DRAFT MINUTES

2nd Quarter Board Meeting – October 24, 2023

In person & Via Zoom – Seine River First Nation

PRESENT: President, Christine Jourdain, Couchiching First Nation
Vice-President, Sue Boshey, Nigigoonsiminikaaning First Nation
Secretary/Treasurer, Cita Mandamin, Wauzhushk Onigum First Nation
Tania Boshkaykin, Seine River First Nation - Host
Mitchell Lands, Eagle Lake First Nation
Kim Detweiler, Rainy River First Nations
David Kelly, Onigaming First Nation
Bill Wayash, Mitaanjigamiing First Nation, via zoom
Danine Chief, Wabigoon Lake Ojibway Nation, via zoom
Donna Namaypoke, Naotkamegwanning First Nation, via zoom
Charmaine Hunter, Big Grassy River First Nation, via zoom
Reno Cameron, Niisaachewan Anishinaabe Nation, via zoom
Jackie McClain, Executive Assistant, Police Services Board
Acting Chief of Police Tricia Rupert, Treaty Three Police Service
Acting Deputy Chief Cheryl Gervais, Treaty Three Police Service
Staff Sergeant Joe Gervais, Treaty Three Police Service, via zoom
Acting S/Sergeant James Broughton, Treaty Three Police Services, via zoom
Detective Sergeant Leilani Kenny, Treaty Three Police Service, via zoom
Detective Sergeant Stephen Garrow – PSB, Treaty Three Police Service
Denise Wesley, Administrative Support, Treaty Three Police Service
Kristine Gagne, Director of Corporate Services, Treaty Three Police
Donna Anderson, Communications Specialist, Treaty Three Police Service, via zoom

REGRETS: Wesley Nelson, Northwest Angle #33 First Nation
Barney Petiquan, Wabauskang First Nation
James Mandamin, Iskatewizaagegan No 39 First Nation
Roy Assin, Grassy Narrows First Nation
Cynthia Cameron, Wabaseemoong Independent First Nations
Carrie Atatise-Norwegian, Lac La Croix First Nation
Samantha Redsky, Shoal Lake #40 First Nation
Sean Councillor, Naicatchewenin First Nation
VACANT, Obashkaandagang First Nation
VACANT, Northwest Angle #37 First Nation
VACANT, Anishinaabeg of Naongashing First Nation

Opening Prayer

Elder, Doris Caribou opened the meeting @ 10:40 a.m. with a prayer.

Acknowledgements

President Christine Jourdain made the following acknowledgements:

- Acknowledged the sacred items in the room

AGENDA Review & Approval

The Board reviewed the agenda. No conflicts declared. The agenda was reviewed Sue Boshey moved to accept the agenda as presented. 2nd by Cita Mandamin.

Decision # PSB 2023-10-24-01 MOTION CARRIED to accept the agenda of October 24, 2023 public session as outlined.

MINUTE Review & Approval – 1st Quarter Meeting – July 26, 2023

The draft minutes of July 26, 2023 4th Quarter Board meeting were reviewed.
Sue Boshey moved to accept minute of May 2, 2023. 2nd by Mitchell Lands.

Decision # PSB 2023-10-24-02 MOTION CARRIED to accept the minutes of July 26, 2023 public session as presented.

MANAGEMENT REPORT

Handout provided.

Acting Chief Tricia Rupert outlined the report as provided with the following highlights:

- Thanked our Elder for the prayer and acknowledged our sacred items
- Thanked the Board Executive for their support
- Thanked our Director of Corporate services for hr corporate knowledge
- We have instituted a new promotional process for our Middle Management – internal process
- Looking at Identification Unit
- July had Welcoming Ceremony for new employees
- Had 2 retirements, Kai Liu and Constable Gary Tom
- Received M.O.M. – Member of the Order of Merit – of Police Forces.

Acting Deputy Chief Cheryl Gervais outlined the report as provided with the following highlights:

- Was Acting Chief for the month of September
- Barrie Mentorship Program has stemmed into an Officer exchange Program
- Sergeant Carl Bryant is the Liaison for the Program
- Doing MMIWG Course through University
- Look at the 231 Calls to Justice
- We will be able to take the Recommendations and implement into our Service
- November 28 – December 1 we have our annual NCO Conference in Kenora. One day is "Resilience for Leaders" training.

4 Strategic Goals – Refer to Management full report attached

- Becoming Constituted under the *Community Safety and Policing Act 2019*
- Community Based – Results Driven Policing
- Employee Focused Organizational Health – Employee Satisfaction
- Strong Relationships Through Proactive Community Policing - Culturally Responsive Police Service

Donna Anderson, Communication Specialist outlined her Report as in presentation:

OPERATIONAL REPORT

Handout provided.

DETACHMENT REPORTS - Staff Sergeants
Handouts provided.

Staff Sergeant Joe Gervais outlined his report
Acting Staff Sergeant James Broughton outlined his report
Detective Stephen Garrow outlined his report
Detective Leilani Kenny outlined her report.

FINANCIAL REPORT
Handouts provided:
1. Q2 Financial Statements
2. Q2 Governance Expenditures – working paper

Director of Corporate Services Kristine Gagne outlined report.

EXECUTIVE COMMITTEE REPORT
Handout provided.

1. Executive Committee Meetings

Monthly Executive Committee:
July 18, 2023 – Approved minutes attached
August 2023 – No Meeting
September 22, 2023 – Approved minutes attached

Monthly Executive Committee with Chief of Police:
July 19, 2023 – Approved minutes attached
August 2023 – No Meeting
September 28, 2023 – Approved minutes attached

2. Opting into the "*Community Safety & Policing Act – 2019*"

Update since July 26, 2023 Meeting
- Trying to schedule a meeting to review Terms of Reference – this needs to be done prior to Budget approvals – working with Legal on schedule

Background:
- Working Group developed – Participants are:
  T3PS Directors - Christine Jourdain, David Kelly, Donna Namaypoke, Wesley Nelson
  Grand Council/Cultural Chief's – Chief Lynn Indian, Chief Kevin Redsky, Chief Carrie Atatise-Norwegian, Arthur Huminuk – Justice Director
- January 12, 2023 Meeting #2 of Working Group
  - Presentation of budget request by PricewaterhouseCoopers LLP
  - Requested input on how to conduct Community Consultations
  - Presentation attached
- September 21, 2022 Initial Meeting of Working Group
  - Presentations from Falconer LLP & Price Waterhouse Cooper
  - Decisions Made to retain Julian falconer as Legal/Negotiator and Service Provider Price Waterhouse Cooper to assist working group
- May 3, 2022 - Meeting took place with Representatives from Solicitor Generals Office, Grand Chief's Office and T3PS Board and Management. Minutes attached.

- June 29, 2022 – President Morrison and Chief Lui attended a Grand Council Meeting in Duluth and were able to present to the Chief's information presented May 3, 2022 along with next steps. Grand Council appointed the Cultural Chief's to be part of working group.
- March 8, 2023 - Meeting #3 was held via zoom
- Final Proposal from PricewaterhouseCoopers presented – MOTION carried to approve budget
- Funding Proposal from Legal – Falconers presented – MOTION carried to approve budget

3. FNIPP Negotiations (Policing Agreement)

- Meetings of Tri-coalition held September 12, 18, 26, 2023
- Meeting scheduled October 10, 2023 was postponed
- September 27, 2023 sent letter to Minister Leblanc – Public Safety Canada
- September 26, 2023 received response from ADM Chris Moran
- September 21, 2023 sent letter to ADM and DM requesting meeting to negotiate Agreement
- September 12, 2023 Legal sent letter to Deputy Minister – Public Safety Canada
- See In Camera session

Background:

- Executed agreement received from Legal
- July 18, 2023 CAN and ONT confirmed they received Agreement
- July 12, 2023 Agreement was Signed by President Jourdain and Ogichidaa,
- July 10, 2023 Agreement went to ceremony – President Jourdain and Vice-President Boshey attended
- July 6, 2023 T3PS Received 1 year Agreement
- June 30, 2023 IPCO received Justice Gascon decision – link below
  - Federal Court orders funds to flow
  - Federal Court Orders Funds to Flow for Indigenous Police Services - Falconers LLP
- June 14, 2023 Federal Court Hearing for injunction for Canada to flow funds
- March 29, 2023 – Indigenous Chiefs of Police of Ontario (IPCO) filed Human Rights Complaint with the Canadian Human Rights Tribunal due to chronic underfunding
- Initial negotiation Meetings held November 22 & 23, 2022 in Kenora
- Terms of Reference (TofR) to be finalized prior to negotiation sessions
- TofR were not finalized during 2 day session
- Letter sent to Assistant Deputy Ministers and next dates proposed were January 25-27/23, letter attached

4. Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review

Update since July 26, 2023

- Conference being planned for Fall for Peer Support
- Operations still working with Dr. Carrington on Hello Hero
- Mental Health Committee to get back on track after summer
- Meetings minutes attached with Monthly Executive Meeting packages

Background:

- Report from Calibrate previously distributed
- Mental Health Conference held May 31 – June 2, 2022 in Sault Ste. Marie, ON. Christine Jourdain and Sue Boshey attended.

- Executive Committee members, Christine Jourdain and Sue Boshey attended
- T3PS Mental Health Committee has been formed to action recommendations from the Review. Initial meeting held on March 30, 2022. Three Committee Co-Chairs identified:
    - Staff Sergeant Trish Rupert
    - Willa Zlabis
- Committee has held focus on the 3 main areas identified in the report. Meetings held monthly – Minutes included with Executive Committee meeting packages.

5. **Canadian Association of Police Governance (CAPG)**
    - 2023 Webinar List attached
    - **Next Webinar** – November 30, 2023 @ 11:00 a.m. CST "Role of Board and Policing Culture – The disconnect between police and the public"
    - **CAPG Annual Conference** – August 15-19, 2023 in St. John's NL
        - We purchased 5 virtual spots
    - **FNPGC Spring Conference** – June 15 & 16, 2023 in Sault Ste. Marie – hosted by APS new Spring Conference – President Jourdain and E/A Jackie McClain attended
    - **Special Free Webinar** – No schedule posted

6. **Board Website**
    - Request for bio's – document handed out to complete

SUB-COMMITTEE REPORTS

Handout provided

HIRING COMMITTEE UPDATE

MEMBERS:

1. Christine Jourdain, Chair
2. David Kelly
3. Cita Mandamin
4. Charmaine Hunter
5. Kim Detweiler

5 new recruits returned October 10 2023 from OPC

Hiring Committee Meetings for Hiring process for Chief of Police:
May 18, April 13, 20 and 26/23

Interview Processes:

September 29, 2023 – Agency One – Maintenance/QM/Fleet – Christine Jourdain participated
September 25, 2023 – Kenora – Guard/IT/Cadets – Cita Mandamin participated
September 13 & 14, 2023 – Kenora – Recruit Interviews –
August 23 & 23, 2023 – Kenora – Special Constable – Cita Mandamin participated
August 9 & 10, 2023 – Kenora – Juman Trafficking Investigator – Charmaine Hunter participated
July 17 & 18, 2023 – Interviews – North CRC – Charmaine Hunter participated day 1

Current hiring drives for:

- Wabaseemoong Administrative Support
- Cadet/Special Community Constables – 12 - month term for Big Grassy, Lac La

Croix (2), Onigaming, NWA 37, NWA 33, Naotkamegwanning

- Always accepting Recruit/Experienced Officer & Casual Guard applications

CULTURAL COMMITTEE

MEMBERS:

1. Wes Nelson, Chair
2. Roy Assin
3. Mitchell Lands
4. Sue Boshey
5. Reno Cameron

Feast scheduled for October 27, 2023 in Dalles

On-going Items:

- Criminal Reference Checks for Drummers
- Staff attendance at Cultural Events (per CBA) and Sweats
- Annual Cultural Training – format revised starting this year
- Feather presentation to all Staff – currently feathers are provided to new hires and promotions
- Board Executive elections – traditional election process – on-going
- Feathers in vehicles - Dennis has distributed to GHQ – cases have been received – teaching to go with feathers

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
2. Christine Jourdain
3. Cita Mandamin volunteered
4. VACANT- looking to fill

- PricewaterhouseCoopers (Lindsey Gray) have developed a proposal/plan for us to proceed – in camera
- Board reviewed Questions from PwC – Committee requested feedback regarding community engagement. Directors to send Jackie comments/ideas on community engagement.

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Cita Mandamin, Chair
2. Barney Petiquan
3. David Kelly
4. Wesley Nelson

Meeting to be scheduled in November -

Completed review of Ops Policy with Policy Developer Paul Van Bellenghem

- Directive from Acting Chief of Police to Staff outlining rollout of Policy (provided last meeting)

FINANCE COMMITTEE

MEMBERS:

1. Cita Mandamin, Chair
2. Barney Petiquan
3. Danine Chief
4. VACANT

- Meeting scheduled for November 21, 2023

B.E.A.R Fund

MEMBERS:

1. Cita Mandamin
2. Donna Namaypoke
3. VACANT

- Meeting to be scheduled.

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Roy Assin
2. Sue Boshey
3. Mitchell Lands
4. Cita Mandamin

- No meetings

LOCAL POLICING COMMITTEE REPORTS

No reports presented.

IN CAMERA

The Board held an In Camera session.

NEW ITEMS – No new items

NEXT MEETING DATE/LOCATION

The Board reviewed next meeting dates and determined the following:

- Next Board Meeting – 3rd Quarter - Tuesday November 30, 2023
- Consider Wabigoon as new building may be delivered.

- Tania thanked everyone for coming to her community.

EXPENSE CLAIM PAYABLE

Decision deferred.

ADJOURNMENT - Meeting was adjourned at 4:12 p.m.

Christine Jourdain
Board President

Cita Mandamin
Secretary/Treasurer

APPROVED – 2nd Quarter Board Meeting

DRAFT AGENDA - 2nd Quarter Board Meeting - Public Session - October 24, 2023

Board of Directors Meeting

10:00 a.m.	OPENING Elder Doris Caribou	
10:05 a.m.	ROLL CALL - CALL TO ORDER Facilitator	
10:10	ACKNOWLEDGEMENTS	President Christine Jourdain
10:15	AGENDA Review & Approval MOTION REQUIRED	Facilitator
	Conflict Declaration	
10:20	MINUTE Review & Approval - PSB 1st Quarter - July 26, 2023 MOTION REQUIRED	Facilitator
	DRAFT MINUTES of July 26, 2023 - 3	
10:30	MANAGEMENT REPORT	Acting Chief of Police - Trish Rupert
	2023-10-24 Updated Management Report - 2nd Quarter - 11	
10:45	OPERATIONAL REPORTS	Acting Deputy Chief Cheryl Gervais
11:00	DETACHMENT REPORTS - Staff Sergeants	
11:30	FINANCIAL REPORT	Director of Corporate Services - Kristine Gagne
	Q2 - Finacial Statements - 58	
	Q2 - Governance Expenditures - Working Paper - 75	
12:00 - 1:00 pm	LUNCH	
1:00	EXECUTIVE COMMITTEE REPORT	President Christine Jourdain
	2023-10-24 Executive Committee Report - 78	
	2023-07-18 Executive Monthly Meeting Minutes - July 2023 - 81 No Meeting in August 2023	
	2023-09-22 Executive Monthly Meeting Minutes September 2023 - 86	
	2023-07-19 Executive Monthly Meeting with Chief of Police - July 2023 - 90	
	2023-08-28 Executive Monthly Meeting with Chief of Police - August 2023 - 94	
	2023-09-28 Executive Monthly Meeting with Chief of Police - September 2023 - 97	
1:30	SUB-COMMITTEE REPORTS	Sub-Committee Chairs

2023-10-24 SUB-COMMITTEE REPORT - 102

1:50 LOCAL POLICING COMMITTEE REPORTS
No Reports Submitted

2:00 HEALTH BREAK

2:15 - 3:30 IN CAMERA SESSION

3:45 p.m. NEW ITEMS

NEXT MEETING DATE & LOCATION (North)
3rd Quarter Board Meeting January 30, 2024

EXPENSE CLAIM PAYABLE
3:55 p.m. Facilitator
MOTION REQUIRED

2023-10-24 Q2 PSB Meeting.xlsx - 104

4:00 p.m. ADJOURNMENT — Facilitator
MOTION REQUIRED

ADDITIONAL HANDOUTS

Executive Committee Monthly Meeting Packages - On Board Effect

Executive Committee Monthly Meeting with Chief of Police Packages - On Board Effect

DRAFT MINUTES

1st Quarter Board Meeting – July 26, 2023

In person & Via Zoom – Perch Bay Resort - Kenora, ON

PRESENT: President, Christine Jourdain, Couchiching First Nation
Vice-President, Sue Boshey, Nigigoonsiminikaaning First Nation
Secretary/Treasurer, Cita Mandamin, Wauzhushk Onigum First Nation
Wesley Nelson, Northwest Angle #33 First Nation, via ZOOM
Barney Petiquan, Wabauskang First Nation
David Kelly, Onigaming First Nation
Mitchell Lands, Eagle Lake First Nation
Donna Namaypoke, Naotkamegwanning First Nation
Nathaniel Gillman, Obashkaandagang First Nation
Jackie McClain, Executive Assistant, Police Services Board
Chief of Police Kai Liu, Treaty Three Police Service
Denise Wesley, Administrative Support, Treaty Three Police Service
Donna Anderson, Communications Specialist, Treaty Three Police Service
Inspector Trish Rupert, Treaty Three Police Service
Inspector Cheryl Gervais, Treaty Three Police Service
Eric Fisher, Facilitator

REGRETS: Kristine Gagne, Director of Corporate Services, Treaty Three Police
Kim Detweiler, Rainy River First Nations
Danine Chief, Wabigoon Lake Ojibway Nation
Roy Assin, Grassy Narrows First Nation
Reno Cameron, Niisaachewan Anishinaabe Nation
Charmaine Hunter, Big Grassy River First Nation
Cynthia Cameron, Wabaseemoong Independent First Nations
Theresa Noonan, Northwest Angle #37 First Nation
Carrie Atatise-Norwegian, Lac La Croix First Nation
Samantha Redsky, Shoal Lake #40 First Nation
Tania Boshkaykin, Seine River First Nation
A/Staff Sergeant Jason Kelly
VACANT, Naicatchewenin First Nation
VACANT, Mitaanjigamiing First Nation
VACANT, Anishinaabeg of Naongashing First Nation
VACANT, Iskatewizaagegan No 39 First Nation

Opening Prayer

Elder, Doris Caribou opened the meeting with a prayer.

Acknowledgements

President Christine Jourdain made the following acknowledgements:

- Death of OPP Constable Pierzchalaeg, a 28 year old Officer killed n the line of duty

AGENDA Review & Approval

The Board reviewed the agenda. No conflicts declared. The agenda was reviewed Sue Boshey moved to accept the agenda as presented. 2nd by Cita Mandamin.

Decision # PSB 2023-07-26-01 MOTION CARRIED to accept the agenda of May 2, 2023 as outlined.

MINUTE Review & Approval – 4th Quarter Meeting – May 2, 2023

The draft minutes of May 2, 2023 4th Quarter Board meeting were reviewed.
One deletion – Financial Report as Board received report on July 25, 2023 during Special Audit Meeting.
Christine Jourdain moved to accept minute of May 2, 2023. 2nd by Sue Boshey.

Decision # PSB 2023-07-26-02 MOTION CARRIED to accept the minutes of May 2, 2023 with removal of – Financial Report.

MANAGEMENT REPORT

Handout provided.

Chief Liu outlined his report as provided with the following highlights:

- Thanked the Senior Leadership team for continued hard work and dedication
- Two strong internal leaders Inspector Cheryl Gervais and Trish Rupert
- Heard loud and clear the Board wants more Leadership in the South – they will attend the South regularly
- Also every 2 weeks they will be Acting Deputy Chief
- Our Director of Corporate Services has taken on additional responsibilities
- Spoke to Minutes of Settlement – our Officers now have an 80 factor pension and Civilians can now participate in the Pension with a 85 factor
- PowerPoint provided – is high level overview of the full Management Report
- The Board continues to conduct Deputy Chief internal process
- Tripartite Agreement expired March 31, 2023 – In the past Canada had a take it or leave it -

4 Strategic Goals – Refer to Management full report attached

- Becoming Constituted under the *Community Safety and Policing Act 2019*
- Community Based – Results Driven Policing
- Employee Focused Organizational Health – Employee Satisfaction
- Strong Relationships Through Proactive Community Policing - Culturally Responsive Police Service

Donna Anderson, Communication Specialist outlined her Report as in presentation:

OPERATIONAL REPORT

Handout provided.

DETACHMENT REPORTS - Staff Sergeants

Handouts provided.

Inspector Cheryl Gervais outlined her report
Inspector Trish Rupert outlined her report
Acting Staff Sergeant Jason Kelly outlined his report to the Board.

EXECUTIVE COMMITTEE REPORT
Handout provided.

1. Executive Committee Meetings

Monthly Executive Committee:
April 30, 2023 – Approved minutes attached
May 2023 – Postponed to June
June 27, 2023 – Approved minutes attached

Monthly Executive Committee with Chief of Police:
May 1, 2023 – Approved minutes attached
May 2023 – Postponed to June
June 28, 2023 – Approved minutes attached

2. Opting into the "*Community Safety & Policing Act – 2019*"

Update since May 2, 2023 Meeting

- Trying to schedule a meeting to review Terms of Reference – this needs to be done prior to Budget approvals
- March 8, 2023 - Meeting #3 was held via zoom
- Final Proposal from PricewaterhouseCoopers presented – MOTION carried to approve budget
- Funding Proposal from Legal – Falconers presented – MOTION carried to approve budget

Background:

- Working Group developed – Participants are:
  T3PS Directors - Christine Jourdain, David Kelly, Donna Namaypoke, Wesley Nelson
  Grand Council/Cultural Chief's – Chief Lynn Indian, Chief Kevin Redsky, Chief Carrie Atatise-Norwegian, Arthur Huminuk – Justice Director
- January 12, 2023 Meeting #2 of Working Group
  - Presentation of budget request by PricewaterhouseCoopers LLP
  - Requested input on how to conduct Community Consultations
  - Presentation attached
- September 21, 2022 Initial Meeting of Working Group
  - Presentations from Falconer LLP & Price Waterhouse Cooper
  - Decisions Made to retain Julian falconer as Legal/Negotiator and Service Provider Price Waterhouse Cooper to assist working group
- May 3, 2022 - Meeting took place with Representatives from Solicitor Generals Office, Grand Chief's Office and T3PS Board and Management. Minutes attached.
- June 29, 2022 – President Morrison and Chief Lui attended a Grand Council Meeting in Duluth and were able to present to the Chief's information presented May 3, 2022 along with next steps. Grand Council appointed the Cultural Chief's to be part of working group.

