



APPROVED MINUTES

1st Quarter Board Meeting – July 29, 2025

In person & Via Zoom – Onigaming First Nation

- 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
Reno Cameron, Niisaachewan Anishinaabe First Nation, via Zoom
Donna Namaypoke, Naotkamegwanning First Nation
Sean Councillor, Naicatchewenin First Nation
Kimberley Sue Detweiler, Rainy River First Nations
Charmaine Hunter, Mishkosimimiziibiing River First Nation
Albert Handorgan, Anishinaabeg of Naongashing First Nation
Roy Morrison, Mitaanjigamiing First Nation
Fawn Wapioke, Iskatewizaagegan No 39 First Nation
Dan Morriseau, Political Advisor, Grand Council - Political Office
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
Kristine Gagne, Director of Corporate Services, Treaty Three Police Service
John Reppard, Staff Sergeant, Treaty Three Police Service
Facilitator, Derrick Henderson
PricewaterhouseCoopers (PwC) Presenters:
Lindsey Gray, Director, Community Safety & Justice
Georgia Gibbings, Consulting, Operations
Joshua Oviatt, Senior Manager, Government and Public Sector Consulting
Joanne Gomes, Manager, Consulting & Deals
Mel Fowle, Truth and Reconciliation Lead
Khoi Mai, Indigenous Markets Lead
- REGRETS:** Kara Redsky, Shoal Lake #40 First Nation
Barney Petiquan, Wabauskang 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, 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 acknowledged Onigaming and Director David Kelly for hosting the meeting today.

AGENDA Review & Approval

The Facilitator outlined the agenda. One addition – Presentation of the Draft Strategic Plan by

PricewaterhouseCoopers. No conflicts declared. David Kelly moved to accept the agenda with the addition of presentation of the Draft Strategic Plan by PricewaterhouseCoopers. 2nd by Wesley Nelson. CARRIED

Decision # PSB 2025-07-29-01 MOTION CARRIED to accept the agenda with the addition of presentation of Strategic Plan by PricewaterhouseCoopers. CARRIED

MINUTE Review & Approval – 4th Quarter Meeting – April 29, 2025

The draft minutes of April 29, 2025, 4th Quarter Board meeting were outlined by the facilitator.

The following update was noted:

1. President Boshey would like the minutes updated to reflect her request at the last meeting after the charts on mental health calls compared to criminal calls for service, she wants this information to be presented to the area Chiefs, so they are aware.

Mitchell Lands moved to accept minutes of April 29, 2025, with the update. 2nd by Sean Councillor. CARRIED

Decision # PSB 2025-07-29-02 MOTION CARRIED to accept the draft minutes of April 29, 2025, public session with the update.

PRESENTATION by PricewaterhouseCoopers (PwC)

Documents presented: 1. Draft Strategic Plan

2. Future Model Requirements – Recommendations (presented July 28, 2025)
3. PwC – Our Commitment to Truth and Reconciliation (presented July 28, 2025)

The future Model Requirements – Recommendations were reviewed July 28, 2025.

Josh Olivetti provided an introduction of the Draft Strategic Plan and highlighted the following:

- Overview of what the plan represents. It was developed from input from Communities informed by the Service, Staff, Membership, Command as well as the Board.
- Meant to articulate the major priority focus areas. These are not the only important areas of focus. Each priority is an area of focus – if you focus on those areas and follow the Strategic Plan and take action towards those goals, you will see the outcomes in the report.
- With all the outcomes there are metrics, which show how you know that these outcomes are being measured and delivering better outcomes for the communities.
- We will talk about the priority areas and outcomes of each.
- There is some alignment between the Recommendation we presented and the Strat plan. We tried to outline in the document and show the connection.

Joanne Gomes outlined the following:

- We have reformatted and are doing final formatting areas.
- Skip the Table of Contents page.
- Mission and Vision statements remained the same. Was agreed to keep as is.
- Core value (pg.5) – Outline the 6 core values which were discussed with Executive Committee and Command Team. Effective, Connected, Professional, Respectful, Dedicated and Accountable.
- Messages from President and Chief (pg. 6 and 7).
- Introduction (pg. 9) – Outlines what the Strategic Plan is and highlights the main focus is.
- Eight Grandfather Teachings (pg. 11-13) – how they are important and how they were embedded across the Strategic Plan.
- What We Heard ((pg.16 - 20) This is how we shaped the Strategic Plan. We talk about the process and how engaged stakeholder and types of engagement.
- Each of Stakeholder groups we have engaged have a page on what we heard from them – we framed as top concerns from these.
- In appendix we have a section that we map each of the concerns we heard – against the strategic priorities and outcomes to show we taken all the feedback and how we used it to develop the strategic priorities.
- Strategic Plan (23 – 27):
 - Pg. 23 - This page high level summary of each priority

