse. Do they need to consent? Right. So in your marital agreement, does China need to consent to any businesses that you open under family law, matrimonial law, and family property?

Michelle Bryant - **13:39**

No.

Tiffanie | Project Manager - **13:40**

Okay. In Quebec, it's a law that if, let's say Mike was married immediately, anyone would have to sign. So it's good to know that in Vancouver, it's not a. That's not a. Same thing. Okay. So when it comes to which entity does the shareholder agree to govern? So I think we made a decision and Eric wrote it up. I know that this will actually be up to him, so don't worry about that. In terms of jurisdiction, I believe you wanted to make it Canada wide. Correct. You're not doing a provincial agreement. It's Canada Wide. And your head office is going to be in Vancouver, correct?

Mike David - **14:19**

Yes. Now. Now if.

Michelle Bryant - **14:27**

Bc.

Tiffanie | Project Manager - **14:29**

Yeah.

Mike David - **14:30**

Yeah, that's where. That's where we'll.

Michelle Bryant - **14:32**

We'll put that.

Mike David - **14:33**

But is. And then apologies if I didn't get the. The latest there, but Eric is.

Tiffanie | Project Manager - **14:42**

He still.

Mike David - **14:45**

Did he give us a definitive answer of if it's incorporated or a general partnership?

Tiffanie | Project Manager - **14:51**

He did. And then you asked me to clarify with Norton Rose, and I have to structure that email and send it over to Barry to confirm what Eric said? Essentially, that's on my TO dos.

Michelle Bryant - **15:04**

Yeah.

Tiffanie | Project Manager - **15:05**

Do you know what your head office address will be?

Michelle Bryant - **15:10**

It'll be my home address until.

Tiffanie | Project Manager - **15:12**

Perfect. Okay, that's easy. Let me Go and copy that.

Michelle Bryant - **15:15**

Vancouver.

Tiffanie | Project Manager - **15:17**

Perfect. Okay great. And then that's for him. Corporation used. That's already answered. Who are the name directors. That's actually for me as well. What do you want your official titles to be? Are you obviously co founders? Is there any other title that you would want for the business cards, the website, anything like that?

Michelle Bryant - **15:47**

I was thinking about this and the. The word that popped out for me was just like partner because Mike and I are partners in Little Tree Capital.

Tiffanie | Project Manager - **16:01**

Yeah. There has to be like a president and a secretary. There has to be. I don't know if it's the same in Vancouver. So I could look that up and we could maybe pass that over to Eric as well. I think you can both be. I think there could only be one president in Quebec. But all I'm going to write that as a note for me. Do research or. You know what I mean. Right.

Michelle Bryant - **16:28**

Mike.

Tiffanie | Project Manager - **16:28**

Like the register of enterprises. They have the legal right.

Mike David - **16:32**

Yeah. And that may have to. That may depend on the structure that's ultimately chosen.

Tiffanie | Project Manager - **16:40**

True.

Michelle Bryant - **16:40**

Yeah.

Tiffanie | Project Manager - **16:41**

Yeah. I think for now I'll put partner and co founder and we'll leave that up to Eric to decide how to write that legally.

Mike David - **16:50**

Like co founding partner or something like that. I makes no huge difference to me.

Tiffanie | Project Manager - **16:56**

Yeah. So scope of the business. I can answer this. That's no problem. Ownership fixed is 50. Same for voting. Same for profit distribution same for really everything not changes there what is agreed rationale for the equal split in writing. I would just put that your partners right. That it would just be. Yeah. That you're equal partners. Any our contributions purely sweat relationships or is either Mike or Michelle contributing cash or assets? Sage partners contribution so we put together a list of expenses that are currently incurred and that are going to be futurely incurred. Mike's already established that he'll pay those upfront. So I guess we'll put that in.

Tiffanie | Project Manager - **17:49**

If you guys want as well that any contributions that are necessary to the business to create it is coming out of Mike's investment and then he's paid back those contributions once there's profit in the company. Is that. Did I get that right?

Michelle Bryant - **18:06**

Yeah.

Tiffanie | Project Manager - **18:07**

Perfect. If one partner contributes more cash later. Blah blah. Is that loan to the company? Yeah. Right. So legally it will be. And it's kind of the document that I sent you this morning for the company with Alex. It's very similar to that. So the writing will be very similar. It's kind of like your opening contribution. So that part I could also answer and that will be easy to Explain as well. Okay. For any future capital, you know, for whatever it is. I'm, I'm assuming we're continuing that. Right Mike, you're paying it up front and then when there's profit in the company, you're getting that return.

Mike David - **18:49**

Yep, I'm okay with that.

Tiffanie | Project Manager - **18:50**

Cool. Okay. Roles and responsibilities. So yeah. Michelle, let me know what your, what you would say is your defined role tight. Well, I think title. We just went through it and cor. Responsibilities your contribution.

Michelle Bryant - **19:07**

Yeah. So this is where I was. This is what I spent a lot of time thinking about. But I haven't written it down. But in terms of like role responsibility is I do hold a lot of relationships because I like I have them already. People had trust me because so and so trusts me, therefore like it. That just becomes a ripple effect. Yeah. And so however I don't want the relationship to be my core responsibility. You know, like my not core, my sole responsibility. Because in this partnership there's, and this is where I spent a lot of time. It's the energetic frequency of when people trust you. Like Tiffanie, you said it earlier, like I got this feeling right. And, and I do too.

Michelle Bryant - **20:13**

I'm a very energetic person and I can tell when someone's bullshitting me and when someone is, is out for themselves and when we need to have a good between Mike and I think we do have a good energetic partnership and to ensure that the relationship with whoever we're working with is going to go. They can feel that the trust that Mike and I have between us that so that they can then instill their trust in me. And so in some cases that's where like Mike and I have to show up. I think in the beginning of building a relationship I understand. And then later on it doesn't have to be both of us all the time if that makes sense. Because first nations are very risk averse and they don't build trust easily with people they don't know.

Michelle Bryant - **21:20**

And, and so that's where I was kind of thinking like okay Michelle, how did you do this with mst? They didn't know you but ultimately in a short period of time you gained a lot of trust with them. And so what did that look like? And because up north obviously they all knew me, they knew my family line and therefore I gained that respect in different ways up there versus here. And that's. It's showing up and showing that there's trust, showing that we're listening. And so that's going to take both Mike and I in the very beginning.

Tiffanie | Project Manager - **21:56**

And you're very powerful together. You really are. You're very complimentary, very powerful. I think the meeting you had together with Colin really showed that as well. I think it was very complimentary and very much, you know. So I understand what you're saying. You're saying the relationship creation is probably from your reputation, your network, yours, but the relationship closing and initial pitch is together. Right. And then when it comes to the relationship management, would you say that could continue to be your role? So that it doesn't. It's not. So that it's kind of clearly defined so that Mike isn't confused about, like, am I the one that stays in touch? But it's Michelle's initial contact. Would it be fair to say that.

Michelle Bryant - **22:44**

Yeah, definitely. And I think that part would. Would switch between, you know, Mike would have contacts that I wouldn't know, so we would carry it. But it could definitely be the core responsibility. And as we write it, I'm just going to ask this as well, is that we don't use transactional words in the writing of our shareholder agreement. And the way as we're defining these core responsibilities and contributions, it's. It's not, it's not the pitch. It's not the. It's really about relationship. And how do we. Because someone, I, I don't know how public these shareholder agreements are or people want like, whatever, but I think in any aspect of our business, we need to move from the colonial mindset and colonial ways because we're developing something different that is explicitly decolonized for the people, for us and for the people we're working with.

Michelle Bryant - **23:45**

So as much as we can, if we can move away from like transactional type words and move towards what are our values and how are our values being incorporated in how we write this. And it's really. I was just at a meeting this weekend or this past week on Monday with the MST shareholders, so Musk, williamsbaumer, Slavetoff, because I'm going to be a director for them. And so were just passing our new updated shareholders agreement. And the way they wrote it's very, I mean, it's legal where it needs to be, but it's also very relational where it needs to be. And so I'm like, this is actually perfect that I'm being shown this now because this is what we're creating with little tree. And so could I see that by.

Tiffanie | Project Manager - **24:39**

Any chance see kind of like the language of that. So that I can get some inspo. I'm sure if we gave that to Eric as a job, I don't know if he'd give you the result you're looking for. So that extra research for me might be super helpful.

Mike David - **24:55**

Yeah, I'd be curious just like for about curiosity, just to see how they put that together.

Tiffanie | Project Manager - **25:03**

And Michelle, I'm going to say the following words. Tell me like give me a. Give me a heads up on what you think about these and please don't be shy to tell me. This is awful. It sounds too colonial. So when it comes to relationship creation, would you consider that values based or transaction based as a term,.

Michelle Bryant - **25:34**

Relationship creation.

Tiffanie | Project Manager - **25:38**

Nothing to do with pitch. Nothing to do with anything. Am I on the right track or is that not in the right sphere of what you're looking for?

Michelle Bryant - **25:48**

For. Let me sit. I'm going to write it down and then you can come back to it while.

Tiffanie | Project Manager - **25:55**

Sure. I feel like this is a really important thing and. And again doesn't have to be today, even if it could be in a couple days and you want to send an email over. Don't worry about it, you know. And then the next one is relationship management and I can see how maybe management is a bit of a job term. So I can work on that one. When it comes to trust settlement relationships, I think that fits in the values or let me know. And then the last is community trust.

Michelle Bryant - **26:37**

Well, they kind of. Those are, those are our, our targets in terms of where we want to focus our energy.

Tiffanie | Project Manager - **26:48**

Yeah.

Michelle Bryant - **26:49**

In terms of band councils, trusts.

Tiffanie | Project Manager - **26:52**

Right. So we would be okay with that language in there. It would respect your, your wishes with that. Right.

Michelle Bryant - **27:05**

Sort of.

Tiffanie | Project Manager - **27:06**

Okay. I really want to get this, I guess.

Michelle Bryant - **27:10**

Yeah. And I guess what I will do is I will. Let's come back to this question. Sure.

Tiffanie | Project Manager - **27:18**

Yeah. Yeah, yeah. That's great. Okay. Who has authority over the day to day operations? So hiring, signing the contracts, committing the company below the level of a major decision. I'm assuming that would be Mike's because it's mostly his team and his kind of like sphere. Obviously if it's a big decision, he wants to do it as a partner. Would that make sense?

Michelle Bryant - **27:53**

Yeah, I guess initially as we're growing this out, it is Mike's team doing the background work to get this off the floor. But as it grows, you'd want to have the shareholder agreement state. State that. Right.

Tiffanie | Project Manager - **28:10**

I think this part is pretty important and it's also like a, a clear you know, roles and responsibilities. 1. Right. So if we're saying in startup phase it's mostly Mike because of what he does and also how busy you are as well. But if it gets to the point where there's actual staff members and people you're mentoring, we talked about, you know, having a fully indigenous team that is growing and learning with the company. Then is that something that you'd like to take on also or you'd like that to stay in Mike's camp?