3. FNIPP Negotiations (Policing Agreement)

- Once signed by CAN and ONT funds will flow
- July 18, 2023 CAN and ONT confirmed they received Agreement
- July 12, 2023 Agreement was Signed by President Jourdain and Ogichidaa,
- July 10, 2023 Agreement went to ceremony – President Jourdain and Vice-President Boshey attended
- July 6, 2023 T3PS Received 1 year Agreement

- June 30, 2023 IPCO received Justice Gascon decision – link below
    - Federal Court orders funds to flow
    - Federal Court Orders Funds to Flow for Indigenous Police Services - Falconers LLP
- June 14, 2023 Federal Court Hearing for injunction for Canada to flow funds
- March 29, 2023 – Indigenous Chiefs of Police of Ontario (IPCO) filed Human Rights Complaint with the Canadian Human Rights Tribunal due to chronic underfunding
- In Camera Session

Background

- Initial negotiation Meetings held November 22 & 23, 2022 in Kenora
- Terms of Reference (TofR) to be finalized prior to negotiation sessions
- TofR were not finalized during 2 day session
- Letter sent to Assistant Deputy Ministers and next dates proposed were January 25-27/23, letter attached

4. Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review

Update since May 2, 2023

- Conference being planned for Fall for Peer Support
- Hello Hero offered to Board
- Mental Health Committee meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages
- One Workplace Wellness Committee – meet monthly
- Meetings minutes attached with Monthly Executive Meeting packages

Background:

- Report from Calibrate previously distributed
- Mental Health Conference held May 31 – June 2, 2022 in Sault Ste. Marie, ON. Christine Jourdain and Sue Boshey attended.
    - Executive Committee members, Christine Jourdain and Sue Boshey attended
    - T3PS Mental Health Committee has been formed to action recommendations from the Review. Initial meeting held on March 30, 2022. Three Committee Co-Chairs identified:
        - Staff Sergeant Trish Rupert
        - Willa Zlabis
    - Committee has held focus on the 3 main areas identified in the report. Meetings held monthly – Minutes included with Executive Committee meeting packages.

5. Canadian Association of Police Governance (CAPG)

- 2023 Webinar List attached
- **CAPG Annual Conference** – August 15-19, 2023 in St. John's NL
    - Option available to attend virtually
    - $750.00 for 5 participants
    - How many Directors wish to watch virtually
    - MOTION Required for number of Board participants
- **FNPGC Spring Conference** – June 15 & 16, 2023 in Sault Ste. Marie – hosted by APS new Spring Conference – President Jourdain and E/A Jackie McClain attended
- **Next Webinar** – August , 2023 @ 11:00 a.m. CST Police wellbeing and Governance

- **Special Free Webinar** – No schedule posted

6. Board Website

- Request for bio's – document handed out to complete

SUB-COMMITTEE REPORTS
Handout provided

HIRING COMMITTEE UPDATE

MEMBERS:

1. Christine Jourdain, Chair
2. David Kelly
3. Cita Mandamin
4. Charmaine Hunter
5. Kim Detweiler

5 new recruits started at OPC January 2023
Welcoming Ceremony held July 20, 2023 – Reno Cameron making an address on behalf of President Jourdain

- 7 new recruits along with experienced Officer Hector Kemp
- 4 cadets and 3 Specials
- 6 civilians – 2 promotions and 1 ERT Graduate
- 12 YIPI students

Hiring Committee Meetings for Hiring process for Deputy Chief:
May 18, April 13, 20 and 26/23

Interview Processes:
July 17 & 18, 2023 – Interviews – North CRC – Charmaine Hunter participated in day 1
May 9 or 11, 2023 – Detective Sergeant & Detective Constable NORTH – Directors unavailable

Upcoming processes:
August 9 and 10, 2023 – Human Trafficking Investigator – Charmaine Hunter to participate

Current hiring drives for:

- Wabaseemoong Administrative Support
- Cadet/Special Community Constables – 12 - month term for Big Grassy, Lac La Croix (2), Onigaming
  NWA 37, NWA 33, Naotkamegwanning
- Always accepting Recruit/Experienced Officer & Casual Guard applications

CULTURAL COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
2. Roy Assin
3. Mitchell Lands
4. Wesley Nelson
5. Reno Cameron

Meeting to be scheduled. Dates ?
Feast was held May 11, 2023 in the South
On-going Items:

- Criminal Reference Checks for Drummers
- Staff attendance at Cultural Events (per CBA) and Sweats

- Annual Cultural Training – format revised starting this year
- Feather presentation to all Staff – currently feathers are provided to new hires and promotions
- Board Executive elections – traditional election process – need to take time with this item – look at for 2023 AGM
- Feathers in vehicles - Dennis has distributed to GHQ – cases have been received – teaching to go with feathers
- Red Dress for Treaty Three Police – Complete – Dress is with Sacred items at Agency One Detachment
- Skirts for Dress No 1 uniform – Complete

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
2. Christine Jourdain
3. VACANT – looking to fill
4. VACANT- looking to fill

- July 19, 2023 Discussion took place with PricewaterhouseCoopers (Lindsey Gray)
  They are developing a proposal/plan for us to proceed
  Recommendation from the Strategic Planning Committee to meet with PricewaterhouseCoopers for a 1 day Board meeting in September – tentative dates available September 19, 20, and 21.

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Cita Mandamin, Chair
2. Barney Petiquan
3. David Kelly
4. Wesley Nelson

Meeting to be scheduled. Dates -

Completed review of Ops Policy with Policy Developer Paul Van Bellenghem

- Directive from Acting Chief of Police to Staff outlining rollout of Policy (attached)
- Next meeting to be scheduled

FINANCE COMMITTEE

MEMBERS:

1. Cita Mandamin
2. Barney Petiquan
3. Danine Chief
4. VACANT

- Meeting held July 17, 2023 –
  - Highlights:
    - Our 1 year Funding Agreement received July 7, 2023 as a result of the Federal Court decision has been signed by Board President and Ogichidaa is currently with CAN and ONT to sign – then funds will flow
    - On March 23, 2023 we requested an increase of our Line of Credit with TD to $3 million – which was approved but we did not have to go into very far. We were using our One-time funding which we received to carry us. Our Line of Credit went back to $1 million. We, once again requested an increase to $3 million which will go until September 30, 2023.
    - Due to our Funding not flowing we did not pay retros back in January when they were

approved by the Board, they will get paid July 20, 2023 payroll so this payroll will be close to $1 million

- We delayed the audit – if we had it with no Agreement in place Auditors would have had to put in audit – we rescheduled Special Audit Meeting to July 25, 2023.

RECOMMENDATION to the Board RE: Mileage/Meal Rates & Daily Incidentals – Would apply to the Police Services Board and Employees not covered by the Collective Bargaining Agreement (CBA)

- Recommend using the Canadian Revenue Agency Rates starting July 21, 2023
- These rates would be paid for all meetings except Full day Board meetings which we have catered
- T3PS Current rates are: Breakfast: $15.00, Lunch $15.00, Dinner $30.00
  Mileage $0.555 & Incidentals $10.00

Decision # PSB 2023-07-26-05 MOTION CARRIED to accept the recommendation from the Finance Committee to have our meal, mileage and incidental rates for the Board and employees outside of the Collective Bargaining Agreement reflect Canada Revenue Agency rates effective July 27, 2023.

B.E.A.R Fund

MEMBERS:

1. Cita Mandamin
2. Donna Namaypoke
3. Theresa Noonan

- Meeting to be scheduled.

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Roy Assin
2. Sue Boshey
3. Mitchell Lands
4. Cita Mandamin

- No meetings

LOCAL POLICING COMMITTEE REPORTS

No reports presented.

IN CAMERA

The Board held an In Camera session.

NEW ITEMS

NI #1 – Director of Eagle Lake – Presentation from Deceased Chief Arnold Gardner

- Director Mitchell Lands informed the Board of a letter and conversation he had with Chief Arnold Gardner prior to his passing. He want Mitchell to bring to the Board the extreme Drug crisis in their community. Chief Gardner has passed prior to our Board meeting. Chief Gardner gave Mitchell a letter from a youth in the community regarding the drug situation.

- The Board further discussed the Drug crisis in all our communities.

Mitchell Lands moved to make Drug prevention in our communities a priority. 2nd by Christine Jourdain.

Decision # PSB 2023-07-26-06 MOTION CARRIED to make Drug prevention in our communities a priority.

NI #2 - Next Meeting Date

- The Board reviewed next meeting dates and determined the following:
  - Next Board Meeting – 2nd Quarter - Tuesday October 24, 2023.

EXPENSE CLAIM PAYABLE

Charlie Kelly moved to accept the expense claim payable as signed. 2nd by Cita Mandamin.

Decision # PSB 2023-07-26-07 MOTION CARRIED to accept the expense claim payable as presented and signed.

ADJOURNMENT - Meeting was adjourned at 4:05 p.m.

Chief of Police Report

Treaty Three Police Services Board Meeting

October 24, 2023

Prepared by: Acting Chiefs of Police Tricia Rupert & Cheryl Gervais

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2nd Quarter 2023-2024

The Quarterly report format mirrors the structure of the Police Services Board Strategic plan and the Service's Key Performance Indicators (KPI's).

Strategic Goals
1. Treaty Three Police becoming constituted under the Community Safety and Policing Act ("Essential Service")
2. Employee Focused Organizational Health
3. Community Based, Results Driven Policing
4. Strong Relationships Through Proactive Community Policing

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
1.2 GCT3 to move towards the legislative option (becoming an "Essential Service")
1.3 Community satisfaction with T3PS
1.4 Data on cost of policing, per community member within Treaty #3
1.5 Data on budget compliance
2.1 Employee satisfaction
3.1 Number of Public and Internal Complaints
3.2 Calls for Service Response Times
3.3 Assistance required from other agencies
3.4 Clearance Rates/Crime severity index
4.1 Culturally responsive police service

2nd Quarter 2023-2024

CHIEF OF POLICE REPORT – ACTING CHIEF TRICIA RUPERT

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
Acting Assignments – Acting Deputy and Acting Chief roles **Freedom of Information project –** Identify key employees to attend training and conference, purchase software to keep up to date with legislative changes **Manitoba Peace Officer Appointments –** A/S/Sgt. Broughton completed (done annually through RCMP) **Promotional Processes** – assist with permanent promotions **Enhanced SOCO Program –** work with OPP to identify a member and work towards a fully functional identification unit
1.2 GCT3 to move towards the legislative option (becoming an "Essential Service")
Infrastructure meeting – Admin Building/Wabigoon Building **Community Safety and Policing Act Panel** - evaluate on-line learning developers to provide training to police on the new Community Safety and Policy Act **FNIPP Funding** – continue meetings with legal and IPCO **Office of Auditor General Visit** – meet with auditor general and provide information regarding funding, resources, geographic challenges. Take them to Wauzhushk Onigum to meet Chief Skead and see the community
2.1 Employee satisfaction
MC Welcoming Ceremony – attend and MC the Welcoming Ceremony in Rainy River First Nation for all new employees of T3PS **Retirement of Constable Gary Tom Luncheon** - 30 years of service **Retirement of Chief Liu Luncheon –** 37 years of service **YIPI Grad** **Order of Merit of Police Forces** – Governor General
4.1 Culturally responsive police service
Women in First Nation Policing Working Group – Inspector Gervais, DS Morrison (NAPS), Sgt. Laroque (APS) and Superintendent Maracle (OPP) development of conference for spring of 2024 in Thunder Bay **T3PS Women's Mentorship Workshops –** Orange Shirt Pins and Yoga Night **Tea with Cop** – a new initiative from Constable Kuzyk **Survivor Flag Raising in Fort Frances – Truth and Reconciliation**

2nd Quarter 2023-2024

KPI
Flag Raising at Nanicost – Truth and Reconciliation **150th Anniversary of Signing of Treaty Three** - Seven Generations in Kenora **3rd Anniversary of Makwa Patrol Program** - Pavillion in Kenora **Barrie Police Service Exchange** **MMIWG Committee** – 231 Calls to Action University of Winnipeg Course **Onigaming Inauguration Ceremony**

CHIEF OF POLICE REPORT - ACTING CHIEF CHERYL GERVAIS

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
Recruitment Committee and Focus Group • Continuing to attend Recruitment Committee and focus group meetings. **CACP Executive Mentorship Program** • Started exchange program where two BPS front-line uniform staff work with T3PS on two-week rotations. Program ends December 2023. **MMIWG Report Committee** • Meeting fourth Thursday of every month • 231 Calls for Justice Course – University of Winnipeg (Sep-Dec 2023) **OACP Police Response to People in Crisis (PRIPC) Committee** • Mental Health and Policing Community of Practice (MCOP) brings together municipal, provincial and First Nations police services for knowledge exchange related to police interactions in mental health. • Met with Carlton University Professor regarding study of Police Response to Persons in Crisis. **OACP Leadership Forum – April 2023** • **McMaster University DeGroote Business School –** Survey sent out listing 5 modules. Top ranked was Difficult Conversations for Police Leaders, so working on a training date with facilitator. **Infrastructure Meetings:** • General Headquarters – WON • Wabigoon Detachment **FNIPP Tri-Service Meetings:** • Discussions with APS and UCCM leadership regarding negotiation strategies.
1.2 GCT3 to move towards the legislative option (becoming an “Essential Service”)
Barrie Police Service (BPS) Partnership • Completed the Cambridge University Evidence Based Policing – Leaders Course. Tuition covered by BPS grant. • BPS Team applying Crime Harm Index to T3PS 2021 Calls for Service to assist with informing the gap analysis. • Virtual meeting with Seneca College Professor regarding co-op and training opportunities for Analyst position.
2.1 Employee satisfaction

KPI
NCO Conference – Nov 28 to Dec 1, 2023 • PSHSA – Resilience for Leaders Public Services Health and Safety Association | R2 for Leaders Building Resilient Organizations Distance Learning Program (pshsa.ca) • Performance Management & Discipline • PeerConnect App **Mental Health Working Group and Training Sub-Group Committee** **Peer Support Team Monthly Meetings** • Supporting Co-chair who facilitates meetings. • Peer Connect App representative attends monthly meetings to provide stats and support. **Women In Policing** • Women in Indigenous Policing – Conference planning with policing partners (OPP IPB, NAPS, APS). Scheduled for April 2024. • T3PS/OPP WIP group moved to bi-monthly meetings to allow for planning of events in between meetings. • T3PS/OPP NWR had orange shirt beaded pin making sessions and yoga sessions. • Met with Seven Generations Women's Empowerment Program – Fort Frances Campus **Staff Sergeant Promotional Process** • Developed Staff Sergeant Promotional Process with support of OPP HR. • Process has started for two vacant positions, which will be filled by December 2023. • Credit is good for one year. **2023 Champions of Mental Health** • Willa Zlabis recipient of Workplace Mental Health award – employer or employee who has contributed to creating a mentally healthy workplace for staff. • Important to acknowledge her with Peer Support Team, PeerConnect App and Mental Health Working Group – Training and Education sub-committee **Awards Banquet Planning** • Committee started meeting October. • Venue will be in Fort Frances • March 2024 dates
4.1 Culturally responsive police service
Co-chair for CACP Victims of Crime Committee (VOCC) • Attended CACP Annual Summit in August 2023 which included committee meeting. **CACP National Working Group** • Representative for CACP VOCC • D/Sgt. L. Kenny also a member. Committee encourages mentorship of other members. • Attended CACP Annual Summit in August 2023 which included committee meeting.

2nd Quarter 2023-2024

KPI
CACP Trauma Informed Police Response Framework • finalizing framework which will be presented to CACP VOCC in November 2023. **Kenora Coalition to end Human Trafficking Committee and NWR Working Group** • Committee partner agencies committed to provide support on the implementation of the Indigenous Justice Division Human Trafficking Services grant program (Ambassador Program). • Position posted. • YVHTTP (Maanaji'iwin Project) renewed ending March 31st, 2024. **Monthly KCA/T3PS program lead meetings** • Makwa 3rd year anniversary • Committed to supporting community Makwa Patrol programs

2nd Quarter 2023-2024

HUMAN RESOURCES UPDATE – HR Department

Below is a list of staff who have joined our service during the 2nd quarter period of 2023-2024.

Legal Last Name	Legal First Name	Hire Date	Home Department Description
Mandamin	James	06/09/2023	Board Member
CARR	CAMERON	14/08/2023	Recruit at OPC
SIMPSON	COURTNEY	14/08/2023	Recruit at OPC
WATTS	BRYDON	14/08/2023	Recruit at OPC
JACOBSON	KITRINA	24/07/2023	CPIC Operator
PIECZONKA	CHRISTOPHER	24/07/2023	GHQ - Janitorial
CARSON	WILLIAM	10/07/2023	Kenora - Officers
KOWALIK	SYDNEY	10/07/2023	Payables Clerk
PHILLIPS	TATE	05/07/2023	Summer Student

2nd Quarter 2023-2024

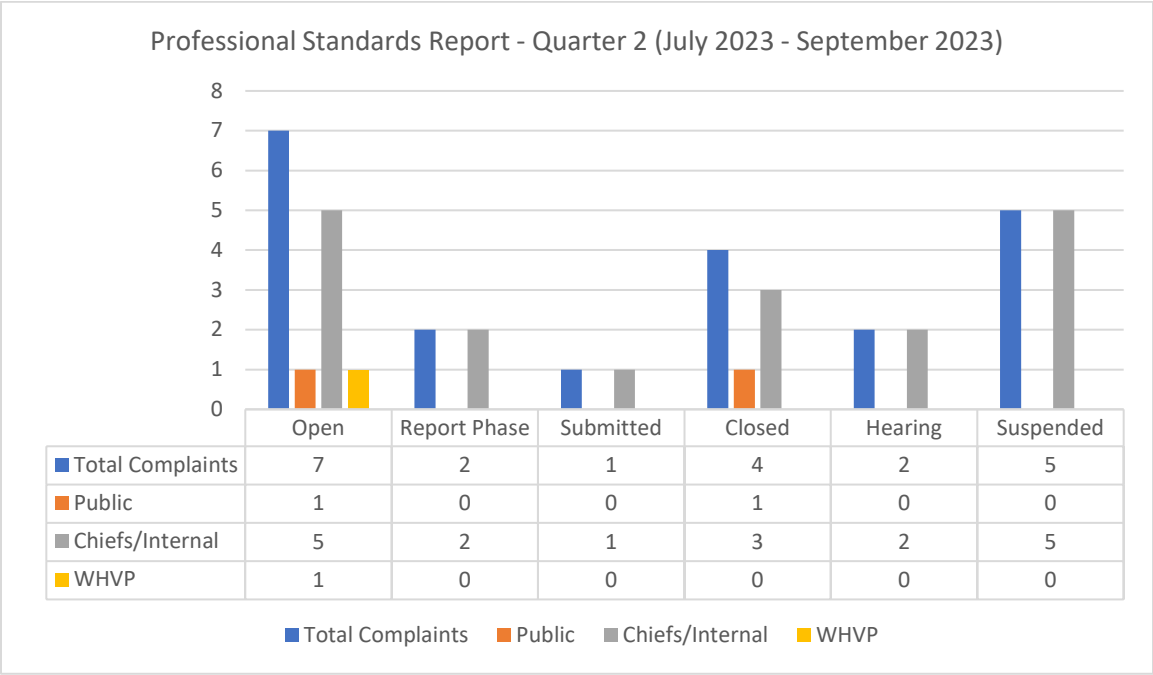
COMMUNICATIONS UPDATE – Communications Specialist Donna Anderson

1.1 Number of Adequacy Standards/Policy currently being met.
Communication Specialist and Social Media and Content Planner continues to participate in Ontario Media Relations Officers Network meetings and forums. The fall meeting was hosted by Sault Ste. Marie Police Service which featured a presentation from an Equity, Diversity, and Inclusion (EDI) expert. The communications team is interested in receiving formal EDI training for more inclusive communications. OMRON has also been renamed to better reflect the police communication professionals and the relationship with the Ontario Association of Chiefs of Police (OACP) – it is now called OACP-CCN (Corporate Communications Network). Shout Media created sponsored content on social media pages as well as Google Ads, Indeed, and Glass Door Company pages. Organic & Sponsored Content analytics are available in the Appendices.
1.3 Community satisfaction with T3PS
Comments and engagement from those within the T3PS service area continue to be mostly positive. T3PS continues to receive invites from community members to their events. There has been 1 invite via website contact portal this quarter. There were also 1 media inquiry and 8 (up from 3) general inquiries via website contact portal. In September, Sgt. Alicia McCready implemented a community engagement initiative (iheart) that allows members of the public to email T3PS about their events. The number of community invites through this new email will be provided at the next quarterly meeting.
2.1 Employee satisfaction
Staff continue to engage with the T3PS Communications unit for photos and videos. We have engaged with Upriver Media again to produce another recruitment video highlighting our members both professionally and their family/community life. There continues to be an interest in employment opportunities at T3PS through social media sharing and community involvement. Through the Contact Us portal there have been 29 (up from 12) inquiries. This increase is due in part to our organic content as well as our sponsored content via Shout Media. Many of these inquiries appear to be from out of the country, however. Shout Media has since adjusted our application process to only allow Canadian citizens and residents to apply. Civilian, Cadet/Special Constable, and Recruit/Experienced Officer applicants were asked how they heard about T3PS and they answered the following: Indeed (137), Social Media (60), Website (39), Blueline (9), Other (13), and Billboard (4).
3.1 Number of Public and Internal Complaints
The Contact Us portal on the external website receives suspected complaints about service and/or members which are forwarded for follow-up. There have been 4 (up from 2) suspected complaints this quarter.
3.3 Assistance required from other agencies
T3PS continues to receive requests from other agencies to participate in various committees, partnerships, and events. This is done via the Contact Us website portal. There have been 6 (up from 4) requests this quarter.
3.4 Clearance Rates/Crime severity index

The Contact Us portal on the external website sometimes receives reports of suspected criminal activities or follow-ups regarding a call for service. There has been a total of 4 (up from 1) of these types of submissions.
4.1 Culturally responsive police service
Posted community powwow posters and dates on the intranet for members interested in attending on their own or while patrolling. MC'd the 150th Treaty #3 Celebrations in Dryden, Sagkeeng, and Kenora. T3PS members were in attendance for two of these events. Truth and Reconciliation events were attended by T3PS members including the annual walk from the former Cecilia Jeffrey Indian Residential School property to the grave site near GHQ.

2nd Quarter 2023-2024

PROFESSIONAL STANDARDS – A/PSB Sergeant Stephen Garrow



	Open	Report Phase	Submitted	Closed	Hearing	Suspended
Total Complaints	7	2	1	4	2	5
Public	1	0	0	1	0	0
Chiefs/Internal	5	2	1	3	2	5
WHVP	1	0	0	0	0	0

NORTH DETACHMENT REPORT – A/STAFF SERGEANT JASON KELLY

KPI
1.1 Number of Adequacy Standards/Policy currently being met.

Court Services

- Assigned to Supervise Court Services as of mid December 2022. Ensuring proper coverage with members and completion of court process.
- New Officer added. Cadet Casavant on 21FEB2023
- 4 Cadets added to court services, currently on Special Constable training.

Platoon Supervision

- Supervising platoons, **C** and **D**. Scheduling of both platoons ensuring leave, training and coverage is managed on a weekly basis. Ensuring evaluations are up to date.

Community Sergeant Position

- Supervising Sgt Carl Bryant who is the community Sergeant for Whitedog, Wauzhushk Onigum, Dalles, Wash Bay, Shoal Lakes 39&40.
- Requesting management to fill vacant Community Sergeant Position for Grassy Narrows and Whitefich Bay/Onigaming.

