



## APPROVED MINUTES

3rd Quarter Board Meeting – January 28, 2025

In person & Via Zoom – Fort Frances, ON

**PRESENT:** Vice-President, Christine Jourdain, Couchiching First Nation  
Secretary/Treasurer, David Kelly, Onigaming First Nation  
Tania Boshkaykin, Seine River First Nation  
Roy Assin, Absubpeechoseewagong First Nation  
Wesley Nelson, Northwest Angle #33 First Nation, via zoom  
Charmaine Hunter, Mishkosiminiziibiing River First Nation  
Mitchell Lands, Migisi Sahgaigan First Nation  
Albert Handorgan, Anishinaabeg of Naongashing First Nation  
Kara Redsky, Shoal Lake #40 First Nation  
Bill Wayash, Mitaanjigamiing First Nation  
Donna Namaypoke, Naotkamegwanning First Nation, via zoom  
Sean Councillor, Naicatchewenin First Nation  
Kim Detweiler, Rainy River First Nations  
Jackie McClain, Executive Assistant, Police Services Board  
Denise Wesley, Administrative Assistant, Treaty Three 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  
Facilitator, Derrick Henderson

**REGRETS:** President, Sue Boshey, Nigigoonsiminikaaning First Nation  
Reno Cameron, Niisaachewan Anishinaabe Nation  
Danine Chief, Waabigoniw Saaga'Iganiw Ojibway Nation  
Barney Petiquan, Wabauskang First Nation  
Carrie Atatise-Norwegian, Gakijiwanong First Nation  
VACANT, Iskatewizaagegan No 39 First Nation  
Tony Gabriel – newly appointed, Animakee Wa Zhing #37 First Nation  
VACANT, Wauzhushk Onigum First Nation  
VACANT, Obashkaandagang First Nation

### Opening Prayer

Dennis Smith, Cultural Coordinator opened the meeting @ 9:25 a.m. with a prayer.

### Acknowledgements

Vice-President Christine Jourdain made the following acknowledgements:

- We acknowledge the integral connection with the land, the strong vibrant communities and the people that make up the Anishinaabe Nation of Treaty #3 who have been stewards of this land since time immemorial, fulfilling sacred relationships and responsibilities and striving to live in harmony. Treaty Three Police Service provides culturally responsive essential services to 23 Anishinaabe Nations across a vast 55,000 square miles of the beautiful Anishinaabe Nation. We, The Treaty Three Police Services Board of Directors are guided by our leaders, knowledge keepers, and people we serve, embodying the teachings of Respect (Buffalo), Love (Eagle), Wisdom (Beaver), Bravery (Bear), Truth (Turtle), Honesty (Raven), Humility (Wolf) and Forgiveness (Rock-history/ancestry) in all our decision making and using the sacred Pipe, Ogimaagizhok Drum and Eagle Staff to lead us at all times.
- Miigwech to our Elder Doris Caribou and Cultural Coordinator Dennis Smith and singers
- Chi miigwech to the members of our service who work for the betterment of our communities
- Also acknowledge the passing of Doug Palson, Chief of Police of Manitoba First Nation Police Service. We send our condolences to his family, friends and colleagues.

## AGENDA Review & Approval

The Facilitator outlined the agenda. No conflicts declared. Mitchell Lands moved to accept the agenda as presented. 2<sup>nd</sup> by David Kelly. CARRIED

**Decision # PSB 2025-01-28-01 MOTION CARRIED** to accept the agenda of January 28, 2025, public session as presented. CARRIED

## MINUTE Review & Approval – 2nd Quarter Meeting – December 10, 2024

The draft minutes of December 10, 2024, 2nd Quarter Board meeting were outlined by the facilitator. The following corrections were noted:

1. One correction noted Pg 6 – ‘and ‘D’ to ‘iscipline’
2. Change Lac La Croix to Gakijwanong
3. Correct Kara Redsky

Wes Nelson moved to accept minutes of December 10, 2024. 2<sup>nd</sup> by Donna Namaypoke. CARRIED

**Decision # PSB 2025-01-28-02 MOTION CARRIED** to accept the draft minutes of December 10, 2024, public session with noted corrections.

