



APPROVED MINUTES

3rd Quarter Board Meeting – January 30, 2024

In person & Via Zoom – Niisaachewan First Nation

PRESENT: President, Christine Jourdain, Couchiching First Nation
Vice-President, Sue Boshey, Nigigoonsiminikaaning First Nation
Tania Boshkaykin, Seine River First Nation
Mitchell Lands, Eagle Lake First Nation
James Mandamin, Iskatewizaagegan No 39 First Nation
David Kelly, Onigaming First Nation
Bill Wayash, Mitaanjigamiing First Nation, via zoom
Wesley Nelson, Northwest Angle #33 First Nation, via zoom
Cynthia Cameron, Wabaseemoong Independent First Nations, via zoom
Barney Petiquan, Wabauskang First Nation
Donna Namaypoke, Naotkamegwanning First Nation, via zoom
Sean Councillor, Naicatchewenin First Nation, via zoom
Theresa Noonan, Animakee Wa Zhing #37 First Nation
Charmaine Hunter, Big Grassy River First Nation, via zoom
Reno Cameron, Niisaachewan Anishinaabe Nation
Jackie McClain, Executive Assistant, Police Services Board
Deputy Chief Designate Tricia Rupert, Treaty Three Police Service
Chief of Police Designate Cheryl Gervais, Treaty Three Police Service
Kristine Gagne, Director of Corporate Services, Treaty Three Police
Denise Wesley, Administrative Support, Treaty Three Police Service

REGRETS: Kim Detweiler, Rainy River First Nations
Danine Chief, Wabigoon Lake Ojibway Nation, via zoom
Roy Assin, Grassy Narrows First Nation
Carrie Atatise-Norwegian, Lac La Croix First Nation
VACANT, Wauzhushk Onigum First Nation
VACANT, Shoal Lake #40 First Nation
VACANT, Obashkaandagang First Nation
VACANT, Anishinaabeg of Naongashing First Nation

Opening Prayer

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

Acknowledgements

President Christine Jourdain made the following acknowledgements:

- Acknowledged the elder, drummers and sacred items in the room
- Theresa Noonan has been reappointed to the Board by Animakee Wa Zhing #37.

AGENDA Review & Approval

The Facilitator outlined the agenda. No conflicts declared. Barney Petiquan moved to accept the agenda as presented. 2nd by Reno Cameron. CARRIED

Decision # PSB 2024-01-30-01 MOTION CARRIED to accept the agenda of January 30, 2024 public session as outlined.

APPROVED – 3rd Quarter Board Meeting -

MINUTE Review & Approval – 2nd Quarter Meeting – October 24, 2023

The draft minutes of October 24, 2023 2nd Quarter Board meeting were reviewed.
Sue Boshey moved to accept minute of October 24, 2023. 2nd by Mitchell Lands.

Decision # PSB 2024-01-30-02 MOTION CARRIED to accept the minutes of October 24, 2023 public session as presented.

MANAGEMENT REPORT

Handout provided. Power Point attached

Chief of Police Designate Cheryl Gervais acknowledged our drum and sacred items as well as Elder Caribou for starting us off in a good way.

She outlined the report as provided with the following highlights:

- **Community Safety and Policing Act 2019 (CSPA)** - Comes into effect April 1, 2024
- Ontario Independent Police Review Directorate OIPRD – Under PSA oversee public complaints – have reached out to have conversation with Command and Board Executive around impacts of CSPA and what role they play regarding in Complaints process – still working on date for meeting
- Is a CSPA Summit at the end of February, myself and Detective Sergeant Steve Garrow plan to attend.
- **FNIPP Negotiations** - Meeting – December 7, 2023 in Gatineau QB
- January 10, 2024 – Sault Ste Marie – attended virtually.
- During that day had a ceremony for our Terms of Reference with our Elder
- Next meeting in Toronto next week
- **Evidence Based Policing** - Our Crime Analyst, Richelle Lessard has started meeting with Crime and Intelligence Analysis team with Seneca College. They are interested in supporting any training gaps in Northwest Services and Indigenous Policing – she is working with them on developing this training.
- identifying gaps on training – they have a deadline of March 31, 2024
- We have looked at other opportunities to work with Seneca College such as working with their 4th year research students.
- Our Crime Analyst and Staff Sergeant Joe Gervais attended an Evidence based Policing Seminar in December hosted by Barrie and London
- **Leadership Team Meetings** - We started Leadership Team Meetings in November, we meet every Wednesday – Command and Staff sergeants – to discuss issues and any decisions which need to be made
- Recently joined Have OAPC development Program – spearheaded by Your – and looking at development with
- **IPCO Human Rights Complaint** - Has been referred to HR tribunal for full hearing
- **Awards Banquet** – March 22, 2024 in Fort Frances, ON
- **Drugs In Community** - Board Call to action - Upcoming activities – Staff Sergeant Gervais and Sergeant Kaus will attend conference in Thunder Bay next week - one day will be on Drug Strategies
- Detective Constable Phillips and I will attend Multi Disciplinary Toxic and Opioid Symposium in February in Toronto –
- February 14 Grand Council will have Drug Strategy Meeting
- Please let us know if there are any conversations in your communities so we can ensure participation.
- Continue to participate in IPCO and CACP meetings

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

APPROVED – 3rd Quarter Board Meeting -

OPERATIONAL REPORT

Handout provided. Power Point attached

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

- **New Promotional Process** - We worked with OPP staffing Advisors on new process with our unique needs in Treaty Three. We Started in September and had 3 individuals successfully complete the process and receive Staff Sergeant credits, Sergeant Jason Kelly, Sergeant Carl Bryant and Sergeant Janet Kaus. Sergeant Jason Kelly was confirmed Staff Sergeant for the North on January 4, 2024.
- The credit is good for one year and can apply for positions within the year.
- Acknowledged Katie St. Denis and Paul Van Belleghem who working on this.
- Feedback from the candidate – may incorporate into our Sergeant process which we are working on now.
- **Secondments** – We are looking at 2 secondments from OPP –
- one in South, OPP Sergeant Mark Chwastyk will be coming over February 5, 2024 as Acting Staff Sergeant for 6 months while we post externally
- one in North, OPP Staff Sergeant Mike Kriese starts February 12, 2024 as Acting Inspector for 12 months
- Thanks A/Staff Sergeant James Broughton for performing role in South for year and half
- **NCO Conference** – Have conferences in Spring and Fall with NCO's and civilians to ensure we are on same page regarding policies and possible training requirements
- **OPP identification Unit** - Met and discussed ways to better support Treaty Three in Major Crime, using their Forensic Identification Units. Dialogue is on going
- **Women In Indigenous Policing** - Plan to have conference in April – working with OPP Indigenous Bureau and all 9 IPCO Services
- **MMIIWG Committee** - 6 members participated in Training through University of Winnipeg on 231 Calls for Justice. Completed training in December, with presentation. The presentations were very well received and changed some perspectives on Policing. They will look at presenting certificates at our Awards Banquet.
- **Tree of Hope Lighting** - We partnered with 33 other Police Services across Canada to bring awareness to the thousands of Missing and Murdered Indigenous Women and girls and two spirited individuals – tree was lit at 6 p.m. the Sunday following November 11, 2023 Closing Ceremony was held January. There was a tree in the North and South.

Staff Sergeant Operations Reports:

- **Special Constable / Cadets** - Had 3 attend the OPP Special Constable Training – I attended graduation. One of our female Officers was first indigenous female to be valedictorian
- **Intelligence Liaison Unit** - 5-6 individuals who took on extra duties to gather Intel regarding drugs and organized crime
- **Crime Development Unit** - another 5-7 individuals who take on extra duties beyond front line duties to pursue training and skills for Specialized Units – it's a pool we can draw upon to move into Crime Unit roles when available
- **Trapping Course for Youth** - Staff Sergeant Kelly did trapping course and youth were certified in fur harvest – he is looking at delivering other Youth engagement activities in other communities
- **Closed Circuit Television (CCTV) Program** - This came up at last Board meeting. It is a 6 month Pilot Project – we partnered with Iskatewizaagegan No 39, Naotkamegwanning and Onigaming. We will look to expand to other communities following the pilot project.
- **All Girls Gathering** - Took place in North South and East – was the largest gathering so far.
- **Search & Rescue training** – We partnered with Indigenous Services Canada. 3 members participated along with community members
- **Professional Standards** – Refer to Chart in handout. We have 5 open complaints, 2 public – 2 Chief's and 1 Workplace Harassment Complaint
- **Communications** – We had Storm Angecone do work on the 8 Grandfather teachings

APPROVED – 3rd Quarter Board Meeting -

- **Teepees in 4 Directions** - Will work with the Cultural Committee on getting 4 teepees for each of the directions at respective detachments
- We pulled highlights from Staff Reports – refer to package for detailed information.

Q: Do the cameras have licence plate readers and can communities access the information?

A: Yes, the cameras have license plate readers. The information gathered comes to the Police. We work with communities on camera placement and how the information is used.

FINANCIAL REPORT

Handouts provided:

1. Q3 Financial Statements
2. Q3 Governance Expenditures – working paper

Director of Corporate Services Kristine Gagne outlined report as provided with the following highlights:

- **New Item** - One schedule is missing – it's a funding agreement from Victim Services for \$100K for this fiscal year to enhance the capacity to support victims and survivors of intimate partner domestic violence, Human trafficking and child exploitation. It's to increase collaboration with agencies and communities. The job ad will go out soon. We will request to carry over any funds we don't spend. We will be looking to put these positions into our FNIPP – we will look to have as permanent positions.
- **Current Bank balance** - is \$9.6 million. Was \$11.6 million at December 31, 2023. These Statements reflect date of December 31, 2023. Don't have cash flows– getting funding based on our reporting. We got all funding from Canada upfront in July. We have a healthy bank account.
- We have received all FNIPP for CAN and ON.
- Summary of FNIPP funding – plus all of the Schedules
- The amounts in black are the three which take us to December – the orange are projections for last quarter. The \$2.5 million is projected surplus. We are working hard to not have a surplus.
- **FNIPP funding** - Surplus is almost \$5 million – reason less in combination is combined statement. Some of the one-off funding agreements and grants as they do not sustain those so some dollars offset those costs.
- We received one time funding for equipment and units. We have 15 units in South being retrofitted – if come back may be charged to one time funding.
- **Legal** will be significantly higher as received more Legal bills after drafting this.
- **Salaries and Benefits** - this is because of our difficulty in recruiting and filling all our positions
- **First Nation Organized Crime Initiative** - One-off programs – is same funding we have received back in 2003. Its not enough for cost of program so shows deficit.
- **First Nations Officer Fund** - Have 9 positions – Last half of year expenses are less as one individual has left.
- **RIDE** - Spent just over \$8K to end of December – Balance will be spent by end of year.
- **PAVIS** - Have had same funding for last 10-15 years.
- **Youth In Policing Initiative** - Completed in August
- **MMIWG** - This funding and First Nation Crisis Response Team are to end this March. I have reached out to Ontario to see if they will continue. They just said about not worry about putting into FNIPP proposals.
- We are putting everything into our FNIPP budget we are trying to get away from Separate schedules and are bumping up to cover all positions and programs.
- Have hired Miii Coordinator – We are requesting to carry over for first 3 months of next fiscal as it will be difficult to spend.
- **One time funding** for Equipment and vehicle investments - Still have just over 1 million to spend in last quarter. Have been brainstorming on how to spend.
- **Infrastructure** -
 - **Wabigoon (Detachment)** – Moving along, bit slower than hoped. Looking at May for delivery. We are coming in over budget. Funders are aware and we are amending agreements to extend the timelines to March 2025. This allows us to have time to complete the project and has nothing to do with when we

move in. We are looking at overall cost of \$4.8 million when original budget was \$3.5 million.

- **Wauzhushk Onigum (Admin Building)** – The cost is coming in higher on this as well. We have not spent a lot so far but is more than our \$384K budget in first 3 quarters. They are working on an amendment. We are looking at moving all infrastructure into FNIPP Proposal.

EXECUTIVE COMMITTEE REPORT

Handout provided.

1. Executive Committee Meetings

Monthly Executive Committee:

October 18, 2023 – Approved minutes attached

November 2023 – Meeting held December 3, 2023 – Approved minutes attached

December 2023 – No meeting held

Monthly Executive Committee with Chief of Police:

October 19, 2023 – Approved minutes attached

November 2023 – Meeting held December 4, 2023 - Approved minutes attached

December 2023 – No meeting held

2. Opting into the “Community Safety & Policing Act – 2019”

Update since Q2 – October 24, 2023 Meeting

- Looking to schedule with Strategic Plan – Awaiting proposal from Lindsey
- 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 provided in meeting package.

3. FNIPP Negotiations (Policing Agreement)

Update since Q2 – October 24, 2023

- **Negotiations** - January 10, 2024 – Sault Ste Marie – T3PS attended virtually – Grand Council Representative is Arthur Huminuk, Justice Director
- Tri-Coalition Meetings – January 3, 5, 8, 9 (Negotiation Prep)
- **Negotiations** - December 7, 2023 – 1 day – Gatineau QB – President Jourdain attended in person with Chief Designate Cheryl Gervais. Grand Council Representative Arthur Huminuk attended virtually.
- Terms of Reference signed by Board President and Ogichidaa
- Meetings of Tri-coalition held November 7, 8, 30, Dec 1, 2023
- Meetings of Tri-coalition held October 31, 2023
- Background provided in meeting package.

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

Update since Q2 - October 24, 2023

- IPCO has submitted a funding request which will include Regional Peer Support and Mental Health Coordinator
- 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
- Meetings minutes attached with Monthly Executive Meeting packages
- Background provided in meeting package

5. Canadian Association of Police Governance (CAPG)

- 2024 Webinar List attached
- **Next Webinar** – January 31, 2024 @ 11:00 a.m. CST “Police Governance for Artificial Intelligence – Policy Setting from a Governance Perspective”
- **CAPG Annual Conference** – Halifax August 8-11, 2024
 - We purchased 5 virtual spots
- **FNPGC Spring Conference** – No date for 2024
- 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

2024 Canadian Association of Police Governance (CAPG) Webinar List Provided

SUB-COMMITTEE REPORTS – Handout provided

HIRING COMMITTEE UPDATE

MEMBERS:

1. Christine Jourdain, Chair
 2. David Kelly
 3. Kim Detweiler
 4. Charmaine Hunter
 5. VACANT
- 2 new recruits returning from OPC

Interview Processes:

January 12, 2024 – Executive Assistant – Chief of Police

January 9 & 10 – Recruit & Experienced Constable – No Hiring Committee member present

December 8, 2023 - Program Coordinator – Giga-Dizhindamin O'ow Adaawemigosiwin

Background Investigator & Executive Assistant – Chief of Police

Cita Mandamin participated - Kenora

December 7, 2023 - Digital Specialist - Cita Mandamin participated - Kenora

November 21, 2023 – Agency One – Kim Detweiler participated

October 12, 2023 – Kenora – Guard and East Caretaker – Cita Mandamin participated

Hiring Committee Meetings for Hiring process for Chief of Police:

November 1, 2023 Interviews for Chief of Police

October 25 & 13, 2023 - Meetings

Current hiring drives on Website:

- Staff Sergeant - Agency One
- Social Navigator - GHQ
- Guard Team Lead – Agency One – open until position is filled
- Caretaker – Big Grassy – Open until position is filled
- 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

Meeting held January 29, 2024

APPROVED – 3rd Quarter Board Meeting -

On-going Items:

- 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
- Teepee's

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
 2. Christine Jourdain
 3. VACANT
 4. VACANT
- PricewaterhouseCoopers (Lindsey Gray) have developed a proposal/plan for us to proceed – in camera. Proposal to be revised

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Wesley Nelson
 2. Barney Petiquan
 3. David Kelly
 4. VACANT
- Meeting to be scheduled

FINANCE COMMITTEE

MEMBERS:

1. Danine Chief
 2. Barney Petiquan
 3. VACANT
 4. VACANT
- Meeting to be scheduled

B.E.A.R Fund

MEMBERS:

1. Theresa Noonan
 2. Donna Namaypoke
 3. VACANT
- Meeting to be scheduled.

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Roy Assin
 2. Sue Boshey
 3. Mitchell Lands
 4. VACANT
- 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 – 4th Quarter - Tuesday April 30, 2024
- South location.

EXPENSE CLAIM PAYABLE

Expense Claim accepted.

ADJOURNMENT - Meeting was adjourned at 2:12 p.m.