Kit and Clothing Committee

- Providing input and ideas for new equipment and clothing options to Officers in the field.
- Attend regular meetings with kit and clothing committee

Recruitment Committee

- Providing input and direction with committee members on assigning Officers to attend recruitment events. Emphasis being put on attending local events.

Marine Unit Supervision and Management

- Supervise the T3PS Marine Program.
- Coordinated with OPP Marine Training Section out of Orillia, ON to have T3 members trained by The OPP for Marine Operations.
- As of this date 9 Officers have been training and certified by the OPP as Marine Operators.
- Members to be trained annually.
- Currently working on purchasing two new vessels. One for the South Detachment and a Second for the North Detachment area.
- Currently working on seats for spring Marine Training for T3PS Officers.

Intelligence Liaison Initiative

- Created to target drug activity on our communities.
- Will promote an increase in information that gets funnelled to our Intelligence Officer and Guns and Gangs Officer in hopes of creating more Drug investigations and warrants to be executed on our communities.
- **9** Constables selected as Intel Liaison Officers.
- **4** attended the Indigenous Gang Reduction Strategies Course hosted by Tsuut'ina Police Service in February 2023. Certified Canadian Police College Course.
- 3 Officers sent on Intelligence Liaison Course September 2023.

KPI

1.3 Community satisfaction with T3PS

Coaching Saint Thomas Aquinas Highschool Hockey Team

- Developing relations with youth from our area to promote interest in Treaty Three Police Service. Several T3 Anishinaabe Youth on the team and in the league.
- 2023-2024 season currently underway.

Indigenous Sport and Wellness Ontario

- Planning on winter baseball camps to be held in Kenora for youth in our communities. Cst Branden Kuzyk to be main coach and instructor. Several other T3PS Officers to assist with program.

Archery Engagement Initiative

- Developing and Archery Engagement Initiative with youth.
- 6 members trained as instructors over the summer months through Manitoba Archery.
- Engaging Youth in our communities with Archery Classes in the communities. Teaching our youth about Archery and developing relationships with them to promote interest in Treaty Three Police Service.

Lands Based Youth Initiative – Wauzhushk Onigum

- Providing Trapping Instruction for youth of Wauzhushk Onigum First Nations.
- Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.
- Trapping, hunting and fishing instruction currently on going.

2.1 Employee satisfaction

Wellness Committee

- Currently apart of the Wellness Committee. Coming up with events and strategies to promote Health and Wellness in the workplace. Also, getting the families of Officers involved in “Service” activities.

Mental Health Working Group

- Working on initiatives within the Police Service to better assist our members to increase their ability to deal with day-to-day challenges in the Policing Industry.

Sweat Lodge Ceremonies

- Currently working on dates for sweat lodge ceremonies for all staff.

3.1 Number of Public and Internal Complaints

Currently working on one Public Complaint which is close to completion.

4.1 Culturally responsive police service

Coordinating Cultural Training

- Currently working on a weeklong cultural training program with emphasis on local culture and local elders teaching and delivering this training to our staff.

Strong Relationships Through Proactive Community Policing

KPI
Archery Engagement Initiative which is in place. Working on future dates in our communities. **Gimikaan Bimaadiziwin Trapping Initiative – Bug Lake** • Providing Trapping Instruction for the Gimikaan Bimaadiziwin Healing Initiative at Bug Lake. • Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario. • Student receive training and certification in valuable skills to take back to their home communities and give them more options and tools to be successful in the healing journey. • Currently planning Fall 2023 Trapping course. **Lands Based Youth Initiative – Wauzhushk Onigum** • Providing Trapping Instruction for youth of Wauzhushk Onigum First Nations. • Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.

NORTH DETACHMENT REPORT – STAFF SERGEANT JOE GERVAIS

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
• **Axon Dems, and Body Worn Cameras.** Implementation Digital Evidence Management redaction team. Meet with Dryden, Kenora, and Fort Frances area Crown Attorneys, Evidence.com has been set up in each area. Working with T3PS Information Technology support team to roll out all evidence through Evidence.com. Review of polices and equipment, ongoing feedback, and review. We want this program to be as successful as possible with all officers participating long term. We have a strong partnership with Barry Police Service, and Sgt. Trevor Marsh. They have helped us develop our Axon DEMS process.
Vault Overview Overview on vault Quality assurance.
• **UCR RMS Police Records.** Worked with UCR team lead Willa Zlabis on follow up tasks and monitoring to ensure UCR follow up tasks are being updated and cleared by officers.
• **Pre charge diversionary programs** Regular meetings and follow up to ensure service delivery of the program. Review of all Treaty Three Police pre charge referral reviews, continued encouragement for the use of pre-charge programs to keep the youth of the Treaty Three nation out of the criminal justice system when possible.
• **Eagle Lake** Supporting the acting Detachment Commander in eagle lake to ensure she has access and proficiency to use all required programs such as RMS, In-time, and other related programs. Equipment and personnel.
• **Intelligence Liaison team.** Overview supervision on Intelligence Liaison team, an exciting new program that Staff Kelly brought in. I authorize training, adjust scheduling, and encourage community engagement on the path to build intelligence on drugs, and organized crime. Currently we are training members who will be mentored on going into a specialist enforcement role. Knowledge builds confidence, and confidence builds performance. Our communities need enforcement of controlled substances, and gang activity we are building our capability to have Intelligence Led Policing.
• **GCT3 to move towards the legislative option (becoming an "Essential Service")** Currently on Policy review committee, to ensure newly drafted Policy is consistent with Adequacy standards regulation, Provincial, and federal law. The goal is to produced clear and concise policy that clearly outlines expectations and standard practice to the staff of Treaty Three Police Service.

KPI

1.1 Number of Adequacy Standards/Policy currently being met.

- **Vulnerable person registry co-administrator**

- Identify vulnerable persons in T3 communities, coinciding with appropriate consent/privacy agreements
- Compile a database of information to assist in finding individuals.
- consistent with MMIWG recommendations
- Establish further rapport with vulnerable persons and their families
- Find means of tracking the individual's mobile device in missing persons investigation (PING, Urgent Demand social media, I.P. Address, Snapchat Map, etc.)
- Eventual internet self-reporting/parent-guardian reporting

- **Quality assurance Committee**

Formed a Quality assurance committee team with key members of the police service to ensure a quality-of-service delivery to the treaty three communities. Bi-weekly meetings focusing on administration of sergeants and constables RMS, Court Submission, Annual performance evaluations CPIC follow up assignments, and officer inspections. We are currently finishing up all bar code systems, and

- **Complex care providers Committee**

Committee has all health-related providers in the Treaty Three Police Service area. I bring all the health and in particular mental health related issues to the committee to formulate long term solutions. Recent efforts include memorandum of understanding with Morningstar Alcohol treatment center in Kenora.

- **Crime unit**

Supporting crime and specialty units. Requested support and personnel. Weekly meetings, concerns, and implementation of call out procedures (work in progress).

Reviewing all benchmark occurrences and ensuing compliance, bridge between Front line officer and Specialized units for assigned follow up.

- **MMIWG/VICTIM SERVICES**

Worked with local Victim Services in Kenora area, to apply to a Grant from Solicitor Generals office. The grant will allow T3PS to hire a full-time position to work with Victim services to service the Treaty Three area communities. This will help reach the victims from the Treaty Three Nation and give them the support they require.

- **Platoon A-B Kenora HQ**

Oversee Platoon A -B. Time off, training, scheduling, Police reports and annual evaluations. Via SAR submissions.

- **Community contact, and detachment commander for Grassy Narrows, and Whitefish Bay.**

Meet with community leaders, resolve, and investigate any complaints.

- **Community CCTV program.**

KPI

Grant has been approved, and waiting on funding partners to provide funds to move ahead with the camera system has a full solar, and cellular system that will hold pictures for up to one year. These systems will be valuable to community safety, Intelligence, and enforcement. We accounted for data storage systems, and cellular plans for long term use.

KPI

1.1 Number of Adequacy Standards/Policy currently being met.

- **Health and Safety Committee (North)** –

ensuring all building inspections are completed Headquarters Grassy Narrows Whitefish Bay, dealing with any deficiencies.

- **Recruitment committee**

We meet on a regular basis to discuss upcoming events and strategies to capture as much interest as possible in starting a career with the Treaty Three Police Service. We look at scheduling events and brining ideas forward from our main committee to develop recruitment strategies.

2.1 Employee satisfaction

KPI

- **Wellness Committee**

Co-chair of Committee. We ensure the best chance of success bringing staff wellness issues forward. We are currently working on an annual budget and brainstorming events for the next year. We are keeping consistent with recent Mental health workshop priorities identified by the group.

4.1 Culturally responsive police service

- **Co-op Students from local schools**

Taking in Co-op students from the local high school while introducing them to policing and feeding the interest of being a First Nation Police Officer. I have engaged with both Beaver Brea and St Thomas Aquinas high school, both schools have added Treaty Three Police Service as approved agency for volunteer hrs. This will assist with all community events.

Strategic Goals

Strong Relationships Through Proactive Community Policing

YIPI Youth in Policing Initiative.

Assisting Staff Sgt. KELLY and Cst. KUZYK with YIPI program. Planning large event of team building. (Shoal Lake Lodge).

Strong Relationships Through Proactive Community Policing

- Casting with Cops Wabaseemoong 2023

Assisted Sgt. Bryant Wabaseemoong Community supervisor with his program, was a great event. Well done.

KPI
• **Community Cadets/Special Constables.** Continued work with Special Constable program. Community partners, funding agreements, training, and equipment. Community engagement models for Teared Policing**.** We just finished up 3 weeks of training with our newest Cadets. **We are very excited about our community partnerships and look forward to supporting the next generation of Treaty Three Police officers.**

CRIME UNIT – Detective Sergeant Leilani Kenny

1.1 Number of Adequacy Standards/Policy currently being met.
• VICLAS (Violent Crime Linkage Analysis System) for Sexual Assault investigations is managed by D/Cst Justin LINKLATER • DNA Coordinator is managed by D/Cst George MACNEIL • Abuse Issues Coordinator role is currently being filled by D/Cst Terence WOLFE who monitors all Abuse issues such as Interpersonal Violence incidents, Elder Abuse, Child Abuse, and Sexual Assaults • OSOR (Ontario Sex Offender Registry) coordinator is managed by D/Cst Terence WOLFE • Sudden Death files are managed by D/Cst Terence WOLFE • CFS (Centre of Forensic Sciences) correspondence is managed by D/Sgt Leilani KENNY • Benchmarks notifications are reviewed by D/Sgt Leilani KENNY • Intel led initiative started and assigned 4 frontline officers for the role of Intelligence Liaison Officers is managed by D/Cst Scott GARNEYS • CISO (Criminal Intelligent Service of Ontario) and CISM (Criminal Intelligence Service of Manitoba) designate is D/Cst Scott GARNEYS • CI (Confidential informant) Controller is D/Cst Scott GARNEYS • IJFS Intelligence Led Joint Force Strategy for Anti Human Trafficking officer is D/Cst Adam MAHAFFY • Investigative Request for Assistance LE-62 has been updated. • Social Navigator – Supports repeat offenders and decrease use of the Criminal Justice System and Hospital systems is managed by Kylie HOLSTROM • Child Interviewers are D/Sgt Leilani KENNY, D/Cst Justin LINKLATER, and D/Cst Abigail HALVERSON
2.1 Employee satisfaction
Currently, the Crime Unit consists of one Detective Sergeant, 1- Intelligence officer, 2- Street Crime officers (Guns, Gangs, Drugs), 1 – Abuse Issues Coordinator, 4 – Detective Constables, 1 – Social Navigator, 1 – HT officer. Our Criminal Analyst is seconded to the OPP Anti Human Trafficking (IJFS)
3.3 Assistance required from other agencies
The OPP Criminal Investigations Bureau (CIB) is currently managing two more major case investigations this quarter. T3PS Crime Unit members have been assisting with all these investigations as investigators. We are also required to help with previous CIB files when requested. The Treaty Three Police Service Street Crime Unit (SCU) is currently involved with an OPP led project within the Northwest Region that is focusing on individuals supplying drugs to several communities that fall under the jurisdiction of the Treaty Three Police Service.
3.4 Clearance Rates/Crime severity index
Incidents assisted with, investigated, or monitored by Crime Unit: Domestic Violence (CC and Non-CC) – 247 Sexual Assault – 18 Sudden Death – 12

Weapons – 1

Missing Person/Sudden Death – 0

Aggravated Assault – 2

Assault Cause Bodily Harm - 1

Assault w/ Weapon – 1

Homicide – 0

Drugs – 1

Break and enter – 0

Child Exploitation – 0

Fraud – 1

Theft over - 1

Abandoned Child – 0

Child Abuse - 2

Threats – 0

Requests made by Frontline

Child Interview requests – 3 (5 children interviewed)

Sexual Assault Evidence Kit completion – 1

Search Warrants - 1

CALLS FOR SERVICE

July 1, 2023 to September 30, 2023 Reported Incidents From Uniform Crime Reporting Statistics Crimes Against Persons	Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Sahgaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagegan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagang 2404	Wauzhushk Onigum 2405	Naotkamegwanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naicatchewenin 3102	Nigigoonsiminikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanjigaming 3106	Lac La Criox 3200	Mishkosiminiziibing 3301	Naongashiing 3302	Total
Homicides	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Sexual Assaults	2	2	-	-	-	-	1	-	-	-	-	3	-	-	1	-	2	1	-	1	1	-	2	-	16
Assaults (All)	22	10	4	-	4	-	11	1	2	1	3	13	2	-	4	10	8	-	3	5	1	5	6	3	118
Assault Police	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Criminal Harrassment	6	4	3	-	-	-	1	1	-	1	2	-	-	-	-	3	1	-	1	-	-	-	-	-	23
Utter Threats	5	3	-	-	-	-	3	-	-	-	1	-	1	-	-	1	1	-	-	3	1	1	1	1	22
Other Criminal Code	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total of Above Offences	35	19	7	-	4	-	16	2	2	2	6	16	3	-	6	14	12	1	4	9	3	6	9	4	180
Other Reported Person Crimes	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Total Reported Person Crimes	22	12	6	-	4	-	11	-	-	1	6	12	1	-	4	10	9	1	3	7	2	4	6	3	182
Property Crimes																									
Break & Enter	3	1	1	-	-	-	-	1	1	3	1	1	-	-	1	-	-	-	2	1	-	-	-	-	16
Theft Over $5000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Theft Under $5000	3	2	1	-	2	-	-	2	-	2	3	2	-	-	-	2	1	1	-	2	-	-	1	1	25
Frauds	1	1	1	-	-	-	1	-	-	2	-	1	-	1	-	-	1	-	-	-	-	-	-	-	9
Mischief	9	3	2	-	2	-	2	-	3	2	4	2	1	-	2	1	6	-	-	1	-	1	1	-	42
Total Above Offences	16	7	5	-	4	-	3	3	4	9	8	6	1	1	4	3	8	1	2	4	-	1	2	1	93
Other Reported Property Crimes	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Total Reported Property Crimes	17	7	6	-	4	-	3	3	4	9	8	6	1	1	4	3	8	1	2	4	-	1	2	1	95
Other Criminal Offences																									
Bail Violations	8	3	-	-	1	-	-	-	-	-	-	1	1	-	-	2	2	1	2	3	-	-	-	1	25
Disturb the Peace	9	3	4	-	-	-	-	-	1	1	2	4	-	-	1	3	3	-	-	-	-	-	1	2	34
Breach of Probation	-	-	1	-	-	-	-	3	-	-	-	-	1	-	1	-	-	-	-	1	-	1	-	-	8
Total Above Offences	17	6	5	-	1	-	-	3	1	1	2	5	2	-	2	5	5	1	2	4	-	1	1	3	67
Other Reported Criminal Offences	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	1	5
Total Reported Criminal Offences	18	7	5	-	1	-	-	3	1	1	2	6	2	-	2	6	5	1	2	4	-	1	1	4	72
Drug Offences																									
Possession	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trafficking	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3
Total Above Offences	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3
Other Drug Related Occurrences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Reported Drug Offences	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3

July 1, 2023 to September 30, 2023 Reported Incidents From Uniform Crime Reporting Statistics Crimes Against Persons	Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Sahgaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagegan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagang 2404	Wauzhushk Onigum 2405	Naotkamegwanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naicatchewenin 3102	Nigigoonsiminikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanjigaming 3106	Lac La Criox 3200	Mishkosiminiziibing 3301	Naongashiing 3302	Total
Provincial Statutes																									
Liquor Licence Act	41	23	4	-	1	-	1	-	4	3	7	10	3	1	9	7	2	-	-	2	-	1	6	3	128
Other Provincial Acts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Above Offences	41	23	4	-	1	-	1	-	4	3	7	10	3	1	9	7	2	-	-	2	-	1	6	3	128
Other Reported Prov Offences																									
Total Reported Prov Offences	41	23	4	-	1	-	1	-	4	3	7	10	3	1	9	7	2	-	-	2	-	1	6	3	128
Other Calls for Service																									
Domestic Disturbance	22	27	3	1	-	-	5	2	-	3	18	9	8	-	8	6	2	1	5	4	1	-	5	4	134
Missing Persons	4	1	2	-	1	-	-	-	1	1	-	1	-	-	-	2	1	-	-	1	-	1	1	-	17
Mental Health Act	21	28	2	-	2	-	5	-	5	3	6	5	2	3	16	8	7	1	3	4	-	1	4	4	130
Sudden Deaths	1	2	-	-	-	-	-	-	-	-	1	-	-	1	1	2	-	-	1	4	-	1	-	-	14
Family Dispute	43	20	8	1	4	-	1	2	4	11	6	29	2	4	8	4	4	-	2	5	1	4	3	2	168
Trouble with Youth	6	1	6	-	2	-	-	-	2	1	2	6	-	-	3	3	2	-	1	-	-	-	-	1	36
Total Above offences	97	79	21	2	9	-	11	4	12	19	33	50	12	8	36	25	16	2	12	18	2	7	13	11	499
Other Reported Calls Service	279	133	111	17	44	-	24	25	12	28	77	75	18	9	64	93	21	6	16	24	5	13	19	13	1,126
Total Other Calls for Service	376	212	132	19	53	-	35	29	24	47	110	125	30	17	100	118	37	8	28	42	7	20	32	24	1,625
Traffic Enforcement																									
Highway Traffic Act	23	20	4	-	1	-	3	-	1	2	4	3	1	-	12	5	-	-	1	3	-	-	1	-	84
R.I.D.E.	1	-	1	-	-	-	1	-	-	1	-	1	-	-	1	1	-	-	1	-	-	-	-	-	8
Impaired Operation	8	3	-	-	-	-	3	-	-	1	1	-	2	1	2	4	-	-	-	-	-	-	1	-	26
Total Above Offences	32	23	5	-	1	-	7	-	1	4	5	4	3	1	15	10	-	-	2	3	-	-	2	-	118
Other Reported Traffic Offences	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Total Traffic Enforcement Offences	32	24	5	-	1	-	7	-	1	4	5	4	3	1	15	10	-	-	2	3	-	-	2	-	119
Total Reported Incidents	508	285	158	19	64	-	57	35	34	65	138	163	40	20	134	155	61	11	37	62	9	27	49	35	2,166
Percentage of Calls for Service	23%	13%	7%	1%	3%	0%	3%	2%	2%	3%	6%	8%	2%	1%	6%	7%	3%	1%	2%	3%	0%	1%	2%	2%	100%

2nd Quarter 2023-2024

July 1, 2023 to September 30, 2023 Reported Incidents From Uniform Crime Reporting Statistics	Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Sahgaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagegan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagang 2404	Wauzhushk Onigum 2405	Naotkamegwanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naicatchewenin 3102	Nigigoonsiminikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanjigaming 3106	Lac La Croix 3200	Mishkosiminiziibing 3301	Naongashiing 3302
911 Hang up/Dropped Call/pocket dial	1	1	9	0	0	0	0	1	0	1	5	6	1	0	2	4	3	1	0	0	1	0	3	1
Abandon Child	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Alarm	0	1	1	0	1	0	4	0	1	1	1	0	0	0	1	3	0	0	0	0	0	0	0	0
Ambulance Assist	11	12	7	2	0	0	0	3	2	1	3	8	3	1	10	4	3	0	0	1	0	2	3	2
Animal Complaint	10	1	4	0	1	0	1	1	0	2	2	1	1	0	2	9	1	0	0	1	1	3	1	0
Community Services	22	22	24	4	17	0	15	3	0	4	5	7	2	1	9	12	3	2	0	1	0	1	0	3
Compliance Check	1	1	0	0	1	0	0	0	0	0	1	2	1	0	0	1	0	0	0	0	0	0	0	0
Court Order	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Criminal Record Check	52	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dangerous Condition	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Duplicate Occurrences	7	7	4	0	0	0	1	1	0	4	6	3	1	0	1	4	1	1	0	2	0	2	4	1
Escort	9	5	1	0	0	0	1	1	0	0	16	2	0	0	5	7	0	1	0	1	0	0	2	0
Fire	3	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Focused Patrol	0	0	3	3	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Insecure Premises	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Landlord/Tenant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Marine	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0
Motor Vehicle Abandoned	1	0	0	0	0	0	0	0	0	0	3	0	0	0	1	0	0	0	0	0	0	0	0	0
Motor Vehicle Recovered	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Neighbour Dispute	5	0	0	0	0	0	2	1	0	0	0	1	1	0	4	0	1	0	0	0	0	0	1	0
Noise Complaint	6	0	3	1	0	0	0	2	0	2	1	0	0	0	2	3	2	0	0	2	1	0	0	1
Non Police Matter	13	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0
Person Check-In	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Person Well-being Check	17	22	3	0	1	0	1	1	1	0	8	4	2	3	4	3	1	1	0	2	0	1	5	4
Phone Calls	3	1	4	0	1	0	0	1	0	1	2	3	0	0	1	3	2	0	0	0	0	0	2	0
Police Assistance	64	42	25	4	7	0	8	2	5	1	16	25	4	0	12	32	8	3	0	7	0	5	6	5
Police Information	37	24	10	3	5	0	3	1	2	3	10	13	3	1	9	5	2	1	0	6	0	2	5	3
Prevent Breach of the Peace	10	10	5	0	0	0	1	0	1	1	3	7	2	0	4	1	0	0	0	2	0	0	2	0
Property check	7	5	23	4	27	0	2	4	1	5	6	2	0	0	1	5	0	1	0	1	0	0	0	0
Property Damage	0	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Property Lost/Found	3	0	1	0	2	0	0	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0
Suspicious Person	2	2	3	0	0	0	1	2	0	0	0	2	1	0	0	3	0	0	0	0	0	0	0	0
Suspicious Vehicle	0	1	3	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Test CAD Event	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Unwanted Person	73	30	14	0	2	0	2	2	10	10	16	26	6	6	14	8	4	0	0	8	2	1	8	1
Warrants - Request/Executed	15	9	4	0	1	0	0	0	3	1	7	2	0	0	1	9	0	0	0	3	0	2	1	2
Wires Down	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	372	197	153	22	68	0	42	29	26	41	112	114	28	2	85	121	31	11	0	38	5	19	45	23

SOUTH DETACHMENT REPORT – A/Staff Sergeant James Broughton

1.1 Number of Adequacy Standards/Policy currently being met.
South Detachment Commander Training: • Annual Day & Night firearms   ➢ Upcoming Training: T3PS NCO Conference in November **Sergeant Supervision:** • The South Sub-Division has 4 Platoons and a Court Services Team. • Supervising all Sergeants and Civilian Staff. **Court Services:** • Court Sergeant continuing to train two new Special Constables who are assisting with court services and are active in our communities and assisting officers and the Detachment. • Court Sergeant over sees court services in three jurisdictions: (Fort Frances, Atikokan, Rainy River) • Court Sergeant ensures submissions (Criminal & Provincial) are completed properly. • Court Sergeant directly works with the Crown Attorney's Office and local Courts with submitting proper disclosure and filing of court documents. • Court Sergeant supervises Special Constables who assist with court services. • Court Sergeant assists with overseeing the Cadet program. **Evidence & Firearms Vault:** • Assigned Sergeant to manage the South Sub-Division Vault and Temp lockers. • These duties are on top of regular Platoon Sergeants duties. • The Vault Manager (Sergeant) will be training our two new Special Constables to assist in managing the vault and evidence. • Our Niche Records Management System (Niche RMS) links to a scanner that uses a bar code system and printable adhesive tabs for each piece of property. This system greatly assists with proper continuity and accuracy, as well as ease when it comes to quality assurance and audits. **Axon body cameras and digital evidence:** • Assisting a working group who is implementing associated programs and equipment for officers. • Meet regularly with the body camera working group and provide feed back, while assist the program to move forward. • Body Camera downloading stations have been installed at the South Sub-Division main detachment. • 7 officers have been trained and assigned to the body camera project. • These 7 officers are currently wearing body cameras and are recording events and calls for service while working in the South communities. • These 7 trained officers will be tasked with training the rest of the officers in the South Sub-Division. • Eventually all officers will be wearing body cameras in our communities. • *Cruiser Dash Cameras and cameras in the prisoner area of each cruiser will be coming in the near future*

Coordinator for our Joint T3PS / OPP Emergency Response Team (ERT):

- Regularly meet with OPP Emergency Response Team leaders to discuss program.
- Scheduling of ERT training for our current two members.
- The ERT team has recently advanced to a level 2 team, which now requires an additional mandatory twelve single days of training throughout the year. The level two status will give the team more options when it comes to making entries into buildings and houses, rather than often waiting for a full tactical team to fly to our area, with a response time usually longer than 24hours.