## MANAGEMENT REPORT

Handout provided. Power Point attached

Chief of Police Designate Cheryl Gervais acknowledged our drum and sacred items. She outlined the report as provided with the following highlights:

- **Promoting Wellness and Resilience in T3PS – Pictures outlined:**
  - National Custodial Recognition Day
  - Wellness Committee movie night in December
  - Increase in benefits for Staff. Receive \$2600/year and can be used in two streams either toward Health or Lifestyle items.
- **Addressing Mental Health:**
  - Through our Collective Bargaining agreement (CBA) we added some person wellness days
  - Recognizing officers who work over 16 hours receive double time. This normally only happens in emergency situations.
- **Strengthen Leadership Development and Succession Planning:**
  - **Introduced policy around tenure** – places limitations on years you can spend in specific positions. An Example is Crime Unit. This provides opportunities within the organization but also recognizes the high stress of complex investigation.
  - Have started a Sergeant talent pool to offer mentor across our Service.
  - Not on the slide deck, is Treaty Three Police is participating on Community of practice for Women in policing – developing a Leadership Course at the Ontario Police College. I attended the College last week – hope to launch the course early spring next week.
- **Achieving Police Excellence:**
  - Policy review is ongoing. The first directive speaks to changes around security readiness, accessing our buildings.
  - Next one speaks to implementation of Community Sgt positions to enhance our connection to community leadership and members
  - Operational Review being conducted by PricewaterhouseCoopers. We were able to present at the Fall Assembly on this.
  - Items not in slides but in full package:
    - We are continuing meetings with the province on our infrastructure priorities.
    - Continue negotiations with the Tri-coalition for our FNIPP. Part of this is looking at the OPP Service Delivery Model to build a foundation of staffing levels and what it would look like for our organizations
    - The Deputy and I are supporting Chief Atatise-Norwegian of Gakijwanong with the implementation of Inherent Law in their

community. We provide support as to our role and how we can enhance community safety within the community.

- Through the CACP Victims of Crime Committee – T3PS had opportunity to contribute to trauma informed police response framework, which was launched December 6, 2024, which is National Day of Remembrance and Action against Women. Was a virtual launch but planning an in
- **Staffing and New Hires:** Next Slide outlines the staff who was hired in the quarter.
- **Build Stronger Community Connections:** Hosted the Fall feast in Northwest Angle #33 – hosted by Director Wes Nelson. Had a great turnout.
- **Communications Projects:**
  - New signage for our detachments like the signage at our East Detachment.
  - Chief Designate to provide a sample.
  - Activities/meetings attended were outlined.

## OPERATIONAL REPORT

Handout provided. Power Point attached

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

- **Board Motion to Make a Drug Strategy a Priority:** Presentations were done in communities involving Constable William Carson, Sergeant Leilani Kenny, Sergeant Alicia McCready, Sergeant Carl Bryant.
- **Holiday Enforcement Results:**
  - 62 RIDE check points conducted
  - 560 vehicle checks
  - 10 Impaired charges laid in month of December

### Crime Update:

- 1 homicide
  - 9 Sudden deaths
  - 39 sexual assaults
  - 3 aggravated and
  - 2 child luring
- **Professional Standards Bureau:** Stats for Q3, shows the investigations he is working on and the status of investigations. 12 still under investigation. These are reported monthly to the Executive Committee.
- **Community Events involved in:** Pictures in slide deck were outlined.
- **Community Safety:** Closed Circuit TV (CCTV) Pilot Project – still having technical difficulty with solar panels. Also having issues with accessibility with cellular coverage. Still working on issues before rolling out further. Positioning of cameras are discussed with the First Nation.
- **Addressing Mental Health:** We are working with Dearborn Therapy in developing our own critical incident debrief team. Deputy Designate Rupert sits on the Indigenous Police Chiefs of Ontario (IPCO) Mental Health Review Committee.
- Vice-President requested stats on possible areas of concern.