Michelle Bryant - **28:50**

Well, it's a. I guess that I don't mind there being one responsible person for it, but I do mind if we're not having equal agreement about who we're hiring for sure, which contracts for signing and what we're committing the company to.

Mike David - **29:08**

Yeah, yeah, I think that's it. Some of that is in governance and decision making.

Tiffanie | Project Manager - **29:17**

Yeah. We're still in kind of like the setting up, what everyone does in the company kind of thing. Yeah. For now, I don't believe there's a salary or draw or any consulting fee for the time that either one of you are putting as well as a management fee. Right. We're still, you're still the 50 profit split for now. Right. I think what we had talked about was you would have a salary once the company had a significant amount of profit. Or did I get that wrong?

Mike David - **29:58**

How would you answer that, Michelle?

Michelle Bryant - **29:59**

Yeah, I think that's what was said when we initially talked about it that where the money flows and then were still getting clarification on the structure for like the structure, the, the cont, the whatever you want to call them, dividends. Salary to Mike and I would be dependent on the structure and how they,.

Tiffanie | Project Manager - **30:25**

How they would flow out and it's split equally. I think this question is there someone getting something different than the other in whatever the roles and responsibilities are, or is it straight up 50. And you'll most likely declare it as a salary at the end of the year so that it's a tax savings from. From what I understand. Right,.

Michelle Bryant - **30:51**

Yeah. Mike, was that your understanding?

Mike David - **30:54**

Well, I mean my assumption is it's 50 shared until you know something major activities we choose to change operations or the way things are done. But yeah, that's the starting off would definitely be just 50 all the way. Whether it's a management fee, consulting fee.

Tiffanie | Project Manager - **31:17**

Perfect. Perfect.

Mike David - **31:19**

Yeah.

Tiffanie | Project Manager - **31:21**

This is a worst case scenario question. I hate asking them. Lawyers always make you ask them because we always assume that everything's going to be Great. And there's that tiny little percentage chance you know, what happens if. So I'll ask this question with respect. And if one of you stops contributing in whichever way that you've defined what happens, what is. Yeah, what's the. I hate this word, you know, Consequence.

Mike David - **31:54**

Yeah, that's. I've never really had to deal with this type of situation, but I, I guess there is.

Tiffanie | Project Manager - **32:04**

Can I give a worst case scenario for both?

Michelle Bryant - **32:07**

Is there a standard clause for that?

Mike David - **32:09**

There's. Yeah, there must be.

Tiffanie | Project Manager - **32:11**

Well, you'd have to define what that result would be and what that consequence would be. So in my, let's say, you know, I've had a real estate partner for 16 years now. There are some years that I contributed more, some years that she contributed more. We just weathered through it together and we had an agreement that some years are going to be like that. Some years you have my back. Some years I have your back. So in this case it's, let's say that for some reason Mike disappears. He meets an amazing beautiful lady and he disappears and has 10 children in another country, stops answering emails, stops contributing financially when we need him to put in some money so that we can go and meet all these different people. You know, that's his role and responsibility that he's bringing to the table.

Tiffanie | Project Manager - **32:57**

So if he stops being that person, then it's all. Michelle, that has to carry all of those things. Right. So the consequence is either dissolution or a, you know, a kind of like keeping some of the funds separate to protect against Mike's, you know, and then the next side of that coin is, let's say, Michelle, something happens, you get super busy and go through, you know, something. And the relationship part, you're not really meeting people, we're not really having any meetings. I know those are bad words and I, I need to reframe those words. But that would kind of be like two worst case scenarios. I know they're extreme, you know, how.

Mike David - **33:43**

Just curious how did you address that with your partnership, Tiffanie? Or is it really just cover yours and friends?

Tiffanie | Project Manager - **33:53**

Well, no, because we met as partners. Right. In real estate school. Yeah. So. But I being leading the agency, I saw big teams have big problems over this and they were factoring contribution over quarter and over years. Right. So I was mediating a lot of those ending partnerships and who gets what, you know, all these clients that were brought in by one partner. Why does that other partner get 50% if the other partner did all the work? Right. So it's more a question to the two of you. And that's why I kind of want to just give those worst case scenarios. Michelle, what's your feeling on that?

Michelle Bryant - **34:38**

Yeah, I, I would like to see some examples of like standard clauses to kind of direct that piece.

Mike David - **34:46**

Yeah, me too.

Tiffanie | Project Manager - **34:49**

I was just that as a. Searching up research.

Michelle Bryant - **34:53**

Yeah.

Mike David - **34:57**

Yeah, I think we could circle back around this. But definitely something to think about, to consider to.

Tiffanie | Project Manager - **35:03**

Yeah. And just so you know, the only way to really effectively have a consequence is to set an objective from the beginning. So if it's like, let's just, you know, this is a forever thing, like Tanya and I, let's just do this and try our best. Life happens, but do the best we can. Or you have to bring in a certain amount of effort, certain amount of value. It's measured in this way. And if that doesn't come to it by the end of the year or by the end of five years, then the other partner has a right to xyz. So those are the options that I'll send you. But I hope you know that this is almost always fully customized depending on the partners, the industry and the result expected.

Mike David - **35:48**

Yeah.

Tiffanie | Project Manager - **35:48**

So it's going to be very wide for you to see.

Michelle Bryant - **35:51**

Yeah.

Tiffanie | Project Manager - **35:53**

Okay. So if we move, is that okay? By the way, can we move from section 4? Is there anything that you want to add that we didn't cover?

Michelle Bryant - **36:02**

Probably just a definition for me of what. Mike's defined role and core responsibilities.

Mike David - **36:13**

Yep. Structure on reserve, incorporation, directorship, community, relationships, advisor, coordination.

Tiffanie | Project Manager - **36:23**

I know this is a bad word. I will definitely change these things. So capital contribution is a really big one. And then the orchestrating of the organization when it comes to the business strategies, who he's going with, whether it be Vesta, the lawyer, all of that. Mike's taken the lead on that. We're also adding the relationship creation support. So I put supporting relationship creation equally. Again, like I'll change that language for you, Michelle. I think when it comes to leading, obviously myself and Leah, this is. We've put significant time into the company and that's from your vision and your direction. So I think that continues. Anything else that you're thinking you would add marketing. To be honest, we haven't even got there yet. But you're like a marketing genius.

Mike David - **37:25**

We could, we could add in marketing. Sure.

Tiffanie | Project Manager - **37:28**

What about the book? There's nothing that we put in here for the book. I, I didn't even think of that. Is this including the book, by the way?

Michelle Bryant - **37:37**

Separate? Not. I don't think the book would be separate.

Tiffanie | Project Manager - **37:39**

Got it.

Mike David - **37:40**

Okay.

Michelle Bryant - **37:40**

Okay.

Mike David - **37:44**

Would you, would you agree with these core responsibilities, Michelle?

Michelle Bryant - **37:53**

Yeah. And one thing I do want to say.

Mike David - **37:58**

And.

Michelle Bryant - **38:03**

In starting any business, there's key pieces that each person in the partnership holds that is like, considered like. It's the sweat equity. It's what you put in to make the business successful with the expected intent of something coming out at the end. And you take a gamble and you take a risk. And I totally get that Mike is putting up like considerable amount of the capital up front, but there is an expectation that it's coming out and an agreement from both of us that it's coming out and he's going to get that in return. The other pieces of sweat equities like Mike, you have the structure with people within your business that are supporting you in this creation. Me, it as a sole proprietor.

Michelle Bryant - **38:53**

It's, it's just me and my knowledge and my 30 plus years of experience doing this exact work with First Nations. So it doesn't look the same up front in terms of dollar amounts, but.

Tiffanie | Project Manager - **39:10**

They,.

Michelle Bryant - **39:12**

If, if we don't have relationships, we don't have funds to put into this. And so I don't want to see what Mike does and what I do on a scale in a partnership. And so I really want to be careful of that because what I fear will create with that is that kind of that imbalance of energy that we need to bring to this. And so I know we have to list them out, but my intention as a partner is I would never say, like, Mike, marketing is your role and you're going to do marketing, you know. And so I just want to get that straight and on the table as we're building this out and check in with you, Mike, if that's also your intention, because we're building this together. It has a heavy reliance up front on capital that you have.

Michelle Bryant - **40:13**

It has a heavy reliance on partners with first nations so that we can then execute this business up front. But I just want to ensure that there's not a, like that imbalance.

Mike David - **40:28**

Yeah, yeah. And I agree. And thanks for bringing it up. I, I know I felt our last call. I was going to reach out to you after. And then just like the craziness of traveling before where I, I think I reframed. I reframed the phase one, phase two, a little bit where the capital contribution would get reimbursed through the future funds, future consultant management and also I think the resource contribution, Tiffanie, Leia, like we mentioned, I like where there was some changes with Leia's capacity in the last two months. So I want to be mindful to not overextend any of them. But I, I do think, I think it would be wide and kind of to your point to keep things even and clear and not, you know, swaying one side or the other.

Mike David - **41:42**

I think maybe it could, and it would also keep us lean to get off the ground also where maybe, you know, the time allocated from Tiffanie and, or Leia could be, you know, reimbursed from Little Tree Capital down the road so we could start documenting those. Where at first I, I guess I was thinking of it in terms of that's my contribution, but then I see what you're saying and I also want to avoid the kind of imbalance. So that was a small reframe that me and Tiffanie had a conversation throughout the last couple weeks since that last call. So that's, you know, that's something we can get more clear on and document better and measure the resource contribution until there's a full time staff, until there's, you know, there's staff dedicated Little Tree capital doing activities.

Mike David - **42:53**

So I, I think, you know, this is never a super comfortable conversation. Right. I think it's really getting clear on those roles for the day where we start to have to outsource and hire for. And also in the case where you brought up marketing, if there is a lack of marketing, like I think it is good to have an owner even if it's just internally and not really officially. Right. So, so then we can have that conversation on, you know, expectations and, and you know, meeting them or otherwise. So. But yeah, everything you're saying, I'm total accordance with, you know, like I don't want to be super strict on you. I expect you to do X, Y and Z and if you don't do it then, you know, we move to plan.

Mike David - **43:50**

Like that's, you know, I don't like to do business like that personally.

Michelle Bryant - **43:54**

Yeah. And yeah, I didn't, I, I'm gonna be honest with you too. I didn't feel super good about leaving that last meeting. It felt very transactional to me. It felt, it felt like AI was driving this relationship and this business and I know it plays a big part in it and I kind of sat in that because I, I mean obviously I believe in AI. But AI in First nations relationships does not have a place. And I think what I experienced after that last meeting was like AI was cutting the energy of this partnership in the trend and the transactional nature of it. And it brought us, brought me back to that conversation that we had initially with jf Right. I'm like, oh, now I feel like JF in terms of like you're not bringing anything, Michelle and Mike's bringing the.

Mike David - **44:56**

Capital and so yeah, I, first of all, I, I don't think we didn't mean for that message to.

Tiffanie | Project Manager - **45:06**

Be, you know, and I'm sorry brough.