    - T3PS has an ERT members in each of our zones:
        - North/West - Constable Jacob Chartrand
        - East – Constable John Ainslie
        - South – Constable Brodie McPherson

Kit and Clothing Committee:

- Attend monthly meetings and assist with reviewing current equipment relating to Officers (of all positions, ranks & Units), Vehicles, Detachments, and all Civilian positions.
- Assist with tasking Officers & Civilians with trying out new gear, clothing etc. and report back with findings.
- Provide suggestions, new ideas and complete research. Compare equipment to other police services and assist with choosing what best suits our Service.

Recruitment Committee:

- Assisting with sharing events, finding new places and areas to send recruitment members.
- Scheduling Officers and Civilians to attend recruiting events etc.

Recruitment Focus Group:

- Focus group is linked to the Recruitment Committee.
- Meet weekly to discuss events and constantly improving recruiting efforts. Emphasis has been on recruiting in our communities and events that directly link to our communities.
- Discuss ways to reach local candidates and assist them with navigating the recruitment process, while supporting them to find solutions when they are lacking qualifications in certain areas.

Attended OPS Meetings at GHQ:

- Attend weekly Operations meeting with Command Staff and Cillian Support.
- Primary attendance is virtually every Monday morning.
- Report on weekly duties, meetings, events, and detachment issues.

Attend Monthly MTM meetings:

- Attend monthly Management Team Meetings.
- Primary attendance is virtually.
- Provide detachment updates, work with management team in addressing issues, on going planning with in the Service.

Attend Weekly LT Meetings:

- Attend weekly Leadership Team Meetings. (Chief, Deputy Chief, Director of Corporate Services & Staff Sergeants)
- Primary attendance is virtually.
- Improved direct communication amongst Upper Management

Rainy River District Victim Services Program:

- Attend monthly meetings with the Program leads and the board.
- Relay information to officers to connect the program to our communities.
- Offer suggestions and share information.

Health and Safety Committee:

- Attend monthly meetings.
- Address health and safety issues with detachments, vehicles, equipment etc. and solve them.

Special Constable Program:

- We have 2 trained Special Constables (Formerly T3PS Cadets) working in the South Sub-Division.
- Special Constables are trained in many areas but are not full Police Officers. They can be easily identified with their light blue shirts. They have limitations, but greatly assist in many areas, such as court, prisoner escorts, records management, guarding, fingerprinting, completing DNA court orders, community events, security details, office duties, vehicle fleet care, attending calls if they are with an Officer, and many other assigned duties.

Cadet Program:

- Cadet positions are currently vacant (both former Cadets are now Special Constables)
- Cadets assist the service in many areas including: fingerprints, working the front desk, community events, ride-a-longs, vehicle cleaning, vault managing, DNA orders, guarding, etc.
- The goal with our Cadets is to hire individuals, with a focus on hiring local community members, who want to become Special Constables or full police Constable but may not quite have the qualifications or experience just yet. Our goal is to work along side them, while they assist the service, and developing them to the point we can hire them as full-time police officers. We are targeting this goal inside of a two-year period.
- We recently hired one of our first Cadets as a full-time police officer. He is currently training at the Ontario Police College. Congratulations to Recruit Constable Joel Ottertail from Lac La Croix First Nation.
- T3PS has developed their own in-house Cadet training which is three weeks long.
- Cadets are trained in the following areas: radio training, defensive tactics, use of force (carry a baton & handcuffs), trained in First Aid & CPR, notebook training, evidence & scene management, citizens powers of arrest, police cruiser familiarization, fingerprinting and livescan, well ness training, T3PS Sacred items, history of T3PS, DNA data bank sampling & submissions, Guard training, firearms review, Niche RMS (Records Management Systems training, Fit Pin testing, workplace harassment & violence Policy review, Indigenous Canada course (University of Alberta).

Personal Controlled Inventory Count (Uniform Members):

- Completed controlled inventory checks with all uniform members.
- Controlled inventory checks consist of inspecting all officer's equipment including: all use of Force, Kevlar vests, radios, handcuffs, cell phones, flashlights, etc.
- Each uniform member is responsible for maintaining their own equipment; however, these checks are completed annually by supervisors to ensure compliance and a second opinion to ensure all equipment is functioning as it should.
- Any deficiencies are corrected.

1.3 Community satisfaction with T3PS

Rainy Lake Chiefs Meeting:

- Regularly attend the Rainy Lake Chief's meeting and provide service updates.

Community Justice Pre-Chare Diversion Program:

- Maintain a relationship with the program leads to discuss the program, how we can make it more efficient and work closer with police.

Regular Meetings with the Local Crown Attorney:

- Maintain a relationship with the local Crown Attorneys Office and associated Assistant Crowns.
- Reviewing processes, evidence, submissions, etc.
- Receive guidance and provide direction to officers.

Weechi-it-te-win Family Services:

- Maintain an open relationship with supervisors and managers.
- Attend meetings to monitor relationships and protocols between our agencies.
- Discuss options of how we can become more efficient and work closer.

2.1 Employee satisfaction

Union and Management Meetings:

- Attended monthly Union meetings with the Management team and PSAC Union.
- Coming together in an effort to solve issues in a timely and amicable manner.

Renovations at the South Detachment.

- Added additional offices.
- Added a wall between the front office and the Constable/ Sergent's area for privacy and minimize interruptions.

New position: Hired a full time CPIC operator for the South Detachment. (Started in August):

- Assist officers with court documents, warrants, records, CPIC requests, Fingerprints and more.

New Position: Hired an additional building maintenance employee (Part time)

- Assist with additional cleaning of the building and cleaning/ washing service vehicles.

New Position: Advertising for a Guard Supervisor:

- Will oversee the South Guards.
- Will look after the lodging area, prisoner meals, supplies, scheduling and more.

New Position: Currently conducting interviews and background checks for a full time Fleet/Quartermaster position for the South:

- Will look after all the Services South vehicles, boats, trailers and all terrain vehicles.
- Will oversee equipment and ordering of gear for officers and the detachment.

4.1 Culturally responsive police service

Youth in Police Initiative summer students 2023

- 2 "YIPI Students assigned to the South Detachment.
- Special Constable Allan was assigned to oversee the YIPI students.

- South YIPI's often joined with the North YIPI students and participated in events in our South and North Communities.
- The YIPI program continues to develop and grow each year.
- YIPI's travelled together to Southern Ontario for a week, where they were very active visiting multiple agencies and learning many things.
- Big Thank you to Constable Branden Kuzyk who took care of much of the organising, planning and joined the students on their trip to Southern Ontario.

Strong Relationships Through Proactive Community Policing

Community Policing Centres:

- We have 4 community policing centres linked to the South Sub-Division.
- Our 4 community policing centres are in:
  - Mishkosiminiziibiing First Nation (Big Grassy),
  - Manitoo-baawidigoong First Nation (Rainy River / Manitou),
  - Negwaakwaani-zaaga'igan First Nation (Lac La Croix), and
  - Nigigoonsiminikaaning First Nation (Red Gut).
- In each of our community policing centres we have a mini functioning detachment with out holding cells. Officers can complete their work in the Community Policing Centre, meet with community members, conduct investigations, meet victims and witnesses in their own community for statements and updates.
  - Nigigoonsiminikaaning First Nation has provided us with an entire building, which we are actively setting up computers for our Criminal Records Check program (CRC) that will employ local community members in the very near future.
  - In the coming weeks we will be moving our Manitoo-baawidigoong First Nation (Rainy River / Manitou) Policing Centre to the 7 Generations Building at the corner of Hwy 71 and Hwy 11. This building will provide us with a lot more room and we will also be expanding our Criminal Records Check program (CRC) to this community as well. Also employing local community members.

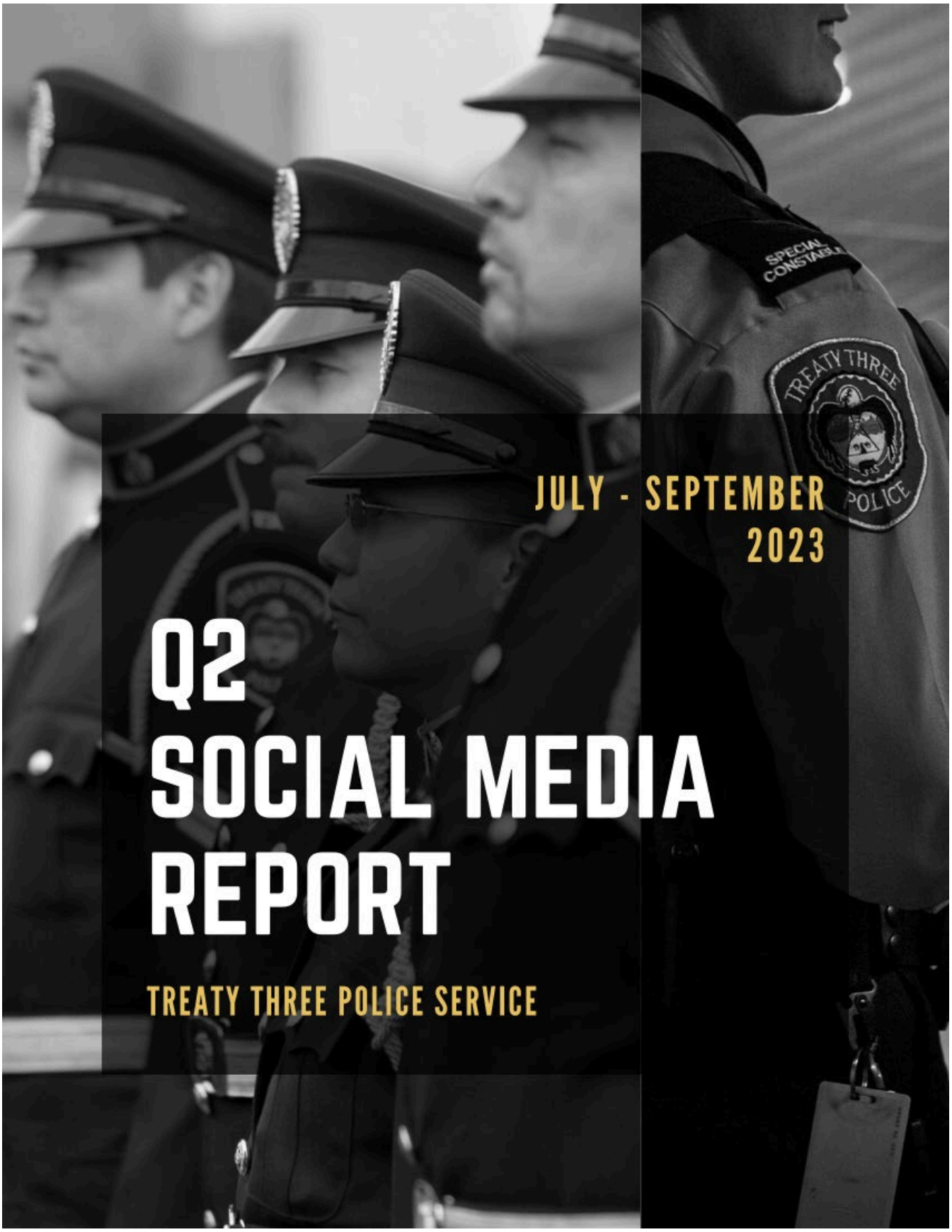
T3PS was a part of Truth and Reconciliation week in the South.

- A/Chief and A/Deputy attended Survivor flag raising ceremonies at the Town Hall in Fort Frances and at the Nanicost Building.
- Officers participated in walks in RRFN and Agency One area walks. Officers conducted traffic control. Weather was an issue and the walks were cut short.
- Special Constables and Officers assisted with Barbequing for kids and were driving around in the T3PS UTV handing out water and Gatorade.

Currently working with Couchiching Fire Department on a Search and Rescue Course

- Fire fighters from Couchiching and Northwest Bay, along with T3PS officers will all be training together in December. (12 Firefighters and 4 Police Officers in total)
- SAR1 training agency will be attending the area and proving an initial Search and Rescue Course and then providing a Search Lead Course back to back.
- This initial training is designed to train community Seach Leaders, who will oversee and direct search efforts and search teams.
- More training will be coming to train Community Seach Teams.

APPENDIX 1: SOCIAL MEDIA ANALYTICS – Social Media & Content Planner Amanda Kerr



FACEBOOK

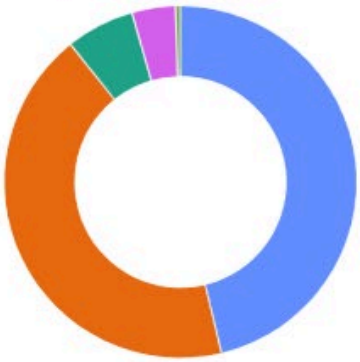
420 NEW FOLLOWERS

5.8K PAGE FOLLOWERS — UP FROM 4.9K

12K USER ENGAGEMENT — DOWN FROM 14K

36,684K PAGE VISITS — UP 45.6%

1.8 M PAGE REACH — UP 1.4M



POST REACH

46 %	Photo	166K
43 %	Album	154K
6 %	Status	22K
4 %	Link	14K
0 %	Video	1.3K

FACEBOOK

360K
users

POST ORGANIC REACH

89
posts

↗ 8 from 81

DEMOGRAPHICS

GENDER

69 %	Female	3.7K
31 %	Male	1.7K

AGE

35-44	1.5K
45-54	1.3K
25-34	1.2K
55-64	725
65+	509
18-24	287
13-17	32

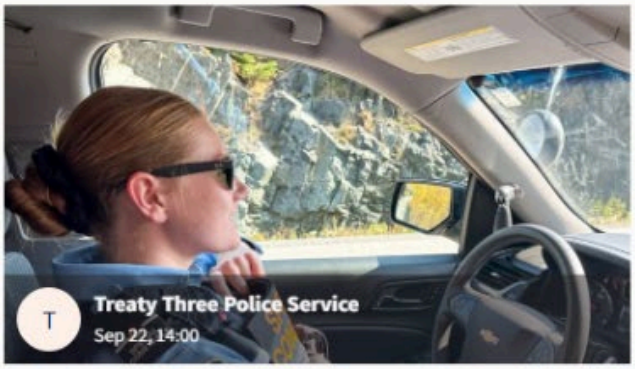
GEOGRAPHICS

Kenora, On, Canada	1.5K
Fort Frances, On, Canada	867
Winnipeg, Mb, Canada	427
Thunder Bay, On, Canada	383
Dryden, On, Canada	241
Emo, On, Canada	102
Sioux Lookout, On, Canada	87
Rainy River, On, Canada	83
Toronto, On, Canada	67
Ottawa, On, Canada	56
Greater Sudbury, On, Canada	49

FACEBOOK- TOP POSTS

Our T3PS cruiser next to the new #OPP Truth and Reconciliation cruiser! ❤️ We love to see it! . #Police #Policing #T3PS #OPP #Treaty3 #TreatyThree #TruthAndReconciliation #Orange

328 reactions



Special Constable Paige Randell has been presented with new epaulettes, symbolizing her as senior and Head Special Constable within T3PS Court Services Unit! 👮 Special Constable Randell has

291 reactions

Missing 53-year-old from Big Grassy First Nation has been located and reunited with family after a 4 day search. We wish to thank T3PS/OPP ERT(Emergency Response Team- Search and Rescue), OPP Helicopter, T3PS marine Unit, OPP Marine Unit, T3PS Crime Unit, OPP PLT(Provincial Liaison Team) OPP K-9 Units, MNR K9 Unit, uniform members from T3PS and OPP, Search Coordinators, Incident Commander and Command Staff from OPP and T3PS, along with multiple Big Grassy community members for their help in locating the missing person. To preserve the online privacy of missing persons we remove their name and image once found.

227 reactions

INSTAGRAM

165 NEW FOLLOWERS

1066 PAGE FOLLOWERS — UP FROM 944

2.5K USER ENGAGEMENT — UP FROM 2K

2.6K PROFILE VISITS — UP 47.2% FROM 1.7

POST REACH

31K users

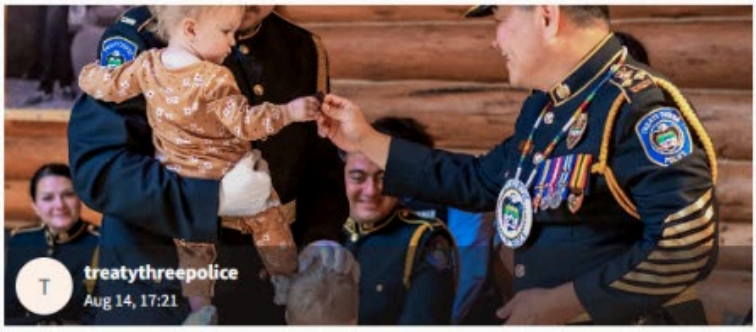
↗ 21% from 26K

PROFILE REACH

199K users

↗ 881% from 20K

INSTAGRAM - TOP POSTS

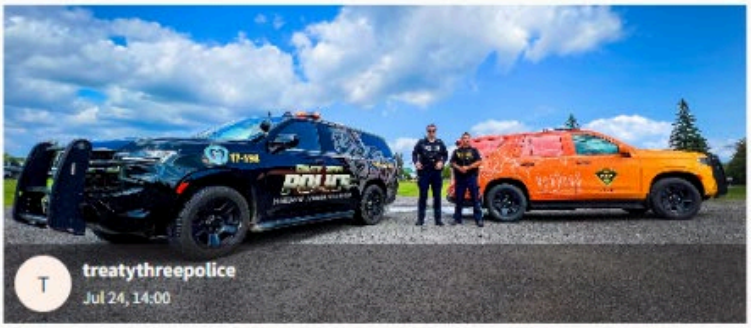


Welcome to our new members & congratulations to the well-deserved promotions, celebrated at this years Welcoming Ceremony! Together, we will build a stronger, united force, dedicated to serving our great communities. 👮‍♀️👮‍♂️ - #TreatyThreeStrong #CommunityFirst #CommunityStrong #T3PS #Policing #CareerInPolicing #ApplyToday #WelcomingCeremony

146 likes

🔶 Welcome and congratulations to our fantastic new Special Constables! 🔶 We're thrilled to have you on our team, and we can't wait to see the positive impact you'll make in our community! #NewSpecials #CommunityHeroes #CommunityStrong #PolicingForThePeople #T3PS #Policing

108 likes



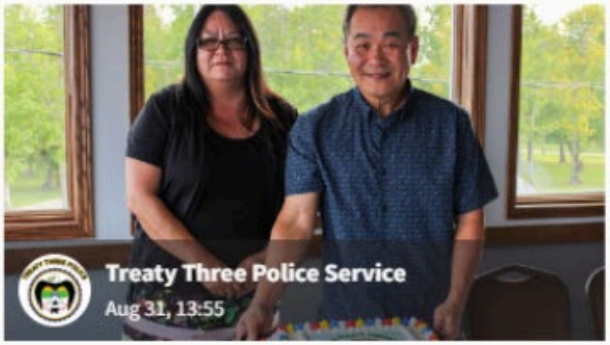
Our T3PS cruiser next to the new #OPP Truth and Reconciliation cruiser! 🧡 We love to see it! . #Police #Policing #T3PS #OPP #Treaty3 #TreatyThree #TruthAndReconciliation #Orange

104 likes

LINKEDIN

32	NEW FOLLOWERS	
278	PAGE FOLLOWERS	UP FROM 246
455	USER ENGAGEMENT	DOWN FROM 542
4.7K	PAGE REACH	UP FROM 3.8K
8.9K	POST IMPRESSIONS	UP FROM 8.4K
1.8K	PAGE CLICKS	UP FROM 1.6K

LINKEDIN - TOP POSTS



43 reactions

Join us in celebrating the end of an era! After years of dedicated leadership & unwavering

36 reactions

Welcome to our new members & congratulations to the well-deserved promotions, celebrated at this year's Welcoming Ceremony! Together, we will build a stronger

32 reactions

The Treaty Three Police Service had the honor of welcoming officers from Barrie Police Service to the Kenora area for an Officer Exchange Program! This

TWITTER

20	NEW FOLLOWERS	825	POST ENGAGEMENTS
289	PAGE FOLLOWERS	58	PROFILE CLICKS

TWITTER - TOP POSTS

14.81%
engagement rate

Welcome to our new members & congratulations to the well-deserved promotions, celebrated at this year's Welcoming Ceremony! 👮 Visit our Facebook page to