## RECRUITMENT PRESENTATION

Recruitment Coordinator Andrea Periera provided the following information to the Board:

- Will provide handouts as requested
- **2024 Activities:**
  - In 2023 had 35 events. In 2024 had 43 events. One third of 2024 event occurred in our communities
  - Since beginning of January 2025 held 6 events. If this trend continues in 2025, will see an increase of 15-20 in total events
- **HR update:**
  1. **Hires in 2024:**
    - 5 Special Constables - 3 were lateral moves
    - 13 Recruit Constables - 4 were lateral moves
    - 1 Experienced officer
- As of last quarter had 32 completed applications

- **2024 Successes**

1. **Conducted quarterly fitness testing** - We have our own fitness equipment. Allows individuals to practice. Use this to remove barriers for individuals not confident in their fitness.
  - In 2023 had 14 participants - 7 applied and 2 were hired.
  - In 2024 had 51 participants - 17 applied and 7 were hired.
2. **Conducted Ride a longs** - Offered to individuals who are interested in the Service. Should have some stats next year as have started tracking data.
3. **Held walk in guard interviews and recruitment pop up sessions** in our communities. We started with Detachments we need number of guards. We held 9 sessions in 6 communities with a total of 24 interviews. 5 guards were hired. 5 are pending paperwork and reference checks. We also hired a caretaker from those as well.
4. **Tiered Policing Model** - Cadets/Special Constables to Recruit Constable
  - Since 2023 have hired 18 individuals as Cadets and Special Constables - Of those 7 Recruits were hired, 4 Special Constables, 3 permanent Special Constables and 3 Cadets.
5. **Housing Support** - T3PS assists staff with housing.

- **Challenges and Barriers**

1. We had some individuals state they had Criminal records, so we provided pardon paperwork.
2. HR Department was noticing it is difficult to get paperwork following interview.
  - Additional Challenges:
    - Lack of uniform representation at recruitment events
    - Recruitment is a team effort; I am one person covering a large geographic area
    - Youth wanting other careers
    - Immigration.

- **Goals for 2025**

1. Recruitment numbers, we want to exceed our numbers from 2024.
2. More virtual Q & A sessions.
3. Continue to have a presence at community Powwows.
4. Hold Walk in interviews and booths in communities we have not attended.
5. Increase our presentations.
6. Continue with Prep Fitness Testing.
7. Continue with media and advertising

## **FINANCIAL REPORT**

Handouts provided: Q3 Financial Report

Q3 Cashflows

Director of Corporate Services (DCS) Kristine Gagne outlined the following:

- Have \$1.5 million in operating account and \$900K in our savings account.
- Our payroll is approximately \$900K which comes out Wednesday and other fees are approximately \$150K which comes out Friday.
- We are in about the same position we were last year at this time. Was expecting this and has to do with our retro payments at the end of November.
- Will need another Line of Credit to take us to the end of March.
- We are waiting for few deposits. One is close to 4400K from our Pension complaint and PRI.
- We have signed and submitted the one-time funding of \$3 million which mostly covers the PwC project.
- In November we received an amendment to our FNIPP for 2025-year end for addition \$2.5 million. We did not sign at that time as it went to Legal.
- I am recommending the one-year amendment we received. Once we get that signed the money would be in our account.
- DCS Gagne outlined reports /cashflows and board budget as attached.
- The Board budget is over, as we move forward in order for you to move toward Opting into the

CSPA you need to show what it actual costs to operate the board. I'm not concerned going over.

Mitchell Lands moved to authorize an increase of our line of credit with TD Bank of \$4,000,000 until March 31, 2025, and to use the President's electronic signature. 2<sup>nd</sup> by Tania Boshkaykin. CARRIED

**Decision # PSB 2024-12-10-03 MOTION CARRIED** to authorize an increase of our line of credit with TD Bank of \$4,000,000 until March 31, 2025, and to use the President's electronic signature.

LUNCH BREAK 12:00 p.m.

## **EXECUTIVE COMMITTEE REPORT**

Vice-President Christine Jourdain outlined the following:

### **1. Executive Committee Meetings**

#### **Monthly Executive Committee:**

October 15, 2024 – Approved minutes attached  
November 18, 2024 – Approved minutes attached  
December 16, 2024 – Approved minutes attached

#### **Monthly Executive Committee with Chief of Police:**

October 16, 2024 – Approved minutes attached  
November 19, 2024 – Approved minutes attached  
December 17, 2024 – Approved minutes attached

### **2. T3PS Operational Review & T3PSB Strategic Plan**

Opting into the "Community Safety & Policing Act – 2019" (CSPA)