Mike David - **45:10**

Yeah, it was definitely not meant in that spirit. I, I think, you know, you being informed with AI, I think it's just, it's always going to be part of it. I agree. Like, it can't, we can't substitute values and all of that. Like that still has to be the driver we want to use, I think AI for execution, but it obviously has to come from the core values. Right. So, and I think, but I agree finding that balance between how to use it properly, intentionally, effectively, and I'll say humanely for maybe a lack of a better word.

Tiffanie | Project Manager - **45:53**

But I, I do want to accept, like take a lot of responsibility for that feeling, Michelle, because I'm sure that came from like my lack of knowledge. Sometimes I'm a 9 on 10 fact finder, so I'll go and find a lot of information and processes because of my lack of experience with setting up this type of financial business, you know, So I think that's my bad and I'm just sorry to make you feel that way. And I'll be more mindful of the focus, the terms. I know this is like a shareholder agreement, so it sucks that you know, that maybe the rest of this call will, there'll be some moments like that. But moving forward I'll be much more mindful of like how you feel.

Tiffanie | Project Manager - **46:41**

And in no way does Mike or I want you to feel like this is transactional or not for contribution because this is really for contribution, like fully, you know, so if I had 10 years of experience, I'm sure I would come up with like a different way of saying speaking. So just want to raise that white flag kind of thing and say like, you know, my bad for that. Yeah, that makes me very sad.

Michelle Bryant - **47:09**

Yeah. And you know, I'm not, I'm bringing it up because, and I even question like, do I bring it up or do we just see how this meeting goes. But really it's, it's to bring it up because of what I talked about earlier, the energy that we bring. And, and I figured that Tiffanie, I'm like, Tiffanie has her background is real estate. She like, you are a great superhuman. And I didn't feel like there's any like, ill intent in the meeting. It was like, this is the energy we need to clear up so that we can partner. And one thing that I notice in talking about Little Tree capital, because you're so close, like Mike and Tiffanie, you talk all the time about this. And what that does, it cuts off the energy from this side of the partnership.

Michelle Bryant - **48:05**

And so while you're strategizing about Little Tree capital and I'm not included in that strategy building are those conversations, do you see how it forms a bit of a, like, triangulation of there's only two sides talking to each other and the other, the other partner is left, just left out.

Tiffanie | Project Manager - **48:28**

And so we're going to change that.

Michelle Bryant - **48:31**

Yeah. And I think that does need to change because there should never be a situation where decisions are being made or key discussions are being had where all partners are not in the room. And, and in terms of like, what you're saying, Mike, how does Tiffanie and Leia get compensated from bringing this out? I'm all for, I'm all for that as well. And, and like, I, I feel that we kind of in some instances put the cart before the horse because were so like, full on with driving this forward. And one of the things that is missing that we missed in the beginning and it's not too late to do it, is that like that full.

Michelle Bryant - **49:22**

Setting the guiding values of where we want to go so that everything could, that were, that needs, structurally that needs to happen gets built out from those guiding values. And, but you know, the way this is coming out is really good. There's nothing bad about it because it's setting our intention, it's setting our outcome and our values for what we want to bring and setting the impact that we want to make. Like, we know the impact we want to make. We want wealth sovereignty for the nations. What's missing is the, is our values of what are like our partnership values in Little Tree Capital.

Michelle Bryant - **50:01**

And once those are set, and that's the one thing that really helped with the MST shareholder agreement is the three partners went into the long house and they like, that's where our traditional Laws were made in the Longhouse and they like hung the grievances. Not that because between the three nations, you can imagine their agreements because they're part. They're neighboring nations and they just went in and said, what is our. What is our. What are our values that we are going to bring forward to ensure that this development corporation is a success for the three of us? And that's a piece that we're, that were missing, I think, because that in. In essence guides our work. And the documents that. That come forth, I'm just taking a look.

Michelle Bryant - **50:58**

And what they did is they kind of rooted through values and the shareholders agreement was based off of all of those values.

Tiffanie | Project Manager - **51:09**

I'd love to see that. That would give me such good, A good example of what you're speaking of, which would be awesome. We can mold it to be like that.

Michelle Bryant - **51:19**

For sure.

Tiffanie | Project Manager - **51:21**

For sure. Michelle, I'd love to ask you, and I hope you feel like this is a super safe space to talk about how you feel and what's on your mind. Like, I, I know I speak for myself. Like, I just want you to be so happy and for this to be the most fulfilling thing that's ever happened. You know, that's really what I want. How was your experience for indigenomics? Was there any growth opportunity for Mike and I in comfortability, language, process, anything that you could give us as feedback to grow? Really?

Michelle Bryant - **52:01**

Yeah, I feel like the experience of indigenomics was good. Like, I don't see anything. I didn't feel anything that was out of the ordinary there.

Tiffanie | Project Manager - **52:15**

It was really the last meeting where it was so.

Michelle Bryant - **52:17**

The last meeting.

Tiffanie | Project Manager - **52:18**

Yeah, I hear you.

Michelle Bryant - **52:21**

Yeah, I hear you.

Tiffanie | Project Manager - **52:23**

Yeah, that's great feedback. Thank you for sharing.

Mike David - **52:25**

Yeah, and I felt it too, by the way. So, yeah, I. And it's. So, yeah, I'm glad we're talking about it now.

Michelle Bryant - **52:34**

And, and I think some of these questions, like, I don't want to hold up the shareholders agreement and I think we can go through bits of it, but it's important, you know, but this was definitely important and at some point, and maybe it could be, it could happen online, it could happen when I am in Montreal at the end of the summer to just like, what are our values as we move forward and we kind of stumble along the way.

Tiffanie | Project Manager - **53:08**

I think that's a now conversation, to be honest. If we're structuring this agreement based on values, I think that's a great. It's actually probably the place we should have started, to be honest. So let's. If you'd like to lead that. Yeah,.

Michelle Bryant - **53:31**

Yeah. And I guess, like. And it's just really a question of, like, what. What are the values that we want to bring forth in. In this. In Little Tree Capital as a whole entity.

Mike David - **53:49**

Yeah. You know, just. Just to chime in for a moment, I think values is what brought us together originally. Right. I. I almost want to say it's the Tony values.

Michelle Bryant - **53:59**

Right.

Mike David - **54:00**

Or like the Tony experience and everything that he represents and stands for that called both of us together. Right. And it kind of kept us in contact for a year and a half after the event. So, so, yeah, I, I'm definitely, you know, I, I know that we have shared values. Otherwise, you know, I don't. I don't think we would have even started this if. If we felt that, you know, we had different ones. So I think putting a name and, you know, calling them out for. For what we think the. Those values are, could be. Could be interesting. So I'll go first, if you don't mind. I think we both value growth and contribution. I think those are big for us.

Tiffanie | Project Manager - **54:57**

Helping others by impacting them with. This is part of the contribution part.

Mike David - **55:03**

Yeah. I think it's been part of every conversation that we've ever had, really, on shaping this. This idea that. That we're calling Little Tree Capital.

Tiffanie | Project Manager - **55:13**

So I think kindness and respect are big ones for both of you as well. That's what I've experienced. You treat everyone with so much kindness and respect.

Mike David - **55:28**

I'd agree with that.

Tiffanie | Project Manager - **55:32**

This is fun. I like hearing these things.

Michelle Bryant - **55:36**

Yeah. So for me, integrity is a. Is. Is a big one for me. It leads everything that I do, in addition to respectful relationship, which, like trust, obviously, is their accountability to self and others. Definitely. I think innovation is one. This is definitely an innovated, an innovative. I don't know, an innovative partnership that we're building. We're doing things in a way that hasn't been done, but we're borrowing from a way that has been done and incorporating an indigenous worldview and lens to it.

Tiffanie | Project Manager - **56:54**

I think doing what's right, not what's easy, is a big value for both of you as well. You'll always choose to do what's right for others. Right?

Michelle Bryant - **57:06**

Yeah. And I think that's accountability for self and others that fits in there. And it's like, I would consider this a value kind of. And. And that's like indigenous, promoting indigenous excellence. Or celebrating Indigenous excellence as a key value.

Mike David - **57:40**

Yeah. Creating, maintaining. Yeah.

Michelle Bryant - **58:01**

And, and I guess, like, even though it's our outcome, is it our value as well? In, like the outcome is. Is creating Indigenous or creating wealth sovereignty for Indigenous communities. That's our ultimate outcome, but it's also a value.

Mike David - **58:30**

Yeah, for me there's a lot of, like, There's. When I say growth, I mean that's, there's just 360 growth for us, for communities, for, you know, people that we want to, you know, the whole financial empowerment aspect to this.

Michelle Bryant - **58:59**

Was.

Mike David - **58:59**

Always very important to it. So. And then. Yeah, it can overlap with contribution at some points, but.

Tiffanie | Project Manager - **59:13**

I think. So there are some other. Do you want me to list some other values to see how you feel about them or do you feel good with those that you've just named? And that's the core of everything that follows in this conversation.

Mike David - **59:34**

I would say, if you had any suggestions. And we can kind of see.

Tiffanie | Project Manager - **59:39**

Sure. Honesty. So being upfront, clear and candid. An honest workplace makes it easier to solve problems, make decisions and move forward together. We touched on that. Creativity, compassion. Oh, courage. Kind of love the courage one, because what you're doing takes courage. It's the first time you're going to be battling the big, you know, financial market, so that's. Would you agree that courage is a big one for both of you? The courage to do something that's new and different and yeah, there's definitely a.

Mike David - **01:00:19**

Healthy dose of that on what we're doing.

Tiffanie | Project Manager - **01:00:22**

Loyalty, adaptability, dependability, health, humility, kindness, knowledge, leadership, openness. Let me know if there's anything that stands out in those. Community diversity. Those are just a few.

Mike David - **01:00:41**

I remember Virginia, they showed us their values. I'm gonna, I'm gonna check on those. I'll share them in the group.

Tiffanie | Project Manager - **01:00:52**

Curiosity, doing the right thing. Fairness, hospitality, inclusion. Yeah. I think you, Michelle, would you feel that the ones that were named is pretty aligned with.

Michelle Bryant - **01:01:08**

Yeah, yeah.

Tiffanie | Project Manager - **01:01:10**

And.

Michelle Bryant - **01:01:11**

Okay, perfect. And. And really, like, our values can expand. Right. And our values can, as time goes. But I think this is where we can start for sure.

Mike David - **01:01:31**

Yeah. And I think also, like, as we start to bring higher, more people, that's like, that's really. It could be a test.

Michelle Bryant - **01:01:41**

Right.

Mike David - **01:01:42**

It could be a filter. It could be opportunity to choose. Choose the right people based on that.

Michelle Bryant - **01:01:47**

So, yeah, I think as we got, we've named some words. I like, I like what you sent Mike is similar to how MST has kind of built out their values is. Is they've named it, but then they've described it and it's in the description that holds the most weight.

Mike David - **01:02:09**

Yeah, they mean. Yeah, Yeah. It gives examples and how. How to kind of achieve those values.

Michelle Bryant - **01:02:22**

Yeah.

Tiffanie | Project Manager - **01:02:27**

So how would you like to have the rest of this meeting? What's the best way? Michelle, if you were to lead us,.