TIKTOK

37 PAGE FOLLOWERS

9 POSTS

587 POST LIKES

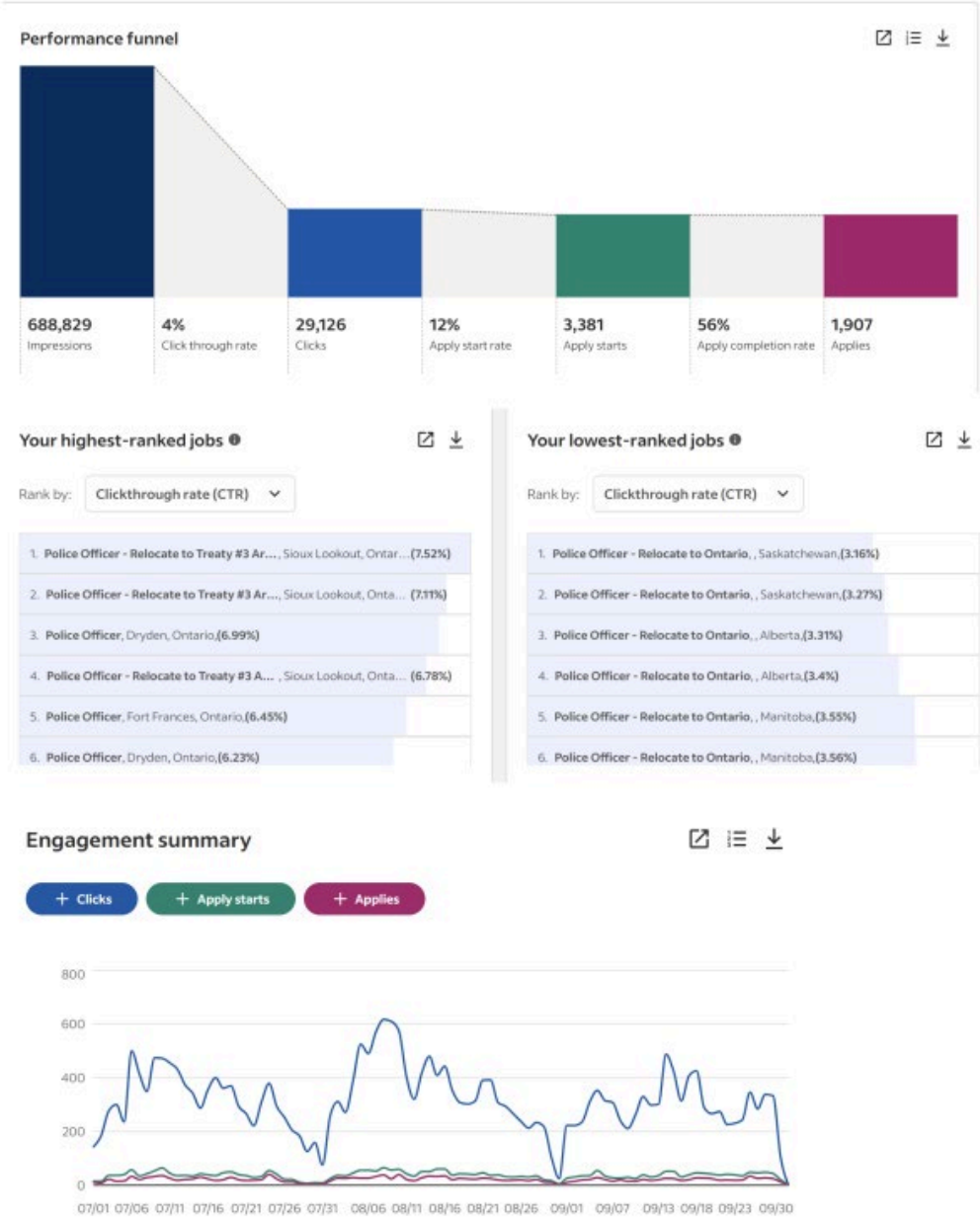
TIKTOK - TOP POSTS

718 VIEWS

APPENDIX 2: SPONSORED MEDIA ANALYTICS – Shout Media

Indeed Postings

Job Posting - Police Officer



CA$0.45 avg
Cost per click

Your job with the **highest cost per click** is Police Officer in Sioux Lookout, Ontario (CA$2.50). Your job with the **lowest cost per click** is Police Officer in Fort Frances, Ontario (CA$0.19).

CA$3.85 avg
Cost per apply start

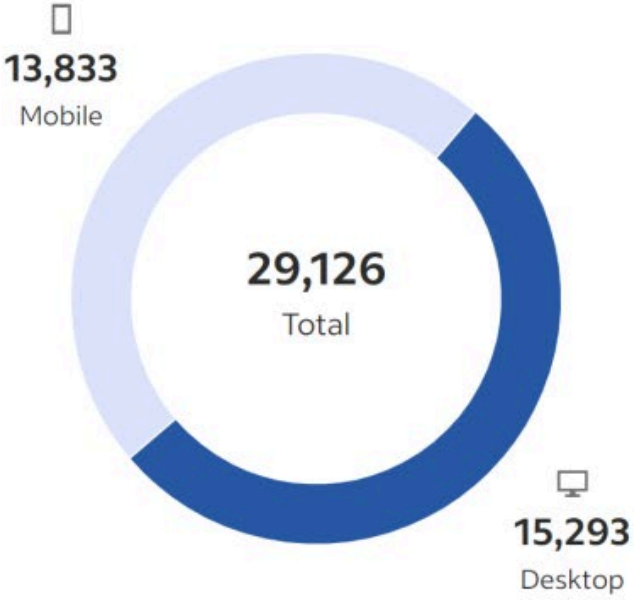
Your job with the **highest cost per apply start** is Police Officer in Sioux Lookout, Ontario (CA$9.57). Your job with the **lowest cost per apply start** is Police Officer in Dryden, Ontario (CA$1.26).

CA$6.83 avg
Cost per apply

Your job with the **highest cost per apply** is Police Officer in Sioux Lookout, Ontario (CA$14.36). Your job with the **lowest cost per apply** is Police Officer in Dryden, Ontario (CA$2.15).

Desktop vs. mobile clicks

For the selected time period, your jobs received **11% more clicks on desktop** than mobile.



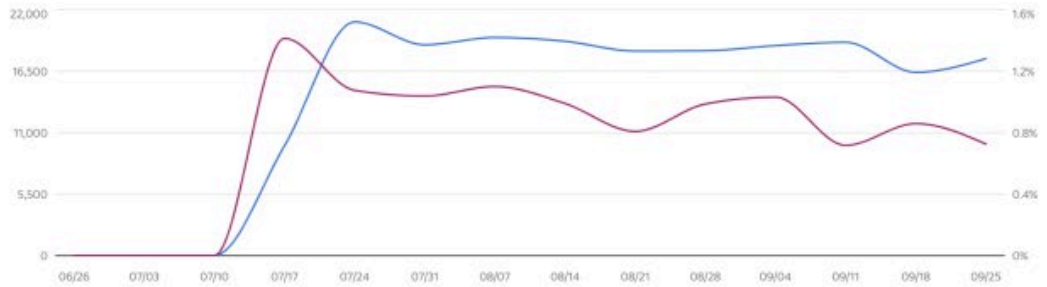
Employer Branded Ads

Campaign	Ad impressions	Ad clicks	Ad clickthrough rate (CTR)	Company Page views
Totals: 4 campaigns	**196,915**	**1,894**	**0.96%**	**2,871**
Security Guards - Alberta	50,379	492	0.98%	682
Security Guards - Manitoba	49,896	441	0.88%	621
Security Guards - Ontario	59,896	697	1.16%	1,228
Security Guards - Saskatchewan	36,744	264	0.72%	340

Metrics over time

Day | Week | Month

Ad impressions vs. Ad clickthrough rate (CTR



Powered by Whatagraph

Google Performance Report Summary

The total users on the website increased by over 250% in the last quarter which is a great sign. Bounce rate did increase. However, that is expected when there is a huge increase in traffic. The Google ads brought the highest amount of traffic to the website totaling in 5334 users.

Date period

07/01/2023 - 09/30/2023
Duration: 92 days

Compared with:
04/01/2023 - 06/30/2023

Google Analytics 4 Statistics

Total users

The number of distinct users who have logged at least one event

Total users
21,166
+250.43% (6,040)

07/01/2023 - 09/30/2023

Bounce rate

The percentage of visitors who navigate away from the site after viewing only one page.

Bounce rate
50.32%
+9.09% (46.13%)

07/01/2023 - 09/30/2023

Sessions per user

The average number of sessions per user

Sessions
26,761
+204.10% (8,800)

07/01/2023 - 09/30/2023

On site activity by source

First user source / medium	Sessions	Views	Total users	New users
google / cpc	6,104 +10,424.14%	11,386 +15,286.49%	5,334 +9,598.18%	5,339 +9,607.27%
m.facebook.com / referral	5,551 +446.36%	10,576 +619.95%	5,124 +434.31%	5,124 +434.31%
(direct) / (none)	5,536 +133.19%	14,600 +177.94%	3,643 +153.69%	3,560 +149.65%
google / organic	5,137 +16.83%	13,999 +23.23%	3,341 +14.61%	3,226 +10.56%
lm.facebook.com / referral	1,419 +560.00%	3,835 +1,094.70%	1,224 +512.00%	1,214 +503.98%
l.facebook.com / referral	1,005 +848.11%	3,202 +1,525.38%	814 +869.05%	811 +865.48%
bing / organic	396 +30.69%	1,415 +41.64%	268 +31.37%	250 +22.55%
meta / paid	396 -	727 -	339 -	339 -
instagram.com / referral	281 -	812 -	239 -	239 -
linktr.ee / referral	176 +506.90%	486 +350.00%	116 +427.27%	115 +422.73%
ca.indeed.com / referral	116 +5,700.00%	370 +3,600.00%	46 +2,200.00%	46 +2,200.00%
facebook.com / referral	76 +300.00%	48 +220.00%	76 +322.22%	48 +220.00%
mail.google.com / referral	46 +475.00%	190 +163.89%	20 +300.00%	20 +300.00%

07/01/2023 - 09/30/2023

2nd Quarter 2023-2024

Google Ads Performance

Impressions
Google Ads impressions

Impressions
599,691
+145,456.07% (412)

07/01/2023 - 09/30/2023

Clicks
Google Ads Clicks on ads

Clicks
5,884
+18,287.50% (32)

07/01/2023 - 09/30/2023

CPC
Google Ads Cost Per Click

Average CPC
$0.76
-22.00% ($0.97)

07/01/2023 - 09/30/2023

Cost
Google Ads spend

Cost
$4,473.27

07/01/2023 - 09/30/2023

Clickthrough rate
Google Ads CTR

CTR
0.98%
-87.37% (7.77%)

07/01/2023 - 09/30/2023

Google Ads Conversions
The number of conversions. This only includes conversion actions that have "is_conversions_metric" attribute is set to true.

Conversions
13.00
+100.00% (0.00)

07/01/2023 - 09/30/2023

Campaign performance

Name	Clicks	Impressions	Ctr	Average cpc
Display Ad Campaign - Traffic_Conversions_Retargeting	2,589 -	229,213 -	1.13% -	CA$0.23 -
Awareness - Search Campaign - June 2023	830 +100.00%	3,311 +47,200.00%	25.07% +100.00%	CA$0.61 +100.00%
Retargeting - Search Campaign - June 2023	792 +5,180.00%	13,823 +8,760.90%	5.73% -40.41%	CA$0.80 -18.61%
Traffic & Conversion - Search Campaign - June 2023	746 +4,288.24%	15,032 +5,936.95%	4.96% -27.31%	CA$0.86 -11.22%
Display Ad Campaign - Awareness	530 -	195,043 -	0.27% -	CA$1.29 -
YouTube_Campaign_Awareness	204 -	62,955 -	0.32% -	CA$3.41 -
YouTube_Campaign_Traffic_Retargeting	139 -	70,461 -	0.20% -	CA$4.97 -
Display Ad Campaign - Traffic_Conversions_Retargeting Ad 2	54 -	9,853 -	0.55% -	CA$0.43 -

2nd Quarter 2023-2024

Top Display Ads

Name: Display Ad Campaign - Traffic_Conversions_Retargeting

Impressions	Clicks
216,074	2,409

Name: Display Ad Campaign - Awareness

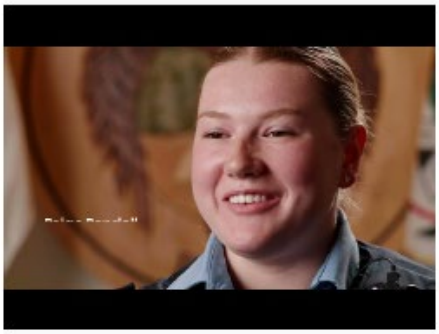
Impressions	Clicks
178,271	319

Name: Display Ad Campaign - Awareness

Impressions	Clicks
16,772	211

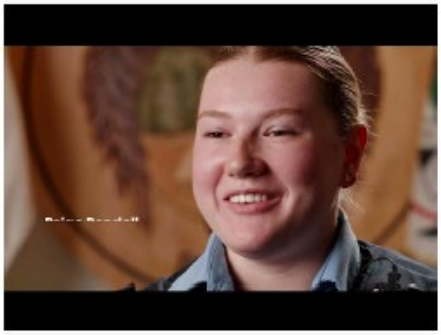
07/01/2023 - 09/30/2023

Top Video Ads



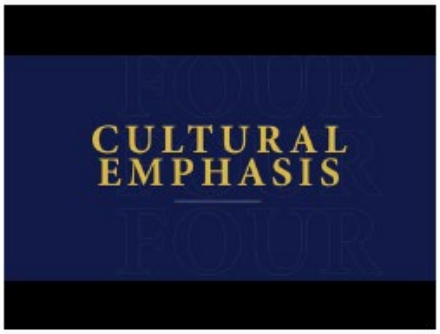
Campaign: YouTube_Campaign_Awareness
Ad: Awareness YT Ad

Impressions	Clicks
62,955	204



Campaign: YouTube_Campaign_Traffic_Retargeting
Ad: Traffic and Retargeting YT Ad

Impressions	Clicks
41,224	78



Campaign: YouTube_Campaign_Traffic_Retargeting
Ad: Traffic and Retargeting YT Ad 2

Impressions	Clicks
29,237	61

07/01/2023 - 09/30/2023

Meta Statistics

Period is from July 1st-September 30th 2023.

Meta ads generated close to 2 million views across the three months.

Over 25,000 clicks were registered from the ads. An extremely good cost-per-click (CPC) of $0.18 was achieved. An average click-through-rate (ctr) was achieved.

Meta ads generated a total of 236 applications at a cost of $19.51 per lead. We would like to work to reduce the cost-per-lead by introducing more creative and increasing the retargeting pool size.

Impressions 1,976,696	Clicks (all) 25,864	CPC (all) CA$0.18
Leads 236	Cost per lead CA$19.51	CTR (all) 1.31%

Top Ad Sets

Adset Name	Impressions	Clicks (all)	Reach	CPC (cost per link click)	CTR (link click-through rate	Total spent	Link clicks
July 2023	808,162	11,786	451,347	CA$0.35	0.42%	CA$1,200.00	3,412
September 2023 (awareness)	569,527	1,198	334,373	CA$1.72	0.09%	CA$900.00	523
September 2023 (traffic)	350,503	6,622	102,775	CA$0.40	0.64%	CA$900.00	2,259
engagers Meta August 2023	83,128	2,781	10,700	CA$0.71	0.77%	CA$458.07	641
Warm Audience September 2023	65,447	1,911	7,402	CA$1.06	0.72%	CA$500.00	472
Engagers 180 Canada - August 2023	54,373	852	3,012	CA$1.02	0.63%	CA$346.98	341

07/01/2023 - 09/30/2023

Top Campaigns

Campaign Name	Impressions	Clicks (all)	Reach	Post Reactions	CPC (cost per link click)	CTR (link click-through rate)	Total spent
Treaty 3 - Awareness 2023	1,190,887	1,723	585,195	46	CA$2.49	0.05%	CA$1,500....
Treaty 3 - Traffic 2023	537,305	17,883	189,589	383	CA$0.27	1.04%	CA$1,500....
Treaty 3 - Retargeting (traffic) 2023	99,929	1,566	3,487	120	CA$1.05	0.62%	CA$646.98
Treaty 3 - Conversions	83,128	2,781	10,700	148	CA$0.71	0.77%	CA$458.07
Treaty 3 - Leads	65,447	1,911	7,402	121	CA$1.06	0.72%	CA$500.00

07/01/2023 - 09/30/2023

Treaty Three Police Services Inc.
Financial Statements
For the SIX Month Period ended September 30, 2023

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Financial Statements

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Gigo dizhindamin o'ow Adaawemigosiwin	20

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Statement of Financial Position

	30-Jun 2023	31-Mar 2023
Assets		
Current		
Cash	**$ 15,890,737**	$ 1,017,729
Cash	**230,394**	-
Cash	**2,911**	-
Accounts receivable	**3,691,088**	1,788,593
Prepaid expenses	**324,989**	213,751
	20,140,119	3,020,073
Capital assets	**8,668,682**	6,314,602
	$ 28,808,801	$ 9,334,675
Liabilities and Net Assets (Deficit)		
Current		
Accounts payable	**$ 2,158,722**	$ 1,382,397
Surplus repayable	**-**	753,559
Deferred revenue	**-**	605,974
Current repayable (deficit)	**17,368,984**	-
	19,527,706	2,741,930
Commitments and contingent liabilities		
Net Assets (Deficit)		
Investment in capital assets	**8,668,682**	6,314,602
Internally restricted	**613,529**	360,449
Unrestricted	**(1,116)**	(82,306)
	9,281,095	6,592,745
	$ 28,808,801	$ 9,334,675

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 1 - Statement of Operations
First Nation and Inuit Policing Program
(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of Public Safety & Emergency Preparedness Canada - base	13,259,801	3,314,950	3,314,951	3,314,950	3,314,950	13,259,801	-	$ 10,897,783
- Infrastructure Project		-			-	-	-	1,000,000
- Revenue deferred from prior year (Note 8)	682,450	682,450			-	682,450	-	315,106
- Revenue deferred to subsequent year (Note 8)	-	-			-	-	-	(1,682,450)
Ministry of the Solicitor General Ontario - base	12,239,816	3,059,954	3,059,954	3,059,954	3,059,954	12,239,816	-	10,059,492
- Revenue deferred from prior year (Note 8)	629,953	629,953			-	629,953	-	290,868
- Revenue deferred to subsequent year (Note 8)	-	-			-	-	-	(629,953)
Interest, fees and miscellaneous	-	-			-	-	-	72,240
	26,812,020	7,687,307	6,374,905	6,374,904	6,374,904	26,812,020	-	20,323,086
Expenditure								
Administration	432,731	153,491	196,729	155,000	155,000	660,220	(227,489)	846,704
Equipment	493,067	73,301	77,724	150,000	150,000	451,025	42,042	242,929
Facilities	441,428	118,852	91,317	185,000	185,000	580,169	(138,741)	548,777
Governance	337,152	80,597	68,871	73,736	97,149	320,353	16,799	358,390
Insurance	190,795	392,507	-	-	-	392,507	(201,712)	264,773
Legal	182,511	5,304	15,814	55,000	106,393	182,511	-	227,388
Prisoner keep	22,618	5,733	15,385	10,000	10,000	41,118	(18,500)	37,482
Professional fees	29,837	13,179	10,732	-	-	23,911	5,926	22,282
Salaries, benefits and contracts	20,625,602	3,725,622	4,686,282	4,686,282	5,178,568	18,276,754	2,348,848	15,035,920
Technology and communications	675,827	274,365	620,888	150,000	150,000	1,195,253	(519,426)	832,107
Training	420,508	110,889	58,845	125,000	125,774	420,508	-	477,423
Transport	2,959,944	1,091,679	440,793	350,000	1,172,906	3,055,378	(95,434)	1,356,273
	26,812,020	6,045,519	6,283,380	5,940,018	7,330,790	25,599,707	1,212,313	20,250,448
Excess of revenue over expenditure for the year	$ -	$ 1,641,788	$ 91,525	$ 434,886	$ (955,886)	$ 1,212,313		$ 72,638

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 3 - Statement of Operations
First Nations Office Fund (FNOF)

(Unaudited)

For the year ended March 31	*BUDGET Annual*	30-Jun 2023	30-Sep 2023	*Projection* 31-Dec 2023	*31-Mar 2024*	TOTAL	*TOTAL compared to BUDGET*	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	*$ 1,045,719*	$ 261,430	$ 261,430	$ 261,430	*$ 261,429*	$ 1,045,719	*$ 0*	$ 1,045,719
Expenditure								
Salaries, benefits and contracts	*1,045,719*	300,995	304,233	302,705	*339,030*	1,246,963	*(201,244)*	1,045,719
Excess revenue of expenditure for the year	*$ -*	$ (39,565)	*$ (42,803)*	*$ (41,275)*	*$ (77,601)*	$ (201,244)		$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 2 - Statement of Operations
First Nations Organized Crime Initiative

(Unaudited)

For the year ended March 31	*BUDGET Annual*	30-Jun 2023	30-Sep 2023	*Projection 31-Dec 2023*	*Projection 31-Mar 2024*	TOTAL	*TOTAL compared to BUDGET*	31-Mar 2023
Revenue								
Royal Canadian Mounted Police	*$ 147,680*	$ 36,920	$ 36,920	*$ 36,920*	*$ 36,920*	$ 147,680		$ 147,680
Ministry of the Solicitor General Ontario	*8,000*	2,000	2,000	*2,000*	*2,000*	8,000		8,000
	155,680	38,920	38,920	*38,920*	*38,920*	155,680		155,680
Expenditure								
Administration	*17,800*	900	2,601	*900*	*900*	5,301	*12,499*	-
Equipment	*1,008*	200	200	*200*	*200*	800	*208*	-
Salaries, benefits and contracts	*113,000*	37,243	38,867	*37,243*	*41,712*	155,065	*(42,065)*	139,576
Technology and communications	*4,372*	756	820	*780*	*780*	3,136	*1,236*	3,870
Training and development	*2,000*	1,543	400	*-*	*-*	1,943	*57*	1,896
Transport	*17,500*	318	2,788	*900*	*900*	4,906	*12,594*	10,338
	155,680	40,960	45,676	*40,023*	*44,492*	171,151	*(15,471)*	155,680
Excess of revenue over expenditure for the year	*$ -*	$ (2,040)	$ (6,756)	*$ (1,103)*	*$ (5,572)*	$ (15,471)		$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 5 - Statement of Operations
Reduce Impaired Driving Everywhere Grant Program
(Unaudited)

For the year ended March 31	*BUDGET Annual*	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	Projection 31-Mar 2024	TOTAL	*TOTAL compared to BUDGET*	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario *(14,800 2024 ye)*	**$ 14,800**	**$ -**	**$ -**	**$ 7,400**	**$ 7,400**	**$ 14,800**	**$ -**	$ 13,226
Expenditure								
Salaries, benefits and contracts	**14,800**	**-**	**-**	**7,400**	**7,400**	**14,800**	**-**	13,226
Excess revenue over expenditure for the year	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**		$ -

Treaty Three Police Services Inc.
Schedule 6 - Statement of Operations
Treaty Days Security Services
(Unaudited)