Christine Jourdain
Board President



Sue Boshey
Secretary/Treasurer



DRAFT AGENDA - 3rd Quarter Board Meeting - Public Session - January 30, 2024

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
Facilitator

10:15

AGENDA Review & Approval

MOTION REQUIRED

Conflict Declaration

10:20

MINUTE Review & Approval - PSB 2nd Quarter - October 24, 2023

MOTION REQUIRED

Facilitator

DRAFT MINUTES of October 24, 2023 - 3

10:30

MANAGEMENT REPORT

Chief of Police
Designate -
Cheryl
Gervais

2024-01-30 - Q3 - Management Report - 10

10:45

OPERATIONAL REPORTS

Deputy Chief
Designate
Tricia Rupert
Director of
Corporate
Services -
Kristine
Gagne

11:30

FINANCIAL REPORT

Q3 - Financial Report - 74

12:00 - 1:00
pm

LUNCH

1:00

EXECUTIVE COMMITTEE REPORT

President
Christine
Jourdain

2024-01-30 Q3 - Executive Committee Report - 93

2023-10-18 Executive Monthly Meeting Minutes - October 2023 - 96

2023-12-03 Executive Monthly Meeting Minutes - November 2023 - 100
NO DECEMBER MEETING HELD

2023-10-19 Executive Monthly Meeting with Chief of Police - October
2023 - 104

2023-12-04 Executive Monthly Meeting with Chief of Police - November
2023 - 107
NO DECEMBER MEETING HELD

2024 WEBINAR LIST - 111

2024-01-31 Webinar - 112

1:30

SUB-COMMITTEE REPORTS

Sub-
Committee
Chairs

2024-01-30 Q3 - Sub- Committee Report - 113

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 (South) 4th Quarter Board Meeting April 30, 2024 EXPENSE CLAIM PAYABLE 3:55 p.m. Facilitator MOTION REQUIRED 2024-01-30 PSB Q3 Meeting.xlsx - 115	
4:00 p.m.	ADJOURNMENT MOTION REQUIRED ADDITIONAL HANDOUTS Executive Committee Monthly Meeting Packages - On Board Effect Executive Committee Monthly Meeting with Chief of Police Packages - On Board Effect	Facilitator



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, Naothamegwanning 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:

DRAFT MINUTES – 2nd Quarter Board Meeting -

- 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.

DRAFT MINUTES – 2nd Quarter Board Meeting -

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.



Chief of Police Report



Treaty Three Police Services Board Meeting
January 30, 2024

Prepared by: Chief Designate Cheryl
Gervais

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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

CHIEF OF POLICE REPORT - CHIEF DESIGNATE CHERYL GERVAIS

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
<p>Office of the Independent Police Review Director (OIPRD)</p> <ul style="list-style-type: none"> Preliminary meeting with OIPRD Chief Operations Officer Michael Marmo Scheduling a meeting with OIPRD, Command Team, and T3PSB Executive to discuss CSPA impacts and OIPRD. <p>MMIWG Report Committee</p> <ul style="list-style-type: none"> Meeting on the fourth Thursday of every month 231 Calls for Justice Course – University of Winnipeg completed December 2023. T3PS presentations were well received and positively impacted class candidates' perception of police. The planning certificate ceremony is in Treaty #3. <p>Ontario Association of Chiefs of Police (OACP) Police Response to People in Crisis (PRIPC) Committee</p> <ul style="list-style-type: none"> 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. Constable Buswa participated on a panel on December 7th, 2023, on Indigenous Panel: Reconciliation Rooted in Truth <p>Infrastructure Meetings:</p> <ul style="list-style-type: none"> General Headquarters – WON Wabigoon Detachment <p>FNIPP Tri-Coalition Negotiation Meetings:</p> <ul style="list-style-type: none"> December 7th, 2023 – Hosted in Gatineau, QC. I attended in person. January 10th, 2024 – Hosted in Sault Ste Marie. I attended virtually. A ceremony was held for the Terms of Reference with Elder Doris Caribou, Cultural Coordinator Dennis Smith, President Jourdain, and T3PSB EA Jackie McClain present in person. February 5th, 2024 – to be hosted in Toronto. I plan to attend virtually.
1.2 GCT3 to move towards the legislative option (becoming an “Essential Service”)
<p>Community Safety and Policing Act (CSPA)</p> <ul style="list-style-type: none"> Effective April 1st, 2024 I am attending the CSPA Summit on February 27 and 28, 2024 with Professional Standards Detective Sergeant <p>Evidence-Based Policing</p> <ul style="list-style-type: none"> Crime and Intelligence Analysis Team – Seneca Polytechnic College Virtual meeting with Seneca College team and T3PS Crime Analyst to discuss training gaps and needs for Richelle and her colleagues in Indigenous Policing.

KPI
<ul style="list-style-type: none"> Seneca College has funding related to training that they wish to allocate to supporting Crime Analysts in Indigenous Policing Discussed research opportunities for fourth year students. Crime Analyst and Staff Sergeant – North attended the Evidence-Based Policing Seminar on December 11 and 12, 2023, in Barrie.
2.1 Employee satisfaction
<p>Leadership Team Meeting</p> <ul style="list-style-type: none"> Provide an opportunity for the Chief Designate, Deputy Designate, DCS, and Staff Sergeants to meet weekly. <p>NCO Conference – Nov 28 to Dec 1, 2023</p> <ul style="list-style-type: none"> 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 <p>OACP Executive Leadership Development Program</p> <ul style="list-style-type: none"> Kick-off meeting on November 29, 2023 <p>Peer Support Team Monthly Meetings</p> <ul style="list-style-type: none"> Co-chair Willa Zlabis continues with monthly PST meetings. She liaisons with OPP HWT for debriefings as needed. Peer Connect App representative attends monthly meetings to provide stats and support. T3PS signed a contract for Peer Connect App for a three-year term effective August 2023. <p>Women In Policing</p> <ul style="list-style-type: none"> Women in Indigenous Policing – Conference planning with policing partners (OPP IPB, NAPS, APS). Scheduled for the first week in April 2024. The T3PS/OPP WIP group will continue to meet every two months to allow for the planning of events between meetings. <p>IPCO Human Rights Complaint:</p> <ul style="list-style-type: none"> I received notification on December 22, 2023, that this has been referred to CHRT for a full hearing. <p>Staff Sergeant Promotional Process</p> <ul style="list-style-type: none"> Developed Staff Sergeant Promotional Process with the support of OPP Staffing Advisors. Process was completed in December 2023. three successfully received the Staff Sergeant credit, which is good for one year. Staff Sergeant Jason Kelly was confirmed for the vacant North Staff Sergeant position. Carl Bryant also received their credits to apply to any Staff Sergeant positions within the following year. Acknowledge Katie St. Denis and Paul VanBellegheem for all their work on this project.

KPI
<ul style="list-style-type: none"> Katie has obtained feedback from candidates. Candidates will be provided feedback on their participation in the process. <p>OPP Secondments</p> <ul style="list-style-type: none"> Acknowledge Sergeant Broughton's tenure as Acting Staff Sergeant External Staff Sergeant posting closes Monday, February 12, 2024. OPP Sergeant Mark Chwastyk will be seconded to T3PS for a six-month term starting February 5, 2024, as Staff Sergeant at Agency One Detachment. Staff Sergeant Mike Kriesz will be seconded to T3PS for a twelve-month term with a six-month consideration starting February 12th as Inspector – GHQ. <p>Awards Banquet Planning</p> <ul style="list-style-type: none"> March 22, 2024, afternoon in Fort Frances.
4.1 Culturally responsive police service
<p>Barrie Police Service Exchange Program</p> <ul style="list-style-type: none"> Exchange program with BPS front-line uniform staff ended in December 2023. BPS is finalizing its report to share with T3PS. T3PS provided an opportunity to provide feedback on the exchange program. <p>University of Rotman Police Leadership Program</p> <ul style="list-style-type: none"> Mentor for Presentation Group: Public Trust and Confidence <p>University of Waterloo Research</p> <ul style="list-style-type: none"> Dr. Holly Campeau The View from the Top: Challenges and Innovations Across Canada's Policing Landscape She was interested in learning more about the needs, challenges, and innovations experienced by police departments and service members everywhere. <p>First Nation Chiefs of Police Association (FNCPA)</p> <ul style="list-style-type: none"> Attended AGM November 7 and 8, 2023. <p>Indigenous Police Chiefs of Ontario (IPCO)</p> <ul style="list-style-type: none"> Attended AGM and Strategic Planning December 12-14, 2023. <p>Canadian Association of Chiefs of Police (CACP) Victims of Crime Committee (VOCC)</p> <ul style="list-style-type: none"> Co-chair for committee Met in person in Edmonton, AB, in November to meet with a family impacted by the loss of <p>CACP National Working Group</p> <ul style="list-style-type: none"> Representative for CACP VOCC D/Sgt. L. Kenny is also a member. The committee encourages the mentorship of other members. <p>CACP Trauma Informed Police Response Framework</p>

KPI
<ul style="list-style-type: none">The framework will be presented to CACP at the next summit. Kenora Coalition to End Human Trafficking Committee and NWR Working Group. <ul style="list-style-type: none">Maanaji’iwin Project Coordinator – permanent position starts January 29th, 2024 (YVHTPP) will also oversee the Indigenous Justice Division Human Trafficking Services grant program (Ambassador Program).Program Coordinator and Human Trafficking investigator Detective Constable will become committee liaisons. Kenora Chiefs Advisory <ul style="list-style-type: none">Committed to supporting community Makwa Patrol programs

HUMAN RESOURCES UPDATE – HR Department

Below is a list of staff who have joined our service during the 3rd quarter period of 2023-2024.

Name	Position	Home Department
Chris Pieczonka	Fleet & Maintenance Support	GHQ
Kathryn Smolak	Human Resources Assistant	GHQ
Colleen Halverson	CRC	Whitefish Bay
Montana Hernborg	Administrative Assistant	Wabaseemoong
Jennifer Randell	PT Caretaker	
Kandus Williams	IT Support	GHQ
Justice Kokokopenace	Guard	
Samantha Land	Guard	
Jillian Fobister	Guard	Grassy Narrows
Richard Tolton	Guard	
Mateusz Gren	Guard	GHQ
Tara Henttonen	Fleet, QM & Maintenance Support	South

COMMUNICATIONS UPDATE – Communications Specialist Donna Anderson

1.1 Number of Adequacy Standards/Policy currently being met.

The Communications Team consisting of the Communications Specialist and Social Media & Content Planner attended a Crisis Communication Conference that was hosted by the OACP-CCN (Ontario Association Chiefs of Police Corporate Communicators Network previously known as OMRON). Information was presented by various Police departments dealing with major crisis including the Manitoba RCMP during the Canada-wide manhunt.

I attended the NCO Conference for the 1st day and 3rd & 4th day.

Shout Media continues to post 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.

Updated Brand Kit is included in the Appendices.

1.3 Community satisfaction with T3PS

Comments and engagement from those within the T3PS service area continue to be mostly positive. There is minimal negative feedback received on Sponsored content where the online exposure is further than our Treaty #3 citizens. 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 0 media inquiries (down from 1).

In September, Sgt. Alicia McCready implemented a community engagement initiative (iheart) that allows members of the public to email T3PS about their events. There have been two invites for community presentations through this email this quarter.

Our service participated in the Festival of Trees event in Kenora where T3PS decorated a tree. T3PS participated in Christmas parades in Fort Frances and Kenora. We were awarded Best Emergency Responder Float in Kenora.

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. This video will be complete during the 4th quarter.

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 10 (down from 29) inquiries.

Civilian, Cadet/Special Constable, and Recruit/Experienced Officer applicants were asked how they heard about T3PS and they answered the following: Indeed 118 (down from 137), Social Media 35 (down from 60), Website 40 (up from 39), Blueline 4 (down from 9), Other 8 (down from 13), and Billboard 2 (down from 4).

A new Recruitment email was created and is monitored by Andrea Pereira, the Recruitment Coordinator. Analytics for this email along with Recruitment activity is provided in the appendices.

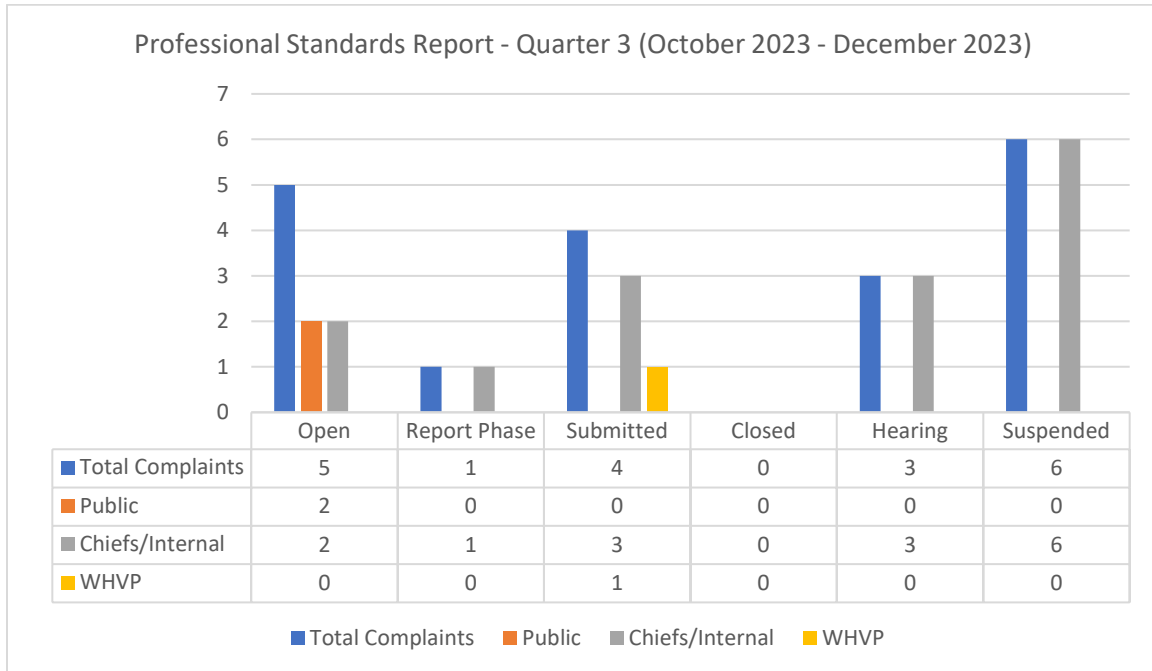
Ingaged Creative Productions Inc. is an Indigenous owned company operating out of Thunder Bay. They have been contracted to coordinate the 2024 T3PS Awards Ceremony taking place in Fort Frances on March 22.

<p>We began recognizing Staff Work Anniversaries every month. We acknowledge this the same day as staff birthdays by having cake every month. Each detachment is encouraged to acknowledge birthdays/work anniversaries in a way that best suits their schedules.</p>
<p>3.1 Number of Public and Internal Complaints</p>
<p>The Contact Us portal on the external website receives suspected complaints about service and/or members which are forwarded for follow-up. There has been 1 (down from 4) suspected complaints this quarter.</p>
<p>3.3 Assistance required from other agencies</p>
<p>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 10 (up from 6) requests this quarter.</p>
<p>3.4 Clearance Rates/Crime severity index</p>
<p>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 1 (down from 4) of these types of submissions.</p>
<p>4.1 Culturally responsive police service</p>
<p>I MC'd the All Girls Gathering events in Dryden, Fort Frances, and Kenora. The events were well attended and received positive news media coverage. This event was presented by T3PS and GCT3.</p> <p>I received quotes from a company in Manitoba that creates different style Tipi's. These would need to be removed every year in the winter. Photos in appendices. There is a plan to have 1 tipi at North, East, and South Detachments. Will require guidance from Cultural Coordinator Dennis Smith.</p> <p>Graphics were designed by Storm Angecone and are incorporated into our updated Brand Kit that is attached. These include the 8 Grandfather Teachings, Every Child Matters, MMIWG, and Recruitment. A T3PS Workplace Wellness Team logo is being created by Storm Angecone and will be available in the 4th Quarter.</p> <p>A vendor in Southern Ontario received our graphics and will be producing some mock designs for Police, Communications, and Recruitment vehicles. These will be available in the 4th quarter.</p>

DEPUTY CHIEF OF POLICE REPORT – ACTING DEPUTY CHIEF TRICIA RUPERT

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
<p>Staff Sergeant Process – worked with OPP to develop a new process for promotionals</p> <p>Secondments – 2 secondments from OPP, one in the north to come over as an Acting Inspector for 6 months to one year (S/Sgt. Michael Kreis from Sioux Lookout) and one from Fort Frances to come over as Acting Staff Sergeant for 6 months (Sgt. Mark Chwatsyk)</p> <p>NCO Conference – attend conference in the North</p>
1.2 GCT3 to move towards the legislative option (becoming an “Essential Service”)
<p>Infrastructure meeting – Admin Building/Wabigoon Building</p> <p>FNIPP – participate in tri-coalition meetings regarding funding negotiations</p>
2.1 Employee satisfaction
<p>OPP Identification Unit and Command staff – met to discuss ways of improving supports with specialty units</p> <p>Rental spaces – seeking rental spaces throughout Kenora to move some staff and make more room</p>
4.1 Culturally responsive police service
<p>Women in First Nation Policing Conference – Chief Designate Gervais and I working with IPCO services to develop a conference in April 2024. Attended Thunder Bay and participated in video footage for promo video for conference</p> <p>T3PS Women’s Mentorship Group – Christmas dinner and gift exchange (approximately 20 women attended)</p> <p>Fall Feast – in the North</p> <p>MMIWG – Calls for Justice Course University of Winnipeg</p> <p>MMIWG – Tree of Hope Lighting ceremony</p>

PROFESSIONAL STANDARDS – A/PSB Sergeant Stephen Garrow



NORTH DETACHMENT REPORT – A/STAFF SERGEANT JASON KELLY

KPI
1.1 Number of Adequacy Standards/Policy currently being met.
<p>Court Services</p> <ul style="list-style-type: none"> 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 new Cadets added as of July 4th, 2023 All Cadets received Special Constable Training in October-November in Orillia at the OPP Training Academy. All were successful and received their designation as Special Constable's. Special Constables have started engaging in community patrols. <p>Platoon Supervision</p> <ul style="list-style-type: none"> 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. <p>Community Sergeant Position</p> <ul style="list-style-type: none"> Supervising Sgt Carl Bryant who is the community Sergeant for Whitedog, Wauzhushk Onigum, Dalles, Wash Bay, Shoal Lakes 39&40. <p>Kit and Clothing Committee</p> <ul style="list-style-type: none"> Providing input and ideas for new equipment and clothing options to Officers in the field. <p>Recruitment Committee</p> <ul style="list-style-type: none"> Providing input and direction with committee members on assigning Officers to attend recruitment events. Emphasis being put on attending local event. <p>Marine Unit Supervision and Management</p> <ul style="list-style-type: none"> Supervise the T3PS Marine Program. 9 new members trained in summer of 2022.

