



## DRAFT MINUTES

4th Quarter Board Meeting – April 29, 2025

In person & Via Zoom – Migisi Sahgaigan, ON

**PRESENT:** President, Sue Boshey, Nigigoonsiminikaaning First Nation  
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  
Mitchell Lands, Migisi Sahgaigan First Nation  
Kara Redsky, Shoal Lake #40 First Nation  
Donna Namaypoke, Naotkamegwanning First Nation  
Sean Councillor, Naicatchewenin First Nation  
Kimberley Sue Detweiler, Rainy River First Nations  
Barney Petiquan, Wabauskang First Nation  
Denise Wesley, Administrative Assistant, Treaty Three Police Services Board  
Chief of Police Designate Cheryl Gervais, Treaty Three Police Service  
Deputy Chief Designate Tricia Rupert, Treaty Three Police Service  
Jeff Duggan, Superintendent, Treaty Three Police Service  
Kevin Convey, Inspector, Treaty Three Police Service  
Kristine Gagne, Director of Corporate Services, Treaty Three Police Service  
Facilitator, Derrick Henderson

**REGRETS:** Reno Cameron, Niisaachewan Anishinaabe First Nation  
Charmaine Hunter, Mishkosiminiziibiing River First Nation  
Bill Wayash, Mitaanjigamiing First Nation  
Albert Handorgan, Anishinaabeg of Naongashing First Nation  
Danine Chief, Waabigoniw Saaga'Iganiw Ojibway Nation  
Tony Gabriel – newly appointed, Animakee Wa Zhing #37 First Nation  
Jackie McClain, Executive Assistant, Police Services Board  
VACANT, Gakijiwanong First Nation  
VACANT, Iskatewizaagegan No 39 First Nation  
VACANT, Wauzhushk Onigum First Nation  
VACANT, Obashkaandagang First Nation

### Opening Prayer

Dennis Smith, Cultural Coordinator opened the meeting @ 9:50 a.m. Prayer by Doris Caribou.

### Acknowledgements

President Sue Boshey made the following acknowledgements:

- We acknowledge the Eagle Lake Community and Board members for allowing us to host our quarterly meeting here and everyone in attendance
- We acknowledge our Drum and Sacred Items.
- Miigwech to our Elder Doris Caribou, Dennis and to our singers
- Chi miigwech to the members of our service who work for the betterment of our communities
- We acknowledge the passing of former Chief Rupert. I would like to request an honour song honouring his legacy and commitment to Treaty Three Police. An honour song for all of us who are hurting.

### AGENDA Review & Approval

The Facilitator outlined the agenda. No conflicts declared. Tania Boshkaykin moved to accept the

agenda as presented. 2<sup>nd</sup> by Mitchell Lands. CARRIED

**Decision # PSB 2025-04-29-01 MOTION CARRIED** to accept the agenda of April 29, 2025, public session as presented. CARRIED

## **MINUTE Review & Approval – 3rd Quarter Meeting – January 28, 2025**

The draft minutes of January 28, 2025, 3rd Quarter Board meeting were outlined by the facilitator.

The following corrections were noted:

1. One correction noted Page 2: Leadership Cours to Course
2. Change Page 3: vehicles to vehicle
3. Change Page 4: a t to at
4. Sub-committee report: Councillor to include Sean Councillor
5. Joint Letter of Demand: Animake to Animakee

Sean Councillor moved to accept minutes of January 28, 2025. 2<sup>nd</sup> by Barney Petiquan. CARRIED