Michelle Bryant - **01:02:36**

I think we could go through the questions that we can go through. What needed to be put on the table was put on the table and talked through. And, you know, I hope that we can. We can continue like just in this. In this manner of ensuring that. Ensuring that hard topics are had. Like, I truly believe that no one is coming to this table with an ill intent and that sometimes there's going to be missteps and sometimes people are going to say unintentionally or intentionally the wrong thing, depending on what they're bringing from their whole selves to the table. Right. And yeah, just creating that shared. That shared space and that shared responsibility and not responsibility in the sense of the. The tasks, but the shared responsibility that we bring to Little Tree Capital and the people that we're going to work with.

Michelle Bryant - **01:03:43**

Because this is. This is a company, however, this is a company that will benefit us, but the bigger impact and the reason, Mike, you and I are bringing this forward is to have that larger impact for indigenous communities. And they will be the ultimate people impacted. And we're just being the vehicle to enable that to happen in some small way. And so when we are able to come together and. And have hard conversations and trust each other to be able to. To do that and hear each other, that ultimately is going to be how we move through the hard times when we experience them.

Mike David - **01:04:35**

Yep, absolutely.

Michelle Bryant - **01:04:37**

Yeah.

Tiffanie | Project Manager - **01:04:39**

I might let you. And for me to follow your example, I might ask you if you could lead the rest of this meeting so that I could learn from you and learn the. The way very openly and with curiosity, too. Do you want to start with Section five or did we kind of go through that all together?

Mike David - **01:05:08**

I think we touched on it maybe to. To just go through it and, you know, see if it's appropriate and if there's. It'll open up, you know, whether we need to circle back on it, think about it, let it just marinate a little bit. So, yeah, you want me to go through it? Or did you meant. Did you mean.

Tiffanie | Project Manager - **01:05:27**

Michelle, I think. Mich. Well, I would love to learn from this. You know, like I said, I really do take a lot of responsibility for how the Feelings of last meeting and what the focus was. And again, coming from like this was made by AI. So I want to be so respectful to what you just said and to learn immediately, you know, not tomorrow, but right now in this moment. So, Michelle, if you'd like to continue. I am like a sponge just waiting to learn from you with this.

Michelle Bryant - **01:05:58**

Yeah, and I appreciate that, Tiffanie. And because this was, I mean, this, it's a shareholder agreement, it's a legal document and we have to have things that they can start the draft with and that space is not my level of expertise. And how I would have approached this is like, here's an example of a shareholders agreement. What are the things that we like, where are the things that we need to understand? So obviously the pieces in the first few sections, we need to have that level of understanding. But as I read through this because I thought, well, maybe I can just answer from my perspective some of these questions. And I just couldn't for some reason. It just was not resonating with me.

Michelle Bryant - **01:06:46**

And, and I don't know why, but I think how we can go through this is we can just look at the questions, decide if we can answer them or if we need to come back to it and the things that we can answer or we can send back to the lawyer what we can answer and they can come back with a draft and then they can tell us what our missing pieces are and then work from there.

Tiffanie | Project Manager - **01:07:08**

Oh yeah, there won't be anything missing, I promise you that. But I think I should have started with values. I think that would have changed everything. So that's my. Also, I'm taking that note for sure. I think if that's where this entire part, again, like, I'm so task oriented. So sorry about that. But I hear what you're saying. I'll continue down the list and you guys will let me know whether we could answer or we just move on to the next section. So.

Mike David - **01:07:35**

Oh, I did also want to mention this is my first shareholders agreement also, Michelle. I've, I've done everything on a handshake and you know, like what, yeah, let's both do what we need to do to make this work. So yeah, I just wanted to mention that.

Tiffanie | Project Manager - **01:07:54**

And I've seen over probably 50 and I've seen them be two pages. I've seen them be 300 pages. So again, this is, I think a little bit of like my, my bad with this. You know, I'm Yeah.

Mike David - **01:08:09**

So, no, these. I think there are conversations and topics that need to happen. There's, you know, there's. There's no doubt about it. It's, you know, so.

Michelle Bryant - **01:08:19**

Yeah, yeah.

Tiffanie | Project Manager - **01:08:21**

So in terms of obviously decisions, you know, what's a decision making? I think we agree it's both of you making decisions together, right? Yeah. In terms of consenting, you know, changing the structure, admitting a new owner, taking on debt above a threshold, changing. I think you both have shown that you do all of this together as well, because these are already. They've been conversations you've had together. Even if. Yeah, obviously selling the business, moving anything. You guys agree, it's a. You're both making those decisions as equal voting partners, right?

Michelle Bryant - **01:09:06**

Yeah.

Tiffanie | Project Manager - **01:09:08**

Said the specific dollar threshold. That's one thing that's great about Mike, is that it's a blank check. No, I'm just joking. Yeah. So obviously, I think. And I'll speak for Mike, but he wants to do whatever it takes and whatever it costs to do whatever it takes. He's willing and committed to that. Did I, did I get that right, Mike?

Mike David - **01:09:33**

Yeah, I would say, I mean, obviously, you know, we want to make sure that there, it's, it's investing good, making good investments to get the right outcomes. So.

Tiffanie | Project Manager - **01:09:47**

Yeah, And I think indigenomics is a great example. You know, there was a lot of time, a lot of investment, and then now you have a meeting with a band council from that specific event. So to me, that's a beautiful example of like, we do what it takes. And the result. I know result is a bad word. Michelle, I promise you, I will reflect on this so much, but the, the relationship, the outcome, you know, it's going in that, that direction. How is the indigenous owned and LED requirements entrenched so that it cannot be voted away? Is there a covenant that ownership and control must always remain with? Oh, that's again, goes back to values like you said, Michelle. So that's. Goes straight back to your values. I think both of you will always want this to be indigenous owned and led.

Mike David - **01:10:40**

Yeah, I don't think there's a. I don't think there's a question there.

Michelle Bryant - **01:10:43**

Yeah, yeah.

Tiffanie | Project Manager - **01:10:44**

How are meetings called? How often? What notice? You know what? I doubt we'll put this in the actual agreement because you're both doing when you. When there needs to be one. You've both shown extreme flexibility no matter what time zone you're in. In. So that's beautiful. Will you appoint an independent Advisor, elder or board observer. Now, so we'll leave this. We don't need to put that in the agreement either, because that will be up to you both to decide equally as you scale and grow.

Michelle Bryant - **01:11:15**

Right?

Mike David - **01:11:16**

Yeah.

Tiffanie | Project Manager - **01:11:17**

So this is an unfortunate part of this. It, you know, what happens if you can't agree on something. Let's say it's a new hire or a new direction. Is there a mediator, an advisor? Basically, how would you like to. If one of you wants out, is there a shotgun clause? To be honest, there's almost always a shotgun clause in every single shareholder.

Mike David - **01:11:48**

Can you, can you define that again? A shotgun clause.

Tiffanie | Project Manager - **01:11:52**

Yeah. So let's say if you can't agree and the partnership just can't move forward, one of you can buy the other one out for a specific value and you get the first, the right of first refusal on that value. So let's say if Mike, you disappear and Carol steps up and says, you know, Michelle, I want to do this with you. Let's continue building this company together. Let's buy Mike out. You know, that would be considered something to that effect. You know, I, I, again, I hope I say that with so much respect.

Mike David - **01:12:37**

For the first one. I, I think, I don't know, cooling off period always kind of worked for me and my family and my business partners. But I don't know if you have any other ideas on number one, Michelle?

Michelle Bryant - **01:12:56**

Yeah, like, definitely, I think I like the cooling off period. Let's go away, reflect and come back. And I think, Mike, you and I are very similar, that we can, like, we're very, both very good at reflecting and coming back in a good way. I think if we had to have an escalation method, I would probably go more toward an agreed upon elder for indigenous, advisors, but it would be indigenous focused for that support through escalation.

Mike David - **01:13:44**

Okay.

Tiffanie | Project Manager - **01:13:45**

And is there someone in mind that comes to mind that would be put,.

Michelle Bryant - **01:13:49**

I think we would just put agreed, like mutually agreed upon.

Tiffanie | Project Manager - **01:13:53**

Oh, mutually agreed upon. Love that.

Michelle Bryant - **01:13:55**

Yeah.

Tiffanie | Project Manager - **01:13:55**

Okay. That makes it very straightforward.

Mike David - **01:13:57**

Yeah. I think like going back to the point before, at some point, you know, as we scale there, it will make sense to appoint someone or, you know, so.

Tiffanie | Project Manager - **01:14:11**

Yeah. In terms of the cost of mediation, in terms of jurisdiction, I mean, this is your, you know, it's not like it would be through the courts of Canada. You know, this would be internal.

Michelle Bryant - **01:14:29**

Right.

Mike David - **01:14:29**

From what I understand, I would think who pays would be the company, the fund, the company.

Tiffanie | Project Manager - **01:14:37**

Yeah.

Michelle Bryant - **01:14:37**

Yeah.

Tiffanie | Project Manager - **01:14:38**

Okay, perfect. So can I, can one of you sell or transfer your interest, and if yes, do you have to first offer it to the other partner? So that's very common. The first right of your refusal, obviously, the partner usually can't say a random number usually has to be a certain multiple of the profit in the company. That's from what my experience has been. Would you say that's fair, that if one of you wants to sell, it gives the other partner the right to purchase those shares first?

Michelle Bryant - **01:15:18**

Yeah. And I know we have to think about this, but I always think back to the intent of why we're creating it. And you don't want to. We. You don't want someone to beholden forever. And that's why I know this has to be in here. But as it relates to. Seller transfer, the way I was thinking about this is if we're creating. Wanting to create generational wealth within. Within first nations communities, we'd also want to create generational wealth within our families.

Tiffanie | Project Manager - **01:16:00**

Yeah.

Michelle Bryant - **01:16:01**

So. And this is probably a larger conversation and would still require consent of the partners involved is like. Like, say, in the event that I die and my daughter has been working with me in my business, and then she then takes over for me as the partner. Like, to me, that's building generational wealth, but it would still have to be consent of the partners involved where I was a named partner. So.

Tiffanie | Project Manager - **01:16:38**

It's one of the biggest ones, by the way, what you just mentioned. It really is. So I'm glad you brought that up. And it's good for both of you to talk about that. Yeah. The options are if something happens to either one of you, the other partner can buy those shares in first rank. The other option is, like you said, Michelle, it stays within your family, either one of your families, and then you. Technically, one of you has a new partner, but from the same family.

Michelle Bryant - **01:17:14**

Yeah, it's. This is a big. This is a big one.

Mike David - **01:17:17**

Yeah. I was. I was gonna tell you what. What I tell my. My. My. My family partners, like, you're. You're stuck with me forever. Like.

Michelle Bryant - **01:17:26**

Yeah. Not going anywhere.

Mike David - **01:17:31**

I ain't going nowhere, Michelle. So we're gonna have to hash this out.

Tiffanie | Project Manager - **01:17:37**

But your kids wanting to take over.