- Storm Angecone created the artwork – she created a visual for each priority.
- Four Strategic Priorities:
 - Priority # 1. Efficient and Integrated Response Model – read out
 - Priority # 2. Workforce Capacity and Wellness – read out
 - Priority # 3. Community Relationships – read out
 - Priority # 4. Cultural Responsiveness - read out
- Confirmed that these 4 Priorities still resonate with the Board
 - The subsequent slides go into detail on each priority –
 - Outlined each Outcome to ensure you agree with them.
 - Priority #1 (pg. 24) - Outcomes were read out.
 - Priority # 2 (pg. 25) - Outcomes were read out.
 - Priority # 3 (pg. 26) - Outcomes were read out.
 - **Q:** Regarding enhances use of community specific practices to deliver culturally sensitive conflict resolution and looking at the measures Kenora Justice Centre – for the South – how do we measure that because we won't be measuring Lac La Croix to Kenora – how do all the T3PS nations – how can that be reflected in there.
 - **A:** Lindsey: The Kenora Justice Centre is interesting in that the model is quite new in the province – part of tracking the referrals there specifically is also about making a case for expanding the use of that service. If you can demonstrate its working in Kenora and it's making a difference, it builds the case to build the services like that. There wasn't something to say to track referrals to Fort Frances but maybe there could be at some point. So here you would track what you could - knowing that at some point you can. But if there are other services in the area that you feel it makes sense to track, we can add them in. The Justice Centre is just such an innovative way of servicing Comm justice safety and justice needs, but it's not a perfect measure across the territory.
 - Chief Gervais – the plan is to build those relationships with the Services in community.
 - Lindsey - It's a great opportunity for the Board in relation to some of Recommendations we made about fostering that relationship with Grand Council is opportunity to really advocate on behalf of the Communities for those service's to really make a case to expand those services.
 - There have been discussions with Grand Council for another Justice Centre and looking at it being in Fort Frances. The discussions are happening.
 - Priority #4 (pg. 27) outcomes were read out.
 - Confirmed with the Board these still make sense.
 - We do have an APPENDIX that map the concerns from each Stakeholder. We will share that out.
 - President Boshey requested PricewaterhouseCoopers to attend the Fall Assembly to present.

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:

- The board motion to make a drug to make drug strategy a priority. So that was a motion made some time ago from the board and so make a point to provide some updates as to what the service is doing.
- have the street crime unit, which Treaty 3 police service. We also have developmental opportunities on the front line.
- Mentoring and encouraging our frontline officers to bring that intelligence information to that unit. So, you'll see a social media post there on one of the seizures within that quarter.
- A promotional video was played at lunch.
- Outlined charts reporting incidents for each community.
- One of the concerns we hear from our communities is road safety. We are focusing on these efforts.
- Outlined chart on complaints handled by our Professional Standards.

OPERATIONAL REPORT

Handout provided in meeting Package. Power Point attached

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

- 1st slide here speaks to us, promoting wellness and resilience within our officers.
- May was Police week, we were able to host a couple of barbecues for our members, both in the North and the South. May was also mental health month. for the month of May, we all wore the green epaulettes. I've also been working with IIPCO on there Peer Support Team development. We've recently put together a proposal to the Ministry for some funding, with regards to a 3rd party kind of supporting the work that the IPCO team is doing.
- Previously posted for a Wellness Clinician. This will be an individual who will help oversee a lot of the mental health work and wellness work that we're doing for our members. WE are currently in background stage.
- The next slide is speaking to strengthening leadership, development and succession planning. So, on the left, you'll see the Supervisors Conference, in the north. We move between the North and South. The O.P.P. presented on police-centered leadership. So, trying to change the narrative. With our supervisors bringing a more people-centered approach to how they're dealing with issues
- We've started providing on our social media, our proactive calls for service.
- Donna Anderson our Communication Specialist is attending today to draft Briefing Note for Ogichidaa and Community Leadership.
- 22 and You Campaign - The intent of this campaign is for Communities to promote our Service as an employer for community members and connect candidates with our Recruitment Coordinator. More communication will come out on this initiative.
- Award Acknowledgements:
 - Constable Campbell, Constable Adams were recipients of First nations Chief of Police Association award. We presented the awards at GHQ as they were unable to attend the banquet.
 - In May Sergeant Tara Singleton was honoured for 30 years of policing service.
 - Our Director of Corporate Services received the Civilian Award of Achievement.
 - Deputy Chief Rupert attended a ceremony in Ottawa to receive the Order of Merit.
 - I was nominated and received the King Charles the 3rd Coronation Medal.
- Chief Acknowledgements:
 - Invited Staff Sergeant Reppard here today to acknowledge the work he has done for the Service. Staff Sergeant Reppard is a secondment from the OPP and took on leadership role within our Agency One Detachment. He is retiring from the OPP effective July 31, 2025, and he has decided to apply to us and remain with us as a Staff Sergeant. He will start on a 6-month contract as he is going through the process.
 - 2nd acknowledgment is to our Director of Corporate Services, Kristine Gagne for all the work she has done and her expertise not only to T3PS but to IPCO as a whole, the advocacy she puts forward and the passion she has. in the Pension Parity. Chief honoured her with a gift and a song.