**Decision # PSB 2025-04-29-02 MOTION CARRIED** to accept the draft minutes of January 28, 2025, 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:**
  - Employee Accommodations and Medical Clearance Requirements
  - Virtual medical appointments at GoToDoctor.ca
  - Wellness Committee Rock Your Ribbon Skirt in January
- **Addressing Mental Health:**
  - Healing Journey and Cultural Awareness; the cultural significance of sweat lodges
  - The Maanaji'iwin Project facilitated Boys with Braids
  - Anti-bullying pink placard vests for sworn members
- **Strengthen Leadership Development and Succession Planning:**
  - Staff Sergeant Appointment for South Detachment; James Broughton
  - Acknowledge OPP secondments who support our leadership development; Staff Sergeants Mark Chwastyk and John Reppard
  - Overseeing our drugs and gang's unit, we welcome Detective Sgt. Scott Garneys.
  - We also welcome Detective Sgt. Justin Linklater; he's in charge of our criminal investigations
- **Achieving Police Excellence:**
  - Continuing with our engagements with PricewaterhouseCoopers for our Operational Review.
  - Some outstanding community consultations. I will take the time to connect with those Directors and Community leaders to get those completed.
  - I want to acknowledge the Superintendent, the Inspector and our Staff Sergeants; they have been attending shift briefings to share messaging with meetings with Community leaders. Property checks, RIDE and community engagement; we have seen an increase.
  - Updated Code of Conduct provided to service.
  - Policy Development and Communication: Policy sets a clear standard of practice. Its important that they reflect our values and teachings from the Communities. Paul Van Belleghem is our policy writer and is very busy behind the scenes keeping our policies updated. He will be providing an update monthly and quarterly moving forward.
- **Build Stronger Community Connections:**
  - Recruitment hosting a virtual Q&A; Learn about policing, ask questions and connect with our team.

- Cultural Coordinator job posting; in background stages. Hoping to have position filled soon.
- **Staffing and New Hires:**
  - Kevin Convey as Acting Inspector
  - Brian Coulbeck, South Guard; Raymond Lindquist, North Guard
  - Jeff Duggan, Acting Superintendent; Nishaan Kumarendran, North Admin Support; Leigh Robertson, CPIC Operator
  - Analytics provided to the Executive monthly. My last report indicates Civilians-106, Uniform members -108, Special Constables-9, Cadets- 3, Criminal Record check program- 6, with a total of 232.
- **Communications Projects:**
  - Activities/meetings attended were outlined.
  - Director Tania Boshkaykin asked that Directors be included in communications with their community chiefs.

## 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:** Media Release: South Detachment T3PS and OPP arrest 4 people for trafficking illicit substances after a 3-month investigation
  - Overseeing our drugs and gang's unit, we welcome Detective Sgt. Scott Garneys.
  - We also welcome Detective Sgt. Justin Linklater; he's in charge of our criminal investigations
  - We welcome two members from the OPP who've been seconded, Inspector Kevin Convey and Acting Superintendent Jeff Duggan
- **Holiday Enforcement Results:**
  - 81 RIDE check points conducted
  - 477 Property Checks
  - 283 Community Service
- **Crime Update:**
  - 20 sexual assaults
  - 5 aggravated assaults
  - 7 sudden death
  - 9 missing person
  - 9 Criminal harassment
- **Professional Standards Bureau:** Stats for Q4, shows the investigations he is working on and the status of investigations. 1 public and 4 Chief's complaints still under investigation. These are reported monthly to the Executive Committee.
- **Community Events involved in:** Pictures in slide deck were outlined.
- **Community Safety:** Our Communications team prepares wanted alerts shared over our social media. They also prepare messaging over specific dates including March Break; also share community events.
- **Addressing Human Trafficking:**
  - Addressing these issues involves a lot of partnership, engagement and collaboration with not only police but with other partner agencies and community members.
  - Wanted to acknowledge Jody Smith and her work with developing and creating learning modules on colonization, human trafficking, and resources available. The recordings have been done by Wolfe Productions, will be available soon.
- **Awards Ceremony** held in Dryden in March, well attended. Wanted to acknowledge the planning committee for all the work that went into this.
  - Next Welcoming Ceremony being planned for the week of September 22, 2025,