Mike David - **01:17:40**

This beautiful company, I would love that. I mean, I think the only. The only concern I'm sure for. For other situations like this is, you know, the other party not sharing the same values that originally created and. And what made it work. Right. That's when I can see.

Michelle Bryant - **01:18:02**

Yeah, that's the.

Mike David - **01:18:03**

That's really the risk. Right.

Michelle Bryant - **01:18:04**

I think that's why I say, like, with consent of the partner, like. Right, right. There has to be. And then they're the clauses that, like we can add those clauses that the partner, the incoming, the new partner must have the same values and the same outcome, intentional outcome, like, however that gets written. Those are specific things that we could write into this agreement that align with the values that we've stated. Because. Yeah. Someone coming in because they inherited something and not having the same values is very detrimental because then that could create an imbalance. It could create a lack of trust with her, with the relationships we've already built.

Mike David - **01:18:52**

Absolutely. Yeah. Yeah.

Michelle Bryant - **01:18:55**

I can tell you my daughters have my values. Your unborn children, do they have yours?

Mike David - **01:19:04**

Let's, let's hope they're going to be spoiled little brats, I'm sure. But.

Michelle Bryant - **01:19:10**

No, don't say that.

Mike David - **01:19:14**

Jokes.

Tiffanie | Project Manager - **01:19:15**

Jokes. So, yeah, I guess what I could do to help out is send a few different examples of clauses when it comes to those kinds of things. And you could kind of direct that. Would that, would that be what you'd like to answer this part? Yeah. So can a partner be removed or expelled for something major like fraud, criminal conviction, sustained, failure to perform, although that would have to be an actual measurement. So that would be hard. But you know.

Mike David - **01:19:53**

Yeah, regulatory bar.

Tiffanie | Project Manager - **01:19:56**

Yeah. Like let's say I lost my real estate license. Obviously my partner doesn't have to continue with me. Right. So that would be more to that effect in your case. You're both on the same page with, with that. But the other parts, like fraud, criminal conviction, can a partner. And do you want that language, I guess is more the question. Do you want the language of. There could be a removal for just cause. And cause being major, you know, not being. Basically not respecting the values. Right. Because fraud is against the integrity value that you set up from the beginning. I honestly don't think you guys have to worry about that at all.

Mike David - **01:20:46**

Yeah, I don't. I don't either. Yeah, it's probably in the same bucket as the last, the last one. Right. I mean there's, I think this is obviously, you know, uncomfortable conversations, but they're all ultimately setting up the boundaries. Right. Because for future possibilities, I guess, and really like the worst case scenario. So that's it.

Michelle Bryant - **01:21:12**

Yeah, that's it.

Tiffanie | Project Manager - **01:21:13**

I'll send you then for this as well. I'll send you different kind of what Michelle said before, different clauses and you can see what feels right and what like, you know, what is true to you. Okay, now we get into some more Fun questions. We're out. I think of the not fun questions, I hope. Okay, so in terms of. Yeah. In terms of your distributions, do you want this to be a yearly distribution? Do you want it to be quarterly? To be honest, there's a certain amount of paperwork that needs to be done if it's quarterly, whereas if it's yearly, it's a little bit more straightforward.

Mike David - **01:21:56**

This probably depends on the structure also, right? No, you decide this in either corporation or soul or partnership.

Michelle Bryant - **01:22:08**

Okay, here's my thoughts on this because I did think about this one.

Tiffanie | Project Manager - **01:22:12**

Oh, great.

Michelle Bryant - **01:22:13**

If you want me to be less busy, I would need annual or a quarterly distribution initially because.

Mike David - **01:22:20**

Less busy.

Michelle Bryant - **01:22:21**

Less busy.

Tiffanie | Project Manager - **01:22:22**

Yeah, because you'll be able to leave your job.

Michelle Bryant - **01:22:27**

And. And that is my ultimate outcome, honestly. Yeah, like let's.

Tiffanie | Project Manager - **01:22:33**

We want that too, Michelle. We don't want you to have to deal with any more low effort directors. That's.

Michelle Bryant - **01:22:39**

That's Oliver.

Mike David - **01:22:41**

Definitely the goal. So, yeah, I would say, I mean,.

Tiffanie | Project Manager - **01:22:46**

Maybe year one is annual, then after year one, it becomes quarterly. Would that make sense?

Michelle Bryant - **01:22:52**

Yeah.

Tiffanie | Project Manager - **01:22:53**

Startup phase.

Mike David - **01:22:53**

As needed as. No, I'm not saying as needed forever, but yeah, like review every.

Tiffanie | Project Manager - **01:23:03**

You can't review. But. But what if you set a threshold once the company is profitable consistently for a certain amount. And that's actually a great question, Michelle. What's the amount for you to say, that's it, I'm quitting. What do you want to see so that you are able to say bye?

Michelle Bryant - **01:23:23**

Yeah, so it'd have to be a complete. A complete replacement of salary which was 250, 000. Yeah.

Tiffanie | Project Manager - **01:23:31**

So then that's it. So once the threshold is at that, then it could become even monthly. If you. If that makes you feel more secure too. You know, my. And I'm just throwing that out there, but you know, it's just a little bit more paperwork. It's not. If it makes you feel more safe and secure, then yeah, monthly.

Michelle Bryant - **01:23:53**

It doesn't need to be monthly. Quarterly is fine.

Tiffanie | Project Manager - **01:23:56**

Perfect.

Michelle Bryant - **01:23:57**

The way I feel we're going to have 50 million very quickly. Yes.

Tiffanie | Project Manager - **01:24:03**

So then that'll be the language. So it's annually up until a $500,000 threshold of consistent profit in the company. I think if you have $500,000 for how many months would you feel comfortable saying this is a constant thing? Three months, six months?

Mike David - **01:24:23**

I'm doing the math right here. On what? What that break? Not break even or that.

Tiffanie | Project Manager - **01:24:29**

Yeah, the fund. Fund total value. To be able to have the $500,000,.

Mike David - **01:24:35**

You would need 25 million.

Tiffanie | Project Manager - **01:24:39**

Yeah, I think it's more. You're. You're doing a 2%, right.

Michelle Bryant - **01:24:44**

It's more because you'd have to take expenses and stuff. Yeah. So for the first year, it's not going to be as much as we think because of all of the upfront expenses related to building it.

Mike David - **01:24:56**

Yeah, true. Okay.

Tiffanie | Project Manager - **01:25:03**

Would you say if there was $500,000 of. Of profit in the bank account for three months, that would be considered the threshold, or would you be more comfortable with six months, Michelle?

Michelle Bryant - **01:25:16**

Yeah, I think here, because we're locked in annually to the 6%, the 8% product.

Tiffanie | Project Manager - **01:25:30**

It would like.

Michelle Bryant - **01:25:31**

It would vary depending on which quarter First Nation comes in, I think. Yeah. And I think the shareholders of agreements can be changed at. At shareholder meeting, which would be Mike and I. And so we can change a clause. It's not a. It's not a one and done agreement. It's a starting point. Yeah. And so we could. We could put in that clause. For the first year, it will be annual distribution. And subsequent years can be quarterly. Okay, great.

Tiffanie | Project Manager - **01:26:22**

How much profit must be retained in the company as a reserve and working capital before any distribution. Is it an agreement for each period? Is it a percentage of the fund itself? Is it a percentage of the 2%?

Michelle Bryant - **01:26:45**

So how trust agreements are made is. How our trust agreement is made is expenses cannot exceed 1% of the capital invested.

Tiffanie | Project Manager - **01:26:58**

Wow. That's not a lot. 1% Of the capital. That's very low expenses.

Michelle Bryant - **01:27:03**

Yeah. And it does. It maintains a low expenditure.

Tiffanie | Project Manager - **01:27:06**

Cool.

Michelle Bryant - **01:27:07**

So we could. We could do it as a percentage. And I guess this is. This is the piece that we would need to kind of work out too. In our scenario, building is once it's going and we have. We have that fixed amount or we have a lot in there. What do we need to keep it moving forward? Like who do we need to hire? Because the. This is where the draw on. On Tiffanie and Leia becomes less. And we have a person dedicated to the. The administration of. Yeah. Of the little tree and that. I don't know what that would look like right now.

Tiffanie | Project Manager - **01:27:58**

Right, Right. It's hard to measure the need without knowing without being in it enough. Yeah, I understand.

Michelle Bryant - **01:28:06**

Yeah. And I think as long as we have, like expenses are paid before distributions are made. Right.

Tiffanie | Project Manager - **01:28:12**

Yeah.

Michelle Bryant - **01:28:12**

And we can put something general right now until we figure it out.

Tiffanie | Project Manager - **01:28:16**

I hear you. Okay, perfect. Who keeps the books? Who's the bookkeeper? And what does financial reporting. This is big, actually, because we're. You will officially be starting this the minute that you open the company and I. Yeah. So.

Mike David - **01:28:37**

I mean, I could offer my accountant. She's. She lives near Montreal. Unless you had somebody else in mind.

Michelle Bryant - **01:28:49**

Yeah, I. I don't. I have an accountant who lives in Prince Rupert, but smaller level accountant and probably has never dealt with funds before.

Tiffanie | Project Manager - **01:29:00**

Perfect. Okay. So Sophie it is. I'm assuming both of you are equally jointly authorized and not individually, but collectively. So if there's any loan to be anything to do with bank authority, both of you have to sign, I'm assuming. Right.

Michelle Bryant - **01:29:19**

Yeah, I would say, yeah.

Tiffanie | Project Manager - **01:29:22**

Will there be annual audit? And we know the fund will be audited, but will there be an audit from Sophie and is she appointed as that as well?

Mike David - **01:29:38**

I don't think she's technically an auditor. So when we say that we mean by. I don't know if I'm using it correctly there. An accredited auditor, like an official auditor or audit the books and do a end of year summary and you know, financial documents and. And things like that.

Michelle Bryant - **01:30:05**

The books.

Mike David - **01:30:06**

Yeah.

Michelle Bryant - **01:30:07**

For final make sure we have a clean. Yeah, right.

Mike David - **01:30:12**

I would say. Yeah. And. And that's what Sophie could.

Tiffanie | Project Manager - **01:30:17**

Perfect.

Mike David - **01:30:18**

Perfect offer as well.

Tiffanie | Project Manager - **01:30:20**

How are on reserve payments and unreserve client requires operationally maintained for every investor node around the connecting factors. I don't think this applies. Okay. Intellectual property brand and confidentiality. I'm assuming you share all of this together. Correct. So in terms of owning Little Tree capital name, logo, brand, any trademarks, it's the company itself which you share. 50. 50 Of. Right. Yep. Who owns the structural design and methodology?

Mike David - **01:30:55**

Only one thing about that, because I use the tree and the font for other businesses. We just have to kind of see if there's any overlap. Maybe we have to modify it slightly. I'm not sure exactly there, but yeah, I think the. The company should. Should own all of the.

Tiffanie | Project Manager - **01:31:15**

Who owns the investor and capital relationships.

Michelle Bryant - **01:31:18**

All right, Michelle, the question about the tree. What kind of tree is it?