FINANCIAL REPORT

Handouts provided: Q1 Financial Executive Summary Report
Q1 Cashflow Statements
Q1 Unexpended Funding Statment

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

- Outlined the Executive Summary:
- We have the cashflow statement template that in the past has been a requirement to be submitted to the funders each quarter at the end of each quarter.
- As part of our negotiations, we were asking for more simplified reporting requirements.
- So, they said you will only have to report twice a year so halfway through the year and at the end of the fiscal year.
- I'm going to recommend that we send the cashflow this quarter even though it's not a requirement along with this summary, just to show our position.
- There is an urgency for us to get back and start renegotiation. We have a 2-year extension, and it is not sufficient.
- In our first quarter we have already exceeded our annual budget. So, you are aware, if we continue at this pace, we will be over by \$4.5 million. Simply because there's some expenses that happen in the 1st quarter that won't happen in the next 3 quarters.
- The number of officers in our 2-year extension is still at 119. The number of officers has not increased from the last agreement we had.
- We have \$33 million for the 2025/26 year-end and almost \$34 million for the 2026/27 year-end.
- That increase is 2.75% and that increase is what is equal to what the OPP Officers receive in their increase to salaries.
- **Administration** - Budget is \$560,000 and we have already exceeded that budget in the 1st quarter. I divide the \$560,000 by 4 and we exceeded that budget by \$90,000.
- If we continue like this in this line, we will be over by \$365,000.
- Previously we used to any line we were over we could move money from salary and benefits but that is no longer an option as we are over in salary and benefits.
- **Insurance** - Budget is \$247,000 – our actual invoice came in at \$555,000. This is a result of the additional assets we receive. This is a result of additional assets we received and the additional building we have. We reviewed with our insurance brokers. Change that happened there is a cap on replacement value as it related to forest fires. This triggered us to review. This has contributed to the increase. We are over by \$308,000. There is not other line to take this from.
- **IT & Communications** – Budget is \$875,000. We have exceeded our budget in quarter 1 by \$90,000. This is all of our hardware and software, our phone lines and cell phones and internet. As well as our OPTIC fees.
- When it comes to our body worn cameras, in car cameras and CCTV, these are costs we just have to pay.
- **Legal** - Budget is \$236,000. We are within our 1st quarter budget but all it takes is one situation to arise and legal costs can be significantly more.
- The board also has a Legal line. This is just operational legal costs.
- **Salary and Benefits** – Budget is \$26.7 million. Again, this is for 119 officers. They use a flat rate per officer to determine how much we are going to get. They use this model for the OPP as well. It does not allow for specific civilian positions, but the idea is there is a portion for civilian support. We have 10 vacancies on the uniform side, but we will still exceed our Q1 budget by \$780,000.
- We are using different civilian positions to assist with frontline officers and admin tasks so they can in communities.
- Further to this in negotiations with the Union we agreed to salaries for staff that are higher than the OPP salaries. This is a recruitment and retention strategy.
- With the ratification there was also an increase in benefits and the premiums for those.
- One other benefit we added was our lifestyle spending. We wanted to be able to offer/provide traditional and cultural health and healing services. Canada Life was unable to do so, so we created the Healthy spending account that employees can use.
- As we are now on par with pension effective July 1, 2025, the extra premium costs will be in Q2, 3 and 4. This will allow our officers and civilians to retire sooner. This could result in severance payouts.
- **Police Equipment** – Budget is \$340,000. This is the officers kit they wear and equipment they use.
- **Facility** – Our budget is \$572,000. Right now, we have 5 detachments. If you include Wabaseemoong, we have 6. Our General Headquarters is 18 years old, and we are overcrowded. There are some additional repairs that need to be done. The roof is leaking for some time; we have patched it but did send in a request to have the whole roof replaced.