For the year ended March 31	*BUDGET Annual*	30-Jun 2023	*30-Sep 2023*	*Projection 31-Dec 2023*	*Projection 31-Mar 2024*	TOTAL	*TOTAL compared to BUDGET*	31-Mar 2023
Revenue								
Indigenous Services Canada	**$ 11,977**	**$ 13,820**	***$ 2,673***			**$ 16,493**	**-$ 4,516**	$ 811
Expenditure								
Salaries, benefits and contracts	**11,977**	**13,820**	***2,673***			**16,493**	**- 4,516**	811
Excess revenue over expenditure for the year	**$ -**	**$ -**						$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 7 - Statement of Operations
Provincial Anti-Violence Intervention Strategy
(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	$ 183,305	$ 45,826	$ 45,826	$ 45,826	$ 45,827	$ 183,305	$ (0)	$ 183,305
Expenditure								
Administration	2,650	900	1,078	900	900	3,778	(1,128)	-
Equipment	5,000	300	300	300	300	1,200	3,800	-
Salaries, benefits and contracts	153,367	41,350	45,523	45,523	46,312	178,708	(25,341)	181,366
Technology and communications	2,288	358	362	360	360	1,440	848	1,810
Training	10,000	1,301	170		-	1,471	8,529	-
Transport	10,000	-	178	2,000	2,000	4,178	5,822	129
	183,305	44,209	47,611	49,083	49,872	190,775	(7,470)	183,305
Excess revenue over expenditure for the year	$ -	$ 1,617	$ (1,785)	$ (3,257)	$ (4,045)	$ (7,470)		$ -

Treaty Three Police Services Inc.
Schedule 8 - Statement of Operations
Youth in Policing Initiative
(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Minister of Children, Community and Social Services Ontario	$ 65,026	$ -	$ 65,026		$ -	$ 65,026		$ 74,102
Expenditure								
Administration	-	-			-	-	-	-
Equipment	-	-			-	-	-	10,864
Salaries, benefits and contracts	65,026	-	65,026		-	65,026	-	63,238
	65,026	-			-	65,026	-	74,102
Excess of revenue over expenditure before other item	-	-						-
Repayable to Ministry of Children, Community and Social Services Ontario (Note 7)	-							(5,786)
Excess revenue over expenditure for the year	$ -	$ -						$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 9 - Statement of Operations
Proceeds of Crime - Crime Analyst

(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	$ -	$ -			$ -	$ -		$ 28,002
Expenditure								
Salaries, benefits and contracts	-	-			-	-	-	-
Technology and communications	-	-			-	-	-	6,928
Training	-	-			-	-	-	2,527
	-	-			-	-	-	9,455
Excess revenue over expenditure for the year	$ -	$ -			$ -	$ -		$ 18,547

Treaty Three Police Services Inc.
Schedule 10 - Statement of Operations
Ontario's Strategy to End Human Trafficking

(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	$ 34,800	$ -			$ 34,800	$ 34,800	$ -	$ 34,800
Expenditure								
Salaries, benefits and contracts	34,800	-			34,800	34,800	-	34,800
Excess revenue over expenditure for the year	$ -	$ -			$ -	$ -		$ -

Treaty Three Police Services Inc.
Schedule 11 - Statement of Operations
Spirit of Hope
(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	$ -	$ -			$ -	$ -	$ -	$ 100,000
- Revenue deferred from prior year (Note 8)								-
	-	-			-	-	-	100,000
Expenditure		$ -						
Administration	-	-			-	-	-	5,914
Equipment	-	-			-	-	-	-
Facilities	-	-			-	-	-	-
Salaries, benefits and contracts	-	-			-	-	-	66,600
Technology and communications	-	-			-	-	-	-
Training	-	-			-	-	-	-
Transport	-	-			-	-	-	27,801
	-	-			-	-	-	100,315
Excess revenue over expenditure before other item	-	-			-	-		(315)
Repayable to Ministry of the Solicitor General Ontario	-	-						-
Excess revenue over expenditure for the year	$ -							$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 12 - Statement of Operations
Provincial Human Trafficking Intelligence-Led Joint Forces Strategy

(Unaudited)

For the year ended March 31	*BUDGET Annual*	30-Jun 2023	30-Sep 2023	*Projection 31-Dec 2023*	*31-Mar 2024*	TOTAL	*TOTAL compared to BUDGET*	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	*$ 217,090*	$ 54,273	$ 54,273	*$ 54,272*	*$ 54,272*	$ 217,090	$ -	$ 122,090
Expenditure								
Salaries, benefits and contracts	*207,090*	27,694	28,615	*28,615*	*35,264*	120,188	86,902	122,090
Technology and communications	*5,000*	24,672	4,184	*-*	*-*	28,856	(23,856)	-
Training and development	*5,000*	-	-	*-*	*-*	-	5,000	-
Transport	*-*	-	-	*-*	*-*	-	-	-
	217,090	52,366	32,799	*28,615*	*35,264*	149,044	68,046	122,090
Excess revenue over expenditure for the year	*$ -*	$ 1,907	$ 21,474	*$ 25,657*	*$ 19,008*	$ 68,046	$ (68,046)	$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 14 - Statement of Operations
Missing and Murdered Indigenous Women and Girls
(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	$ 960,100	$ 240,025	$ 240,025	$ 240,025	$ 240,025	$ 960,100	$ -	$ 939,800
Expenditure								
Administration	85,000	1,055	2,670	36,900	900	41,525	43,475	3,475
Equipment	40,520	600	600	600	600	2,400	38,120	-
Salaries, benefits and contracts	729,580	146,748	154,071	154,071	164,000	618,890	110,690	895,049
Technology and communications	25,000	-	-	7,500	7,500	15,000	10,000	-
Training and development	40,000	4,724	7,578	10,000	15,276	37,578	2,422	14,543
Transport	40,000	401		1,000	28,599	30,000	10,000	26,733
	960,100	153,528	164,919	210,071	216,875	745,393	214,707	939,800
Excess revenue over expenditure before other item	-	86,497	75,106	29,954	23,150	214,707		-
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	$ -	$ 86,497	$ 75,106	$ 29,954	$ 23,150	$ 214,707		$ -

Treaty Three Police Services Inc.
Schedule 15 - Statement of Operations
First Nations Mobile Crisis Response Team
(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	$ 360,000	$ 90,000	$ 90,000	$ 90,000	$ 90,000	$ 360,000	$ -	$ 360,000
Expenditure								
Administration	-	-			-	-	-	46,399
Salaries, benefits and contracts	360,000	27,480	1,815	90,000	176,260	295,555	64,445	267,343
Technology and communications	-	-			-	-	-	-
Training and development	-	-			-	-	-	-
Transport	-	-			-	-	-	46,258
	360,000	27,480	1,815	90,000	176,260	295,555	64,445	360,000
Excess revenue over expenditure before other item	-	62,520	88,185	-	(86,260)	64,445		-
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	$ -	$ 62,520	$ 88,185	$ -	$ (86,260)	$ 64,445		$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 16 - Statement of Operations
Maanaji'iwin
(Unaudited)

For the year ended March 31	*BUDGET Annual*	30-Jun 2023	*30-Sep 2023*	*Projection 31-Dec 2023*	*31-Mar 2024*	TOTAL	*TOTAL compared to BUDGET*	31-Mar 2023
Revenue								
Minister of Children, Community and Social Services Ontario	*$ -*	$ -			*$ -*	$ -	*$ -*	$ 108,310
Expenditure								
Administration	-	-			-	-	-	45,987
Equipment	-	-			-	-	-	-
Salaries, benefits and contracts	-	-			-	-	-	62,323
Technology and communications	-	-			-	-	-	-
Training and development	-	-			-	-	-	-
Transport	-	-			-	-	-	-
	-	-			-	-	-	108,310
Excess revenue over expenditure before other item	-	-			-	-		-
Repayable to Minister of Children, Community and Social Services Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	*$ -*							$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 17 - Statement of Operations
First Nation Policing Modernization Initiative

(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	$ -	$ -			$ -	$ -	-	$ -
Expenditure								
Technology and communications	-	-						
Mobile Workstations	-	-			-	-	-	-
Live Scan Machines	-	-			-	-	-	-
Forward Looking Infrared Technologies	-	-			-	-	-	-
Body Worn Cameras	-	-			-	-	-	-
In Car Cameras	-	-			-	-	-	-
	-	-			-	-	-	-
Excess revenue over expenditure before other item	-	-			-	-		-
Repayable to Ministry of Solicitor General Ontario	-							
Excess revenue over expenditure for the year	$ -							$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 18 - Statement of Operations
One Time Funding - Equipment and Vehicle Investment

(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Public Safety Canada	$ 3,072,426	$ 768,107	$ 768,107	$ 768,106	$ 768,106	$ 3,072,426	$ -	$ -
Expenditure								
Administration	-	-	-	-	-	-	-	-
Equipment	593,275	2,625	48,788	350,000	191,862	593,275	-	-
Salaries, benefits and contracts	-	-	-	-	-	-	-	-
Technology and communications	288,961	25,801	-	175,000	88,160	288,961	-	-
Training and development	190,190	-	63,397	63,397	63,396	190,190	-	-
Transport	2,000,000	148,392	-	-	1,851,608	2,000,000	-	-
	3,072,426	176,818	112,185	588,397	2,195,026	3,072,426	-	-
Excess revenue over expenditure before other item	-	591,289	655,922	179,709	(1,426,920)	-		-
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	$ -	$ 591,289	$ 655,922	$ 179,709	$ (1,426,920)	$ -		$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 19 - Statement of Operations
Infrastructure - Wabigoon

(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Public Safety Canada	$ 853,934	$ 426,302	$ 213,483	$ 518,202	$ 175,267	$ 1,333,254	-$ 479,320	$ 1,000,000
Ministry of Solicitor General Ontario	$ 1,711,324	$ 427,831	$ 85,398	$ 478,340	$ 161,785	$ 1,153,354	$ 557,970	$ -
Revenue deferred to subsequent year	-	78,650	-	-	-	78,650	(78,650)	-
	2,565,258	932,783	298,881	996,542	337,052	2,565,258	0	1,000,000
Expenditure								
Acquisition, replacement and repair of furniture. Equipment and furnishing for police facilities	261,526	-	-	-	261,526	261,526	-	-
Costs of acquiring, constructing or renovating a police facility, including costs of any estate, right to interest in a building required for the police facility	2,042,206	921,350	269,731	851,125	-	2,042,206	-	921,350
Fees paid to qualified professionals, technical personnel, consultants and contractors	130,763	11,433	29,150	70,417	19,763	130,763	- 0	-
Other costs that are considered to be direct and necessary for the successful implementation of a project	130,763	-	-	75,000	55,763	130,763	-	-
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	2,565,258	932,783	298,881	996,542	337,052	2,565,258	- 0	921,350
Excess revenue over expenditure before other item	-	-	(0)	(0)	0	- 0		78,650
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	$ -	$ -	$ (0)	$ (0)	$ 0	$ (0)		$ 78,650

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 20 - Statement of Operations
Infrastructure - Wauzhusk Onigum Administrative Building

(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	30-Sep 2023	Projection 31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Public Safety Canada	$ 200,000	$ -	$ 66,000	$ 66,000	$ 68,000	$ 200,000	$ -	$ -
Ministry of Solicitor General Ontario	184,615	-	62,000	62,000	60,615	184,615	-	-
Revenue deferred to subsequent year	-	-	-	-	-	-	-	-
	384,615	-	128,000	128,000	128,615	384,615	-	-
Expenditure								
Acquisition, replacement and repair of furniture. Equipment and furnishing for police facilities	-	-	-	-	-	-	-	-
Costs of acquiring, constructing or renovating a police facility, including costs of any estate, right to interest in a building required for the police facility	-	-	-	-	-	-	-	-
Fees paid to qualified professionals, technical personnel, consultants and contractors	384,615	2,307	84,525	184,615	113,168	384,615	-	-
Other costs that are considered to be direct and necessary for the successful implementation of a project	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	384,615	2,307	84,525	184,615	113,168	384,615	-	-
Excess revenue over expenditure before other item	-	(2,307)	43,475	(56,615)	(45,168)	-		-
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	$ -	$ (2,307)	$ 43,475	$ (56,615)	$ (45,168)	$ -		$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

Treaty Three Police Services Inc.
Schedule 21 - Statement of Operations
Gigo-dizhindamin o'ow Adaawemigosiwin (Let's Talk about Human Trafficking) Project

(Unaudited)

For the year ended March 31	BUDGET Annual	30-Jun 2023	*30-Sep 2023*	*Projection 31-Dec 2023*	*Projection 31-Mar 2024*	*TOTAL*	*TOTAL compared to BUDGET*	31-Mar 2023
Revenue								
MAG	$ 50,000	$ -	$ -	$ 20,000	$ 30,000	$ 50,000	$ -	$ -
Expenditure								
Administration	27,000	-	-	10,800	16,200	27,000	-	-
Equipment	-	-	-	-	-	-	-	-
Salaries, benefits and contracts	20,000	-	-	8,000	12,000	20,000	-	-
Technology and communications	-	-	-	-	-	-	-	-
Training and development	-	-	-	-	-	-	-	-
Transport	3,000	-	-	1,200	1,800	3,000	-	-
	50,000	-	-	20,000	30,000	50,000	-	-
Excess revenue over expenditure before other item	-	-	-	-	-	-		-
Repayable to Minister of Children, Community and Social Services Ontario (Note 7)	-	-	-	-	-	-		-
Excess revenue over expenditure for the year	$ -	$ -	$ -	$ -	$ -	$ -		$ -

DRAFT - SUBJECT TO CHANGES, ERRORS & OMISSIONS

For the year ended March 31	BUDGET 337,152	ACTUAL 30-Apr-23	31-May-23	30-Jun-23	31-Jul-23	31-Aug-23
Expenditure						
Quarterly Board Meeting *(April, July, October, January)*	-					
- Travel	8,800		1,427.01			
- Accommodations	8,800		6,788.61			
- Per diem	3,228		96.58			
- Catering	3,840		580.00			
- Director Fees *(23 @ $300)*	20,000		4,073.40			
- Meeting expenses *(includes drummers, giveaways, fruit, IT)*	5,500		4,425.35			
Audited Statement Meeting *(June)*						
- Travel	2,200				538.29	
- Accommodations	2,000					
- Per diem	780				270.00	
- Catering	960				733.98	
- Director Fees *(23 @ $300)*	6,150				4,810.34	
- Meeting expenses *(includes drummers, giveaways, fruit)*	-				3,579.40	
- Office Supplies	-					
Annual General Meeting *(September 29)*						
- Travel	3,200					
- Accommodations	2,000					
- Per diem	780					
- Catering	2,000					
- Director Fees *(46 @ $300)*	7,000					
- Meeting expenses *(includes drummers, giveaways, fruit)*	1,375					
Workshop / Training *(October)*						
- Travel	3,200					
- Accommodations	2,000					
- Per diem	780					
- Catering	960					
- Director Fees *(23 @ $300)*	6,900					
- Meeting expenses *(includes drummers, giveaways, fruit)*	1,375				166.30	
- Office Supplies	800					
- Professional Fees	10,000					
Executive Meetings - 2 monthly mtgs scheduled						
- Travel	10,680	37.33		243.61	79.57	37.33
- Accomodations	-			418.34		
- Per diem	2,160					53.90
- Director Fees *(3 members @ $300)*	21,600	1,050.00		2,700.00	3,000.00	750.00
- Meeting expenses	480		77.95		166.30	683.72
- Professional Fees re: CoP Evaluation	7,500					
Executive Meetings - Additional Mtgs						
- Travel	5,000		351.66	3,436.43	312.37	886.34
- Accomodations	1,200		72.75	281.57		191.33
- Per diem	647		55.17	120.00	15.00	173.20
- Director Fees	7,200	2,557.23	2,502.76	1,832.18	5,757.64	900.00
- Meeting expenses	300					
Finance Meetings - monthly						
- Travel	5,054				166.99	
- Accomodations	2,963					
- Per diem	1,470				41.39	
- Director Fees *(3 members @ $300)*	5,700				750.00	600.00
Strategic Plan Meetings						
- Travel	372					
- Accomodations	-					
- Per diem	540					
- Director Fees (3 members @ $300)	5,400					
- Professional Fees	6,000					
Committee Meetings						
- by-law review committee	4,725					
- hiring committee *(includes trvl to Recruit Grads)*	4,615	2,912.18		345.00	655.72	2,394.45
- advisory / discipline	-					
- cultural committee *(includes feasts)*	2,835		811.28			450.00
Community Police Committees	-					
- refreshments	-					
- honorarium	-					
Association dues and fees (FNCPA, CAPG, OAPSB)	7,452	519.70		1,560.60		
Office supplies	1,500				90.42	
Software renewal	6,985					
Insurance	9,439	15,271.20				
Telephone	2,400	95.37	115.28	120.34	994.05	141.82
Administration support salaries	108,307	8,503.01	8,596.37	8,618.93	13,761.57	10,902.13
	337,152	30,946.02	29,974.17	19,677.00	35,889.33	18,164.22
	0			80,597.19		

WORKING PAPERS - FOR DISCUSSION

For the year ended March 31	30-Sep-23	31/Oct/23	30-Nov-23	31-Dec-23	01-Jan-24	28-Feb-24
				PROJECTIONS		
Expenditure						
Quarterly Board Meeting *(April, July, October, January)*						
- Travel		1,600.00			1,600.00	
- Accommodations		4,000.00			4,000.00	
- Per diem		549.70			549.70	
- Catering		1,320.00			1,400.00	
- Director Fees *(23 @ $300)*		6,900.00			6,900.00	
- Meeting expenses *(includes drummers, giveaways, fruit, IT)*		3,737.95			4,000.00	
Audited Statement Meeting *(June)*						
- Travel						
- Accommodations						
- Per diem						
- Catering						
- Director Fees *(23 @ $300)*						
- Meeting expenses *(includes drummers, giveaways, fruit)*						
- Office Supplies						
Annual General Meeting *(September 29)*						
- Travel		3,555.73				
- Accommodations		1,377.20				
- Per diem		212.40				
- Catering		1,310.61				
- Director Fees *(46 @ $300)*		6,797.61				
- Meeting expenses *(includes drummers, giveaways, fruit)*		3,476.13				
Workshop / Training *(October)*						
- Travel						3,200.00
- Accommodations						2,000.00
- Per diem						780.00
- Catering						1,400.00
- Director Fees *(23 @ $300)*	**750.00**					6,900.00
- Meeting expenses *(includes drummers, giveaways, fruit)*						4,000.00
- Office Supplies						
- Professional Fees						10,000.00
Executive Meetings - 2 monthly mtgs scheduled						
- Travel	***91.46***	*75.00*	243.00	*75.00*	*75.00*	243.00
- Accomodations		*200.00*	200.00	*200.00*	*200.00*	200.00
- Per diem	***43.97***	*47.80*	71.70	*47.80*	*47.80*	71.70
- Director Fees *(3 members @ $300)*	***750.00***	*1,800.00*	1,800.00	*1,800.00*	*1,800.00*	1,800.00
- Meeting expenses	***940.65***					
- Professional Fees re: CoP Evaluation						
Executive Meetings - Additional Mtgs						
- Travel	***63.79***					
- Accomodations	***229.17***					
- Per diem						
- Director Fees	***1,646.47***	*300.00*				
- Meeting expenses	***268.27***					
Finance Meetings - monthly						
- Travel			170.00		170.00	170.00
- Accomodations			200.00		200.00	200.00
- Per diem			71.70		71.70	71.70
- Director Fees *(3 members @ $300)*			900.00		900.00	900.00
Strategic Plan Meetings						
- Travel			*170.00*		170.00	
- Accomodations			*200.00*		200.00	
- Per diem			*71.70*		71.70	
- Director Fees (3 members @ $300)	***150.00***		*900.00*		900.00	
- Professional Fees						
Committee Meetings						
- by-law review committee						
- hiring committee *(includes trvl to Recruit Grads)*	***1,471.39***	*1,400.00*	*1,400.00*	*1,400.00*	1,400.00	1,400.00
- advisory / discipline						
- cultural committee *(includes feasts)*		*450.00*				
Community Police Committees						
- refreshments						
- honorarium						
Association dues and fees (FNCPA, CAPG, OAPSB)						
Office supplies	***180.32***					
Software renewal					6,985.00	
Insurance						
Telephone	***135.68***	*140.00*	*140.00*	*140.00*	140.00	140.00
Administration support salaries	***8,095.36***	*8,095.00*	*8,095.00*	*8,095.00*	8,515.00	8,515.00
	14,816.53	*47,345.13*	*14,633.10*	*11,757.80*	40,295.90	41,991.40
	68,870.08			*73,736.03*		

WORKING PAPERS - FOR DISCUSSION - NOT FOR DISTRIBUTION

Treaty Three Police Services Inc.
Schedule 1 - Statement of Operations
Governance

For the year ended March 31	31-Mar-24	2023/2024 TOTAL	Variance
Expenditure			
Quarterly Board Meeting *(April, July, October, January)*			
- Travel		4,627.01	4,172.99
- Accommodations		14,788.61	- 5,988.61
- Per diem		1,195.98	2,032.02
- Catering		3,300.00	540.00
- Director Fees *(23 @ $300)*		17,873.40	2,126.60
- Meeting expenses *(includes drummers, giveaways, fruit, IT)*		12,163.30	- 6,663.30
		-	-
Audited Statement Meeting *(June)*		-	-
- Travel		538.29	1,661.71
- Accommodations		-	2,000.00
- Per diem		270.00	510.00
- Catering		733.98	226.02
- Director Fees *(23 @ $300)*		4,810.34	1,339.66
- Meeting expenses *(includes drummers, giveaways, fruit)*		3,579.40	- 3,579.40
- Office Supplies		-	-
		-	-
Annual General Meeting *(September 29)*		-	-
- Travel		3,555.73	- 355.73
- Accommodations		1,377.20	622.80
- Per diem		212.40	567.60
- Catering		1,310.61	689.39
- Director Fees *(46 @ $300)*		6,797.61	202.39
- Meeting expenses *(includes drummers, giveaways, fruit)*		3,476.13	- 2,101.13
		-	-
Workshop / Training *(October)*		-	-
- Travel		3,200.00	-
- Accommodations		2,000.00	-
- Per diem		780.00	-
- Catering		1,400.00	- 440.00
- Director Fees *(23 @ $300)*		7,650.00	- 750.00
- Meeting expenses *(includes drummers, giveaways, fruit)*		4,166.30	- 2,791.30
- Office Supplies		-	800.00
- Professional Fees		10,000.00	-
		-	-
Executive Meetings - 2 monthly mtgs scheduled		-	-
- Travel	*75.00*	1,275.30	9,404.70
- Accomodations	*200.00*	1,618.34	- 1,618.34
- Per diem	*47.80*	432.47	1,727.53
- Director Fees *(3 members @ $300)*	*1,800.00*	19,050.00	2,550.00
- Meeting expenses		1,868.62	- 1,388.62
- Professional Fees re: CoP Evaluation		-	7,500.00
		-	-
Executive Meetings - Additional Mtgs		-	-
- Travel		5,050.59	- 50.59
- Accomodations		774.82	425.18
- Per diem		363.37	283.63
- Director Fees		15,496.28	- 8,296.28
- Meeting expenses		268.27	31.73
		-	-
Finance Meetings - monthly		-	-
- Travel	170.00	846.99	4,207.01
- Accomodations	200.00	800.00	2,163.00
- Per diem	71.70	328.19	1,141.81
- Director Fees *(3 members @ $300)*	900.00	4,950.00	750.00
		-	-
Strategic Plan Meetings		-	-
- Travel	170.00	510.00	- 138.00
- Accomodations	200.00	600.00	- 600.00
- Per diem	71.70	215.10	324.90
- Director Fees (3 members @ $300)	900.00	2,850.00	2,550.00
- Professional Fees		-	6,000.00
		-	-
Committee Meetings		-	-
- by-law review committee		-	4,725.00
- hiring committee *(includes trvl to Recruit Grads)*	1,400.00	16,178.74	- 11,563.74
- advisory / discipline		-	-
- cultural committee *(includes feasts)*		1,711.28	1,123.72
		-	-
Community Police Committees		-	-
- refreshments		-	-
- honorarium		-	-
		-	-
Association dues and fees (FNCPA, CAPG, OAPSB)		2,080.30	5,371.70
Office supplies		270.74	1,229.26
Software renewal		6,985.00	-
Insurance		15,271.20	- 5,832.20
Telephone	140.00	2,442.54	- 42.54
Administration support salaries	8,515.00	108,307.37	- 0.37
	14,861.20	320,351.80	16,800.20
	97,148.50	***320,351.80***	- 320,351.37

