



APPROVED MINUTES

4th Quarter Board Meeting – April 30, 2024

In person & Via Zoom – Naicatchewenin 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
David Kelly, Onigaming First Nation
Wesley Nelson, Northwest Angle #33 First Nation, via zoom
Reno Cameron, Niisaachewan Anishinaabe Nation, via zoom
Bill Wayash, Mitaanjigamiing First Nation
Roy Assin, Grassy Narrows First Nation
Barney Petiquan, Wabauskang First Nation
Donna Namaypoke, Naotkamegwanning First Nation, via zoom
Sean Councillor, Naicatchewenin First Nation
Charmaine Hunter, Big Grassy River First Nation, via zoom
Danine Chief, Wabigoon Lake Ojibway Nation, via zoom
Kim Detweiler, Rainy River First Nations
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 Service

REGRETS: Cynthia Cameron, Wabaseemoong Independent First Nations
James Mandamin, Iskatewizaagegan No 39 First Nation
Carrie Atatise-Norwegian, Lac La Croix First Nation
Denise Wesley, Administrative Support, Treaty Three Police Service
VACANT, Animakee Wa Zhing #37 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 @ 10:30 a.m. with a prayer.

Acknowledgements

President Christine Jourdain made the following acknowledgements:

- Acknowledged the Elder, Drummers and Sacred items in the room
- Acknowledged and read out our Land acknowledgement completed by the Cultural Committee
- April 24, 2024 – Admin – reflect on staff that provide Admin Staff that provide us support – Chi miigwech
- May 5, 2024 MMIWG – day for remembrance and reflection – it is our daily live
- Chi miigwech to Sean Councillor for hosting the meeting today

AGENDA Review & Approval

The Facilitator outlined the agenda. No conflicts declared. Barney Petiquan moved to accept the

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agenda as presented. 2nd by Mitchell Lands. CARRIED

Decision # PSB 2024-04-30-01 MOTION CARRIED to accept the agenda of April 30, 2024 public session as outlined.

MINUTE Review & Approval – 3rd Quarter Meeting – January 30, 2024

The draft minutes of January 30, 2024 3rd Quarter Board meeting were reviewed.
Sue Boshey moved to accept minute of January 30, 2024. 2nd by Wes Nelson.

Decision # PSB 2024-04-30-02 MOTION CARRIED to accept the minutes of January 30, 2024 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 and Drummers 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)** - Came into effect April 1, 2024
- Part of that is Ontario Independent Police Review Directorate (OIPRD) – Special Investigations Unit (SIU) – both organizations reached out to the Command team and the Executive and both have had meetings with us and they have offered their support if we move toward Opting into the CSPA
- Last quarter attend the First Nation Police Services – Federal Legislation information seminar virtually on March 19, 2024
- April 29, 2024 we had the Board Kick off session for our Operational Review and Strategic Plan which PricewaterhouseCoopers (PwC) is facilitating. Moving forward as the Deputy and I meet with Community Leadership we will inform them of the review
- Will be attending Grand Council Spring Assembly in Rainy River next week with PwC to share the Operational Review and Board strategic Plan project. Just waiting for a date and time to present.
- Held our Awards banquet on March 22, 2024, went really well.
- **FNIPP Negotiations** – Negotiation session held February 5, 2024 in Toronto. We attended virtually.
- **Ontario Association of Chief of Police (OACP)** – Will have an opportunity to participate in a Executive Leadership Development Program. A Committee will be developed – will look at members within our Leadership team and Supervisors who would be interested in providing input in what that Program would look like.
- Have opportunity to participate in OACP Predictive Policing Project led by Dr. Samuals Wortley out of the Ontario Technology University in Southern Ontar - – she is looking at how Predictive policing technologies are perceived and implemented by Police Services and how predictive policing technology impact community members. Predictive Policing technology is the use of Artificial Intelligence – we are looking at CCTV projects in our communities – a part of this can include facial recognition. This is the type of technology she is looking at. Not that we are looking at this right now. One thing our Service needs to be mindful of is protecting our communities when using these tools and resources. Our Service will be able to participate in this ,,,,- I have an information letter that I will share with the board.
- **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.
- **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
- **IPCO Human Rights Complaint** - Has been referred to HR tribunal for full hearing
- **Awards Banquet** was held March 22, 2024 in Fort Frances, ON
- **Drugs In Community** - Board Call to action - Upcoming activities – Staff Sergeant

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Gervais and Sergeant Kaus will attend conference in Thunder Bay next week - one day will be on Drug Strategies

- Detective Constable Phillips and I attended Multi Disciplinary Toxic and Opioid Symposium in February in Toronto –
- 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

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 have 2 secondments from OPP –
- one in South, OPP Sergeant Mark Chwastyk started February 5, 2024 as Acting Staff Sergeant for 6 months while we post externally
- one in North, OPP Staff Sergeant Mike Kriese started February 12, 2024 as Acting Inspector for 12 months
- **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. Presented certificates at our Awards Banquet.