KPI

- Currently working on purchasing a new Marine Vessel.
- In charge of scheduling members for Marine Patrols for summer of 2023.
- **4 new seats at these springs annual OPP Marine Course in Gravenhurst, Ont.**

Special Constable Program

- Assisted with current Special Constable Initiative in Whitefish Bay, Onigaming and NWA 33&37.
- Applicants have been received. Selection currently underway.
- **3 new Cadets hired under partnership with WFB, Onigaming, NWA 33&37.**
- **These Special Constable's have now been engaging in community patrols as they have passed their Special Constable Training at OPP Training Academy.**

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.**
- **Intel Liaison Officers currently working in the field combatting Drug Activity in our communities.**
- **4 new Intelligence Liaison Officers trained this fall.**

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.
- **Coaching 2023 season**

Lands Based Youth Initiative – Wauzhushk Onigum

- Providing Trapping Instruction for youth of Wauzhushk Onigum First Nations.

KPI
<ul style="list-style-type: none"> Students will be certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.
2.1 Employee satisfaction
<p>Wellness Committee</p> <ul style="list-style-type: none"> 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. <p>Mental Health Working Group</p> <ul style="list-style-type: none"> 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.
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
<p>Coordinating Cultural Training</p> <ul style="list-style-type: none"> Currently forming the new Treaty Three Police Cultural Committee. Goal is to create a weeklong training course for staff.
Strong Relationships Through Proactive Community Policing
<p>Gimikaan Bimaadiziwin Trapping Initiative – Bug Lake</p> <ul style="list-style-type: none"> 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. Trapping course conducted in November at Bug Lake. 9 students were certified in the Fur Harvest, Fur Management and Conservation Course (trapping Course) of Ontario.

KPI

-

Lands Based Youth Initiative –“ Wauzhushk Onigum Izhitwaawin Program”

- 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 course to be delivered to community youth this winter.**

NORTH DETACHMENT REPORT – STAFF SERGEANT JOE GERVAIS

KPI
1.1 NUMBER OF ADEQUACY STANDARDS/POLICY CURRENTLY BEING MET.
<ul style="list-style-type: none"> AXON DEMS, AND BODY WORN CAMERAS. <p>IMPLEMENTATION DIGITAL EVIDENCE MANAGEMENT REDACTION TEAM.</p> <p>TAKING FINAL STEPS TO IMPLEMENT THIS PROGRAM, POLICY OVERVIEW, PROCESS. WE ARE VERY CLOSE TO FULL DEPLOYMENT OF THIS EQUIPMENT.</p>
<p>VAULT OVERVIEW</p> <p>OVERVIEW ON VAULT QUALITY ASSURANCE.</p>
<ul style="list-style-type: none"> UCR RMS POLICE RECORDS. <p>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.</p>
<ul style="list-style-type: none"> PRE CHARGE DIVERSIONARY PROGRAMS <p>REGULAR MEETINGS AND FOLLOW UP TO ENSURE SERVICE DELIVERY OF THE PROGRAM.</p> <p>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.</p>
<ul style="list-style-type: none"> EAGLE LAKE <p>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.</p>
<ul style="list-style-type: none"> ILO INTELLIGENCE LIAISON TEAM. <p>THE PRIMARY FUNCTION OF THE 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.</p> <ul style="list-style-type: none"> CDU CRIME UNIT DEVELOPMENT TEAM <p>THE PRIMARY FUNCTION OF THE CRIME DEVELOPMENT UNIT CDU IS A MENTORSHIP PROGRAM FOR INVESTIGATIVE SPECIALTY UNITS CRIME, DOMESTIC VIOLENCE, AND HUMAN TRAFFICKING. TREATY THREE POLICE HAS CONSIDERED PROGRESSION PLANNING AND WILL BE EXPANDING SPECIALTY UNIT MEMBERS. INTERESTED OFFICERS WILL BE REQUIRED TO DO ABOVE AND BEYOND WHAT THEY ARE ALREADY EXPECTED TO COMPLETE ON THE ROAD.</p> <p>MANDATE OF CDU:</p>

KPI
<ul style="list-style-type: none"> • <i>TAKING MANDATORY COURSES SUCH AS CIT, AND WARRANT WRITING.</i> • <i>PROGRESSION PLANNING, IDENTIFYING POTENTIAL FUTURE SPECIALTY UNIT MEMBERS BASED ON PERFORMANCE.</i> • <i>FOLLOW UP CRIME UNIT ASSISTANCE ON MEMBERS DAYS OFF (BASED ON AVAILABILITY).</i> • <i>WILL BE MENTORED AND GIVEN ASSIGNMENTS WHILE ON THE ROAD, OVER AND ABOVE REGULAR DUTIES</i>
<ul style="list-style-type: none"> • GCT3 TO MOVE TOWARDS THE LEGISLATIVE OPTION (BECOMING AN “ESSENTIAL SERVICE”) <p>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.</p>
KPI
1.1 NUMBER OF ADEQUACY STANDARDS/POLICY CURRENTLY BEING MET.
<ul style="list-style-type: none"> • Vulnerable person registry co-administrator <ul style="list-style-type: none"> - 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
<ul style="list-style-type: none"> • QUALITY ASSURANCE COMMITTEE <p>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</p>
<ul style="list-style-type: none"> • COMPLEX CARE PROVIDERS COMMITTEE <p>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.</p> <p>RECENT EFFORTS INCLUDE MEMORANDUM OF UNDERSTANDING WITH MORNINGSTAR ALCOHOL TREATMENT CENTER IN KENORA.</p>

KPI

- **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 GRANT HAS BEEN APPROVED, TO HIRE FULL TIME VICTIM SERVICES SUPPORT POSITION, THAT CAN SUPPORT THE NORTHERN COMMUNITIES OF THE TREATY THREE NATIONS.

- **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.**

GRANT HAS BEEN APPROVED, AND EQUIPMENT HAS BEEN ORDERED. WE HAVE MET WITH COMMUNITY LEADERS OVER PLACEMENT OF THE CCTV CAMERAS IN THE COMMUNITIES.



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

- **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

CURRENTLY WORKING ON T3PS 2024 MARCH BREAK YOUTH PROJECT WITH SGT. T KELLY



STRONG RELATIONSHIPS THROUGH PROACTIVE COMMUNITY POLICING

- ALL GIRLS GATHERING 2023.

ASSISTED IN PLANNING AND, BUDGETING FOR THE 2023 ALL GIRLS GATHERING. ENGAGING AND EMPOWERING YOUNG WOMAN AND GIRLS. MAKING THEM AWARE OF THE RISK OUT THERE. SELF DEFENCE AND EMPOWERING SESSIONS.



- **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 assigned to the OPP Anti Human Trafficking (IJFS)

3.3 Assistance required from other agencies

The OPP Criminal Investigations Bureau (CIB) was not engaged this quarter. T3PS crime members assist in any open files with CIB.

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) – 105

Sexual Assault – 13

Sudden Death – 11

Weapons – 0

Missing Person/Sudden Death – 0

Aggravated Assault – 1

Assault Cause Bodily Harm - 0

Assault w/ Weapon – 1

Homicide – 0

Drugs – 1

Break and enter – 0

Child Exploitation – 0

Fraud – 0

Theft over - 0

Abandoned Child – 0

Child Abuse - 0

Threats – 0

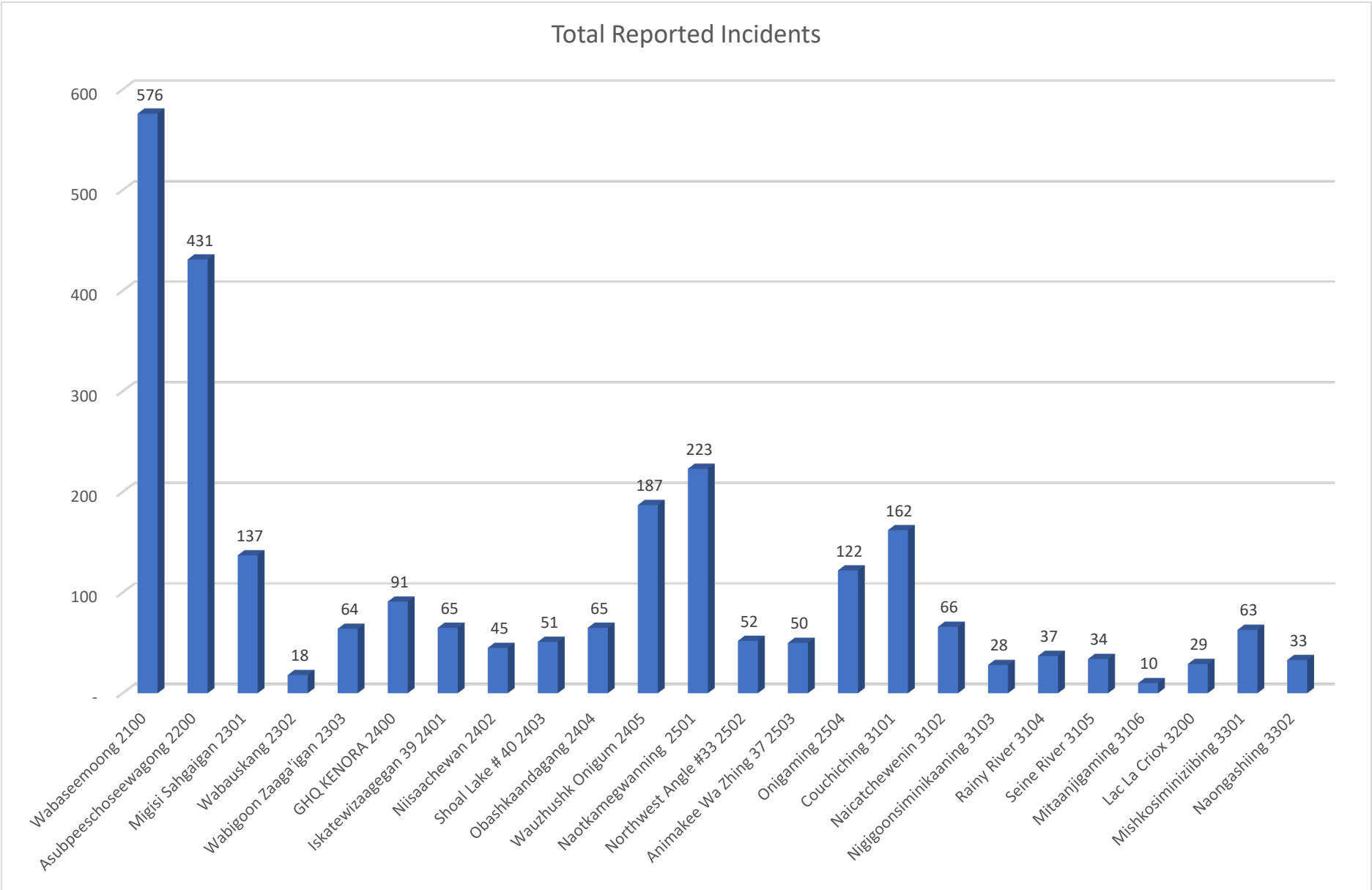
Requests made by Frontline

Sexual Assault Request for assistance – 4

CALLS FOR SERVICE

October 1, 2023 to December 31, 2023 Reported Incidents From Uniform Crime Reporting Statistics	Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Saugaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagan 2404	Wauzhushk Onigum 2405	Naotkamewanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naiatchewenin 3102	Nigigoosiminikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanjigaming 3106	Lac La Croix 3200	Mishkosiminizibing 3301	Naongashing 3302	Total
Crimes Against Persons																									
Homicides	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sexual Assaults	-	6	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-	-	1	1	11
Assaults (All)	33	32	1	1	1	-	4	1	4	2	5	9	2	2	1	4	5	6	2	3	1	1	3	3	126
Assault Police	2	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	7
Criminal Harrassment	6	4	-	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-	-	-	-	2	1	1	20
Utter Threats	10	4	-	-	-	-	-	-	-	-	2	-	-	1	1	-	2	1	-	1	-	-	3	-	25
Other Criminal Code	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total of Above Offences	51	49	1	2	1	-	5	2	4	2	9	10	2	4	2	5	9	7	2	4	1	3	9	5	189
Other Reported Person Crimes	1	2	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	4
Total Reported Person Crimes	52	51	1	2	1	-	5	2	4	2	9	11	2	4	2	5	9	7	2	4	1	3	9	5	193
Property Crimes																									
Break & Enter	3	-	-	-	-	-	-	-	-	3	1	4	-	-	1	-	1	1	1	1	-	-	-	1	17
Theft Over \$5000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Theft Under \$5000	3	-	-	-	-	-	2	-	-	-	-	-	-	1	1	2	-	-	1	-	-	-	-	-	10
Frauds	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	3
Mischief	7	2	1	-	-	-	-	-	1	-	3	1	2	1	1	1	2	3	1	-	-	1	-	-	27
Total Above Offences	13	2	1	-	1	-	3	-	1	3	4	5	3	2	3	3	3	4	3	1	-	1	-	1	57
Other Reported Property Crimes	2	-	-	-	1	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	5
Total Reported Property Crimes	9	3	4	-	3	-	-	1	3	4	6	5	-	1	2	2	7	1	1	1	-	-	-	1	62
Other Criminal Offences																									
Bail Violations	7	4	2	-	1	-	1	1	-	-	-	1	1	-	3	2	4	-	-	3	-	-	3	2	35
Disturb the Peace	11	3	-	-	-	-	1	-	-	-	2	-	-	-	-	1	-	-	-	1	-	-	1	1	21
Breach of Probation	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2
Total Above Offences	18	8	2	-	1	-	2	1	-	-	2	2	1	-	3	3	4	-	-	4	-	-	4	3	58
Other Reported Criminal Offences	3	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	-	-	-	-	1	-	7
Total Reported Criminal Offences	21	8	2	-	1	-	2	1	-	1	3	2	1	-	3	3	4	1	-	4	-	-	5	3	65
Drug Offences																									
Possession	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trafficking	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2
Total Above Offences	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2
Other Drug Related Occurrences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Reported Drug Offences	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2