WORKING PAPERS - FOR DISCUSSION NOT FOR DISTRIBUTION

Executive Committee 2nd Quarter Report – October 24, 2023

1. Executive Committee Meetings

Monthly Executive Committee:

July 18, 2023 – Approved minutes attached
August 2023 – Postponed to September
September 22, 2023 – Approved minutes to be provided – will be approved October 18,2023

Monthly Executive Committee with Chief of Police:
July 19, 2023 – Approved minutes attached
August 28, 2023 – Approved minutes attached
September 28, 2023 – Approved minutes to be provided – will be approved October 19, 2023

2. Opting into the "*Community Safety & Policing Act – 2019*"

Update since July 26, 2023 Meeting

- Trying to schedule a meeting to review Terms of Reference – this needs to be done prior to Budget approvals – working with Legal on schedule

Background:

- Working Group developed – Participants are:
  T3PS Directors - Christine Jourdain, David Kelly, Donna Namaypoke, Wesley Nelson
  Grand Council/Cultural Chief's – Chief Lynn Indian, Chief Kevin Redsky, Chief Carrie Atatise-Norwegian, Arthur Huminuk – Justice Director
- January 12, 2023 Meeting #2 of Working Group
  - Presentation of budget request by PricewaterhouseCoopers LLP
  - Requested input on how to conduct Community Consultations
  - Presentation attached
- September 21, 2022 Initial Meeting of Working Group
  - Presentations from Falconer LLP & Price Waterhouse Cooper
  - Decisions Made to retain Julian falconer as Legal/Negotiator and Service Provider Price Waterhouse Cooper to assist working group
- May 3, 2022 - Meeting took place with Representatives from Solicitor Generals Office, Grand Chief's Office and T3PS Board and Management. Minutes attached.
- June 29, 2022 – President Morrison and Chief Lui attended a Grand Council Meeting in Duluth and were able to present to the Chief's information presented May 3, 2022 along with next steps. Grand Council appointed the Cultural Chief's to be part of working group.
- March 8, 2023 - Meeting #3 was held via zoom
- Final Proposal from PricewaterhouseCoopers presented – MOTION carried to approve budget
- Funding Proposal from Legal – Falconers presented – MOTION carried to approve budget

3. FNIPP Negotiations (Policing Agreement)

- Meetings of Tri-coalition held September 12, 18, 26, 2023
- Meeting scheduled October 10, 2023 was postponed
- September 27, 2023 sent letter to Minister Leblanc – Public Safety Canada
- September 26, 2023 received response from ADM Chris Moran
- September 21, 2023 sent letter to ADM and DM requesting meeting to negotiate Agreement
- September 12, 2023 Legal sent letter to Deputy Minister – Public Safety Canada
- See In Camera session

Background

- Executed agreement received from Legal
- July 18, 2023 CAN and ONT confirmed they received Agreement
- July 12, 2023 Agreement was Signed by President Jourdain and Ogichidaa,
- July 10, 2023 Agreement went to ceremony – President Jourdain and Vice-President Boshey attended
- July 6, 2023 T3PS Received 1 year Agreement
- June 30, 2023 IPCO received Justice Gascon decision – link below
    - Federal Court orders funds to flow
    - Federal Court Orders Funds to Flow for Indigenous Police Services - Falconers LLP
- June 14, 2023 Federal Court Hearing for injunction for Canada to flow funds
- March 29, 2023 – Indigenous Chiefs of Police of Ontario (IPCO) filed Human Rights Complaint with the Canadian Human Rights Tribunal due to chronic underfunding
- Initial negotiation Meetings held November 22 & 23, 2022 in Kenora
- Terms of Reference (TofR) to be finalized prior to negotiation sessions
- TofR were not finalized during 2 day session
- Letter sent to Assistant Deputy Ministers and next dates proposed were January 25-27/23, letter attached

4. Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review

Update since July 26, 2023

- Conference being planned for Fall for Peer Support
- Operations still working with Dr. Carrington on Hello Hero
- Mental Health Committee to get back on track after summer
- Meetings minutes attached with Monthly Executive Meeting packages

Background:

- Report from Calibrate previously distributed
- Mental Health Conference held May 31 – June 2, 2022 in Sault Ste. Marie, ON. Christine Jourdain and Sue Boshey attended.
    - Executive Committee members, Christine Jourdain and Sue Boshey attended

- T3PS Mental Health Committee has been formed to action recommendations from the Review. Initial meeting held on March 30, 2022. Three Committee Co-Chairs identified:
    1) Staff Sergeant Trish Rupert
    2) Willa Zlabis
- Committee has held focus on the 3 main areas identified in the report. Meetings held monthly – Minutes included with Executive Committee meeting packages.

5. Canadian Association of Police Governance (CAPG)

- 2023 Webinar List attached
- **Next Webinar** – November 30, 2023 @ 11:00 a.m. CST "Role of Board and Policing Culture – The disconnect between police and the public"
- **CAPG Annual Conference** – August 15-19, 2023 in St. John's NL
    - We purchased 5 virtual spots
- **FNPGC Spring Conference** – June 15 & 16, 2023 in Sault Ste. Marie – hosted by APS new Spring Conference – President Jourdain and E/A Jackie McClain attended
- **Special Free Webinar** – No schedule posted

6. Board Website

- Request for bio's – document handed out to complete

APPROVED MINUTES – Public
Executive Committee Meeting
Monthly (JULY) – July 18, 2023
Super 8 – Fort Frances, ON

ROLL CALL – Called to order 4:09 p.m.

Present:

Christine Jourdain, T3PSB President
Sue Boshey, T3PSB Vice-President, via zoom
Cita Mandamin, T3PSB Secretary/Treasurer – via zoom at GHQ Kenora
Jackie McClain, T3PSB Executive Assistant
Denise Wesley, GHQ - Administrative Assistant – via zoom at GHQ Kenora
Kristine Gagne, Director of Corporate Services

STANDING TOPICS

ST #1 - AGENDA Review & Approval

The Executive reviewed the draft agenda.

No conflicts were declared.

Sue Boshey moved to accept the agenda. 2nd by Christine Jourdain. CARRIED

Decision # EXEC 2023-07-18-01 MOTION CARRIED to accept the agenda as presented.

ST #2 - MINUTE REVIEW of March 26, 2023 and June 27, 2023 – Handouts provided.

March 26, 2023 Minutes were reviewed and one correction noted pg. 5 - 435,410 should read $35,410

Christine Jourdain moved to accept minutes of March 26, 2023 with noted correction. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-07-18-02 MOTION CARRIED to accept the draft minutes of Executive Meeting public session held March 26, 2023 with one noted correction, 435,410 to read $35,410.

June 27, 2023 Minutes were reviewed.

Sue Boshey moved to accept draft minutes of June 27, 2023 as presented. 2nd by Christine Jourdain.

Decision # EXEC 2023-07-18-03 MOTION CARRIED to accept the draft minutes of Executive Meeting public session held June 27, 2023 as presented.

ST #3 - SUB-COMMITTEE REPORTS – Handout provided

Executive Committee

President Jourdain outlined report attached.
Next meeting dates – August 29 & 30, 2023.

Finance Committee

Committee Chair, Cita Mandamin indicated she wanted to discuss the following:

1. Chief Liu's request to attend Finance Committee Meetings. The Executive indicated it is not necessary at this time.
2. Meal and Mileage Rates – The Finance Committee is recommending to the Board to follow the CRA rates. Meals would be expensed for all Sub-Committee meetings.
   This is to be taken to the whole Board.
3. Add Director of Corporate Services Kristine Gagne as a Signor – The Finance Committee is recommending to have Kristine Gagne be a signor on the operating account.

Sue Boshey moved to authorize Kristine Gange be a signor on the Treaty Three Police Service operating account.

Decision # EXEC 2023-07-18-04 MOTION CARRIED to authorize the addition of Kristine Gagne, Director of Corporate Services as Signing Officer on the Treaty Three Police Service operating account.

Strategic Planning Committee

Committee Chair, Sue Boshey indicated need to put a call out for members at the Board meeting.
Discussed having PricewaterhouseCoopers (PwC) run a full day session for the Board.
Jackie to reach out to Lindsey Gray of PwC

By-Law/Policy Committee

Committee Chair, Cita Mandamin – no new information to present. Need to schedule meeting.

Cultural Committee

Committee Chair, Sue Boshey indicated next meeting to be scheduled.

Hiring Committee

Committee Chair, Christine Jourdain outlined report attached.

Grievance & Discipline Committee

No meetings held.

B.E.A. R. Fund Committee

Committee Chair, Cita Mandamin– no new information. Look at scheduling a meeting.

ST #4 - SINCLAIR REPORT RECOMMENDATIONS - High Priority Items

Handout provided - Chart with Sinclair Recommendations and priorities for Board

- No new update
- To go to the By-Law/Policy Committee and Strategic Planning Committee

- Priority - Training for New Directors –
    - Module #1 – Completed. New Directors are receiving training
    - Module #2 – Looking at Governance modules from FNPGC – On-going

ST #5 - PLAN MONTHLY MEETING with Chief of Police

The Executive reviewed the Draft agenda for meeting scheduled July 19, 2023 with Chief Liu;

ST # 6 VISA & EXPENSE Statements - Chief of Police

VISA Statements for June 2023 were reviewed.

- Sue Boshey moved to accept the Chief's June 2023 VISA Statement as presented and to use the Presidents electronic signature. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-07-18-05 MOTION CARRIED to approve Chief Liu's VISA Statement for June 2023 and to use the Presidents electronic signature.

No Expense Claims presented

ST # 7 TIMESHEETS Review & Approval - Chief of Police

Handout provided - Chief Liu's timesheet for Pay period # 15.

- Sue Boshey moved to accept the Chief's timesheets for pay periods 15 as presented and to use the Presidents electronic signature. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-07-18-06 MOTION CARRIED to accept the Chief's timesheets for pay periods 15 as presented and to use the Presidents electronic signature.

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ST #8 - BOARD MEETINGS & TRAINING

- Board Meeting – 1st Quarter Board Meeting July 26, 2023 – Kenora, ON
  Special Audit Meeting – June 25, 2023 – Kenora, ON
- Training - To have in conjunction with the AGM in October.

PSB Annual General Meeting

- AGM will take place with Grand Council Fall Assembly in October.

TRAINING via Canadian Association of Police Governance (CAPG)

Handouts provided – Updated list of 2023 Webinars

- CAPG Monthly Webinar – CAPG Monthly Webinar – "July 18, 2023 "Challenges Recruiting Police Officers" @ 12:00 p.m. EST

First Nations Police Governance Council (FNPGC) Annual Conference

- FNPGC Spring Conference took place June 15-16 in Sault Ste. Marie. President Jourdain and E/A Jackie McClain attended.
- President Jourdain indicated it was a great networking experience. Ontario Association of Police Services Boards (OAPSB) were there and asked me to sit as First Nations Representative – I am currently too busy. If I do in the future, would ask them to waive our fee.

Canadian Association of Police Governance (CAPG) Annual Conference

- CAPG/FNPGC Annual Conference August 14-19, 2023 St. John's NL – in person or virtual option. To ask at Board meeting Directors who with to attend.

ST #9 ASSOCIATION MEMBERSHIPS

- Canadian Association of Police Governance (CAPG)
- Ontario Association of Police Service Boards (OAPSB) - Currently not a member

PREVIOUS ITEMS for ACTION

PI #1 – BOARD Website & Content

Working with Shout Media on content for the Website from Shout Media

- Item on-going. Work will continue in the fall.

PI #2 - Tablecloths – Complete – item to be removed.

PI #3 - Cell Phones & Tablets for Executive

- Previously approved – IT to order.

NEW ITEMS

NI #1 – Increase to Line of Credit – Handout provided

The Executive reviewed information from DCS Kristine Gagne regarding increase to our Line of Credit (bulge) to $3 million until September 30, 2023.

- Cita Mandamin moved to authorize the increase of our Line of Credit to $3 Million dollars until September 30, 20023 and to use the Presidents signature. 2nd by Sue Boshey. CARRIED

Decision # EXEC 2023-07-18-07 MOTION CARRIED to authorize the increase of our Line of Credit to $3 Million dollars until September 30, 20023 and to use the President's signature.

IN CAMERA SESSION – In Camera session held.

CORRESPONDENCE

Handouts provided – 1. Chief Directives since June 27, 2023 meeting.
2. Emails from Chief Liu since June 27, 2023 meeting.
3. Civilian Meeting Minutes.
4. Operational Meeting Minutes.
5. Mental Health Committee Meeting Minutes.

6. Workplace Wellness Committee Meeting Minutes.

NEXT MEETING DATES – August 29 & 30, 2023

EXPENSE CLAIM PAYABLE

Sue Boshey moved to accept expense claim as presented. 2nd by Christine Jourdain. CARRIED
Decision # EXEC 2023-07-18-08 MOTION CARRIED to accept expense claims as presented and signed.

ADJOURN

Sue Boshey moved to adjourn the meeting at 8:05 p.m. 2nd by Christine Jourdain. CARRIED
Decision # EXEC 2023-07-18-09 MOTION CARRIED to adjourn the meeting at 8:05 p.m.

APPROVED MINUTES – Public
Executive Committee Meeting
Monthly (SEPTEMBER) – September 22, 2023
Super 8 – Fort Frances, ON

ROLL CALL – Called to order 9:15 a.m.

Present:

Christine Jourdain, T3PSB President
Sue Boshey, T3PSB Vice-President, via zoom
Cita Mandamin, T3PSB Secretary/Treasurer – via zoom
Jackie McClain, T3PSB Executive Assistant
Kristine Gagne, Director of Corporate Services, via zoom

Regrets:

Denise Wesley, GHQ - Administrative Assistant

STANDING TOPICS

ST #1 - AGENDA Review & Approval

The Executive reviewed the draft agenda.

No conflicts were declared.

Sue Boshey moved to accept the agenda. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-09-22-01 MOTION CARRIED to accept the agenda as presented.

ST #2 - MINUTE REVIEW of July 18, 2023 – Handouts provided.

July 18, 2023 Minutes were reviewed. There was no Executive meeting in August.

Sue Boshey moved to accept minutes of July 18, 2023 as presented. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-09-22-02 MOTION CARRIED to accept the draft minutes of Executive Meeting public session held July 18, 2023 as presented.

ST #3 - SUB-COMMITTEE REPORTS – Handout provided

Executive Committee
President Jourdain outlined report attached.

Finance Committee
Committee Chair, Cita Mandamin outlined report attached.

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Strategic Planning Committee
Committee Chair, Sue Boshey outlined report attached.

By-Law/Policy Committee
Committee Chair, Cita Mandamin – no new information to present. Need to schedule meeting.

Cultural Committee
Committee Chair, Wes Nelson not present – handout provided. Feast scheduled for October 27, 2023 just looking for location as Grassy Narrows is unable to host.

Hiring Committee
Committee Chair, Christine Jourdain outlined report attached.

Sue asked for an update on the Criminal Record Check hiring process, as was expecting to have them in the sub-office in her community.

Kristine Gagne indicated that she will follow up with CRC Lead and hopefully will have them in there before Christmas. They just relocated to a new building and have been moving in so unable to train new CRC's.

Grievance & Discipline Committee
No meetings held.

B.E.A. R. Fund Committee
Committee Chair, Cita Mandamin– we need members on our Committee. Look at scheduling a meeting.

ST #4 - SINCLAIR REPORT RECOMMENDATIONS - High Priority Items

Handout provided - Chart with Sinclair Recommendations and priorities for Board

- No new update
- To go to the By-Law/Policy Committee and Strategic Planning Committee
- Priority - Training for New Directors –
    - Module #1 – Completed. New Directors are receiving training
    - Module #2 – Looking at Governance modules from FNPGC – On-going

ST #5 - PLAN MONTHLY MEETING with Chief of Police

The Executive reviewed the Draft agenda for meeting scheduled September 28, 2023 with Acting Chief Cheryl Gervais.

ST # 6 VISA & EXPENSE Statements - Chief of Police

VISA Statements for Chief Kai Liu for July and August 2023 were reviewed.

- Sue Boshey moved to approve the Chief Liu's July and August 2023 VISA Statement as presented and to use the Presidents electronic signature. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-09-22-03 MOTION CARRIED to approve Chief Liu's VISA Statement for July and August 2023 and to use the Presidents electronic signature.

EXPENSE Claims for Chief Liu for June 2023 for $600., July for $285., and August for $106.10 were reviewed. Expense Claim for Kristine Gagne for $82.50

- Sue Boshey moved to approve Chief Liu's expense claims for June 2023 in amount of $600., July in amount of $285., August in amount of $106.10 and DCS Kristine Gagne in amount of $82.50 and to use the Presidents electronic signature. 2nd by Christine Jourdain. CARRIED

Decision # EXEC 2023-09-22-04 MOTION CARRIED to approve Chief Liu's expense claims for June 2023 in amount of $600., July in amount of $285., August in amount of $106.10 and DCS Kristine Gagne in amount of $82.50 and to use the Presidents electronic signature. 2nd by Christine Jourdain. CARRIED

VISA Statements for Executive Assistant Jackie McClain for July and August 2023 were provided for information purposes.

ST # 7 TIMESHEETS Review & Approval - Chief of Police

Handout provided - Chief Liu's timesheet for Pay period # 16 - 19.

- Christine Jourdain moved to approve the Chief's timesheets for pay periods 16 -19 as presented and to use the Presidents electronic signature. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-09-22-05 MOTION CARRIED to approve the Chief's timesheets for pay periods 16-19 as presented and to use the Presidents electronic signature.

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ST #8 - BOARD MEETINGS & TRAINING

- Board Meeting – 2nd Quarter Board Meeting October 24, 2023 – Seine River.
- Training - To have in conjunction with the AGM in October.

PSB Annual General Meeting

- AGM will take place with Grand Council Fall Assembly in October.

TRAINING via Canadian Association of Police Governance (CAPG)

Handouts provided – Updated list of 2023 Webinars

- CAPG Monthly Webinar – CAPG Monthly Webinar – "October 12, 2023 – Power of Police Associations – Real or Perceived Threats to Leadership and Governance" @ 12:00 p.m. EST

First Nations Police Governance Council (FNPGC) Annual Conference

- FNPGC Spring Conference took place June 15-16 in Sault Ste. Marie. President Jourdain and E/A Jackie McClain attended.

Canadian Association of Police Governance (CAPG) Annual Conference

- CAPG/FNPGC Annual Conference August 14-19, 2023 St. John's NL – in person or virtual option. The Board purchased 5 virtual accesses.

ST #9 ASSOCIATION MEMBERSHIPS

- Canadian Association of Police Governance (CAPG)
- Ontario Association of Police Service Boards (OAPSB) - Currently not a member – deferred until after the AGM.

PREVIOUS ITEMS for ACTION

PI #1 – BOARD Website & Content

Working with Shout Media on content for the Website from Shout Media

- Item on-going. Work will continue in the fall.

NEW ITEMS - No new Items presented

IN CAMERA SESSION – In Camera session held.

CORRESPONDENCE

Handouts provided – 1. Chief Directives since July 18, 2023 meeting.
2. Emails from Chief Liu since July 18, 2023 meeting.
3. Civilian Meeting Minutes.
4. Operational Meeting Minutes.
5. Mental Health Committee Meeting Minutes.
6. Workplace Wellness Committee Meeting Minutes.

NEXT MEETING DATES – To be determined after AGM on October 2, 2023.

EXPENSE CLAIM PAYABLE

Sue Boshey moved to accept expense claim as presented. 2nd by Christine Jourdain. CARRIED

Decision # EXEC 2023-09-22-06 MOTION CARRIED to accept expense claims as presented and signed.

ADJOURN

Sue Boshey moved to adjourn the meeting at 11:45 a.m. 2nd by Christine Jourdain. CARRIED

Decision # EXEC 2023-09-22-07 MOTION CARRIED to adjourn the meeting at 11:45 a.m.

APPROVED MINUTES – Public Session

Executive Committee with Chief of Police

July 19, 2023 – Super 8 – Fort Frances, ON

ROLL CALL
Present:
Christine Jourdain, T3PSB President
Sue Boshey, T3PSB Vice-President
Cita Mandamin, T3PSB Secretary/Treasurer, via zoom
Jackie McClain, T3PSB Executive Assistant
Kristine Gagne, Director of Corporate Services
Trish Rupert, T3PS Inspector
Acting Staff Sergeant James Broughton
Kai Liu, Chief of Police
Regrets:
Denise Wesley, GHQ Admin Support
Cheryl Gervais, T3PS Inspector
Acting Staff Sergeant Jason Kelly
Acting Staff Sergeant Joe Gervais

1. CALL TO ORDER

Meeting was called to order at 5:13 p.m.

2. ACKNOWLEDGEMENTS

No acknowledgements provided.

3. STANDING TOPICS

ST #1 - AGENDA Review & Approval

No conflicts declared. The Executive reviewed the draft agenda.
Sue Boshey moved to accept the agenda as presented. 2nd by Christine Jourdain CARRIED
Decision # EXEC C of P 2023-07-19-01 MOTION CARRIED to accept the agenda as presented.

ST #2 - MINUTE Review & Approval of June 28, 2023

Minutes of June 28, 2023 were reviewed. One correction noted, pg 4 add 'I' to 'PCO'
Sue Boshey moved to accept the minutes of June 28, 2023 with noted correction. 2nd by Christine Jourdain CARRIED
Decision # EXEC C of P 2023-07-19-02 MOTION CARRIED to accept the minutes of June 28, 2023 with correction noted.