to take place in the South; to work with Board for dates

## **FUTURE AND SUCCESSION PLANNING**

- **Strengthening partnerships with Community leadership** on inherent laws and BCR's and other matters. We recognize that education and support to our frontline is essential to ensure we are responsive to their needs. With the support of shift briefings, we can take that back to research and to Community leaders. We recognize their role in public safety in their communities.
- **Enhancing Cultural Safety**
  - An Anishinaabe-led training being developed with the new Cultural Coordinator position (in background phase)
  - Annual Cultural training to resume; a component we are looking to get back to
- **Supporting Frontline**
  - Special Constable Pilot program in place at Agency One and East Detachments
  - In the North detachments, we have Detachment Operational Clerks
  - Reached out to the OACP Community Safety and Crime Prevention Committee to see what other services are doing in Ontario for staffing models for Community Service Officers
  - The team is also revisiting the KCA/T3PS partnership on the MAKWA program, looking to transition the Constable position to a Special Constable position recognizing the calls for service they respond to are taking care of referrals and follow up
  - Looking to enhance communication within the police service and communities. Continue the detachment report with the 4 communities out of Naotkamgwanning recognizing each community is unique needs
  - Demonstrating our responsiveness to the PWC consultation process happening in communities. Superintendent Duggan has taken the lead on the RAID log report provided by PwC alongside Logan Haney.
  - Officer wellness and resilience through IPCO Mental Health Review recommendation including the development of a Wellness Worker position.

## **RECRUITMENT**

- Handout provided in package
  - I want to acknowledge Andrea Perriera in addition to those that support her for all the recruitment activities in community

**Q: TB** I just met John Reppard at a meeting in our community regarding violence and community issues. When there's meeting with you and the Chief and Council; how come not all the Chief and Council are not informed of the meeting? In the future, it would be good if all the Chief and Council were acknowledged and informed of the meeting, and we all have an understanding of what's going on in the community.

**A: Miigwech.** I think its important that I acknowledge that. I know Staff Sgt. Reppard received and invite from the Chief. I acknowledge that we have to do better with our communication. Part of that is leaning into our communications Department to support my office and making sure that any of those meetings that are occurring in community are coming back through me, and I can share that with respective Chief and Council.

**Q: ML** I heard you mention people with mental health. People with mental health and that experimenting with drugs and young people. We'll never be able to measure that. The young fall through the cracks and become a statistic. Mental health is an issue right at the top of the pyramid. Mental health people have fallen through the cracks of the ambulance, the hospital and sadly the T3PS. They don't reach out for help. When the federal and provincial government shut down Mental Health facilities like the Smith Clinic and harm reduction and research facilities, they disabled those who were about to reach out for help. Those people are now statistics of Treaty 3. How can we as Treaty 3 engage the governments to reopen these harm reduction facilities, they save lives.

**A: Miigwech,** you always speak from the heart. The conversation with regards to reopening Mental

Health facilities; we play a role in collaborating with other stake holders to help to work together to push that forward. The Service plays a role on that. MCRT update will cover some of those topics connecting with individuals in the communities experiencing those mental health crises and making sure they don't fall through the cracks.

**Q: SB** I wanted to touch base on the recruitment piece. I see it all over the place that the service is hiring. Have you seen an increase in applications?

**A:** I can say in my six weeks with the service that we have seen an increase. A steady increase: two Cadets just apply for Special Constable positions. Three experienced officers have recently applied and in the background stages.

**Q: DN** I work at the hospital as a client navigator. We get called to Emergency whenever a First Nations person is brought into the hospital. Usually when they're brought in, they're brought in by the T3PS. But they're not admitted. Are there numbers kept on file on these cases?

**A:** We do have meet regularly with Denise Forsythe; she runs the 4<sup>th</sup> floor. We do keep stats with MCRT. We do also have can access stats with the Safe Bed program. If patients are not admitted to hospital, the second step is to go to Safe Bed's program through CMHA. Our meetings with the hospital; we hope to improve the process. We are actively working with psychiatrists on 4<sup>th</sup> floor and Denise Forsythe. The only mental health facility in NWO.

**MCRT REPORT**

Handout provided. Power Point attached.

**ALL GIRLS GATHERING**

Power Point attached. YouTube video link in Power Point

**FINANCIAL REPORT**

Handouts provided: Q4 Financial Report  
Q4 Cashflows

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

**1. Current Financial Status**

As of the latest update, the Treaty Three Police's bank balance is in overdraft position of **\$1,450,370**.

- Next payroll: Scheduled for May 6<sup>th</sup>. – Payroll ~ \$1 million
- Overdraft limit: \$3,400,000, with \$1,949,630 still available
- Overdraft agreement expiry: May 15, 2025

A new funding agreement is awaiting final signatures from Ontario. Once finalized, funds will be released. The delay has negatively impacted our cash flow.