Update since Q2 – December 10, 2024, Meeting

- Strategic Planning Session #1 with Board – February 13, 2025 – Fort Frances
- Review of T3PS Current State Assessment – Date to be determined
- CSPA Came into effect April 1, 2024
- Decision to be made by Community Chiefs
- PricewaterhouseCoopers (PwC) conducting T3PS Operational Review and T3PSB Strategic Plan which will guide the work of Opting In
- PwC conducting Community Consultations – see attached Status Report
  - Community Consultation #1 – Onigaming - September 24, 2024
  - Community Consultation #2 – Migisi Sahgaigan – October 25, 2024
  - Community Consultation #3 - Big Grassy – November 4, 2024
  - Community Consultation #4 – Big Island – November 5, 2024
  - Community Consultation #5 – Wauzhushk Onigum – November 13, 2024
  - Community Consultation #6 – Seine River – November 26, 2024
  - Community Consultation #7 – Grassy Narrows – January 15, 2025
  - Have been experiencing low attendance at consultations
- PwC Visioning session with Board held October 17, 2024
- OAPSB has offered to conduct training sessions for the Board regarding Opting Into the CSPA
- OAPSB provided T3PSB with Municipal Service Training modules – on BoardEffect

### **3. FNIPP Negotiations (Policing Agreement)**

- July 2, 2024, Signed One-year Agreement for 2024-2025 – Expires March 31, 2025
- Amendment received but not signed
- Meeting with Ontario February 10, 2025, to review Service Delivery Model (SDM) officer numbers
- **Negotiations since 2<sup>nd</sup> Quarter Meeting December 10, 2024**
  - **December 12, 2024** - T3PSB Sec/Treasurer David Kelly attended virtually and T3PS Chief Designate Gervais and DCS Gagne attended in person Toronto, ON.

- No date scheduled for Tri-Coalition Negotiation session
- See In Camera

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

Update since 2<sup>nd</sup> Quarter Meeting December 10, 2024

- IPCO did not receive funding requested which was to include Regional Peer Support and Mental Health Coordinator
- IPCO Services assisted with funding Mental Health Follow up Report
- IPCO developing a Peer Support Team for all IPCO Services

##### **T3PS Mental Health**

- T3PS developing Critical Incident Debrief
- T3PS Mental Health Committee – Mandate changed to oversight of Peer Support and Wellness Committee
- Board Executive reviewing 5 Recommendations from Calibrate Mental Health Review that pertain to Board.

#### **5. Canadian Association of Police Governance (CAPG)**

- **2025 Webinar Bundle**
  - Purchased Bundle of 13 – see attached list of upcoming webinars attached
- **CAPG Annual Conference 2025** – Victoria, B.C. – August 14-16, 2024
- **CAPG Governance Summit** – January 6 & 7, 2025 – Ottawa, ON
  - “Strategic Leadership: From Costing to Culture – Building your Police Governance Knowledge in a Changing Society”
  - Directors have access to recording

#### **6. First Nations Police Governance Council (FNPGC)**

- February 19 & 20, 2025 – “Creating a Path Forward”
- Tsuut’ina Nation, Alberta
- Looking for Directors to attend with David Kelly

#### **7. T3PS Policing 22 Communities**

- Effective November 7, 2024, OPP provide policing services to Wabaseemoong Independent Nations
- November 20, 2024 – Executive Committee met with OPP

#### **8. Joint Letter of Demand – July 2, 2024**

- Naotkamegwaning, Onigaming, Northwest Angle #33, Animake Wa Zhing
- Executive Copied on bi-weekly reports from Chief Designate Gervais to 4 communities
- Reports provided on August 16, 30, September 13, 27, October 11, 25, November 8, 22 and December 6, 20, 2024. January 3, 18, 2025.

#### **9. Board Website**

- Went Live January 13, 2025.