ST #3 - CHIEF of POLICE REPORT

1. ACTION ITEMS from Last Meeting

No items

2. REGULAR UPDATES

1. Meetings attended on behalf of T3PS

a) Indigenous Police Chiefs of Ontario

Chief Liu informed the Executive of the following:

- Last week Julian Falconer and myself spent the week in Quebec for the Assembly of First Nations, then I went to the F.N.C.P.A meetings in Calgary
- The Minister made a public notice that they will not be going against the decision handed down by Justice
- One of the Terms and Conditions is that we can have Specialty Units. This means all Police Services across Canada will benefit. I recommend we take money from the 30 officers to start a K-9 Program, want one in the North and one in the South. We should start looking at this during the 12 months of negotiations.

- Mental Health – Inspector Rupert outlined the following:
  - Had Dr. Carrington come to Kenora and present – wish we had more of our front-line officers attend. However it was well attended from other agencies and our civilian staff
  - Hit a stumbling block on 'Hello Hero, we sent numerous messages – not being returned. Will keep working on it.
  - Hosting Women-In-Policing group on July 25, 2023 in Kenora, we will make orange shirt pins.
  - Would also like to work on a Service Ribbon Skirt

- HRTO - Pension Parity – DCS Gagne outlined the following:
  - We met last week, we finish this meeting tomorrow, discussed requirements from the Pension Board, they need all the information. Hope to have done by the end of the year.
  - **Q:** What is a realistic timeframe?
  - **A:** The CRA won't be fast with what they need to determine.

b) Treaty #3 Communities

SOUTH: S/Sgt Broughton mentioned that we have lost our Mobile Crisis Worker, she is still working in the same field just not with same organization.
NORTH: See update above

c) Opt-In Working Group "*Community Safety and Policing Act (CSPA)2019"* – Opt-In Proposal from PwC and Legal have been submitted. Waiting for meeting dates from Legal.

2. Staffing

Kristine Gagne, Director of Corporate Services outlined the following:

- Hiring Cadets right now
- Looking at Staff to do redacting of information from Body Worn Cameras.

3. Equipment Acquisitions

Kristine Gagne, Director of Corporate Services outlined the following:

- Discussed getting 20 vehicles, issues are very hard to get
- Need to look at extending our parking lot – no parking at GHQ

4. Infrastructure

Kristine Gagne, Director of Corporate Services presented the following:

- Admin Building (Rat Portage) Meet weekly – don't have agreement with ONT and CAN
- Wabigoon Building – Working with Number 10 Architects
- Next build is the expansion of GHQ Parking lot

5. Community Concerns

- Email from Chief Copenace of Onigaming to Chief Liu which he expressed a lack of trust with Treaty Three Police Service.
- Chief Liu indicated as per Executive direction at last meeting, he reached out to Chief Copenace and they discussed the shortages right now and discussed our Cadet and Special Constable programs. He is interested in working with us for Cadet.

6. Mental Health Committee

- Presented by Inspector Rupert, see above.

ST#4 - EXECUTIVE COMMITTEE REPORT to Chief of Police

1. VISA & EXPENSE STATEMENTS – May & June 2023

- Approved July 18, 2023

2. TIME SHEETS - Chief of Police

- Approved July 18, 2023

3. ITEMS from Sub-Committee's

- No new information. See above.

4. PREVIOUS ITEMS

- Right to Disconnect Policy – Item deferred at this time.

5. NEW ITEMS

NI #1 – Request visit from Treaty #8

- Handout provided – Email from Consultant, Lawrence Muskwa
- Requesting to meet Chief liu for some follow-up questions regarding Cadet Program and asked to meet with the Board between July 24-29, 2023
- Chief liu cautioned the Board on meeting with Consultants starting other Police Services. Lawrence had sent me a list of questions, I did not reply. The FNCPA is looking at a position which duties would be to assist with starting up Police Services.
- Board is not able to accommodate meeting request as have Board meeting on July 25 and 26, 2023.

- Next Meeting Date August 29 & 30, 2023.

6. IN CAMERA SESSION - In Camera Session took place

7. CORRESPONDENCE - Handout provided.

8. EXPENSE CLAIMS PAYABLE

Christine Jourdain moved to accept the expense claims as presented. 2nd by Sue Boshey.

Decision # EXEC C of P 2023-07-19-03 MOTION CARRIED to accept expense claims as presented.

9. ADJOURN - Meeting was adjourned at 7:58 p.m.

APPROVED MINUTES – Public Session

Executive Committee with Chief of Police

August 28, 2023 – La Place Rendezvous – Fort Frances, ON

ROLL CALL
Present:
Christine Jourdain, T3PSB President
Cita Mandamin, T3PSB Secretary/Treasurer, via zoom - left @ 5:15 p.m.
Jackie McClain, T3PSB Executive Assistant
Kristine Gagne, Acting Chief of Police
Trish Rupert, Acting Deputy Chief
Cheryl Gervais, T3PS Inspector, via zoom
James Broughton, Acting Staff Sergeant
Kai Liu, Chief of Police

Regrets:
Sue Boshey, T3PSB Vice-President
Denise Wesley, GHQ Admin Support

1. CALL TO ORDER

Meeting was called to order at 5:05 p.m.

2. ACKNOWLEDGEMENTS

President Jourdain thanked Chief Liu for his 4 years of Service and said she is sad to see him go.

Director Wes Nelson joined via zoom and thanked Chief Liu for his Service – he enjoyed your leadership style and found his knowledge of our area refreshing. On behalf of Northwest Angle 33 wished Chief Liu well in his endeavors.

Chief Liu thanked Wes Nelson for his comments and commended the Board.

Cita Mandamin made the following comments:
Our paths crossed for a reason. You have helped us take important and impactful steps in our journey as we made a lasting impression on us - Miigwech

3. STANDING TOPICS

ST #1 - AGENDA Review & Approval

No conflicts declared. The Executive reviewed the draft agenda.
Cita Mandamin moved to accept the agenda as presented. 2nd by Christine Jourdain CARRIED
Decision # EXEC C of P 2023-08-28-01 MOTION CARRIED to accept the agenda as presented.

ST #2 - MINUTE Review & Approval of July 19, 2023

Minutes of July 19, 2023 were reviewed.

Christine Jourdain moved to accept the agenda as presented. 2nd by Cita Mandamin CARRIED
Decision # EXEC C of P 2023-08-28-02 MOTION CARRIED to accept the agenda as presented.

Chief Liu provided the following update:

- CAPG Conference held last week in Ottawa– Myself, A/Deputy Chief Gervais and Acting Chief Gagne attended - they made positive impressions on the Police Chiefs there from across Canada
- We had a chance to share with them that here in our jails that 90% incarcerated are First Nation –our Justice system is overrepresented by First Nations
- Navaho Nation visit Lac Suel 2 weeks ago along with NAPS
- Met the delegation
- As you remember in April IPCO visited Navaho Nation in the States. This is the reciprocal visit where they come to Canada
- they have their own justice system own judges own criminal courts – courts and justice system which is separate from the US Criminal Justice System
- They have their own enforcement and prosecution.
- I want to thank Kristine Gagne who I appointed as Acting Chief for the last two weeks
- I have accepted a position of Executive Director with IPCO – I will remain involved in advocating for First Nations Policing at the Provincial and Federal Level.

Rest of the meeting items were deferred.

ST #3 - CHIEF of POLICE REPORT

1. ACTION ITEMS from Last Meeting

No items

2. REGULAR UPDATES

1. **Meetings attended on behalf of T3PS**
2. **Staffing**
3. **Equipment Acquisitions**
4. **Infrastructure**
5. **Community Concerns**
6. **Mental Health Committee**

ST#4 - EXECUTIVE COMMITTEE REPORT to Chief of Police

1. VISA & EXPENSE STATEMENTS

2. TIME SHEETS - Chief of Police

3. ITEMS from Sub-Committee's

4. PREVIOUS ITEMS

5. NEW ITEMS

6. IN CAMERA SESSION - In Camera Session took place

7. CORRESPONDENCE

8. EXPENSE CLAIMS PAYABLE

9. ADJOURN - Meeting was adjourned at 5:15 p.m.

APPROVED MINUTES – Public Session

Executive Committee with Chief of Police

September 28, 2023 – La Place Rendezvous – Fort Frances, ON

ROLL CALL
Present:

Christine Jourdain, T3PSB President
Sue Boshey, T3PSB Vice-President
Cita Mandamin, T3PSB Secretary/Treasurer, via zoom
Jackie McClain, T3PSB Executive Assistant
Acting Chief Cheryl Gervais
Acting Deputy Chief Trish Rupert, attended until 10:50 a.m.
Kristine Gagne, Director of Corporate Services
Denise Wesley, GHQ Admin Support

Regrets:
James Broughton, Acting Staff Sergeant

1. CALL TO ORDER

Meeting was called to order at 10:10 a.m.
No conflicts declared.

2. ACKNOWLEDGEMENTS

President Jourdain acknowledged Truth and Reconciliation September 30, 2023 – Every Child Matters.

3. STANDING TOPICS

ST #1 - AGENDA Review & Approval

No conflicts declared. The Executive reviewed the draft agenda.
Christine Jourdain moved to accept the agenda as presented. 2nd by Sue Boshey CARRIED
Decision # EXEC C of P 2023-09-28-01 MOTION CARRIED to accept the agenda as presented.

ST #2 - MINUTE Review & Approval of August 28, 2023

Minutes of August 28, 2023 were reviewed.
Christine Jourdain moved to accept the draft minutes of August 28, 2023 as presented. 2nd by Cita Mandamin CARRIED
Decision # EXEC C of P 2023-09-28-02 MOTION CARRIED to accept the draft minutes of August 28, 2023 as presented.

ST #3 - CHIEF of POLICE REPORT

1. ACTION ITEMS from Last Meeting

No items

2. REGULAR UPDATES

1. Meetings attended on behalf of T3PS

Acting Chief Cheryl Gervais informed the Executive of the following:

- At the start of September myself A/Staff Sgt Jason Kelly and Cst. Buswa – had meeting with a Professor of Carlton University who I came across a post on LinkedIn he was talking about any Police Service who is interested in doing studies around Police response to mental health or people in crisis. We had a brief meeting with him , We asked what kind of research would look like and what work would be expected of us. it just happens that the OACP Police Response to People in Crisis Committee is meeting with him today and I am on that Committee. We will look at further through that Committee as well. Jay and Buswa were very interested in it to highlight our unique circumstances we have in Indigenous Policing – he explained what kind of info they want will depend what research they do. They will send individuals up here to do the study. At this point it is only a discussion, we are not committed to anything
- Had our regular monthly meetings – FNIPP
- Acting Deputy and I are on the planning committee for the Women in Indigenous Policing Conference with larger group. We were looking at end of October but now at end of February. We want our first event to be successful so decided to hold off. Still in Thunder Bay
- Acting Deputy and I also attended the ceremony bringing in the new Chief and Council in Onigaming. The Chief is still Jeff Copenace.
- We are in the first two week rotation of Barrie Police Officers. Two officers come in on Sunday and leave Sunday – we are pairing them up with Officers – We brought them at TRC flag raising – moving forward we will have them in the South the second week of their rotation
- They were amazed about the travel time – the people they send are those who want to learn about Indigenous – this runs until December 10, 2023
- Carl Bryant is overseeing the program
- Communications is asking them about what did you know before your experience and what did you learn
- Niagara Regional Police – have a team that is responsible for taking care of evacuees that come into their city. They are interested in Indigenous Policing – 2 members coming up week of Thanksgiving. Cst Kuzyk will oversee that.
- President Jourdain asked for update at the Board meeting as Board may be interested in hearing more about the Program
- No IPCO meetings – the next regular meeting is October 10, 2023
- Willa Zlabis our CPIC Supervisor is the recipient of the National Champions of Mental Health Awards – she will be going to Ottawa in October to receive the award
- <u>Right to Disconnect Policy:</u>
    - Paul Van Bellenghem had done some work on this for both Union and Civilian – because officers are 24/7 doesn't apply. I reached out to Barrie, both theirs and one Paul did for civilians focuses on Mental Health – will incorporate this into our monthly Policy meetings.

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<u>Pension Update</u>:

DCS Kristine Gagne outlined the following:

- We have a timeline set out – there are so many pieces that need to come together – I will be responding saying I want to see action
- They are still struggling around the Defined Contribution plans – there is a letter that needs to go to Canada Revenue Agency which has not been drafted
- **Q:** What is the timeline now?
- **A:** There are no dates on the timeline, it's just when this is done. No dates saying this has to be done by this time.

2. Staffing

DCS Kristine Gagne informed the Executive of the following:

- HR is really pushing recruiting – OPC is adding another class to the annual in take – classes will be about 500 students per class. A portion of it will be online. The first class in new format is December – we will have to figure out how we incorporate this into our process
- **Q:** How many seats do we have?
- **A:** KG - We asked for 9 but have not been confirmed
- **Q:** Do we have 9 candidates to go?
- **A:** KG -I believe we have 9, but that number can go down.
- **Q:** Our Mobile Crisis Worker in the South, has she been replaced?
- **A**: CG - No has not been replaced – feel they are struggling with recruitment. In North Kenora Chief's is struggling – I have reached out to WNHAC – they are scheduled I need to schedule a meeting on this – need to schedule a meeting with A/S/Sergeant Broughton and Tribal Health
- DCS Gagne informed the group that this funding ends in March – would prefer not to do separate fundings – would like to see in the FNIPP – in our core funding – we end up pulling funds from our FNIPP to fund
- Sue Boshey indicated wants to have a meeting so we all know what we are going in for to ensure we are all on same page – so the Exec to meet to contribute for what we need.
- A/Chief Gervais indicated wants to ensure that it all aligns with the strategic plan

3. Equipment Acquisitions

DCS Kristine Gagne informed the Executive of the following:

- We look okay for vehicles
- We have ordered the boats

4. Infrastructure

DCS Kristine Gagne informed the Executive of the following:

- Wabigoon Building:
  - We're looking at – will be put in mid-December– they say it will be done by end of March. We are ordering furniture and will ensure we have signage ordered.
  - When building is on site we will push to hire – in community all civilian positions
- Administration Building:
  - Moving along slower - we met with Number 10 Architects - they have come out twice to meet with us have come twice = looked at floor plans
  - Hope they have costing and tenders out mid-October – hope to know what the cost will be
- Both builds have come well over projected cost – Wabigoon is two times over – the admin is 4 times – as going to be stick build vs modular
- Met with Public Safety Canada and Ontario received clarification on info in the draft letter
- When original request went in, Canada said they have infrastructure dollars available for Police Services to 2025 – Ontario asked if know any services and we said we had 4 and dollars were attached to those 4. It went back to Canada and they approved the 4 builds and indicated these are the dollars, but now the cost is much higher for the 2 so there is no money for other 2 buildings. Those 2 buildings are still approved so if Canada has money in 2025 will go to that builds and Ontario will match
- When we start doing the other builds will be stick builds we can do initial ground work using our funding – at the same time
- The only concern is if we get a letter of extension might not make our bank comfortable
- We will request infrastructure to be in our funding agreement.
- Also, once we have these buildings the expectation will be to have our staff work in those buildings
- Other item came up is housing – so we negotiate with union that officers will start and end

shift in community it doesn't make sense to have housing in Kenora or Fort
- Also, if building in Lac La Croix we have to increase our staff
- CJ – It was discussed not necessarily have it in community – to get a break between work and off time.

5. Community Concerns

Acting Chief Cheryl Gervais informed the Executive of the following:

- Had an incident inWasbaseemoong two nights ago around excessive force during an arrest
- I did not do a Chief's complaint, I am anticipating a public complaint
- Sgt. Bryant informed me a BCR will be coming in. Sgt. Bryant tried to reach the community Chief but was unable to connect
- Concern regarding Public Trust from Chief Copenace – I want to sit down with him as he wanted 24/7 coverage but that is unrealistic at this time. We need to have a personal conversation

6. Mental Health Committee

Acting Deputy Chief informed the Executive of the following:
- We are trying to get back on track after the summer
- Still working with Dr. Carrington on Hello Hero
- We are considering our own Debrief Team. We don't have enough on Peer Support to develop this – we are working on in the future. Working with Reagan Dearborn who is a Psychologist
- Looking at extending contract with CMHA – they have a Psychotherapist
- Cst. McCready and Cst. Liu are R2MR – trained 5 members – 3 Supervisors and 2 civilians
- Expand on Women Indigenous Policing Conference –we are looking at developing a challenge coin – a female police officer and water and a child on the other side – will need to show you. Alana Morrison is developing the logo
- We are also looking at video promoting Indigenous women in policing

ST#4 - EXECUTIVE COMMITTEE REPORT to Chief of Police

1. VISA & EXPENSE STATEMENTS
- Will need Acting Chief's VISA statement for September for October meeting
- Expense claim has been approved

2. TIME SHEETS – Acting Chief of Police
- Timesheets were approved.

3. ITEMS from Sub-Committee's
- No updates

4. PREVIOUS ITEMS – No Items

5. NEW ITEMS- No items

6. IN CAMERA SESSION - In Camera Session took place

7. CORRESPONDENCE - attached

8. EXPENSE CLAIMS PAYABLE

Christine Jourdain moved to approve expense claim as presented. 2nd by Cita Mandamin CARRIED
Decision # EXEC C of P 2023-09-28-03 MOTION CARRIED to approve expense claim as presented.

9. ADJOURN - Meeting was adjourned at 12:55 p.m.

APPROVED Minutes

Sub-Committee Reports for 2nd Quarter Board Meeting – October 24, 2023

HIRING COMMITTEE UPDATE

MEMBERS:

1. Christine Jourdain, Chair
2. David Kelly
3. Cita Mandamin
4. Charmaine Hunter
5. Kim Detweiler

5 new recruits returned October 10 2023 from OPC

Hiring Committee Meetings for Hiring process for Chief of Police:
May 18, April 13, 20 and 26/23

Interview Processes:
September 29, 2023 – Agency One – Maintenance/QM/Fleet – Christine Jourdain participated
September 25, 2023 – Kenora – Guard/IT/Cadets – Cita Mandamin participated
September 13 & 14, 2023 – Kenora – Recruit Interviews –
August 23 & 23, 2023 – Kenora – Special Constable – Cita Mandamin participated
August 9 & 10, 2023 – Kenora – Juman Trafficking Investigator – Charmaine Hunter participated
July 17 & 18, 2023 – Interviews – North CRC – Charmaine Hunter participated in day 1

Current hiring drives for:

- Wabaseemoong Administrative Support
- Cadet/Special Community Constables – 12 - month term for Big Grassy, Lac La Croix (2), Onigaming NWA 37, NWA 33, Naotkamegwanning
- Always accepting Recruit/Experienced Officer & Casual Guard applications

CULTURAL COMMITTEE

MEMBERS:

1. Wes Nelson, Chair
2. Roy Assin
3. Mitchell Lands
4. Sue Boshey
5. Reno Cameron

Feast scheduled for October 27, 2023 in Dalles

On-going Items:

- Criminal Reference Checks for Drummers
- Staff attendance at Cultural Events (per CBA) and Sweats
- Annual Cultural Training – format revised starting this year
- Feather presentation to all Staff – currently feathers are provided to new hires and promotions
- Board Executive elections – traditional election process – on-going
- Feathers in vehicles - Dennis has distributed to GHQ – cases have been received – teaching to go with feathers

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
2. Christine Jourdain
3. VACANT – looking to fill
4. VACANT- looking to fill

- PricewaterhouseCoopers (Lindsey Gray) have developed a proposal/plan for us to proceed – in camera Questions from PwC – to be reviewed – proposal to be revised

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Cita Mandamin, Chair
2. Barney Petiquan
3. David Kelly
4. Wesley Nelson

Meeting to be scheduled in November -

Completed review of Ops Policy with Policy Developer Paul Van Bellenghem

- Directive from Acting Chief of Police to Staff outlining rollout of Policy (provided last meeting)

FINANCE COMMITTEE

MEMBERS:

1. Cita Mandamin, Chair
2. Barney Petiquan
3. Danine Chief
4. VACANT

- Meeting scheduled for November 21, 2023

B.E.A.R Fund

MEMBERS:

1. Cita Mandamin
2. Donna Namaypoke
3. VACANT

- Meeting to be scheduled.

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Roy Assin
2. Sue Boshey
3. Mitchell Lands
4. Cita Mandamin

- No meetings

T3PSB - Q2 MEETING **October 24, 2023** **SEINE RIVER FN - CULTURAL BUILDING**

PURPOSE: Q2 Board Meeting

Board DIRECTOR	Community	HOTEL	Total Mileage X 0.68	0.68	B-23.60, L-$23.90, D-$58.60	Director Fees	Total	
*ASSIN, Roy *****	Grassy Narrows	Yes	722	490.96	82.2	300	$873.16	CONFIRMED - PAID TO BAND
ATITISE, Carrie	Lac Lac Croix	No	0	0	0	0	$0.00	
BOSHEY, Sue	Nigigoonsiminikanning	No	84	57.12	0	300	$357.12	CONFIRMED
BOSHKAYKIN, Tania	Seine River - Host	No	0	0	0	300	$300.00	CONFIRMED
CAMERON, Cynthia	Wabaseemoong	Yes	0	0	0	150	$150.00	CONFIRMED VIA ZOOM
CAMERON, Reno	Dalles	No	0	0	0	150	$150.00	CONFIRMED VIA ZOOM
CHIEF, Danine	Wabigoon Lake	No	0	0	0	150	$150.00	CONFIRMED VIA ZOOM
COUNCILLOR, Sean	Naicatchewenin	No	0	0	0	0	$0.00	REGRETS
DETWEILER, Kimberley	Rainy River	No	250	170	58.6	300	$528.60	CONFIRMED
HUNTER, Charmaine	Big Grassy	No	0	0	0	150	$150.00	CONFIRMED VIA ZOOM
JOURDAIN, Christine	Couchiching	No	160	108.8	0	300	$408.80	CONFIRMED
KELLY, David	Onigaming	Yes	372	252.96	140.8	300	$693.76	CONFIRMED
LANDS, Mitchell	Eagle Lake	Yes	416	282.88	58.6	300	$641.48	CONFIRMED
MANDAMIN, Caitland	Wauzhusk Onigum	Yes	600	408	140.8	300	$848.80	CONFIRMED
MANDAMIN, James	Iskatewizaagegan #39	No	0	0	0	0	$0.00	REGRETS
NAMPAYPOKE, Donna	Naotkamgwanning	Yes	444	301.92	140.8	300	$742.72	CONFIRMED
NELSON, Wesley	Northwest Angle #33	No	0	0	0	150	$150.00	TENTATIVELY ZOOM

PETIQUAN, Barney	Wabauskang	No	0	0	0	0	$0.00	REGRETS
REDSKY Samantha	Shoal Lake #40	No	0	0	0	0	$0.00	
WAYASH, Bill	Mitaanjigamiing	No	274	186.32	58.6	300	$544.92	CONFIRMED
VACANT	Anishinabbe of Naonogashiing		0	0	0	0	$0.00	
VACANT	Northwest Angle #37		0	0	0	0	$0.00	
VACANT	Obashkaandagang (Wash Bay)		0	0	0	0	$0.00	
TOTAL				2258.96	680.4	3750		
TO BE PAID October 27, 2023 *SPECIAL PAY								

Motion to pay as listed	Moved by	Column1	seconded by

Column1	Column2
MILEAGE	1999.08
100% HST	259.88
TOTAL MILEAGE	2258.96