**2. Budget Overview and Funding Challenges**

Our operational model in the past has heavily relied on surpluses in salaries and benefits to offset deficits in other areas:

**2025 Year End Actuals**

- **Salary and Benefits:**
  - Retroactive payments (~\$3.6 million) were made in November following the new CBA ratification.
  - Future funding increases align with OPPA base salary increases: 2023 (4.75%), 2024 (4.5 %), 2025 (2.75%), and 2026 (2.75%)
  - T3PS salaries in the new CBA are: 2023 (7.25%), 2024 (7.0%), 2025 (5.25%), and 2026 (5.25%). (OPPA + 2.5%)
  - Additional premiums and expanded benefits, such as enhanced mental health services and optional traditional medicine spending accounts, have increased baseline costs but are not fully funded.
- **Underfunding of Operational Lines:**

Category	Variance	Explanation
Administrative	-\$717, 030	Includes \$193,000 for recruitment advertising (potentially reallocated to one-time funding) and \$145,000 for staff

recognition and health/wellness programs. Travel costs to Southern Ontario.

Police Equipment	-\$615,637	Purchase of new Tasers (\$597,000) requested to be covered through one-time funding requests
Transportation	-\$3,077,228	Purchase of 32 new patrol units in preparation for specialty units. Long lead times on vehicle delivery and upfit require proactive ordering.
Technology (IT & Communications)	-\$1,316,475	Deployment of body-worn and in-car camera, plus necessary IT infrastructure upgrades (\$620,000). Prior underfunding of IT lines exacerbated this shortfall.
Training & Recruitment	-\$130,548	Travel costs for staff training in Southern Ontario. Efforts to host regional training are challenged by other services' unwillingness to travel north. This line was partially offset by a \$100,000 specialized training grant. (2 <sup>nd</sup> of 3 yr agreement)
Facilities	-\$304,321	Funding gaps for maintaining Agency One, Whitefish Bay, and Wabigoon detachments. Also includes temporary housing costs for recruits.
Insurance Premiums	-\$313,531	Increased coverage needs, including cyberattack insurance, driven by modernization and facility expansion.
Legal	-\$83,959	Costs related to HRTO complaints and grievances.
Governance	-\$306,464	Legal costs for senior officers' contracts, CBA negotiations, funding negotiations (\$187,500), staffing two full-time governance support roles (\$180,500).

- **Bilateral Agreements:**

- First Nations Officer Fund and PAVIS agreements currently fall short of operational requirements. Separate negotiations will be initiated with Ontario.

### 3. Revenue and Funding Sources

Based on Schedule A Budget (2024-2024 projections):

#### 2025-2026 Projected Revenues:

- Contribution of Canada: **\$17,185,305**
- Contribution of Ontario: **\$15,863,359**
- Total: **\$33,048,664**

#### 2026-2027 Projected Revenues:

- Contribution of Canada: **\$17,657,901**
- Contribution of Ontario: **\$16,299,601**
- Total: **\$33,957,502**

While funding increases are forecasted, they remain insufficient to meet the rising operational demands and inflationary pressures where we are fully staffed

Tania Boshkaykin moved to accept the Financial Cashflows as presented. 2<sup>nd</sup> by Mitchell Lands.  
CARRIED

**Decision # PSB 2025-04-29-04 MOTION CARRIED** to accept the Financial Cashflows as presented.

LUNCH BREAK 12:05 p.m.

## **EXECUTIVE COMMITTEE REPORT**

Vice-President Christine Jourdain outlined the following:

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

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

January 20, 2025 – Approved minutes attached  
February 25, 2025 – Approved minutes attached  
March 24, 2025 – Approved minutes attached

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

January 21, 2025 – Approved minutes attached  
February 26, 2025 – Approved minutes attached  
March 25, 2025 – Approved minutes attached

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

Current State Assessment completed

Board reviewed Current State Assessment with PwC January 31, 2025 Focus on Community Consultations

#### **PwC Community Consultations:**

- Total of 17 Community Consultations Completed
- 5 Outstanding Consultations:
  - Asubpeeschoseewagong First Nation (Grassy Narrows)
  - Northwest Angle 33 First Nation
  - Naotkamegwanning First Nation (Whitefish Bay)
  - Shoal Lake 40 First Nation
  - Washagamis Bay First Nation