Mike David - **01:31:23**

Pine tree.

Michelle Bryant - **01:31:24**

Pine tree. Okay.

Mike David - **01:31:25**

Which is popular in.

Michelle Bryant - **01:31:28**

In.

Mike David - **01:31:28**

In these parts.

Tiffanie | Project Manager - **01:31:33**

So who owns the investor and capital relationships? So the trust settlements, the band councils, you know, if it's introduced by one of you or either of you, who owns those relationship.

Mike David - **01:31:53**

Restroom.

Tiffanie | Project Manager - **01:31:55**

If I can give a bit of perspective. And again, you know, this is a completely different industry, but usually it's the person who introduces the relationship who owns that relationship in the real estate industry and the finance industry. But it could be however you want it to be.

Michelle Bryant - **01:32:15**

Yeah. And I guess. I guess this is. My question is does this have to be in there. Because I mean, Mike and I have already said, like, we're in it until. Until we're not walking this planet anymore. So. And you can't own relationships. You can maintain a relationship, you can build a relationship, but in first nations value systems, we don't own them. And, and like if we're integrating our values into this work that we do,.

Tiffanie | Project Manager - **01:32:54**

There's no ownership and it's freedom of whoever the client chooses essentially. Right. Not. And client is a bad word, but whoever the relationship chooses to continue wanting to have that relationship with. Right. Okay, so I can completely. That's very clear for me. What confidentiality obligations bind Michelle and Mike during and after involvement and for how long. I'm assuming everything is confidential between the two of you.

Michelle Bryant - **01:33:27**

Confidentiality is.

Tiffanie | Project Manager - **01:33:33**

Okay, so I know we have. Oh, good. We're doing good for time. Non competition, non solicitation and exclusivity. So while an owner may a partner pursue a competing indigenous finance venture or must all opportunities be brought to the company first as a corporate opportunity rule,.

Mike David - **01:33:56**

I would say. Corporate opportunity.

Michelle Bryant - **01:33:58**

Yeah, I have no intention.

Mike David - **01:34:02**

That's a good question.

Michelle Bryant - **01:34:04**

But yeah, it is a good question.

Tiffanie | Project Manager - **01:34:07**

After leaving for how long and what? Well, this kind of goes to Michelle's point before it's the values are like the freedom to choose. You know, you, I think from what you're saying, you'd rather not put a geography of like this is our, you know, this is our territory and it stays with the company for a minimum of three years. Usually if there's a company formed, there is a radius. That's why that question comes up. You know, you can't start a similar business in the same territory. But to your point, Michelle, I think that's not necessary in this agreement, right?

Michelle Bryant - **01:34:46**

No, I don't think so.

Tiffanie | Project Manager - **01:34:49**

After leaving, may a former partner solicit the company's investors, communities, staff or partners?

Michelle Bryant - **01:34:59**

I think that's common. I mean, I don't know. We. We're both saying in good times, we're not leaving. But I think because we both come from the same like Tony values, there will be bad times. And we're not leaving either. So.

Tiffanie | Project Manager - **01:35:16**

So then I won't put. There won't be anything to do. Basically, there's non compete, non solicitation or any exclusivity from what I'm hearing. Is that what I'm. Did I get that right?

Michelle Bryant - **01:35:28**

Okay, great.

Mike David - **01:35:30**

We would, we would want. If were to bring somebody on board, I'm sure we would want most of these things, right?

Tiffanie | Project Manager - **01:35:37**

100%. Yeah. Liability indemnification, regulatory exposure. So how is liability shared for company obligations, equally or otherwise? I think like everything you're sharing. Right? Right. Are there any personal guarantees? I think that's a no. If one partner causes a loss through their own mistake, you know, with good intentions, does the other partner support? And I think you're also saying yes. You know, like we're in this together and we'll figure it out if something happens. With good intentions. Right. Registration line. That's not in you anyways. It's all to Vesta. Will the company carry insurance? No, because you're not doing that. You don't have any liability. There are no arrows and omissions insurance either for either of you. So that's a no. If a regulatory imposes penalties or an investor sues. Okay, we have to talk about this one.

Tiffanie | Project Manager - **01:36:51**

Even if the lawsuit doesn't go anywhere, let's say it doesn't have legs to stand on, there's still a cost, there's still a process, there's still a lot to go through. How will you like to deal with that together?

Michelle Bryant - **01:37:05**

Well, it would be the.

Tiffanie | Project Manager - **01:37:07**

Company and let's say the company doesn't have, let's say we talk worst case. So it has, you know, $0 in profit and there's a lawsuit.

Mike David - **01:37:24**

Yeah, I mean I, I would probably follow suit with the, the reg, you know, doing the capital contribution. I, I, I think I'm just trying to think of a situation where it would be like put. It would be very detrimental. And that would be if, let's say the, the company is compromised. The brand, the, you know, it's, it would be, Yeah, the reputation would be ruined to the point where little tree capital would, I don't know, maybe cease to exist or cease to be able to raise any further funds. Then I, I think that would be a challenging position for me because then that those legal dollars would be kind of never recovered or unlikely to be recovered. So that would be kind of worst case scenario. I'm not sure how to really find a solution around that.

Tiffanie | Project Manager - **01:38:56**

Are you guys willing equally to take on that risk shared in the event that it's a total loss as equal?

Michelle Bryant - **01:39:09**

Yeah. And, and I like, I think they're shared. Like obviously this is worst case scenario and hopefully it never gets to that. But there will be a, like there's a point where I just can't. Right. And depending on the nature of it. But I think from my perspective is if there's penalties or suing and there are cost recoveries that can happen down the road. Like Mike would always be compensated for things that the company can compensate for. However, I don't have the same kind of capital that Mike has like I have some but not to the same degree. And so that's where I think Mike and I would have to sit down and say like what. Assess the risk that's in front of us and say what is our best decision forward. Right.

Michelle Bryant - **01:40:06**

And, and I think this is where we have to consider some kind of insurance to protect and safeguard against these, that type of scenario. Yeah.

Mike David - **01:40:19**

Norton Rose did mention that at some point it was more of an idea on a, like a, a possible solution to that liability question. If, if one of the communities or bank consoles got challenged for their non taxable product. Yeah we could, we'll have to make sure that.

Tiffanie | Project Manager - **01:40:46**

Because this is a new product, new space, there is quite significant amount of unknown.

Michelle Bryant - **01:40:53**

Right.

Tiffanie | Project Manager - **01:40:53**

They don't know what we don't know and insurance, business insurance is only good for what you know. So if there's a very big amount of an issue, you know, I think what, I think that if you want I can make a few clauses but basically if their cost could be recovered and paid by insurance, Mike would take that on as he's continuing with that and if there would be a total loss then that responsibility would be shared equally. Even though that could force like you know, you'd have to just declare bankruptcy for that company so that you wouldn't have to ever pay out of your personal, you know, assets. And I think that was one of the ways that Norton Rose was suggesting the structure so that you could do that. And it's not your personal assets or your family's money or you know.

Mike David - **01:41:53**

Yeah, yeah. Because I'm just thinking here the, let's say to put some real numbers on it, let's just take 50 million and let's say it was invested in the 6% product. It would be three minutes, $3 million that they would get return. The non. The difference between that, let's say half of that would be contested by the CRA. Let's say. Right. So 1.5 loss of tax free return on that. So yeah, just to give a little anchor on how quickly it could scale up I guess. Right. Just with 50 million dollar contribution. So, So yeah, I think exploring the insurance and seeing what, what would be involved in that and also the type of structure that would yeah.

Tiffanie | Project Manager - **01:43:16**

Could you give me some clarity on what is the, the. The final wording for this particular part?

Mike David - **01:43:27**

Well, I think the ultimate structure will kind of dictate if it's an incorporation, then bankruptcy is. Is a possibility.

Tiffanie | Project Manager - **01:43:48**

I think you're leaning not towards that though, right? From what? Do you want me to maybe not put anything of that, like. Michelle, I kind of want to hear what you're feeling towards this particular part.

Michelle Bryant - **01:44:08**

Yeah. And, and because things, I guess we don't know what we don't know, so it's hard to put something in there and have it binding and because there's. So it would be easier to put it in if there was a known risk. And so I'd be okay with leaving it out and then Mike and I working it through as a risk presents itself, I guess. And, and even having a general, a more general clause in there that states,.

Tiffanie | Project Manager - **01:44:51**

Just so you know, if it's general, then it will be 50 full risk, because that will be what the rest of the document leads towards. So as long as you're comfortable with that.

Michelle Bryant - **01:45:03**

Well, comfortable as long as the risk is held in the company. Right. And if the company goes bankrupt, that's fine. What I'm. What I'm more risk averse too, is if it's touching your family, personal and family.

Tiffanie | Project Manager - **01:45:18**

Yeah, totally. Totally. And Mike, too, is just so, you know, like, even though I'm. I'm not. I hope I'm not speaking for you, but you're also wanting to make sure that you protect everything that you built, you know, insulated.

Mike David - **01:45:33**

So. Yeah, that's why getting to structure and any other. If it's insurance, that will be kind of an important consideration going forward for.

Tiffanie | Project Manager - **01:45:47**

Yeah, okay. Interactions with Vesta. It's as you're doing now. So I think this goes again with the values of like, you know, integrity, teamwork, doing the right things equally, making decisions together. Everything you've done up until this point term amendment governing law. How long does the agreement run? So I think to Michelle's point, do you want to have the ability to make an amendment at the end of every year to the shareholder agreement so that as the company grows and as you. You learn more than you can make adjustments that you both agree on at the end of the year?

Mike David - **01:46:27**

To me, that sounds reasonable.

Michelle Bryant - **01:46:29**

Yeah, I think it's wise to build it like a specific targeted shareholder meeting annually. Yeah.

Mike David - **01:46:38**

I think things will evolve again. The unknowns, the things that we don't know now will.

Tiffanie | Project Manager - **01:46:46**

Perfect. The rest is very easy. Open items Advisors and sign off. List every item that you have not decided yet. I think went through everything. List all advisors. There are none really yet. Except I don't think you want to be tied to a certain list right now anyways. You're in the building mode. Yeah, this is a. So I guess we can end this by saying I know this was quite exhaustive and we've talked in worst case scenarios which is net ever fun and it, you know, there's so little chance for that. Is there anything that we didn't talk about that you would like to talk about together?

Michelle Bryant - **01:47:23**

The one thing that we didn't talk about that I wanted to talk about today was that scenario where I'm no longer in my job with the nation and this becomes everything that I do. And so in that situation that I would expect a, a different set of compensation. Like we'd still have the 5050 distribution, but then it becomes an expense similar to the expense of whoever else were bringing into the organization because it would be me doing a lot of the grunt work or the leading of that in and obviously in collaboration with Mike, but it would be that like the relationship building is a lot of work and it is a lot of, and relationship maintenance.