October 1, 2023 to December 31, 2023 Reported Incidents From Uniform Crime Reporting Statistics	Wabaseemoong 2100	Asubpeeschoseewagong 2200	Migisi Sahgaigan 2301	Wabauskang 2302	Wabigoon Zaaga'igan 2303	GHQ KENORA 2400	Iskatewizaagan 39 2401	Niisaachewan 2402	Shoal Lake # 40 2403	Obashkaandagan 2404	Wauzhushk Onigum 2405	Nootkamewanning 2501	Northwest Angle #33 2502	Animakee Wa Zhing 37 2503	Onigaming 2504	Couchiching 3101	Naiatchewenin 3102	Nigigoonsimikaaning 3103	Rainy River 3104	Seine River 3105	Mitaanjigaming 3106	Lac La Croix 3200	Mishkosiminizibing 3301	Naongashing 3302	Total
Provincial Statutes																									
Liquor Licence Act	27	29	4	-	1	-	1	1	3	2	2	20	2	1	9	2	1	-	2	-	2	-	2	1	112
Other Provincial Acts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Above Offences	27	29	4	-	1	-	1	1	3	2	2	20	2	1	9	2	1	-	2	-	2	-	2	1	112
Other Reported Prov Offences																									-
Total Reported Prov Offences	27	29	4	-	1	-	1	1	3	2	2	20	2	1	9	2	1	-	2	-	2	-	2	1	112
Other Calls for Service																									
Domestic Disturbance	26	25	4	1	-	-	11	3	3	4	18	7	3	4	3	4	1	2	2	2	-	1	3	-	127
Missing Persons	5	1	1	-	-	1	1	1	-	-	-	-	-	1	-	3	-	-	-	-	-	1	1	-	16
Mental Health Act	21	22	2	-	2	-	3	5	4	2	17	18	4	2	12	5	3	1	4	2	-	5	5	-	139
Sudden Deaths	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	4
Family Dispute	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trouble with Youth	-	4	-	-	3	-	-	-	-	-	-	3	1	-	1	2	1	-	-	-	-	-	-	-	15
Total Above offences	52	53	7	1	5	1	15	9	7	6	35	28	8	7	16	14	6	3	6	5	-	7	10	-	301
Other Reported Calls Service	396	278	116	15	53	89	40	30	34	49	123	154	39	35	88	134	37	15	25	19	7	19	33	23	1,851
Total Other Calls for Service	448	331	123	16	58	90	55	39	41	55	158	182	47	42	104	148	43	18	31	24	7	26	43	23	2,152
Traffic Enforcement																									
Highway Traffic Act	13	7	2	-	-	1	-	1	-	1	7	2	-	2	1	1	2	1	1	1	-	-	4	-	47
R.I.D.E.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Impaired Operation	6	2	-	-	-	2	-	-	-	-	2	1	-	-	1	-	-	-	-	-	-	-	-	-	14
Total Above Offences	19	9	2	-	-	1	2	1	-	1	9	3	-	2	2	1	2	1	1	1	-	-	4	-	61
Other Reported Traffic Offences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Traffic Enforcement Offences	19	9	2	-	-	1	2	1	-	1	9	3	-	2	2	1	2	1	1	1	-	-	4	-	61
Total Reported Incidents	576	431	137	18	64	91	65	45	51	65	187	223	52	50	122	162	66	28	37	34	10	29	63	33	2,647
Percentage of Calls for Service	22%	16%	5%	1%	2%	3%	2%	2%	2%	2%	7%	8%	2%	2%	5%	6%	2%	1%	1%	1%	0%	1%	2%	1%	100%
																									2,639
The above represents a snap shot of incidents reported to the Treaty Three Police Service																									
** Statistical classification revisions cause figures to change perpetually																									



SOUTH DETACHMENT REPORT – A/Staff Sergeant James Broughton

1.1 Number of Adequacy Standards/Policy currently being met.

South Detachment Commander 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 completed training of two new Special Constables who are assisting with court services. They are also active in our communities and assisting officers and the Detachment.
- Court Sergeant oversees court services in three jurisdictions: (Fort Frances, Atikokan, and 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 Sergeant's 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 barcode 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 that is implementing associated programs and equipment for officers.
- Meet regularly with the body camera working group and provide feedback, while assisting 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 the 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 24 hours.

➤ 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, and 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, and 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 improve 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 meetings 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 the management team in addressing issues, and ongoing planning within 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 among 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 by 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:

- We have one full-time Cadet working in the South Sub-Division (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 alongside them, while they assist the service, and develop them to the point we can hire them as full-time police officers. We are targeting this goal within 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, citizen's powers of arrest, police cruiser familiarization, fingerprinting and livescan, wellness 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 officers' equipment including: all use of Force, Kevlar vests, radios, handcuffs, cell phones, flashlights, etc.

- Each uniform member is responsible for maintaining their 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 meetings and provide service updates.

Community Justice Pre-Charge 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.

- Cage wall added in sallyport dividing equipment from the prisoner lodging bay. Now when officer pull their cruiser into the lodging bay it's a secure area with nothing inside that could become a safety concern or threat.
- A new electronic door lock was added to the public entrance at the front of the Agency One Detachment. The front foyer is now a secure area. The door is always locked, but a camera and speaker system have been installed beside the door. Our officers and staff can speak with the public through the camera and buzz them into the building. The public can be served from the desk secured behind a window. Similar to our general headquarters. We have had incidents where intoxicated individuals have come into the building and put the safety of our staff at risk. This new system will ensure everyone's safety.

New Position: Advertising for a Guard Supervisor: (Still vacant)

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

New Position: recently hired a full-time Fleet/Quartermaster for the South Sub-Division:

- Looks after all the Service's South vehicles, boats, trailers and all-terrain vehicles.
- oversees equipment and ordering of gear for officers and the detachment.

4.1 Culturally responsive police service

Youth in Police Initiative (TIPI) - Summer Students 2024

- We are looking forward to welcoming new YIPI students in the summer of 2024.
- Our YIPI program continues to grow and has been very successful.
- During the summer of 2023 we had 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 traveled 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, and 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 joined police services across the country and hosted a Tree of Hope lighting ceremony in both the South and North Detachments.

- A “Tree of Hope” was set up at the Agency One Detachment and one at the North Detachment / GHQ
- We had a ceremony at each location.
- Our elder and drum group led our South Ceremony as we lit the trees.
- Our Service was proud to participate in this important MMIWG2S awareness project, alongside 33 other dedicated police services this year.
- The Tree of Hope was initiated by the Thunder Bay Police in 2019, this impactful project serves as a beacon of awareness, shedding light on the thousands of missing Indigenous women, girls, and two-spirit individuals.
- The symbolic trees are adorned with solemn red lights, representing the countless victims. Every year, on the first Sunday following Remembrance Day, these trees come to life, illuminating the night at 6:00 pm, as we pay our respects to the MMIWG2S community. These lights remain aglow until mid-January, a poignant tribute to their enduring memory.

- We take pride in lighting the Tree of Hope, standing in unity and solidarity with the MMIWG2S community, as we continue to advocate for justice and remembrance.
- A closing ceremony will follow in January at both locations.

Search and Rescue Training:

- Two Search and Rescue training courses were completed before Christmas. A company called SAR-1 conducted the training. SAR-1 has an impressive group of trainers that have come from Police Search and rescue teams, the ministry and the Canadian Forces.
- SAR-1 worked with the Indigenous Police Chiefs of Ontario (IPCO), the Treaty Three Police, and the Couchiching Fire Department to organize and host this training locally.
- Classroom training was conducted at the Agency One Shooniyaa building and the field training was completed in the local area.
- Members from Treaty Three Police, Couchiching Fire Department, and Northwest Bay Fire Department were all on the two courses.
- (12 Firefighters and 3 Police Officers in total)
- This initial training was designed to train community search leaders, who will oversee and direct search efforts and search teams.
- SAR-1 will be conducting more training and is working with Treaty Three Police to host another course in the North area of Treaty #3, specifically Northwest Angle inlet.

Treaty Three Police Service

t3ps.ca



GIZHAADIGEZIWANG OKO WIJI'IJIWINAN
POLICING FOR THE PEOPLE BY THE PEOPLE



TREATY THREE POLICE SERVICE BRAND KIT

2 Overview

Review the T3PS Purpose, Mission Statement, Vision, and Values

3 Logo

Outlines appropriate use and placement of the T3PS logo.

4 Motto

Outlines appropriate use and placement of the T3PS motto.

5 Colours

Primary and secondary colour pallets, as well as a Mood Board.

6 Font

5 approved fonts; League Gothic, Calistoga, Times New Roman, Cormorant Garamond, Montserrat

7 Grandfather Teachings

Outlines each grandfather teaching, the artwork associated with each, and the colours used for the gradient background.

10 Every Child Matters

Includes associated graphics, colour's used in graphics, and explanation of graphics.

11 MMIWG2S

Includes associated graphics, colour's used in graphics, and explanation of graphics.

12 Recruitment

Includes associated graphics, colour's used in graphics, and explanation of graphics.

13 Hashtags & Emojis

Includes examples of appropriate hashtags & prohibited hashtags, as well as examples of appropriate emojis



TREATY THREE POLICE SERVICE BRAND KIT

OVERVIEW

PURPOSE

The T3PS Branding Kit is a compilation of visual materials and assets for maintaining a consistent brand visual identity.

Brand kits are essential & effective tools that dictate style rules for color palettes, typography, logo designs, and other brand elements so that marketing materials are cohesive and recognizable to our audience.

The T3PS Branding Kit provides graphic designers and support staff with a short guide and the information needed to execute brand consistency.

The brand elements within the kit will dictate the design and execution of social media posts, emails, business cards, website pages, and other traditional and digital marketing assets.

Consistent branding can boost brand recognition, leading to more robust community engagement.

MISSION STATEMENT

In the spirit of partnership with the Treaty #3 Nation, the Treaty Three Police Service will provide a continuous and effective police service to the membership. Police members will provide a professional, dedicated, and responsive police service that is sensitive to the traditions and culture of the communities we serve.

VISION

To be recognized as an essential service governed by a traditional Anishinaabe system of policing and justice for the Treaty #3 Nation

VALUES

We are proud to police in Treaty #3 communities that have strong histories, cultures, and traditions. Our workforce is reflective of our communities, and we greatly value the strength that this diversity offers.

The Treaty Three Police Service continues to evolve and remains focused on addressing what is most important to our communities. To achieve growth, we must remain continually connected with our past while working with the Leaders of our Communities, our Police Service Board, our Citizens, and our Officers to address current issues with a forward-thinking, strategic focus.

Our achievements are measured through accountability, transparency, governance, and communication with our Citizens, our funding partners, and partner policing agencies.



TREATY THREE POLICE SERVICE BRAND KIT

Logo

The Treaty Three Police Service Logo

The T3PS logo was created by a young artist in Treaty #3.

It includes elements from our Grandfather Teachings: The Bear and Eagle representing Bravery and Love respectively. Visually the Bear and Eagle appear to envelop the Tipi, aka home.

The trees in the background are representative of the land in Treaty #3.

There have been amendments to the logo in the years since, the most recent one being the addition of a gold and blue crest around the outside of the eagle.

The logo has also included temporary amendments to reflect Anniversary dates (i.e., 10 & 20 Year Anniversaries).

The logo always appears in full colour, unless printed onto certain items where the full colour print is not possible. In these cases, the logo must be white on a dark-coloured item.

The logo always appears in proper pixels and is sized accordingly.

- No horizontal/vertical stretching of the logo is to take place.
- It must always appear with a transparent background outside of the blue and gold crest.
- The Logo appears with *the Motto* on publications that can be printed and mass-produced (event programs, posters/notices, newsletters, etc.).
- For internal documents, partner posters, and certain online graphics, the Logo can appear on its own.



Stretched Logo - Prohibited



Blurred Logo - Prohibited



TREATY THREE POLICE SERVICE BRAND KIT

Motto

The Treaty Three Police Service developed a new motto in 2021 which was translated into Anishinaabemowin (Ojibway) by an Elder in Nigigoonsiminikaaning.

The Anishinaabemowin line appears first and is more prominent than the English translation.

Both lines are capitalized, and appear either on the right or left side of the logo with the text aligned to the left or right, respectively.

The motto can also be center aligned at the top, middle, or bottom of the page.

The motto appears in Calistoga Font.

The motto can appear in any brand font, and can be made transparent, so long as the writing can be easily read.

Adaptability in positioning may be allowed to enhance the overall visual appeal of the content.
(See Below)



GIZHAADIGEZIWANG OKO WILJI'IJIWINAN
POLICING FOR THE PEOPLE BY THE PEOPLE

GIZHAADIGEZIWANG OKO WILJI'IJIWINAN
POLICING FOR THE PEOPLE BY THE PEOPLE



Logo

Logo



Motto
(Right aligned)

Motto



TREATY THREE POLICE SERVICE BRAND KIT

Colours

Primary Colours

				
#0D1A4D	#E8BC22	#E7C363	#FFFFFF	#000000

Secondary Colours

	
#EA2F2F	#52B749

Mood Board





TREATY THREE POLICE SERVICE BRAND KIT

Font

League Gothic

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

1234567890!@£\$%^&

Calistoga

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

1234567890!@£\$%^&

Times New Roman

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

1234567890!@£\$%^&

Cormorant Garamond

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

1234567890!@£\$%^&

Montserrat

ABCDEFGHIJKLMNOPQRSTUVWXYZ

abcdefghijklmnopqrstuvwxyz

1234567890!@£\$%^&



TREATY THREE POLICE SERVICE BRAND KIT

Grandfather Teachings

Gradient Colours



#710117



#DD8B00



THE BUFFALO | MAANAJITWIN | RESPECT

The buffalo represents respect. The buffalo gives every part of it's being to sustain human life, not because it is of less value, but because it respects the balance and needs of others. To honour all creation is to have respect. We must share what we do not need and treat others the way we wish to be treated.



THE EAGLE | ZAAGTIDIWIN | LOVE

The eagle represents love because it has the strength to carry all the teachings. The eagle has the ability to fly closest to the creator and the sight to see all ways of being. The eagle's feather is the highest honour and a sacred gift.



THE BEAVER | GIKENDAASOWIN | WISDOM

The beaver represents wisdom. It uses it's natural gifts wisely & alters it's environment in a sustainable manner. To cherish knowledge is to know wisdom. This Grandfather teaching reminds us to recognize differences in a kind and respectful way and continuously observe the life of all things to allow ourselves to learn.



TREATY THREE POLICE SERVICE BRAND KIT

Grandfather Teachings



THE BEAR | AAKODE'EWIN | BRAVERY

The bear represents bravery. A mother bear is fierce protecting her young who are facing the challenges of life. This Grandfather teaching reminds us to find our inner strength to face difficulties and find the courage to be ourselves.



THE TURTLE | DEBWEMOWIN | TRUTH

The turtle represents truth. The turtle lives life in a slow and meticulous way, because it understands the importance of both the journey and the destination. This Grandfather teaching reminds us to put faith first, trust in our teachings, and be true to others and ourselves.



THE RAVEN | GAWEGAATISIWI | HONESTY

The raven represents honesty. A raven accepts itself and knows how to use its gifts. The raven does not seek power, but rather uses what it has been given to survive and thrive.



THE WOLF | DABASENIMOWIN | HUMILITY

The wolf represents humility. In nature, the wolf lives selflessly for its pack. This Grandfather teaching reminds us to find balance within all living things and ourselves. We must respect our place and praise the accomplishments of others.



TREATY THREE POLICE SERVICE BRAND KIT

Grandfather Teachings

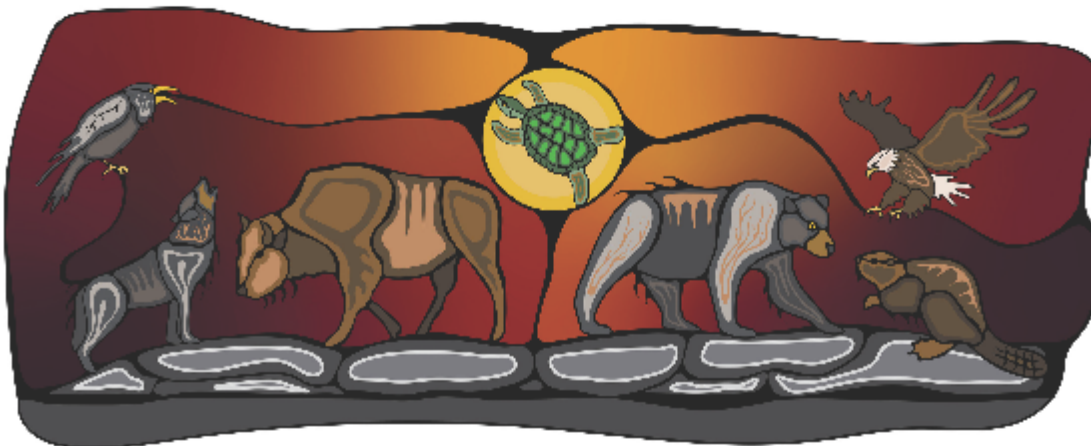
THE ROCK | PAGITENTAMOWIN | FORGIVENESS

The rock represents forgiveness. The eighth Grandfather teaching is unique to the Treaty Three Anishinaabe Territory.

The Elders of our territory recognized that in Anishinaabe culture everything comes in even numbers. From the creation of life, to the seasons, to the songs of the Pow Wow - all numbers are even. A ceremony revealed the final Grandfather teaching of forgiveness represented by the rock.

The rock or "assin" carries history and ancestry. It has witnessed change in weather, people, and animals since creation. Rocks have the power to heal and forgiveness has the power to heal. Rocks in the Anishinaabe culture help cleanse and take illness away - physically, emotionally and mentally.

This Grandfather teaching reminds us that it is better to forgive and move forward than to fill our pockets with the heavy weights of resentment as we journey forth.





TREATY THREE POLICE SERVICE BRAND KIT

Every Child Matters

Colours



Every Child Matters | Bear With Cub

This graphic is intended to show the love between old and young through a bear and cub, honoring Every Child Matters.

Shades of orange are used, as it's the national color for every child matters, with pops of complimentary colors.

This graphic is intended to feel warm, healing, and loved.



TREATY THREE POLICE SERVICE BRAND KIT

MMIWG2S

Colours



MMIWG2S | Jingle Dress Dancer & Flowers

The jingle dress dancer demonstrates healing and prayer, praying for our sisters to come home and to end the genocide. It was a tough graphic to make.