Update to be provided in Camera

### **3. T3PSB Strategic Plan – PwC**

#### **Strategic Planning Sessions with PwC**

- Session #1 – Part 1 with Board – February 13, 2025, Fort Frances
- Session #1 – Part 2 with Board – March 10, 2025, Virtual Meeting
- Session #2 with Board and T3PS Leadership – March 17, 2025, Kenora, ON

Update to be provided in Camera

#### **Opting into the “Community Safety & Policing Act – 2019” (CSPA)**

- CSPA came into effect April 1, 2024
- Decision to be made by Treaty #3 Community Chiefs
- PwC conducting T3PS Operational Review and T3PSB Strategic Plan which will guide the work of Opting In
- OAPSB has offered to conduct training sessions for the Board regarding Opting Into the CSPA

- OAPSB provided T3PSB with Municipal Service Training modules – on Board Effect

#### 4. FNIPP Negotiations (Policing Agreement)

- Tri-Coalition Negotiations held March 21, 2025
- Grand Council Treaty #3 representative, Dan Morrisseau – Political Advisor
- T3PSB – Executive Committee attended virtually
- April 16, 2025 received 2-year agreement (Expires March 31, 2027) – April 16, 2025 President Boshey signed, Ogichidaa signed April 22, 2025.
- Amendment received but not signed
- Meeting with ONT February 10, 2025, to review Service Delivery Model (SDM) officer numbers

#### Background:

- July 2, 2024 Signed One year Agreement for 2024-2025 – Expires March 31, 2025
- Amendment received but not signed
- Meeting with ONT 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.
  - **August 26, 2024** – T3PSB (President Jourdain and Sec/Treasurer David Kelly) attended virtually and T3PS (Chief Designate Gervais and DCS Gagne) attended virtually
  - **October 28, 2024** - T3PSB (David Kelly) attended virtually – T3PS (Chief Designate Cheryl Gervais and DCS Kristine Gagne) attended in person
- **Negotiations** – June 27, 2024 – Ottawa – T3PS & T3PSB attended virtually
- **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
- **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.

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

- 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 working with Meredith Brown of Calibrate on Follow up Report on Services progress with Recommendations

### **T3PS Mental Health**

- T3PS Mental Health Committee – Mandate changed to oversight of Peer Support and Wellness Committee
- Board Executive reviewed 5 Recommendations from Calibrate Mental Health Review that pertain to Board

Update since March 31, 2025

- April 23, 2025 – Executive received full update from T3PS Command on work on all Recommendations in Calibrates Mental Health report

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

- **2025 Webinar Bundle**
  - Purchased Bundle of 13
  - **Upcoming Webinars:**
    - [January 29th, 2025, Webinar – 1pm EST – Staffing Levels and Response Times: Considering American-based Research When Canadian Police Service Boards/Commissions Are Assessing Police Service Budgets Proposals and Strategic Planning with Scott M. Mourtgos and Justin Nix](#)
    - [February 27th Webinar – Governing Police Use of BWCs: Key Topics and Protocols with Alana Saulnier – 12pm EST](#)
    - [March 4th Webinar – What to think about when hiring your next Chief – a step-by-step guide to a fair and transparent process. With Shelina Esmail and Jennifer Madden, PFM Executive Search](#)
    - [March 10th Webinar – Policing and Supporting the Unhoused in Edmonton – How governments are working together to build meaningful connections to support Canada's growing unhoused challenge](#)
- **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

## **7. 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

## **8. T3PS Policing 22 Communities**

- Effective November 7, 2024, OPP provide policing services to Wabaseemoong Independent Nations

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

- Nootkamegwanning, Onigaming, Northwest Angle #33, Animakee 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.

## **10. Board Website**

- Went Live January 13, 2025.

Mitchell Lands moved to accept the Executive Committee Report as presented. 2<sup>nd</sup> by David Kelly.  
CARRIED

**Decision # PSB 2025-04-29-03** 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:**

- March 24, 2025 – Administration Support - Sean Councillor participated

#### **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 took place - Sunday April 6, 2025

– 5:00 p.m.