Wes Nelson moved to accept the Executive Committee Report as presented. 2<sup>nd</sup> by Donna Namaypoke. CARRIED

**Decision # PSB 2025-01-28-04** to accept the Executive Committee Report as presented.

**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

##### **Interview Processes:**

- October 1, 2024 – CPIC Interviews– no Director present
- November 8, 2024 – Strategic Analyst Interviews – Sean Councillor

Attended

- November 26, 2024 – North Caretaker Interviews – No Director present
- November 27, 2024 - CPIC Operator North – No Director present
- November 28, 2024 - Recruit Interviews – No Director present

**Current hiring drives on Website:**

- Always accepting Recruit/Experienced Officer & Casual Guard and Cadet applications

**CULTURAL COMMITTEE**

**MEMBERS:**

1. Wes Nelson, Chair
  2. Roy Assin
  3. Mitchell Lands
  4. Sue Boshey
  5. Reno Cameron
- Meeting to be scheduled.

**On-going Items:**

- Traditional Voting for Executive Committee - July 23, 2024, presentation from Howard Copenace – Recording is on Board Effect
- Staff attending at Cultural Events and Sweats – Cultural Coordinator Dennis Smith to arrange
- Annual Cultural Training – Chief Designate Gervais has assigned Staff Sergeant and reports on
- Feathers in vehicles – Cultural Coordinator working on teaching to go with feathers – Are they in Admin vehicles
- Artwork in Detachments – Chief Designate Gervais has assigned to Sergeant and reports on
- Criminal Record Checks (CRC) for Drummers/Singers – Board to discuss challenges
- Operational Cultural Coordinator position posted

**STRATEGIC PLANNING COMMITTEE**

**MEMBERS:** 1. Sue Boshey, Chair 2. Christine Jourdain 3. David Kelly 4. Sean Councillor

- Strategic Planning Session #1 – Scheduled for February 13, 2024
- Session with PwC to review Current State Assessment – January 31, 1-4 p.m.
- Vice-President Jourdain reiterated to the Board the importance of the Board attending the meeting on January 31, 2025, it is important for the Board to know the current state of the Service. If you cannot attend, I highly recommend you watch the recording.

**BY-LAW/POLICY COMMITTEE**

**MEMBERS:** 1. Wesley Nelson, Chair 2. Barney Petiquan 3. David Kelly 4. Tania Boshkaykin

- Meeting held January 16, 2025
- Next Meeting scheduled January 30, 2025 @ 4:00 p.m. to review By-Laws
- On-going items:
- Board Policy Development – Proposals to review in camera

**FINANCE COMMITTEE**

**MEMBERS:** 1 David Kelly, Chair 2. Danine Chief 3. Barney Petiquan 4. Donna Namaypope  
Meeting held January 15, 2025

- Next meeting to be scheduled
  - Developing application process for BEAR funds
  - Reviewed Board honorariums. Board meetings in person \$500. Virtual \$300. If meeting is less than 4 hours \$250. If you do not stay full day will not get the whole amount.
  - Sub-Committee meeting \$300 in person, Virtual \$200
- **RECOMMENDATION** to Full Board to accept Recommendation from the Finance Committee to use \$10,000. from the B.E.A.R fund to put towards the 2025 T3PS Awards banquet.

Tania Boshkaykin moved to accept the Finance Committee Recommendation to allocate \$10,000. From the B.E.A.R Fund to put towards the T3PS 2025 Awards Banquet. 2<sup>nd</sup> by Wes Nelson. CARRIED

**Decision # PSB 2025-01-28-05** to accept the Finance Committee Recommendation to allocate \$10,000. From the B.E.A.R Fund to put towards the T3PS 2025 Awards Banquet

### **GRIEVANCE & DISCIPLINE**

MEMBERS:1. Sue Boshey, Chair 2. Mitchell Lands 3. Tania Boshkaykin 4. Wes Nelson

- Meetings held December 19, 2024
- Update to be provided in Camera Level 2

### **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 29, 2025

### **EXPENSE CLAIM PAYABLE**

Expense Claim was reviewed. Will be paid on Friday.

Mitchell Lands moved to accept the Expense Claim, payable as presented. 2<sup>nd</sup> by Councillor.  
CARRIED.

**Decision # PSB 2025-01-28-06** to accept the Expense Claim, payable as presented

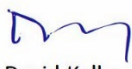
### **ADJOURNMENT.**

Sean Councillor moved to adjourn the meeting at 4:31 p.m. 2<sup>nd</sup> by Wes Nelson.

**Decision # PSB 2025-01-28-07** to adjourn the meeting at 4:31 p.m.



Sue Boshey  
President



David Kelly  
Secretary/Treasurer