The Red Dress is a powerful representation of the movement.



TREATY THREE POLICE SERVICE BRAND KIT

Recruitment

Colours



Recruitment | Hummingbird

The hummingbird's wings move in the pattern of an infinity symbol signifying their symbolism of continuity & infinity. They are always actively seeking the sweetest nectar and remind us to continue our search for the best new recruits.

Some hummingbirds are known to fly as far as 2000 miles to reach their destination. This quality reminds us to be persistent in our pursuit.



TREATY THREE POLICE SERVICE BRAND KIT

Hashtags & Emojis

Examples of Approved Hashtags

#TreatyThreePolice #T3PS #CommunitySafety #ServeAndProtect
#SafeCommunities #TeamT3PS #CommunityPolicing
#RespectAndIntegrity #TreatyThreeProud #CrimePrevention
#PositivePolicing #Empowerment #CommunityStrong #Treaty3
#IndigenousPolicing #JoinTheForce #CommunitySafety
#CareerOpportunities #ApplyToday #JoinNow #CareerInPolicing

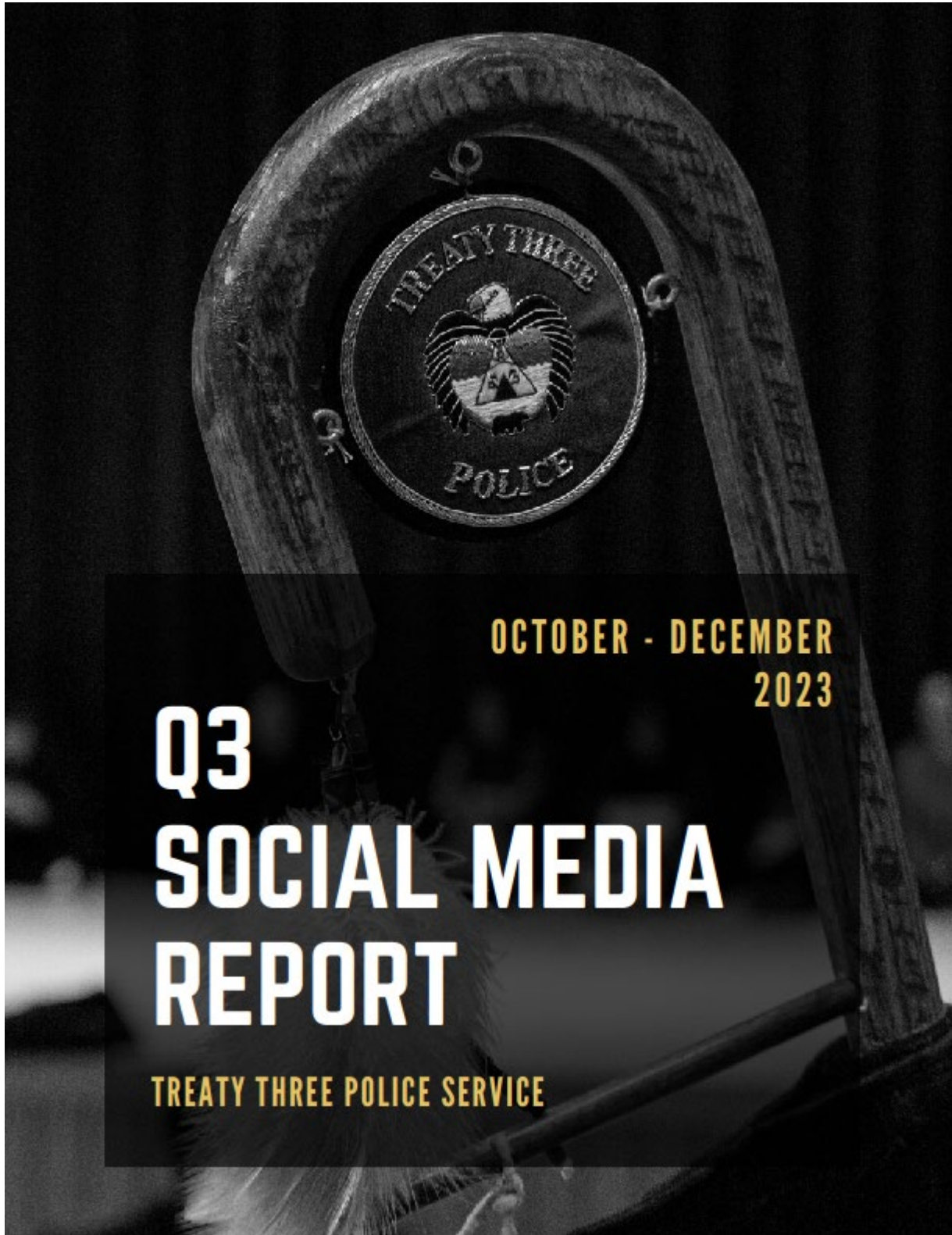
Examples of Prohibited Hashtags

Anything that is:





- Harmful & Hateful
- Offensive
- Racist/Discriminatory/Bigoted
- Political/Anti-Police
- Containing Profanities

Examples of Approved Emojis

  - Police Officer	  - Stars/Sparkles
  - Police Car	 - Handshake
 - Traffic Light	 - Trophy
 - Blue Heart	 - Clapping Hands
 - Ambulance	  - Alert
 - Fire Engine	 - Care/Love



FACEBOOK

296	NEW FOLLOWERS		
6.1K	PAGE FOLLOWERS		UP FROM 5.8K
8.8K	USER ENGAGEMENT		DOWN FROM 12K
22,786K	PAGE VISITS		DOWN 38.9%
2.2 M	PAGE REACH		UP FROM 1.8M
174K	POST REACH		



FACEBOOK- TOP POSTS



MEDIA RELEASE

FROM: General Headquarters **DATE:** November 2, 2023

TREATY THREE POLICE SERVICE BOARD SELECTS NEW CHIEF OF POLICE

(2023-044) - The Treaty Three Police Service Board is very pleased to announce the selection of Cheryl Gervais as the new Chief of Police for the Treaty Three Police Service (TTPS). The selection was made by the Board of Police Services after a thorough review of the candidates and their qualifications.

Cheryl Gervais is a proud member of the community with 20 years of service, demonstrating an unwavering commitment to the community and a strong understanding of the challenges faced by the Treaty Three Police Service. She has a proven track record of leadership and a commitment to excellence in service.

T **Treaty Three Police Service**
Nov 04, 21:18

Big News: Cheryl Gervais has been selected as the new Chief of Police by the Police Services Board. With 20 years of dedicated service and a stellar leadership history, she is a great choice to lead our force. Join us in

404 reactions

T **Treaty Three Police Service**
Nov 27, 19:36

🌟 Please join us in extending a heartfelt congratulations to our new Special Constables on their recent graduation! 🎓 We are so excited to welcome them to our team, knowing their dedication will make a

247 reactions

T **Treaty Three Police Service**
Oct 19, 14:47

Sgt. Tara Singleton is pictured here skinning a beaver during this year's Third Annual Ojimaawabitoong Fall Harvest at Kenora Chiefs Advisory Youth and Family Wellness Camp! Mii'gwech to everyone who helped make

191 reactions

Treaty Three Police Service

3



INSTAGRAM



INSTAGRAM - TOP POSTS

CONGRATULATIONS TO
CHIEF CHERYL GERVAIS

T

treatythreepolice

Nov 06, 14:39



Big News! Cheryl Gervais has been selected as the new Chief of Police by the Police Services Board. With 20 years of dedicated service and a stellar leadership history, she is a great choice to lead our force. Join us in welcoming Chief Gervais to this vital role! #NewChief #PoliceLeadership

159 likes



T

treatythreepolice

Nov 27, 19:49

Please join us in extending a heartfelt congratulations to our new Special Constables on their recent graduation! We are so excited to welcome them to our team, knowing their dedication will make a positive impact on our communities. A standout moment calls for a special shout-out to

105 likes



T

treatythreepolice






Nov 06, 14:19

Some T3P's officers visited Unigaming this past weekend for their Celebrating History with Wab Kinew event!

85 likes



LINKEDIN

120	NEW FOLLOWERS		
398	PAGE FOLLOWERS		UP FROM 278
881	PAGE ENGAGEMENT		UP FROM 455
16K	PAGE REACH		UP FROM 4.7K
26K	PAGE IMPRESSIONS		UP FROM 8.9K
2.2K	POST CLICKS		UP FROM 2.1K





LINKEDIN - TOP POSTS

Treaty Three Police Services Board
MEDIA RELEASE

FROM: General Headquarters **DATE: November 6, 2023**

TO: All Treaty Three Police Services Board Members

RE: Cheryl Cervasi, Chief of Police

Cheryl Cervasi, Chief of Police, has been selected as the new Chief of Police by the Police Services Board. With 20 years of dedicated service and a stellar leadership history, she is a great choice to lead our force. Join us in

Treaty Three Police Service
Nov 06, 2023

341 reactions

Dig News: Cheryl Cervasi has been selected as the new Chief of Police by the Police Services Board. With 20 years of dedicated service and a stellar leadership history, she is a great choice to lead our force. Join us in

Treaty Three Police Service
Nov 14, 18:57

43 reactions

A/Sgt. Broughton and Special Constable Allen attended both the Couchiching & the Rainy River First Nations Remembrance Day Ceremonies over the weekend. A wreath was laid at both ceremonies to honor

Treaty Three Police Service
Nov 02, 14:04

37 reactions

Some T3PS officers visited Onigaming this past weekend for their Celebrating History with Wab Kinev event!

Treaty Three Police Service

7

TWITTER

17

NEW FOLLOWERS

667

POST ENGAGEMENTS

307

PAGE FOLLOWERS

11K

POST IMPRESSIONS

TWITTER - TOP POSTS



🎃👻 Happy Halloween! 🧛🎃 Our team went all out with some fantastic costumes, and the Halloween spirit is in full swing! 🧛👻 We'd love to see your amazing costumes too! Share them with us in the comments

16.44%
engagement rate

Treaty Three Police Service

8

APPENDIX 3: SPONSORED MEDIA ANALYTICS – Shout Media

Meta & Google Postings



Google Performance Report Summary

Over the preceding three months, we have gone through a particularly dynamic phase marked by heightened market activity. Notably, this surge in demand has led to higher advertising costs, as evidenced by a discernible uptick of 24.92% in the cost per click. This is a clear reflection of heightened competitiveness within the ad auction.

Despite the intensified competition, it is noteworthy that the click-through rate increased by 21.78%. There was also an increase in conversions from 13 to 15.

The standout performers during this period were the Display Awareness Campaign and the YouTube Awareness Campaign, both demonstrating commendable increases in clicks by 120.19% and 26.47%, respectively. Additionally, the recently deployed assets have contributed a total of 162 clicks. To comprehensively gauge their effectiveness, we recommend extending the assessment period for these assets by several weeks, affording them the necessary time to exhibit their full potential.

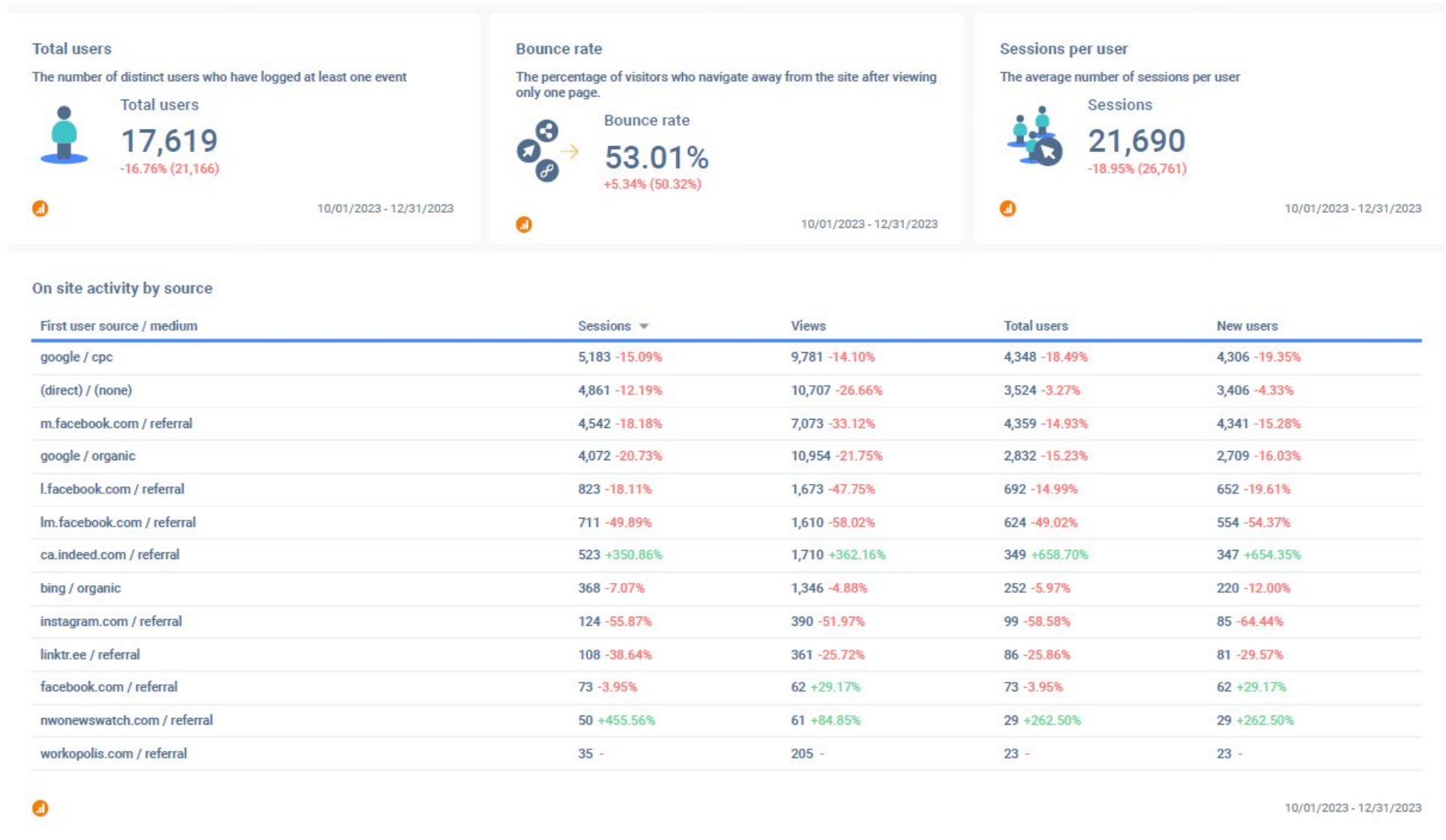
Date period

10/01/2023 - 12/31/2023
Duration: 92 days

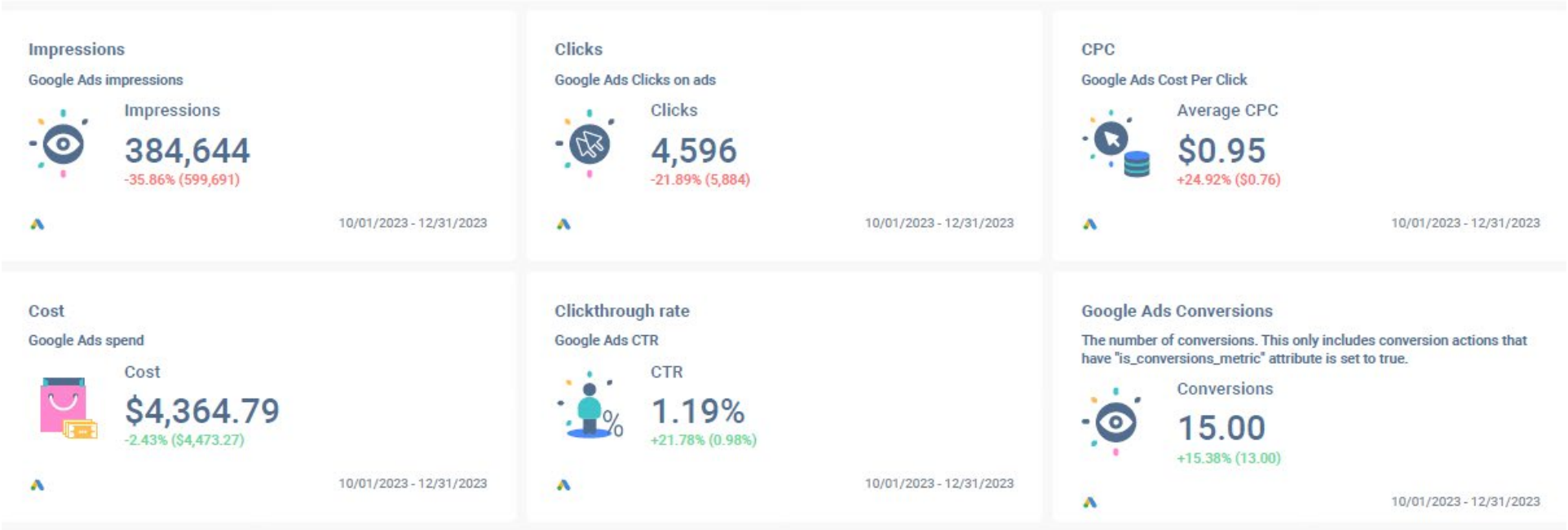
Compared with:
07/01/2023 - 09/30/2023



Google Analytics 4 Statistics



Google Ads Performance



Campaign performance

Name	Clicks ▾	Impressions	Ctr	Average cpc
Display Ad Campaign - Awareness	1,167 +120.19%	167,211 -14.27%	0.70% +156.84%	CA\$0.53 -58.58%
Awareness - Search Campaign - June 2023	942 +13.49%	3,133 -5.38%	30.07% +19.94%	CA\$0.67 +10.14%
Traffic & Conversion - Search Campaign - June 2023	660 -11.53%	8,522 -43.31%	7.74% +56.06%	CA\$0.82 -4.83%
Retargeting - Search Campaign - June 2023	633 -20.08%	7,205 -47.88%	8.79% +53.34%	CA\$0.80 +0.12%
Display Ad Campaign - Traffic_Conversions_Retargeting	472 -81.77%	44,356 -80.65%	1.06% -5.79%	CA\$0.68 +193.90%
Display Ad Campaign - Traffic_Conversions_Retargeting - Nov 2023	325 -	28,973 -	1.12% -	CA\$0.94 -
YouTube_Campaign_Awareness	258 +26.47%	56,920 -9.59%	0.45% +39.88%	CA\$2.78 -18.54%
YouTube_Campaign_Traffic_Retargeting	139 0.00%	68,324 -3.03%	0.20% +3.13%	CA\$5.15 +3.65%

Top Display Ads

Please note that the top 2 assets below are currently paused and have been switched out for new creative.