On-going Items:

- a. Feast – May 9, 2025, in Rainy River First Nation
- b. Committee tasked to develop a process for the Traditional Voting system
  - i. Committee reviewed Howard Copenaces presentation from July 2024
  - ii. Will take time to develop. Looking at for 2026.
- c. Staff attendance at Cultural Events and Sweats – Dennis Smith working on
- d. New Drummer/Singer approved – Clayton McNabb

**Chief of Police updates:**

- e. Cultural Coordinator position – interviews on April 14, 2025 – Chair Wes Nelson to participate
  - i. Committee reviewed Job Description. This is a key position - Looking forward to having this position filled
- f. Annual Cultural Training – Chief Designate reported – S/Sgt Kelly working on, has assigned an admin Support to assist. Will be tasked to new Cultural Coordinator
- g. Detachment Artwork – Has been tasked to Donna Anderson
- h. Feathers in vehicles – Admin vehicles needed
- i. Feather presentations to Staff – Discussed when to conduct – To be done at next Annual Awards

**NEW ITEMS: 1. Training Course Development proposal presented by Chief Designate**

- This course will be for 1-2 weeks
- Currently conduct a small 1.5-hour session on boarding of new staff.

**2. Drum Repairs & Outstanding items- Cultural Coordinator indicated straps on drum need to be repaired, not sure if Drum room is too warm**

- Will be replacing the hide. Drum will not be available until Feast on May 9, 2025
- Drum needs four small staffs. Dennis will make staffs.
- Need 4 staffs for 4 females to carry. Staffs to be carried by 4 female employees. Must be same 4 employees all the time.

**3. Chief Designate showed the Committee new Coins to acknowledge great work**

**STRATEGIC PLANNING COMMITTEE**

**MEMBERS:**

1. Sue Boshey
2. Christine Jourdain
3. David Kelly
4. Sean Councillor
  - Strategic Planning Session #1 Part 1– Held February 13, 2025 (Fort Frances)
  - Strategic Planning Session #1 Part 2 – Held March 10, 2025 (virtual)
  - Strategic Planning Session #2 – Held March 17, 2025 (Kenora)
  - Session with PwC to review T3PS Current State Assessment – January 31, 2025
  - Project extending to June 30, 2025.

**BY-LAW/POLICY COMMITTEE**

**MEMBERS:**

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

Meeting held January 16 & 30, 2025

**BOARD POLCY DEVELOPMENT:**

- Fred Kaustinen of Governedge is developing Board Policy manual
- Expected to complete mid-June. Need to schedule a meeting for the Board to review and approve.
  - Sub Committee to schedule meeting in May to review By-Laws

**FINANCE COMMITTEE**

**MEMBERS:**

1. David Kelly, Chair
2. Danine Chief
3. Barney Petiquan
4. Donna Namaypoke

Meeting held January 15 and April 17, 2025

- Next meeting previously scheduled May 21, 2025. Committee Chair requesting a change of date, possibly May 22, 2025.
  - Next meeting to develop application process for B.E.A.R. funds
  - Reviewing Board honorariums - Will review impacts of increases to 2025/2026 budget
  - Committee to make Recommendation to full Board once finalized
  - The service budget is over \$4 million. DCS Gagne not concerned as due to retro pay
  - The Board budget is over \$200K. Part is due to Legal fees being put in to show actual cost of Board to operate.
  - 2-year FNIPP agreement has been received
  - The Board is advised to be more vigilant in approving expenses and asking questions in the next year as the budget will be tight with the 2.75 % increase.

**GRIEVANCE & DISCIPLINE**

**MEMBERS:**

1. Sue Boshey, Chair
  2. Mitchell Lands
  3. Tania Boshkaykin
  4. Wes Nelson
- Meetings held April 2, 10 & 24, 2025.  
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 July 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 Tania Boshkaykin.  
CARRIED.

**Decision # PSB 2025-04-29-05** to accept the Expense Claim, payable as presented

### **ADJOURNMENT.**

Mitchell Lands moved to adjourn the meeting at 4:31 p.m. 2<sup>nd</sup> by Sue Boshey.

**Decision # PSB 2025-04-29-06** to adjourn the meeting at 3:52 p.m.

DRAFT