Michelle Bryant - **01:48:14**

And so when we get to that point where we have a staff Mike and we have that transition takes place where I'm doing the majority of the work for a Little tree, we don't have to think about it today, but this is something that we should think about in the build out of the structure. Like, like we've talked about worst case scenarios. Now we need like at some point we need to talk about best case scenarios and the capacity build out of what Little Tree capital is. Because I, based on the few conversations that I've had, I had a, an opportunity to talk to the CFO of Musqueam this week at the MST and I told him like this is what we're building. I'd like to have a conversation with you. And he was like, wow, this is, this sounds great.

Michelle Bryant - **01:49:00**

Yeah, let's have lunch. And, and that's, that's the reaction from everyone that I've talked to about what we're building. And so this is going to be big because first nations hold a lot of their income and fixed income. And so we're not targeting all of their income. We're targeting the fixed income for now until we build out Little Tree even more. And so that's the place where we need to like, spend some time in the future capacity building. What does that look like? So, because I have a feeling we're going to get there very quickly.

Tiffanie | Project Manager - **01:49:45**

And what would you want that to look like?

Michelle Bryant - **01:49:48**

I don't know. I haven't, Excuse me, really, that we have a full staff. Right. And, but lean, a good, lean staff of what that looks like. I, I don't know. But this is the place where Mike, ultimately we want to be the owners, not the operators. But now we're going to have to be the operators until we build this out. And we can then officially just be the shareholders. Right. And so we, I think we have to map what that looks like and.

Tiffanie | Project Manager - **01:50:33**

Should it be kind of like a, almost like a contribution in terms of time, you know, like a regular salary is. So if you're putting in 40 hours and Mike is putting in 40 for, you know, I think that's where you're going with this, Michelle.

Michelle Bryant - **01:50:49**

Yeah, definitely. And, and that's something we can talk about in Montreal. We can carve out some time and like, let's build our utopia for little tree capital. And what does that look like in every stage of it?

Tiffanie | Project Manager - **01:51:01**

I think that would be awesome.

Mike David - **01:51:03**

Yeah, very cool.

Tiffanie | Project Manager - **01:51:05**

And I can, I, I, I again, I hope I'm saying this, you know, for Mike. I think we can't wait for that moment when you're like, I'm in, this is my thing. Like, let me, you know, my full time. Yeah, yeah.

Michelle Bryant - **01:51:19**

I won't say hate it, but I'm like not loving it. And, and the most part is like, I work with good people. The nation is a, the nation itself. Like, I'm grateful to be working with them and I'm grateful to be in this space of not having to work for a colonial organization. However, I have a certain standard and a certain expectation that's not being met. And now I'm having to teach it to people who should already know it. And that's eating up a lot of what I could be doing better uses of my time. And that's what's making me not love.

Tiffanie | Project Manager - **01:51:53**

It as much energy draining. Right. Instead of energy giving.

Michelle Bryant - **01:52:00**

Yeah, yeah. And so, yeah, initially I was talking to my coach and when I first started, she's like, so what's your plan? I'm like, well, definitely at the end of five years, I'm not working a nine to five. I don't know what that's going to look like. And then she's like, I don't think it's going to be five years, Michelle. Like more recently I'm like, no, I'm thinking like 18 months. 12 To 18 months for sure. But. But I'm not because initially I was like, well, I just signed on and then what if this takes off and then I have to leave them and. But the way they'll be left is in a way better way than I came than when I first started because they will have processes in place for someone to just take over.

Mike David - **01:52:48**

Yeah, you're gonna leave it much better than you found it, I'm sure.

Michelle Bryant - **01:52:52**

Definitely.

Tiffanie | Project Manager - **01:52:53**

Definitely.

Michelle Bryant - **01:52:56**

So, yeah, it's exciting. This is exciting. And being able to create a space for indigenous people to even think about wealth and the way that we are presenting is a game changer.

Mike David - **01:53:11**

Yeah.

Tiffanie | Project Manager - **01:53:12**

Yeah.

Mike David - **01:53:13**

It's huge. And I, and I do agree. I think we're going to get there quicker than we probably imagined it would. Would be. It would take. So looking forward to that.

Michelle Bryant - **01:53:23**

Yeah. Yeah, me too.

Tiffanie | Project Manager - **01:53:25**

I'd love to end every meeting together with a bit of a pulse on how each of you are feeling. This meeting went the energy really. I think to your point, Michelle, what you said earlier. So if I could open that up and ask you. I know this was a long meeting, a lot of oh nos. A lot of worst case scenario that's not fun to think about. How are you feeling in of terms of the partnership and the energy?

Michelle Bryant - **01:53:52**

Yeah, definitely feeling. Feeling way better about it at the end of this meeting. And, and I just want to kind of reiterate that the nations that we are working with, they deal with how they feel us here. And this is what I've learned in my years of working with indigenous nations and communities is if they don't feel you here, it's a no in the first second that you walk in the room. And, and this is where the place where we get really intentional about what we're bringing and who we're bringing. And the Coast Salish people have a, have a saying that they've shared is when you walk into the long house, there's an invisible hook. And you hang all your baggage on that hook before you enter the longhouse.

Michelle Bryant - **01:54:51**

So you're entering it with good feelings and a good heart so you can do good business and speak with it. Yeah, with a good heart. And so that's just kind of something that, I mean we would do it in a different way would like we would have words for it, but that's what we would have to do in my community as well. And I like the invisible hook. And then they also say it's your choice if you want to pick it back up on your way out. And, and so when we, and what that means is we could have like, things going on in our personal life and other aspects of our life that are weighing heavy on us, but those are the things that we leave on the door when we go in. And, and for us, it would be the same.

Michelle Bryant - **01:55:42**

It's like if we have things that are, then we need to do something to ground ourselves before we enter into a relationship. Whether it's a phone call, whether it's a in person meeting with a First Nation or a trust. That's where the energy, that's where they feel us. And so we need to feel our own hearts and ground ourselves when we're meeting, who we're meeting with. Because they're essentially like, money is energy. And when they're handing us money, they're handing us their energy. And if they don't feel our energy and our good intentions, it's not going to be a good place for any of us. And, and I think that's that core value that we have of building that generational wealth for indigenous peoples. That's the differentiation that we have with Little Tree that the banks don't have.

Michelle Bryant - **01:56:43**

And you know, it's really true what I said at Indigenomics, like the bright shiny bead, like, you know, the bright shiny beads, which are the concerts, which are the hockey boxes, which are the, like these things that banks wave in front of counselors all the time. That's not a relationship because at the end of the day, when you really need them, they're not there. And that's not going to be us. Like, that's our differentiation is, yes, we're going to invest this part of your assets, but we're also going to help you identify, like, what you want us to help you identify what are the financial literacy pieces. And so that's all energy. And so, like, that's really important to me. And, and that's what I felt with you, Mike, when we first met. I'm like, oh, because I, I remember.

Michelle Bryant - **01:57:43**

I don't think I've ever shared this with you. What happens with me a lot is people always want to extract my knowledge because they see the success that I've built in the indigenous relations field. And I'm always cautious it's like, why you want to meet with me? But I always give with a good heart, and then I assess when I'm meeting. And so when Leia, I think, was Leia first reached out, I'm like, yeah, sure, but let's meet. Let's see what they're doing on the east coast.

Tiffanie | Project Manager - **01:58:13**

And,.

Michelle Bryant - **01:58:16**

But when we first met, it wasn't that it was a genuine interest and, But I've had experiences where it's like, tell me more. Can you share how you, how I could do this better? And that's not where we came from. And, and that's what I, and that's what made me, like, drop the guard and, and really be vulnerable in everything that I've shared with you in our, in our short relationship that we've had. So, yeah, it's about relationships that are built on that feeling and that exchange of energy. And, and that's why I said, like, obviously, you and Tiffanie and Mike, you're going to talk together because you're working together on other projects, but when it comes to little tree capital, we need to make sure that we're whole when we're talking about it. Yeah.

Mike David - **01:59:16**

Yeah. Oh, 100. And thank you for sharing that. I, I, you know, I hope it comes across. I, I've always seen you as a partner, right? As a, as a 50, 50, You know, person. That person that I want to build something with. It was pretty clear from maybe not day one because, you know, were just kind of catching up and, you know, staying in contact really, after the Tony thing, and that was always the shared value, I think, was the Tony stuff. And why what? Attracted to, what attracted us tony, I think attracted us to each other. Right. And because of that shared goal and mindset. And. Yeah, I, I hope that you've seen the way I, I try to conduct business in my own life where I want to add value wherever I can and whenever I can.

Mike David - **02:00:22**

And I feel if I'm not doing that, then it's just not a good partnership. Right. And it's not, it's not a good, it's not a good situation. I feel if I'm not contributing more than I am getting, then, you know, that's not a good, it's not a good situation for me. So I hope that always comes across. And I, I also try to surround Myself with people that have that philosophy too. I hope you feel the same way about Tiffanie and you know Leia and you met my sister and brother in law very quickly there and just kind of the team that you did meet. But yeah, I just, I hope that I want that to always be true with you as well. And you know that's, that's what my one promise is that I will always. Try and over deliver and under.

Mike David - **02:01:33**

Under expect, I guess.

Michelle Bryant - **02:01:36**

Yeah.

Mike David - **02:01:37**

So that's all I think.

Michelle Bryant - **02:01:40**

Yeah, thanks Mike, I appreciate that. And, and yeah, yes, the answer is yes to all of that. Like I, I definitely did feel that. And, and I do feel that about Tiffanie and Leia. Like you have good people around you and everyone that I met initially in Montreal and which has made me like okay Trenton, you gotta come in to Montreal and meet all of these great people too. My circle is very small intentionally and I can probably count on all 10 fingers people that I have around me and have some fingers left over. And the most important people in my life are my children, my grandson and my husband. And everyone is kind of orbiting around that space.

Michelle Bryant - **02:02:32**

But I'm very intentional about who I bring into that space because I'm so energy sensitive and sometimes unconsciously I absorb other people's energy or I let it stick and then I wonder like what the hell? Why am I feeling like this? And, and so that's why I worked with an energy coach who is amazing and but yeah, like this, it's that piece they were. And, and Tiffanie, like I appreciate your openness and willingness to grow because really it come for me it comes from a place of teaching always never about blame or shame. And, and I just want you to know that and I do believe you come with really good intentions and a really good heart.

Michelle Bryant - **02:03:17**

And I don't know a lot about the real estate world, but I actually am under contract right now for my house in Prince Rupert and I know how messy that could get sometimes. And, and that's the place of like if I can offer a. Teaching is like that space is very transactional and it has to be. And you're moving into a space that is way more relational and you come by that very naturally. And, and I would just offer where you're feeling like let your feelings guide you to like you. You come across as a person who just feels a lot as well. And I'm also very like type A and task oriented and sometimes have to pull back.

Michelle Bryant - **02:04:00**

I'm like, oh, I have to like, just take a step back and let myself feel the situation and where it is, where is it guiding me to go. And so I just invite you to think about that because. Yeah, starting something is very tasked. This, we have a long to do list and how do we tackle it in a way that brings relationship.

Tiffanie | Project Manager - **02:04:25**

Yes.

Mike David - **02:04:26**

Yeah. And, and I, I want to take this opportunity also to like, I, I've known Tiffanie for many years, as you know, and I agree the real estate, you know, world can be very transactional, for sure, but I've. Tiffany's not. Well.