Top Display Ads



Name: Display Ad Campaign - Awareness

Impressions	Clicks
117,495	791



Name: Display Ad Campaign - Awareness

Impressions	Clicks
49,716	376



Name: Display Ad Campaign - Traffic_Conversions_Retargeting - Nov 2023

Impressions	Clicks
26,615	308

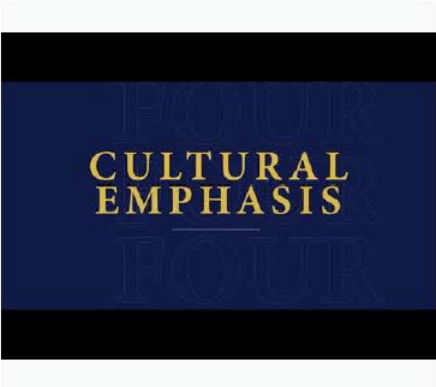
10/01/2023 - 12/31/2023

Top Video Ads



Campaign: YouTube_Campaign_Awareness
Ad: Awareness YT Ad

Impressions	Clicks
56,920	258



Campaign: YouTube_Campaign_Traffic_Retargeting
Ad: Traffic and Retargeting YT Ad 2

Impressions	Clicks
42,325	79



Campaign: YouTube_Campaign_Traffic_Retargeting
Ad: Multiple Positions

Impressions	Clicks
17,600	36

10/01/2023 - 12/31/2023

Meta Statistics

Period is from October 1st-December 31st 2023.

Meta ads generated 2.5 million views across the three months.

Over 23,000 clicks were registered from the ads. An excellent cost-per-click (CPC) of \$0.26 was achieved. An average click-through-rate (ctr) was achieved.

Meta ads generated a total of 500 applications at a cost of \$12.50 per lead. Efforts to decrease the cost-per-lead have paid off, we will continue to expand the retargeting audience and introduce more creative in an attempt to decrease CPL even further.

 Impressions 2,472,313 <small>+25.07%</small>	 Clicks (all) 23,435 <small>-9.39% (25,864)</small>	 CPC (all) CA\$0.26 <small>+48.59% (CA\$0.18)</small>
 Leads 496 <small>+110.17%</small>	 Cost per lead CA\$12.50 <small>-35.94%</small>	 CTR (all) 0.95% <small>-27.56%</small>

Top Ad Sets

Adset Name	Impressions	Clicks (all)	Reach	CPC (cost per link click)	CTR (link click-throug...	Total spent	Link clicks
October 2023 (awareness)	607,435 -	1,370 -	381,164 -	CA\$1.95 -	0.09% -	CA\$1,100.00 -	564 -
December 2023 (awareness)	594,105 -	1,176 -	383,341 -	CA\$2.58 -	0.06% -	CA\$850.00 -	329 -
November 2023 (awareness)	414,615 -	772 -	248,374 -	CA\$2.82 -	0.07% -	CA\$850.00 -	301 -
October 2023 (traffic)	277,326 -	4,556 -	101,367 -	CA\$0.47 -	0.69% -	CA\$900.00 -	1,910 -
December 2023 (traffic)	184,436 -	5,123 -	93,346 -	CA\$0.37 -	0.73% -	CA\$500.00 -	1,352 -
November 2023 (traffic)	150,335 -	3,344 -	60,938 -	CA\$0.45 -	0.74% -	CA\$500.00 -	1,105 -



10/01/2023 - 12/31/2023

3rd Quarter 2023-2024

Top Performing Meta Ads



Ad name: Consider a career in policing (Nov 23)

Impressions	Clicks
360,175	790



Ad name: step up for justice

Impressions	Clicks
269,627	707



Ad name: Experienced officers + recruits

Impressions	Clicks
262,787	562

10/01/2023 - 12/31/2023

Top Campaigns

Campaign Name	Impressions ▼	Clicks (all)	Reach	Post Reactions	CPC (cost per link c...	CTR (link click-through r...	Total spen...
Treaty 3 - Awareness 2023	1,616,155 +35.71%	3,318 +92.57%	623,586 +6.56%	149 +223.91%	CA\$2.35 -5.73%	0.07% +45.91%	CA\$... +86.
Treaty 3 - Traffic 2023	612,097 +13.92%	13,023 -27.18%	198,155 +4.52%	282 -26.37%	CA\$0.44 +62.17%	0.71% -31.44%	CA\$... +26.
Treaty 3 - Leads	178,373 +172.55%	6,028 +215.44%	16,834 +127.43%	334 +176.03%	CA\$0.73 -30.87%	0.84% +16.76%	CA\$... +120
Treaty 3 - Retargeting (traffic) 2023	65,688 -34.27%	1,066 -31.93%	3,765 +7.97%	99 -17.50%	CA\$0.96 -8.45%	0.63% +2.73%	CA\$... -38.1



10/01/2023 - 12/31/2023

APPENDIX 4: CREE STAR GIFTS – OJIBWAY STYLE TIPI & QUOTES



Figure 1: 22-foot Ojibway Style Tipi

<u>Sizes</u>	<u>Dakota Style</u>	<u>Cree Style</u>	<u>Ojibway Style</u>
6'	\$430.00	\$440.00	\$495.00
8'	\$550.00	\$575.00	\$595.00
10'	\$775.00	\$825.00	\$850.00
12'	\$950.00	\$995.00	\$1080.00
14'	\$1395.00	\$1450.00	\$1500.00
16'	\$1575.00	\$1650.00	\$1700.00
18'	\$1800.00	\$1875.00	\$1995.00
20'	\$2150.00	\$2350.00	\$2450.00
22'	\$2550.00	\$2675.00	\$2895.00
24'	\$3100.00	\$3200.00	\$3375.00
26'		\$3495.00	\$3775.00
28'		\$4400.00	\$4550.00
30'		\$5100.00	\$5375.00

Treaty Three Police Services Inc. Statement of Financial Position

	31-Dec 2023	31-Mar 2023
Assets		
Current		
Cash - Operating	\$ 11,604,305	\$ -
Cash - Savings	320,082	114,756
Cash - on hand	2,911	2,911
Accounts receivable	3,780,238	5,971,778
Prepaid expenses	228,595	408,496
		6,497,941
Capital assets	9,648,782	6,655,667
	\$ 9,648,782	\$ 13,153,608
Liabilities and Net Assets (Deficit)		
Current		
Bank indebtedness	\$ -	\$ 1,378,110
Accounts payable	2,338,673	3,052,774
Surplus repayable	142,240	142,240
Deferred revenue	-	1,312,403
Current repayable	(3,093,327)	-
	(612,414)	5,885,527
Commitments and contingent liabilities		
Net Assets (Deficit)		
Investment in capital assets	9,648,782	6,655,667
Internally restricted	613,528	613,528
Unrestricted	(1,114)	(1,114)
	10,261,196	7,268,081
	\$ 9,648,782	\$ 13,153,608

Treaty Three Police Services Inc.
Statement of Operations

	BUDGET Annual (Unaudited)	30-Jun 2023	30-Sep 2023	31-Dec 2023	Projections 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of Public Safety & Emergency Preparedness Canada	\$ 13,259,801	\$ 3,314,950	\$ 3,314,951	\$ 3,314,950	\$ 3,314,950	\$ 13,259,801	\$ -	\$ 10,530,439
- Infrastructure Project - East	853,934	444,149	157,694	406,670	213,484	1,221,996	(368,062)	-
- Infrastructure Project - Admin	200,000	27,200	43,953	165,535	-	236,688	(36,688)	-
- One Time Equipment and Vehicle Investment	3,072,426	237,854	598,297	1,199,375	1,036,900	3,072,426	-	-
- Revenue deferred from prior year (Note 7)	682,450	682,450	-	-	-	682,450	-	-
Ministry of the Solicitor General Ontario	12,239,816	3,059,954	3,059,954	3,059,954	3,059,954	12,239,816	-	13,943,350
- Infrastructure Project - East	1,711,324	409,984	145,563	375,387	427,831	1,358,766	352,558	-
- Infrastructure Project - Admin	184,615	25,107	40,572	152,802	-	218,481	(33,866)	-
- Revenue deferred from prior year (Note 7)	629,953	629,953	-	-	-	629,953	-	-
- First Nations Constable Fund	1,045,719	261,430	261,430	261,430	261,429	1,045,719	0	-
- PAVIS - Guns and Gangs	183,305	45,826	45,826	45,826	45,827	183,305	(0)	-
- Reduce Impaired Driving Everywhere (RIDE)	14,800	-	-	8,255	6,545	14,800	-	-
- Ontario's Strategy to End Human Trafficking	34,800	-	-	-	34,800	34,800	-	-
- Provincial Human Trafficking Intelligence-Led Joint Forces Strategy	217,090	54,273	54,273	54,272	54,272	217,090	-	-
- Missing and Murdered Indigenous Women and Girls Fund	960,100	150,074	166,627	167,885	475,514	960,100	-	-
- First Nations Mobile Crisis Response Team Fund	360,000	27,480	1,815	22,791	307,914	360,000	-	-
- Giga-dizhindamin o'ow Adaawemigosiwin (Let's Talk about HT)	50,000	-	-	-	50,000	50,000	-	-
- POC - Crime Training	100,000	-	-	-	100,000	100,000	-	-
- CCTV - Eagle Eye	114,450	-	-	-	114,450	114,450	-	-
Ministry of Community, Children and Social Services	173,336	-	65,026	-	108,310	173,336	-	182,412
Royal Canadian Mounted Police	155,680	38,920	38,920	38,920	38,920	155,680	-	147,680
Indigenous Services Canada	-	-	-	-	-	-	-	-
Interest, fees and miscellaneous	-	20,316	79,979	149,868	-	250,163	(250,163)	701,918
	36,243,599	9,429,920	8,074,880	9,423,920	9,651,100	36,579,820		25,505,799
Expenditure								
Administration	565,181	148,808	228,195	249,968	282,400	909,371	(344,190)	952,578
Equipment	1,132,870	125,736	546,253	166,531	477,588	1,316,108	(183,238)	1,660,341
Facilities	3,391,301	1,104,709	458,396	1,198,618	2,136,251	4,897,974	(1,506,673)	548,777
Governance	337,152	73,871	77,262	68,061	117,958	337,152	-	358,390
Insurance	190,795	392,507	-	11,894	-	404,401	(213,606)	264,773
Legal and professional fees	212,348	18,483	57,717	74,604	55,618	206,422	5,926	249,670
Prisoner keep	22,618	5,900	7,088	5,095	8,000	26,083	(3,465)	37,482
Salaries, benefits and contracts	23,479,294	4,318,759	5,357,269	4,751,510	5,712,111	20,139,649	3,339,645	18,268,280
Technology and communications	1,110,898	284,680	602,774	181,041	289,080	1,357,575	(246,677)	866,446
Training	762,698	128,982	69,699	124,097	65,096	387,874	374,824	497,259
Transport	5,038,444	1,223,401	455,662	1,335,342	1,043,527	4,057,932	980,512	1,467,532
	36,243,599	7,825,836	7,860,315	8,166,761	10,187,629	34,040,541	2,203,058	25,171,528
Internally Restricted Funds						-		
Excess of revenue over expenditure for the year	-	\$ 1,604,084	\$ 214,565	\$ 1,257,159	\$ (536,529)	\$ 2,539,279		\$ 334,271

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

	BUDGET Annual	30-Jun 2023	30-Sep 2023	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
For the year ended March 31								
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	-	20,316	79,979	149,868	-	250,163	- 250,163.00	72,240
	26,812,020	7,707,623	6,454,884	6,524,772	6,374,904	27,062,183	- 250,163.00	20,323,086
Expenditure								
Administration	432,731	145,867	225,002	219,152	250,000	840,021	(407,290)	846,704
Equipment	493,067	72,994	80,677	61,065	278,331	493,067	-	242,929
Facilities	441,428	119,619	70,614	98,224	95,000	383,457	57,971	548,777
Governance	337,152	73,871	77,262	68,061	117,958	337,152	-	358,390
Insurance	190,795	392,507	-	11,894	-	404,401	(213,606)	264,773
Legal	182,511	5,304	46,985	74,604	55,618	182,511	-	227,388
Prisoner keep	22,618	5,900	7,088	5,095	8,000	26,083	(3,465)	37,482
Professional fees	29,837	13,179	10,732	-	-	23,911	5,926	22,282
Salaries, benefits and contracts	20,625,602	3,741,083	4,687,892	4,209,969	4,656,453	17,295,397	3,330,205	15,035,920
Technology and communications	675,827	257,874	600,945	179,655	200,000	1,238,474	(562,647)	832,107
Training	420,508	120,559	61,726	116,916	-	299,201	121,307	477,423
Transport	2,959,944	1,074,463	368,302	279,518	350,000	2,072,283	887,661	1,356,273
	26,812,020	6,023,220	6,237,225	5,324,153	6,011,360	23,595,958	3,216,062	20,250,448
Excess of revenue over expenditure for the year	\$ -	\$ 1,684,403	\$ 217,659	\$ 1,200,619	\$ 363,544	\$ 3,466,225		\$ 72,638

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	31-Dec	Projection 31-Mar 2023	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	900	900	900	3,600	14,200	-
Equipment	1,008	300	300	300	300	1,200	(192)	-
Salaries, benefits and contracts	113,000	37,163	39,546	38,406	40,000	155,115	(42,115)	139,576
Technology and communications	4,372	847	1,309	1,205	1,200	4,561	(189)	3,870
Training and development	2,000	1,783	550	615	700	3,648	(1,648)	1,896
Transport	17,500	456	1,681	502	500	3,139	14,361	10,338
	155,680	41,449	44,286	41,928	43,600	171,263	(15,583)	155,680
Excess of revenue over expenditure for the year	\$ -	\$ (2,529)	\$ (5,366)	\$ (3,008)	\$ (4,680)	\$ (15,583)		\$ -

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	31-Dec 2023	Projection 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	245,869	250,000	1,101,097	(55,378)	1,045,719
Excess revenue of expenditure for the year	\$ -	\$ (39,565)	\$ (42,803)	\$ 15,561	\$ 11,429	\$ (55,378)		\$ -

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	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	\$ -	\$ -	\$ 8,255	\$ 6,545	\$ 14,800	\$ -	\$ 13,226
Expenditure								
Salaries, benefits and contracts	14,800	-	-	8,255	6,545	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	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Indigenous Services Canada	\$ -	\$ -						\$ 811
Expenditure								
Salaries, benefits and contracts	-	-						811
Excess revenue over expenditure for the year	\$ -	\$ -						\$ -

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	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	1,644	900	900	4,344	(1,694)	-
Equipment	5,000	300	300	300	300	1,200	3,800	-
Salaries, benefits and contracts	153,367	41,350	45,523	38,107	46,312	171,292	(17,925)	181,366
Technology and communications	2,288	158	520	181	160	1,019	1,269	1,810
Training	10,000	1,301	170	1,301	1,000	3,772	6,228	-
Transport	10,000	90	322	650	2,000	3,062	6,938	129
	183,305	44,099			50,672	184,689	(1,384)	183,305
Excess revenue over expenditure for the year	\$ -	\$ 1,727			\$ (4,845)	\$ (1,384)		\$ -

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	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	\$ -	\$ -						\$ -

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	31-Dec 2023	Projection 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	\$ -							\$ -