Staff Sergeant Operations Reports were highlighted.

FINANCIAL REPORT

Handouts provided:

1. Q4 Financial Statements were presented as attached and Director of Corporate Services Kristine Gagne outlined report.

EXECUTIVE COMMITTEE REPORT

Handout provided.

1. Executive Committee Meetings

Monthly Executive Committee:

January 21, 2024 – Approved minutes attached

February 26, 2024 – Approved minutes attached

March 26, 2024 – Approved minutes attached

Monthly Executive Committee with Chief of Police:

January 22, 2024 – Approved minutes attached

March 4, 2024 – Approved minutes attached

March 27, 2024 – Approved minutes attached

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

Update since Q3 – January 30, 2024 Meeting

- Decision to be made by Community Chiefs
- Executive Committee and Command have had presentations from SIU and OIPRD
- OAPSB has offered to do information sessions

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)

- Have a meeting update today
- **Negotiations** – February 5, 2024– T3PS attended virtually – Grand Council Representative is Arthur Huminuk, Justice Director
- Tri-Coalition Meetings – February 1 (Prep) 12, 13, 26 and March 13, 2024
- See In Camera

Background:

- **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
- 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

Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review

Update since January 30, 2024

- 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
- T3PS Mental Health Committee started meeting again
- 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.

4. Canadian Association of Police Governance (CAPG)

- 2024 Webinar List attached
- **Next Webinar** – April 30, 2024 @ 11:00 a.m. CST “Staff Engagement Surveys – Finding the Right Balance”
- **CAPG Annual Conference** – Halifax August 8-11, 2024
 - Will send 3 Directors –
 - Looking for 1 more Director to attend

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- **FNPGC Spring Conference** – No date for 2024
- **Special Free Webinar** – No schedule posted

5. **Board Website**

- On-going

SUB-COMMITTEE REPORTS – Handout provided

HIRING COMMITTEE UPDATE

MEMBERS:

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

Hired 4 new recruits

Interview Processes:

Interview Processes:

April 4, 2024 – GHQ Administrative Support – No Director participation

April 5, 2024 – Crime Unit Admin Support – No Director participation

April 11 & 12, 2024 – Agency One Administrative Support - La Place Rendezvous – No Director participation

April 17, 2024 Social Media content Planner – Sean Councillor participated

March 15, 2024 – Digital Disclosure Specialist – No Director Participated

March 18 & 19, 2024 -Victim Services Advocate – No Director participated as changed to 2 days

Current hiring drives on Website:

- Staff Sergeant - Agency One – open until filled
- Guard Team Lead – Agency One – open until position is filled
- Youth In Policing Initiative (YIPI) – 12 – Agency One – Kenora - East
- 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 May 13, 2024 – Meeting to follow

On-going Items:

- Staff attendance at Cultural Events and Sweats – Dennis to arrange
- Annual Cultural Training – Chief Designate reports on – U of Alberta Training –
- Feather presentation to Staff – currently feathers are provided to new hires and promotions
- Board Executive elections – traditional election process – on-going / to have presentation to Board

- Feathers in vehicles - cases received – teaching to go with feathers
- Land Acknowledgement approved
- On-Line – U of Alberta training

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey, Chair
2. Christine Jourdain
3. David Kelly
4. Sean Councillor
 - In person Kick-off – April 29 @ 5:00 p.m. La Place Rendezvous.
 - Will try to get on the Assembly agenda

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Wesley Nelson
2. Barney Petiquan
3. David Kelly
4. VACANT

Meeting to be scheduled in May

FINANCE COMMITTEE

MEMBERS:

1. David Kelly, Chair
 2. Danine Chief
 3. Barney Petiquan
 4. VACANT
- Meeting to be scheduled

B.E.A.R Fund

MEMBERS:

1. Donna Namaypoke
 2. VACANT
 3. VACANT
- Need members

GRIEVANCE & DISCIPLINE

MEMBERS:

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

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

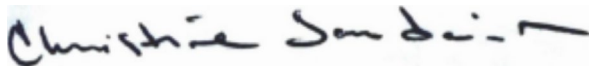
The Board reviewed next meeting dates and determined the following:

- Next Board Meeting – 1st Quarter - Tuesday July 30, 2024
- Wabigoon – to include visit to new Detachment.

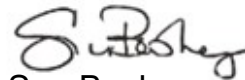
EXPENSE CLAIM PAYABLE

Expense Claim accepted.

ADJOURNMENT - Meeting was adjourned at 2:30 p.m.



Christine Jourdain
President



Sue Boshey
Vice-President