Tiffanie | Project Manager - **02:04:44**

Well, I, I think maybe it is for some bro jokers.

Mike David - **02:04:47**

Well, that. And that's what I want to mention. Like, you've always been people first and you've always been relationship first, so I'm not worried. Yeah, yeah, I know it's a compliment to you. Like, I've always seen you, like, yeah. Develop relationships and it's always been people first with you.

Michelle Bryant - **02:05:07**

Yes.

Tiffanie | Project Manager - **02:05:09**

I think that's what makes us work so well together, is that each of us has so many different skill sets and so many different experiences. We've all done really great things in our career, but the values are so similar, no matter what personality style or communication style. So my takeaway from this is. And Michelle, I, you know, I really do have to somehow, like you said, take a step back and not be so CEO data driven, you know, and be more the emotional side of the real reason we're all doing this in the first place. You know, and if you can give me a bit of grace, I promise you I will show you that in every single meeting moving forward. And I'm taking this very.

Tiffanie | Project Manager - **02:05:58**

Yeah, very much to heart and just grateful that I get to work with such amazing people who just want to do great things for others. It's beautiful. It's really beautiful.

Michelle Bryant - **02:06:08**

Yeah. And there is one more thing that I just like in relation to the vulnerability side. I will always commit to be upfront and honest about where I'm feeling on things. And I think in this business that we're entering into this partnership, this indigenous wealth creation, wealth sovereignty, trust, I think is our foundation with each other, with the people that we're working with. And we can't always know the people that we're working with, but as long as we have that trust within each other that each of us has that good intent to go forward, there's never a need to protect anyone in this circle. It's, it's the Collective. Right. And.

Michelle Bryant - **02:07:10**

And sometimes I feel like for me, because I haven't been in a business partnership with someone else, I haven't had that experience of, like, being over in that way, but I have had experience of being over, working when I. With somebody, and that's never a good feeling. And I try my best not to bring that into, like, that's the baggage I hang on the door when I'm entering a new relationship. And. And I would really encourage you, invite you, hope that if I. Because I. I can also bring a lot of. A lot of energy and sometimes I need to be reminded. And I'm just inviting you both to say, like, Michelle, is everything okay?

Tiffanie | Project Manager - **02:08:02**

Feeling you're perfect, just.

Michelle Bryant - **02:08:05**

But sometimes you'll see it. Trust me.

Tiffanie | Project Manager - **02:08:08**

You know what's amazing about Mike, though? Whether you show up in your best version or your worst version, he's 100%, like, unconditionally loving towards every partner and everyone that he works with. And I've been able to see. See that in the last six months that we've been working so closely together. So I would love for you to come as you are, no matter what you feel, have a safe space and know that you're protected, that you're secure, and that everything is taken with love and appreciation and support. Really?

Michelle Bryant - **02:08:41**

No, for sure. And I do feel that too. I'm just inviting you to call me out when you need to.

Tiffanie | Project Manager - **02:08:47**

I think you're amazing. I think you're strong and perfect. Exactly.

Michelle Bryant - **02:08:51**

Ex.

Tiffanie | Project Manager - **02:08:52**

Exactly how you are. I love it. I love it.

Michelle Bryant - **02:08:57**

Agreed. Yeah.

Tiffanie | Project Manager - **02:08:59**

I know that we had. I think Michelle, we've gone over by about 10 minutes, but just want to see. Mike, you didn't share how you're feeling. Michelle gave, you know, the pulse is. Is, I think, a really good one. I feel great. How do you feel?

Mike David - **02:09:14**

Yeah, I mean, I. I feel good. I'm glad that we talked about last call because. Yeah, I. I also felt it was. Yeah, I didn't. I didn't feel great after the last call. Now, I, I know, you know, some of the topics that we discussed today are. Are needed and I'm glad we, you know, we.

Tiffanie | Project Manager - **02:09:36**

We.

Mike David - **02:09:39**

We did. So. Yeah. I mean, if anything, there's. This was just a. A little test of, you know, how do we deal with. With uncertainty and tough conversations. And I, I think we're doing great. So.

Tiffanie | Project Manager - **02:09:54**

Yeah.

Mike David - **02:09:55**

Or to the. To the future uncomfortable situations,.

Michelle Bryant - **02:10:00**

For sure.

Tiffanie | Project Manager - **02:10:01**

May they be minimal.

Mike David - **02:10:05**

Yes, of course. And like, I think we. We all realize we are doing something significant here and we're Doing something very innovative, like you said, Michelle. And, you know, we have to treat it accordingly. Also, this is, you know, this is something very different from anything I've ever done also. So we're. We're all in uncharted territory. Right. So we're all figuring it out as we're going. So we do need to give each other grace where, you know, where. Where it's needed because we. There's. There's. There's no handbook for. For what we're doing. Right.

Michelle Bryant - **02:10:44**

So, yeah, for sure.

Mike David - **02:10:47**

So we have to stick together. That's even more of a, you know, a reason to. To stick together and, you know, stick to our principles and values and stuff like that. So very glad we. We talked about these things.

Michelle Bryant - **02:11:02**

Yeah, me too. And Creator will give us what.

Tiffanie | Project Manager - **02:11:05**

What.

Michelle Bryant - **02:11:06**

What is needed at the time that we need it to work through and to make us. To make us even better than we currently are.

Mike David - **02:11:14**

Yeah, that's it. We'll be forced to grow when. When the time is. When the time is.

Michelle Bryant - **02:11:23**

Yes,.

Mike David - **02:11:26**

You'll be called to grow, I should say. Yeah.

Tiffanie | Project Manager - **02:11:34**

So I will work on my to dos from this meeting and put together an email for you both to check out and then let me know, yay or nay. We'll send that over to Eric. He'll put together the agreement, you'll open the company, open the bank account, and then be officially ready from a. From a foundation standpoint to meet with council on the 28th. I would love to continue you Our weekly meetings, if that's okay with you. The next one being Monday. There's still a lot of tasks, a lot of to dos on my plate to accomplish before that meeting. So you'll just hold me accountable through those. Through those meetings. So. And I think you and Mike are meeting tomorrow for the book work. Yeah.

Michelle Bryant - **02:12:16**

I want to show these. Wear pajamas.

Tiffanie | Project Manager - **02:12:19**

I'm wearing pajamas, too. No one can see. They're like hockey pajamas. Mike, are you not wearing pajama pants?

Mike David - **02:12:27**

I am wearing shorts.

Tiffanie | Project Manager - **02:12:28**

Are you in, like, jeans?

Mike David - **02:12:29**

I'm wearing shorts that I would not wear in public. So.

Michelle Bryant - **02:12:34**

And so we're. I. I know, Mike. You like to give gifts. So do I. One of the things that I thought about is in here, in Vancouver, they make these little bentwood boxes made out of cedar. And we could have, like, as our gifts, parting gifts, because we also. I don't know, Mike, if you had bentwood boxes in your area, but what we. How we use them here on the coast, they're made out of cedar, and it's a whole Basically, I don't know how they did it back in the day, like pre contact times, but they would take these giant cedar trees and they mill them somehow, and they would steam, like, steam the planks so that the box is one whole unit. Then they put on the base, and then they'd make the. The lid. And this is where we stored our food.

Michelle Bryant - **02:13:31**

This is where we stored our. Well, this is what was often like, this is where we buried people. Like, we had. We had mortuary boxes. We had marital boxes where dowries were given. Boxes were given to chiefs when we had our feasts. And. And yeah, where we stored our food when it was processed. So an idea I had was to get these made with Little tree capital. So our logo, this is Squamish Nation. And also the back we can put Little tree capital.

Tiffanie | Project Manager - **02:14:10**

Love that.

Michelle Bryant - **02:14:12**

And they have bigger, like, they do bigger sizes. They do abalone inlays. They're beautiful. And I think this is our. A good way to like, we're building wealth together. Oh, and we start with an empty box, figuratively, but we fill it with everything. And all of your, like, the community's outcomes that they have for what they are going to potentially build do with their wealth that they create with us.

Tiffanie | Project Manager - **02:14:41**

Wow, I love that you are so on the same page without even having talks. So, Mike, actually, one of the projects we have is creating these boxes filled with products that are very close to him. The honey, the coffee, the things that are from his. His, you know, his hands that he's built. And we don't have a box. And Leia just sent boxes yesterday and we didn't like any of them. This is so much more intentional and perfect. So again, it's such a nice way of, like, that's what was missing, you know? So I'll get Leia to be in touch with you if you can maybe give her some. A supplier or something, she can take.

Michelle Bryant - **02:15:24**

Care of all that. And the other thing, Mike, what triggered too, is if there are. If there are changes that need to be made with your logo because of your other businesses. An idea is maybe the cedar tree. It's still little tree capital, but maybe you have to change the tree. It becomes a cedar tree.

Mike David - **02:15:54**

Sure, yeah.

Michelle Bryant - **02:15:56**

Like, I could, but I'm totally happy to keep it. But I just, like, I know you there. You. I'm not sure if you have trademark things and.

Mike David - **02:16:05**

Yeah, yeah. Well, so we're exploring the trademark thing and yeah, I'll. I'll keep you posted as far as. Is it a strategic thing To. To change it. Keep it the same. So.

Tiffanie | Project Manager - **02:16:21**

But yeah, can we not change it before the 28th? Because all of those documents.

Mike David - **02:16:29**

That's what I was thinking. Yeah, I know. There's. There's a few things in motion too, so Tiffany's freaking out right now.

Tiffanie | Project Manager - **02:16:40**

No, but it's just for the 28th. Everything after is totally fine. Yeah, I. I think. Yeah. And Michelle, if you have certain samples of the cedar, how that looks like, feel free to send that over. And we could have kind of like a graphic design fun day with coming up with some different samples and stuff, if ever. That's what you both want, you know?

Michelle Bryant - **02:17:03**

Yeah. Yeah, that sounds good.

Tiffanie | Project Manager - **02:17:07**

Awesome. Annie's.

Michelle Bryant - **02:17:10**

Well, well, great meeting. Thank you. And Mike, I'm really glad that you took a no work vacation.

Mike David - **02:17:19**

Yeah.

Michelle Bryant - **02:17:20**

And I hope you take more.

Mike David - **02:17:23**

Yeah. Seriously. Me too. Me too. May we all.

Michelle Bryant - **02:17:29**

Oh, I already do.

Mike David - **02:17:32**

Yeah.

Michelle Bryant - **02:17:33**

For the part. Not. I wouldn't say the most part there sometimes or. But I'm trying to be more intentional about that.

Tiffanie | Project Manager - **02:17:40**

For sure.

Mike David - **02:17:41**

Yeah, no, definitely needed. For sure.

Michelle Bryant - **02:17:45**

All right. Anything else?

Mike David - **02:17:48**

I think that's everything.

Michelle Bryant - **02:17:50**

All right. Okay. Have a great rest of your day.

Tiffanie | Project Manager - **02:17:54**

You too. And we'll be in touch by email. Bye.