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	31-Dec 2023	Projection 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	55,409	55,409	62,058	200,570	6,520	122,090	
Technology and communications	5,000	24,672	-	-	-	24,672	(19,672)	-	
Training and development	5,000	-	-	-	-	-	5,000	-	
Transport	-	-	-	-	-	-	-	-	
	217,090	52,366	55,409	55,409	62,058	225,242	(8,152)	122,090	
Excess revenue over expenditure for the year	\$ -	\$ 1,907	\$ (1,136)	\$ (1,137)	\$ (7,786)	\$ (8,152)	\$ 8,152	\$ -	

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	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	\$ 960,100	\$ 150,074	\$ 166,627	\$ 167,885	\$ 475,514	\$ 960,100	\$ -	\$ 939,800
Expenditure								
Administration	85,000	1,141	649	29,016	3,600	34,406	50,594	3,475
Equipment	40,520	600	900	900	900	3,300	37,220	-
Salaries, benefits and contracts	729,580	142,994	157,825	132,704	159,719	593,242	136,338	895,049
Technology and communications	25,000	-	-	-	-	-	25,000	-
Training and development	40,000	5,339	7,253	5,265	-	17,857	22,143	14,543
Transport	40,000	-	-	-	-	-	40,000	26,733
	960,100	150,074	166,627	167,885	164,219	648,805	311,295	939,800
Excess revenue over expenditure before other item	-	-	-	-	311,295	311,295		-
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	\$ -	\$ -	\$ -	\$ -	\$ 311,295	\$ 311,295		\$ -

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	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Ministry of the Solicitor General Ontario	\$ 360,000	\$ 27,480	\$ 1,815	\$ 22,791	\$ 307,914	\$ 360,000	\$ -	\$ 360,000
Expenditure								
Administration	-	-	-	-	-	-	-	46,399
Salaries, benefits and contracts	360,000	27,480	1,815	22,791	307,914	360,000	-	267,343
Technology and communications	-	-	-	-	-	-	-	-
Training and development	-	-	-	-	-	-	-	-
Transport	-	-	-	-	-	-	-	46,258
	360,000	27,480	1,815	22,791	307,914	360,000	-	360,000
Excess revenue over expenditure before other item	-	-	-	-	-	-		-
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -

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	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Minister of Children, Community and Social Services Ontario	\$ 108,310	\$ -	\$ -	\$ -	\$ 108,310	\$ 108,310	\$ -	\$ 108,310
Expenditure								
Administration	-	-			-	-	-	45,987
Equipment	-	-			-	-	-	-
Salaries, benefits and contracts	108,310	-			108,310	108,310	-	62,323
Technology and communications	-	-			-	-	-	-
Training and development	-	-			-	-	-	-
Transport	-	-			-	-	-	-
	108,310	-			108,310	108,310	-	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	\$ -							\$ -

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	\$ -							\$ -

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	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023	
Revenue									
Public Safety Canada	\$ 3,072,426	\$ 237,854	\$ 598,297	\$ 1,199,375	\$ 1,036,900	\$ 3,072,426	\$ -	\$ -	
Expenditure									
Administration	-	12,119	48,864	40,737	-	101,720	- 101,720	-	
Equipment	593,275	51,542	464,076	103,966	197,757	817,341	- 224,066	-	
Salaries, benefits and contracts	-	-	-	-	-	-	-	-	
Technology and communications	288,961	25,801	-	-	87,720	113,521	175,440	-	
Training and development	190,190	-	-	-	63,396	63,396	126,794	-	
Transport	2,000,000	148,392	85,357	1,054,672	688,027	1,976,448	23,552	-	
	3,072,426	237,854	598,297	1,199,375	1,036,900	3,072,426	-	-	
Excess revenue over expenditure before other item	-	-	-	-	-	-		-	
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-	
Excess revenue over expenditure for the year	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	

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	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023
Revenue								
Public Safety Canada	\$ 853,934	\$ 444,149	\$ 157,694	\$ 406,670	\$ 213,484	\$ 1,221,996	-\$ 368,062	\$ -
Ministry of Solicitor General Ontario	\$ 1,711,324	\$ 409,984	\$ 145,563	\$ 375,387	\$ 427,831	\$ 1,358,766	\$ 352,558	\$ 1,000,000
Revenue deferred to subsequent year	-	78,650	-	-	-	78,650	(78,650)	-
	2,565,258	932,783	303,257	782,057	641,315	2,659,412	- 94,154	1,000,000
Expenditure								
Acquisition, replacement and repair of furniture. Equipment and furnishing for police facilities	261,526	-	-	-	751,140	751,140	(489,614)	-
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	274,107	750,557	842,700	2,788,714	(746,508)	921,350
Fees paid to qualified professionals, technical personnel, consultants and contractors	130,763	11,433	29,150	31,500	57,626	129,709	1,054	-
Other costs that are considered to be direct and necessary for the successful implementation of a project	130,763	-	-	-	-	-	130,763	-
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	2,565,258	932,783	303,257	782,057	1,651,466	3,669,563	(1,104,305)	921,350
Excess revenue over expenditure before other item	-	-	-	-	(1,010,151)	(1,010,151)		78,650
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-
Excess revenue over expenditure for the year	\$ -	\$ -	\$ -	\$ -	\$ (1,010,151)	\$ (1,010,151)		\$ 78,650

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	31-Dec 2023	Projection 31-Mar 2024	TOTAL	TOTAL compared to BUDGET	31-Mar 2023	
Revenue									
Public Safety Canada	\$ 200,000	\$ 27,200	\$ 43,953	\$ 165,535	\$ -	\$ 236,688	(\$36,688)	\$ -	
Ministry of Solicitor General Ontario	184,615	25,107	40,572	152,802	-	218,481	(33,866)	-	
Revenue deferred to subsequent year	-	-	-	-	-	-	-	-	
	384,615	52,307	84,525	318,337	-	455,169	- 70,554	-	
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	52,307	84,525	318,337	389,785	844,954	- 460,339	-	
Other costs that are considered to be direct and necessary for the successful implementation of a project	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	
	384,615	52,307	84,525	318,337	389,785	844,954	- 460,339	-	
Excess revenue over expenditure before other item	-	-	-	-	-	389,785	-	-	
Repayable to Ministry of the Solicitor General Ontario (Note 7)	-							-	
Excess revenue over expenditure for the year	\$ -	\$ -	\$ -	\$ -	\$ (389,785)	\$ (389,785)		\$ -	

Treaty Three Police Services Inc.
Schedule 21 - Statement of Operations

Gigo-dizhindamin o'ow Adaawemigosiwin (Let's Talk about Human Trafficking) Project

(Unaudited)

	BUDGET	30-Jun	30-Sep	31-Dec	Projection	TOTAL	TOTAL	31-Mar
For the year ended March 31	Annual	2023	2023	2023	31-Mar 2024		compared to BUDGET	2023
Revenue								
Ministry of the Solicitor General Ontario	\$ 50,000	\$ -	\$ -	\$ -	\$ 50,000	\$ 50,000	\$ -	\$ -
Expenditure								
Administration	27,000	-	-	-	27,000	27,000	-	-
Equipment	-	-	-	-	-	-	-	-
Salaries, benefits and contracts	20,000	-	-	-	20,000	20,000	-	-
Technology and communications	-	-	-	-	-	-	-	-
Training and development	-	-	-	-	-	-	-	-
Transport	3,000	-	-	-	3,000	3,000	-	-
	50,000	-	-	-	50,000	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	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -

Treaty Three Police Services Inc.
Schedule 22 - Statement of Operations
Proceeds of Crime - Crime Training
(Unaudited)

	BUDGET	30-Jun	30-Sep	31-Dec	Projection	TOTAL	TOTAL	31-Mar
For the year ended March 31	Annual	2023	2023	2023	31-Mar 2024		compared to BUDGET	2023
Revenue								
Minsitry of the Solicitor General Ontario (2024/2025/2026)	\$ 100,000	\$ -			\$ 100,000	\$ 100,000	\$ -	\$ -
Expenditure								
Administration	-	-	-	-	-	-	-	-
Equipment	-	-	-	-	-	-	-	-
Salaries, benefits and contracts	-	-	-	-	-	-	-	-
Technology and communications	-	-	-	-	-	-	-	-
Training and development	100,000	-	-	-	100,000	100,000	-	-
Transport	-	-	-	-	-	-	-	-
	100,000	-	-	-	100,000	100,000	-	-
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	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -

Treaty Three Police Services Inc.
Schedule 23 - Statement of Operations
CCTV Eagle Eye
(Unaudited)

	BUDGET	30-Jun	30-Sep	31-Dec	Projection	TOTAL	TOTAL	31-Mar
For the year ended March 31	Annual	2023	2023	2023	31-Mar 2024		compared to BUDGET	2023
Revenue								
Ministry of the Solicitor General Ontario	\$ 114,450	\$ -			\$ 114,450	\$ 114,450	\$ -	\$ -
Expenditure								
Administration	-	-	-	-	-	-	-	-
Equipment	-	-	-	-	-	-	-	-
Salaries, benefits and contracts	-	-	-	-	-	-	-	-
Technology and communications	114,450	-	-	-	114,450	114,450	-	-
Training and development	-	-	-	-	-	-	-	-
Transport	-	-	-	-	-	-	-	-
	114,450	-	-	-	114,450	114,450	-	-
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	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -

Executive Committee 2nd Quarter Report – January 30, 2024

1. Executive Committee Meetings

Monthly Executive Committee:

October 18, 2023 – Approved minutes attached

November 2023 – Meeting held December 3, 2023 – Approved minutes attached

December 2023 – No meeting held

Monthly Executive Committee with Chief of Police:

October 19, 2023 – Approved minutes attached

November 2023 – Meeting held December 4, 2023 - Approved minutes attached

December 2023 – No meeting held

2. Opting into the “Community Safety & Policing Act – 2019”

Update since Q2 – October 24, 2023 Meeting

- Looking to schedule with Strategic Plan – Awaiting proposal from Lindsey
- 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)

- **Negotiations** - January 10, 2024 – Sault Ste Marie – T3PS attended virtually – Grand Council Representative is Arthur Huminuk, Justice Director
- Tri-Coalition Meetings – January 3, 5, 8, 9 (Negotiation Prep)
- **Negotiations** - December 7, 2023 – 1 day – Gatineau QB – President Jourdain attended in person with Chief Designate Cheryl Gervais. Grand Council Representative Arthur Huminuk attended virtually.
- Terms of Reference signed by Board President and Ogichidaa
- Meetings of Tri-coalition held November 7, 8, 30, Dec 1, 2023
- Meetings of Tri-coalition held October 31, 2023

Background:

- 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
- 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 October 24, 2023

- IPCO has submitted a funding request which will includes Regional Peer Support and Mental Health Coordinator
- 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

- 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** – January 31, 2024 @ 11:00 a.m. CST “Police Governance for Artificial Intelligence – Policy Setting from a Governance Perspective”
- **CAPG Annual Conference** – Halifax August 8-11, 2024
 - We purchased 5 virtual spots
- **FNPGC Spring Conference** – No date for 2024
- 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 (OCTOBER) – October 18, 2023
Via Zoom

ROLL CALL – Called to order @ 4:02 p.m.

Present:

Christine Jourdain, T3PSB President – via zoom
Sue Boshey, T3PSB Vice-President – via zoom
Cita Mandamin, T3PSB Secretary/Treasurer – via zoom
Denise Wesley, GHQ - Administrative Assistant – via zoom
Jackie McClain, T3PSB Executive Assistant - via zoom

Regrets:

Kristine Gagne, Director of Corporate Services

STANDING TOPICS

ST #1 - AGENDA Review & Approval

The Executive reviewed the draft agenda.

No conflicts were declared.

One addition made – Correspondence from Director Kim Detweiler insert as new item

Sue Boshey moved to accept the agenda with one addition – Correspondence from Kim Detweiler. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-10-18-01 MOTION CARRIED to accept the agenda as presented.

ST #2 - MINUTE REVIEW of September 22, 2023 – Handout provided.

September 22, 2023 Draft Minutes were reviewed.

Sue Boshey moved to accept draft minutes of September 22, 2023 as presented. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-10-18-02 MOTION CARRIED to accept the draft minutes of Executive Meeting public session held September 22, 2023 as presented.

ST #3 - SUB-COMMITTEE REPORTS – Handout provided

Executive Committee

President Jourdain outlined report attached.

- Cita requested some speaking points as she will attend virtually October 23, 2023. President Jourdain to send.

- Webinar October 12, 2023 – “Power of Police Associations – Real or perceived threats to Police Leadership & Governance” President Jourdain caught parts of the webinar and was interested as it spoke about relations with the Union. Requested the recording be sent to her.

Finance Committee

Committee Chair, Cita Mandamin outlined report attached.

Strategic Planning Committee

Committee Chair, Sue Boshey looking at dates for the Committee to get together. Will discuss proposal with Board Meeting October 24, 2023 especially around community engagement.

By-Law/Policy Committee

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

Cultural Committee

New Committee Chair, Wes Nelson looking to schedule a meeting as one will not take place the day of the Feast.

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– will canvass Board for members.

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 FNP GC – On-going

ST #5 - PLAN MONTHLY MEETING with Chief of Police

The Executive reviewed the Draft agenda for meeting scheduled October 19, 2023

ST # 6 VISA & EXPENSE Statements - Chief of Police

VISA Statements for Acting Chief Cheryl Gervais for September 2023 were reviewed.

- Sue Boshey moved to approve the Acting Chief Cheryl Gervais for September 2023 VISA Statement as presented and to use the Presidents electronic signature. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-10-18-03 MOTION CARRIED to approve Acting Chief Cheryl Gervais's VISA Statement for September 2023 and to use the Presidents electronic signature.

VISA Statements for Executive Assistant Jackie McClain for September 2023 was provided for information purposes.

ST # 7 TIMESHEETS Review & Approval – Acting Chief of Police

Handout provided – Acting Chief Cheryl Gervais's timesheet for Pay period # 20 - 22.

- Christine Jourdain moved to approve the Chief's timesheets for pay periods 20-22 as presented and to use the Presidents electronic signature. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-10-18-04 MOTION CARRIED to approve Acting Chief Cheryl Gervais timesheets for pay periods 20-22 as presented and to use the Presidents electronic signature.

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 – “November 30, 2023 – Role of Board & Policing Culture -The disconnect between the Police and the public” @ 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 – table until next quarter

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

NI #1 – Correspondence from Kim Detweiler

- Email from Kim reviewed outlining schedule may be too busy.

IN CAMERA SESSION – In Camera session held.

CORRESPONDENCE

Handouts provided –

1. Chief Directives since September 22, 2023 meeting.
2. Emails from Chief of Police since September 22, 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 – November 27 & 28, 2023.

EXPENSE CLAIM PAYABLE

Sue Boshey moved to accept expense claim as presented. 2nd by Cita Mandamin. CARRIED

Decision # EXEC 2023-10-18-05 MOTION CARRIED to accept expense claims as presented and signed.

ADJOURN

Sue Boshey moved to adjourn the meeting at 6:16 p.m. 2nd by Christine Jourdain. CARRIED

Decision # EXEC 2023-10-18-06 MOTION CARRIED to adjourn the meeting at 6:16 p.m.



Christine Jourdain
Board President



Cita Mandamin
Secretary/Treasurer

APPROVED Minutes 4



**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.

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 FNP GC – 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.

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
Monthly (OCTOBER) - October 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, via zoom
Acting Chief Trish Rupert
Acting Deputy Chief Cheryl Gervais
Kristine Gagne, Director of Corporate Services
James Broughton, Acting Staff Sergeant

Regrets:

Denise Wesley, GHQ Admin Support

1. CALL TO ORDER - called to order at 10:10 a.m.

No conflicts declared.

2. ACKNOWLEDGEMENTS

No acknowledgements.

3. STANDING TOPICS

ST #1 - AGENDA Review & Approval

No conflicts declared. The Executive reviewed the draft agenda.

One addition – update on Barrie Police Service

Christine Jourdain moved to accept the agenda as presented. 2nd by Cita Mandamin CARRIED

Decision # EXEC C of P 2023-10-198-01 MOTION CARRIED to accept the agenda as presented.

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

Minutes of September 28, 2023 were reviewed.

Christine Jourdain moved to accept the draft minutes of September 28, 2023 as presented. 2nd by Cita Mandamin CARRIED

Decision # EXEC C of P 2023-10-19-02 MOTION CARRIED to accept the draft minutes of September 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 Trish Rupert informed the Executive of the following:

- Attended OPP Graduation on Truth & Reconciliation Day
- IPCO had their AGM last week the executive is President- Chief Montour, Vice-President – Chief Kileen and Secretary/treasurer is Kristine Gagne
- Met with Chief Lynn Indian of Big Grassy
- 6 of us are doing the MMIWG Course
- **Q:** What does this look like?
- **A:** We have to take one of the Recommendations and put it into action
One assignment was to attend a TRC event and provide your reflection on it

Pension Update:

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:

- 2 recruits return from OPC
- January intake we have 7 looking at sending – by time December comes might have 5.