- We are over in this line as we do not get funding for maintenance or utilities. I see a shortfall in this line of \$450,000.
- We did start the process to build a new GHQ but that has been stalled.
- Also in the facilities line are other office space we have been renting along with housing for our recruits.
- **Prisoner Keep** – We usually stay within budget of \$30,000.
- **Professional Fees** – Budget is just under \$40,000 for audit fees.
- I have not engaged with our auditors to start the audit. We ended last year in a deficit, and we have not received direction from Canada and Ontario on how its going to be addressed.
- If they come back and say we are responsible for the deficit it becomes a different approach that the auditors would take. I have reached out in January and have not heard back from the funders regarding the deficit.
- It makes better sense to wait for the audit until we hear from the funders.
- **Training and Recruitment** – Budget is \$544,000. We have spent \$223,000. we are already over in the 1st quarter. As our training takes us to Southern Ontario quickly exceed our budget.
- **Transport** – Budget is \$2.1 million. In the first quarter we have exceeded our budget by \$662,000. The vehicles we ordered in 2025 fiscal year showed up after March so they came in April and May they must be recorded in the 2026 fiscal year. If we do not purchase any additional vehicles and only pay for repairs and gas, we should be able to stay in budget.
- **Governance** - Budget is \$436,000. You have exceeded it in the 1st quarter by \$57,000.
- The summary is if we continue this way in the 1st Quarter, we are over by \$2.1 million I believe we would be over by 4.5 million.
- Reviewed the \$3 million one-time funding. The big portion of this was the project by PricewaterhouseCoopers. Reminder that they have not received all of the invoices from the community consultation.
- **Cashflow** – Right now we had \$3.9 million in our bank account. Our next 50% from Canada and 25% from Ontario, not anticipated until October. We have the cash for 2 more payrolls as one has just gone out today. This is why I am stressing this goes to the funders and we move quickly to set negotiation dates.
- Vice-President Jourdain indicated that we are always have Ing to negotiate every 2, 3, 4 years and we are continually running into this. We need to give some consideration to going under the Community Safety and Policing act where we are not negotiating contracts every few years.
- Although I am conflicted, this isn't working, and we are in this position year after year.

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

Decision # PSB 2025-07-29-03 MOTION CARRIED to provide the cashflow statements and Executive Summary as presented to the Board on July 29, 2025, to Canada and Ontario.

Donna Namaypoke moved to direct the Executive Committee to set dates in August to reopen negotiation for the 2-year FNIPP extension expiring March 31, 2027.

Decision # PSB 2025-07-29-04 MOTION CARRIED to direct the Executive Committee to set dates in August to reopen negotiations for the 2-year FNIPP extension expiring March 31, 2027.

EXECUTIVE COMMITTEE REPORT

President Sue Boshey outlined the following:

1. Executive Committee Meetings

Monthly Executive Committee:

- April 22, 2025 – Approved minutes attached
- May 27, 2025 – Approved minutes attached
- June 17, 2025 – Approved minutes attached

Monthly Executive Committee with Chief of Police:

- April 23, 2025 – Approved minutes attached
- May 28, 2025 – Approved minutes attached

- June 18, 2025 – Approved minutes attached

Extra Executive Committee Meetings:

- April 16, 2025 – Executive with Director of Corporate Services and PricewaterhouseCoopers (PwC) Regarding the Project Plan and Budget.
- May 12, 2025 – Executive Committee met with Grievance Discipline Committee – In Camera Matter.
- June 9, 2025 - Executive met with Legal – In Camera matter.

2. T3PS Operational Review & Strategic Plan – PricewaterhouseCoopers (PwC)

- April 16, 2025 - to review budget matters and process.
- May 5, 2025 – President Boshey signed project amendment extending project timeline with change in fee structure to time-and materials.
- Vice-President to participate in weekly project updates with PwC.
- Weekly updates held:
 - April 24, 2025
 - May 8, 15 and 22, 2025
 - June 5, 12, 19, 26, 2025
- May 15, 2025 - received start of “What we Heard” report for review.
- May 28, 2025 - Board met with PwC – Strategic Planning Session #3.
- June 16, 2025 - Strategic Planning Committee met with PwC reviewed Draft “What We Heard Report”.
- June 25, 2025 - Strategic Planning Committee reviewed Draft Strategic Plan.