Equipment Acquisitions

DCS Kristine Gagne informed the Executive of the following:

- Working on one time funding purchases.

3. Infrastructure

DCS Kristine Gagne informed the Executive of the following:

- Wabigoon Building:
 - Still having weekly meetings
 - Have ordered furniture/IT equipment
 - **Q:** When will it be open?
 - **A:** They tell me April 1, 2023
 - **Q:** What will staffing look like?
 - **A:** Officer side: will be like Eagle Lake
 - Civilian side: CPIC Operator, CRC, Special Court Officer, Maintenance
 - 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:
 - Hope they have costing and tenders out mid-October – hope to know what the cost will be.

4. Community Concerns

Acting Chief Trish Rupert informed the Executive of the following:

- Met Chief Lynn Indian in Big Grassy, had concerns-response times.

5. Mental Health Committee

Acting Chief informed the Executive of the following:

- Reached out Ms. Tella regarding the survey she did with our Officers, we will meet next week regarding follow-up survey
- Still working on Hello Hero – it is now free of charge
- R2MR – Long Term goal is to have all our Peer Support members trained
- Peer Support team – next meeting Paul Van Belleghem will bring in therapy dog
- Mental Health First Aid – looking at Train the Trainer.

ST#4 - EXECUTIVE COMMITTEE REPORT to Chief of Police

1. VISA & EXPENSE STATEMENTS

- Approved October 18, 2023.

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 –

Barrie Police Service Exchange:

Acting Deputy Chief Cheryl Gervais informed the Executive:

- Sergeant Carl Bryant will do a full report at the Board meeting
- In the third rotation of 2 officers coming
- The Chief of Barrie came to Kenora, was very impressed with the feedback from officers who participated
- They go on the front line with our officers – we get them involved in all community events we can

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 2023-10-19-03 MOTION CARRIED to approve expense claim as presented.

9. ADJOURN - Meeting was adjourned at 8:10 p.m.



Christine Jourdain
Board President



Cita Mandamin
Secretary/Treasurer



APPROVED MINUTES – Public Session

Executive Committee with Chief of Police

December 4, 2023 – La Place Rendezvous, Fort Frances, ON

ROLL CALL

Present:

Christine Jourdain, T3PSB President
Sue Boshey, T3PSB Vice-President
Cita Mandamin, T3PSB Secretary/Treasurer, joined via zoom @10 a.m.
Jackie McClain, T3PSB Executive Assistant
Denise Wesley, GHQ Admin Support
Chief Designate Cheryl Gervais
Deputy Chief Designate Trish Rupert
Kristine Gagne, Director of Corporate Services (DCS)
James Broughton, Acting Staff Sergeant – Agency One

1. CALL TO ORDER

Meeting was called to order at 9:17 a.m.
No conflicts declared.

2. ACKNOWLEDGEMENTS

No acknowledgements.

3. STANDING TOPICS

ST #1 - AGENDA Review & Approval

No conflicts declared. The Executive reviewed the draft agenda.

One addition – South Detachment

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

Decision # EXEC C of P 2023-12-04-01 MOTION CARRIED to accept the agenda with the addition of South Detachment.

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

Minutes of October 19, 2023 were reviewed.

Christine Jourdain moved to accept the draft minutes of October 19, 2023 as presented. 2nd by Sue Boshey CARRIED

Decision # EXEC C of P 2023-12-04-02 MOTION CARRIED to accept the draft minutes of October 19, 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

Chief Designate Cheryl Gervais informed the Executive of the following:

- IPCO Peer Support Conference took place in September
- Willa Zlabis and Aaron Genaille joined a committee with other representatives and are tasked with developing a Regional Peer Support Team. They were to meet today
- Next week IPCO has Strategic Planning Session in Toronto
- **Q:** Who is attending the Strat session from T3PS?
- **A:** Chief Designate, Deputy Designate, Kristine Gagne and Gaby Centena.
- **Q:** Who will be in charge while you are away?
- **A:** We have not discussed this yet.
- We continue to attend Tri-coalitions sessions. Will be attending negotiations on December 7, 2023 in person
- Attended the Bi-lateral Meeting virtually on November 27, 2023
- No Treaty #3 meetings since last meeting
- In the office next week, then I am on vacation.

Pension Update:

DCS Kristine Gagne outlined the following:

- We continue to meet, its not going well
- Ashley O'Connell said by end of March 2024
- At next meeting will ask for clarification as there is still the letter to go to CRA, the templates are not finished and the OPP have not hired anyone to assist

2. Staffing

DCS Kristine Gagne informed the Executive of the following:

- Have 2 recruits starting the on-line OPC portion, Trevor Mason and Paige Randall
- They go on January intake.
- Outlined civilian hires.

3. Equipment Acquisitions

DCS Kristine Gagne informed the Executive of the following:

- Working on one time funding purchases, want to have everything ordered by end of the year.
- Body worn cameras are still a pilot project. We have a Committee that meets regularly.
- A/S/Sgt Broughton indicated we have a lot of work to be done regarding the body worn cameras. We have 7 in the South as pilot project and same in the north. The challenge is the resources to deal with the information collected. Good thing we rolled this out slowly.

4. Infrastructure

DCS Kristine Gagne informed the Executive of the following:

- Wabigoon Building:
 - Building is delayed won't be delivered in December
- Administration Building:
 - The cost is coming is at \$25 million vs the amount that was approved
 - They told us to continue moving forward with the planning, we have no funding

5. Community Concerns

Acting Chief Trish Rupert informed the Executive of the following:

- Met Chief Lynn Indian in Big Grassy, had concerns-response times.

APPROVED Minutes – | 2

6. Mental Health Committee

Deputy Chief Designate informed the Executive of the following:

- Just received information that our Canada Life benefits are now unlimited for Psychological visits
- We are going to move forward with Hello Hero. It is now free but you have to join the online platform.

ST#4 - EXECUTIVE COMMITTEE REPORT to Chief of Police

1. VISA & EXPENSE STATEMENTS

EXPENSE for Chief Designate Gervais – Handout provided

- The Executive reviewed an expense claim for November 2023 in the amount of \$267.61

Christine Jourdain moved to approve expense claim for November 2023 in the amount of \$267.61 and to use the President's electronic signature. 2nd by Sue Boshey CARRIED.

Decision # EXEC C of P 2023-12-04-03 MOTION CARRIED to approve expense claim for November 2023 in the amount of \$267.61 and to use the President's electronic signature.

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

NI #1 – Mobile Crisis Team – Agency One

Vice-President Sue Boshey outlined conversation she had with CEO of Tribal Health regarding the Mobile Crisis Team position funding and asked to have a follow up conversation with them to indicate funding will be renewed.

The executive was reminded that it is the Agency's responsibility to hire the individual.

NI #2 – Agency One Update

A/S/Sgt Broughton outlined the following:

- New QM Fleet position is working out well
- 3 recruits that are coming back from OPC are coming to the South
- Will have Crime Mentorship Program in the South – will still be a regular Officer but would be learning Crime Unit
- Had Tree Lighting Ceremony
- President Jourdain indicated she attended and mentioned lighting outside is awful and asked could look into it
- We are looking at Crime Sergeant position in the South.

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 Sue Boshey CARRIED
Decision # EXEC C of P 2023-12-04-04 MOTION CARRIED to approve expense claim as presented.

9. ADJOURN - Meeting was adjourned at 11:27 a.m.



CAPG WEBINAR: “POLICE GOVERNANCE FOR ARTIFICIAL INTELLIGENCE: POLICY SETTING FROM A GOVERNANCE PERSPECTIVE”

WITH NIRAJ BHARGAVA, CEO, NUENERGY.AI

JANUARY 31ST, 2024 (TBC)

Register at: capg.ca

CAPG Webinar – January 31, 2024 12pm EST
Title: Police Governance for Artificial Intelligence

Speaker: Niraj Bhargava, CEO of NuEnergy.ai

Description:

The rise and proliferation of police use of AI-enabled tools, underscores the new challenge of AI governance for law enforcement. AI has emerged as a powerful tool in the fight against crime. From high-risk applications like pervasive surveillance and algorithmic policing, to moderate and low risk use cases like automated crime discovery and data categorization, AI is gradually transforming the landscape in law enforcement. It is well-recognized that with the promise of operational efficiencies and cutting edge innovation, comes the potential for negative impacts. This session will review the need for trustworthy AI, impacts on public trust, and how to implement guardrails for proper AI governance and oversight.

Speaker Bio:

Niraj Bhargava (P.Eng, ICD.D) is the co-founder, CEO, and lead faculty at NuEnergy.ai. At NuEnergy.ai, Niraj leads a team of experts who are specialized in AI Governance Education, creating organization level AI Governance Framework and integrating AI trust measurement software – Machine Trust Platform™ (built on a patented methodology). Niraj has over 30 years of experience in technology, business creation and leadership. He is a serial entrepreneur and has successively been the CEO, founder and leader of technology companies – focused on Artificial Intelligence, Machine Learning and Deep Neural Networks. He is currently the Chair of the Innovation Committee of the Board at the Royal Ottawa Mental Health Centre. In the past, he has served as a dean and a university professor. He holds an MBA, a degree in Systems Design Engineering and completed the Directors Education Program leading to his P.Eng & ICD.D designation and has been a prominent speaker globally on sustainability and on ethical AI.

2024 WEBINAR SCHEDULE:

January 31, 2024: Police Governance for Artificial Intelligence – Policy Setting from a Governance Perspective with Niraj Bhargava, CEO, NuEnergy.ai

February 13, 2024 (TBC): Supporting Victims of Terrorism & Mass Violence with Sue O’Sullivan

February 22, 2024: Calgary Police Civilian Investigator Program with Katherine Murphy | Legal & Regulatory Services Division| Executive Director

March 5th, 2024: Role of Board & Policing Culture – the disconnect between police and the public with Dr. Holly Campeau, University of Waterloo (November Make-Up Date)

March 28th, 2024 (TBC): Homeless encampments & the role of Police

April 30th, 2024 (TBC): Staff engagement surveys with Corwin Odland Communications & Policy Director Calgary Police Commission

April (DATE TBC): Updates on Mental Health Research & Treatments for Public Safety Personnel with Rose Ricciardelli, & Nick Carlton

May (DATE TBC): Professional Conduct and Discipline: What Boards/Commissions Need to Know with Ian Johnstone

May (DATE TBC): Political Independence in Policing – Is it possible? with Rick Linden (TBC), Cal Corley (TBC), & Dale McFee (TBC)

June (DATE TBC): Reflections on Police Governance from the inside

June (DATE TBC): Building healthy relationships with your Police Association with Tom Stamatakis & Casey Ward (TBC)

July (DATE TBC): The Peel Experience Modernizing your police service. Chief, Chair, ED & Association (TBC)

July (DATE TBC): Line of Duty Deaths – what we’ve learned in recent years – CPA & CACP updates on their research

August (DATE TBC): Elevating Strategic Planning – the Kingston Police Services Board Example with Christian Leuprecht (TBC), & Fred Kaustinen (TBC)

August (DATE TBC): Training of Board & Commission Chairs – defining the basics.

September (DATE TBC): Indicators of Public Attitudes towards the Police with Chris Giacomantonio (TBC)

September (DATE TBC): Developing consistent and effective communications strategies. Who controls the narrative?

October (DATE TBC): Equity Diversity & Inclusion in police leadership and governance

October (DATE TBC): Pros and Cons of School Resource Officers. What is the Board’s role?

November (DATE TBC): Review of Provincial Governments responsibility to build capacity for effective and efficient policing

November (DATE TBC): Understanding Police Budgets

December (DATE TBC): Operational & Organizational wellness in a Police Service and the impact on recruitment & retention

December (DATE TBC): Defund, Demonstrations and Political Unrest. What is the solution?

January 2025 (Date TBC): Board self-evaluation. Maximizing the results for future performance.

January 2025 (Date TBC): Creating a National Public Satisfaction Survey – Members interactive webinar

Sub-Committee Reports for 3rd Quarter Board Meeting – January 30, 2024

HIRING COMMITTEE UPDATE

MEMBERS:

1. Christine Jourdain, Chair
 2. David Kelly
 3. Kim Detweiler
 4. Charmaine Hunter
 5. VACANT
- 2 new recruits returning from OPC

Interview Processes:

January 12, 2024 – Executive Assistant – Chief of Police

January 9 & 10 – Recruit Constable & Experienced Constable – No Hiring Committee member present

December 8, 2023 - Program Coordinator – Giga-Dizhindamin O’ ow Adaawemigosiwin

Background Investigator & Executive Assistant – Chief of Police

Cita Mandamin participated - Kenora

December 7, 2023 - Digital Specialist - Cita Mandamin participated - Kenora

November 21, 2023 – Agency One – Kim Detweiler participated

October 12, 2023 – Kenora – Guard and East Caretaker – Cita Mandamin participated

Hiring Committee Meetings for Hiring process for Chief of Police:

November 1, 2023 Interviews for Chief of Police

October 25 & 13, 2023

Current hiring drives on Website:

- Staff Sergeant - Agency One
- Social Navigator - GHQ
- Guard Team Lead – Agency One – open until position is filled
- Caretaker – Big Grassy – Open until position is filled
- 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

Meeting scheduled for January 29, 2024

On-going Items:

- 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

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
 2. Christine Jourdain
 3. VACANT
 4. VACANT
- PricewaterhouseCoopers (Lindsey Gray) have developed a proposal/plan for us to proceed – in camera proposal to be revised

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Wesley Nelson
 2. Barney Petiquan
 3. David Kelly
 4. VACANT
- Meeting to be scheduled -

FINANCE COMMITTEE

MEMBERS:

1. Danine Chief
 2. Barney Petiquan
 3. VACANT
 4. VACANT
- Meeting to be scheduled

B.E.A.R Fund

MEMBERS:

1. Theresa Noonan
 2. Donna Namaypoke
 3. VACANT
- Meeting to be scheduled.

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Roy Assin
 2. Sue Boshey
 3. Mitchell Lands
 4. V A C A N T
- No meetings

T3PSB - PSB Q3 MEETING								
January 30, 2024				Niisaachewan Band Office Gym				
Board DIRECTOR	Community	HOTEL	Total Mileage X0.70	0.70	B-24.35 L-24.65 D-60.45	Director's Fees	Total	
*ASSIN, Roy *****	Grassy Narrows	Yes	156	109.20	84.80	300	\$650.00	CONFIRMED IP - BAND PAYS
ATITISE-NORWEGIAN, Carrie	Lac Lac Croix							
BOSHKAYKIN, Tania	Seine River	Yes	628	439.60	145.25	300	\$884.85	CONFIRMED IP
BOSHEY, Sue	Nigigoonsiminikanning	Yes	544	380.80	145.25	300	\$826.05	CONFIRMED IP
CAMERON, Cynthia	Wabaseemoong	Yes	214	149.80	84.80	300	\$534.60	CONFIRMED IP
CAMERON, Reno	Dalles	No	0	0.00	0.00	300	\$300.00	CONFIRMED IP
CHIEF, Danine	Wabigoon						\$0.00	REGRETS
COUNCILLOR, Sean	Naicatchewenin	No	480	336.00	60.45	300	\$696.45	CONFIRMED IP
DETWEILER, Kimberley	Rainy River First Nation						\$0.00	REGRETS
HUNTER, Charmaine	Big Grassy	Yes	542	379.40	145.25	300	\$824.65	CONFIRMED IP
JOURDAIN, Christine	Couchiching	Yes	468	327.60	145.25	300	\$772.85	CONFIRMED IP
KELLY, David	Onigaming	No	464	324.80	145.25	300	\$770.05	CONFIRMED IP
LANDS, Mitchell	Eagle Lake	Yes	280	196.00	84.80	300	\$580.80	CONFIRMED IP
MANDAMIN, James	Shoal Lake #39	No	150	105.00	0.00	300	\$405.00	CONFIRMED IP
NAMPAYPOKE, Donna	Naotkamgwanning	No	214	149.80	84.80	300	\$534.60	CONFIRMED IP
NOONAN, Theresa	Northwest Angle #37	No	0	0.00	0.00	300	\$300.00	CONFIRMED VIA ZOOM
PETIQUAN, Barney	Wabauskang	Yes	368	257.60	84.80	300	\$642.40	CONFIRMED IP

NELSON, Wesley	Northwest Angle #33	No	0	0.00	0.00	300	\$300.00	CONFIRMED VIA ZOOM
WAYASH, Bill	Mitaanjigamiing	Yes	506	354.20	145.25	300	\$799.45	CONFIRMED IP
VACANT	Wauzhusk Onigum							
VACANT	Shoal Lake #40							
VACANT	Obashkaandagaang							
VACANT	Naonogashiing							
TOTAL			3509.8	1355.95	4800			
**SPECIAL PAY TO BE PAID FEB 2.2024								
Motion to pay as listed	Moved by	Column1	seconded by				Column1	Column2
							MILEAGE	3106.02
							100% HST	403.78
							TOTAL MILEAGE	3509.8