3. 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 BoardEffect.
- April 28, 2025 - Cultural Chiefs Meeting - Chief Designate will attend to provide update on activities.

4. FNIPP Negotiations (Policing Agreement)

- May 8, 2025 – Received Signed 2-year FNIPP Agreement: Expires March 31, 2027.
- Need to start negotiations.

New Information since June 30, 2025:

- President met with Ogichidaa & T3PS Command Friday July 18, 2025
 - See attached correspondence sent to Funders.

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

- Command reports monthly at Executive meeting on work T3PS conducting on Recommendations from Calibrate Mental Health Review.
- Reports can be found in Executive Committee packages.
- Work being done on recommendations, currently comes out of FNIPP funding. No extra funding being provided where indicates “funding to be provided”.
- See attached report presented to Executive July 18, 2025.

6. Canadian Association of Police Governance (CAPG)

- 2025 Webinar Bundle
 - Purchased Bundle of 13
 - Webinars:
 - Recordings available.
 - May 5, 2025 – Police Service Board/Commission Relationships with Police Associations: The Challenges and Opportunities during Budgets Negotiations, Collective Bargaining and Public Engagement
 - June 10, 2025 – Police Culture and Identity and the Critical Role of Police Service Boards in supporting ice members and affecting culture change
 - June 19, 2025 – No More Shelfware: The Boards Role in a Police Strategic Plan That Actually Works
- CAPG Annual Conference 2025 – Victoria, B.C. – August 14-16, 2024
 - Vice-President C. Jourdain, Sec/Treasurer D Kelly, Director Wes Nelson and Administrative Assistant Denise Wesley to attend.

7. First Nations Police Governance Council (FNPGC)

- Conference held February 19 & 20, 2025 – “Creating a Path Forward”
 - Tsuut’ina Nation, Alberta.
 - Directors David Kelly and Tania Boshkaykin attended.
 - FNPGC Monthly meetings resuming.

EXECUTIVE COMMITTEE REPORT

Mitchell Lands moved to accept the Executive Committee Report as presented. 2nd by Roy Morrison.
CARRIED

Decision # PSB 2025-07-29-05 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:

- April 4, 2025 – North Caretaker Interviews – Christine Jourdain participated
- April 7, 2025 – YIPI Interviews (this is a PD Day for students) – no Director available
- April 9, 2025 – Recruit Interviews - Sean Blair - Councillor participated
- April 14, 2025 – Cultural Coordinator Interviews – Wes Nelson (Chair Cultural Committee) participated
- April 16, 2025 – Cadet Interviews – no Director present
- June 11, 2025 - Caretaker – North – Sean Councillor participated
- June 20, 2025 – Victim Services Advocate – Sean Councillor participated
- July 3, 2025 – Guard interviews – David Kelly participated
- July 11, 2025 – Recruit Interviews – no Director present
- July 21, 2025 - Wellness Clinician – 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 took place - Sunday April 6, 2025

Cultural Committee meeting July 15, 2025

Cultural Coordinator started May 20, 2025

On-going Items:

- a. The feast was held May 9, 2025, on Rainy River First Nation.
- b. Committee tasked to develop a process for the Traditional Voting system

RECOMMENDATION:

To use the Traditional Voting System at our 2025 AGM and request Howard Copenace to facilitate.

- i. Committee reviewed Howard Copenace's presentation from July 2024

Recommendation not discussed by the Board.

Chief Designate outlined the following as part of her update at the Cultural committee meetings and are action items assigned to her:

Our new Cultural Coordinator, James Mandamin, will be assisting in working on these items

Annual Cultural Training – In the very early stages of developing a T3PS specific curriculum. James is working with a Curriculum designer from the Ontario Police College on working with Knowledge Keepers, community members.

Detachment Artwork – James will be supporting my office on this. The upcoming Wabigoon Detachment grand Opening we are working with Storm Angecone on developing a mural and individuals can assist with. Communications Specialist Donna Anderson working with Storm Angecone.

Feathers in vehicles – James is working with Dennis Smith on acquiring more feathers.

Feather presentations to Staff – To start at our Welcoming Ceremony in September – close to 100 employees to receive feathers.

Director Kim Detweiler requested clarification on the roles and responsibilities of our Drum and staff as members of our community were not aware we had these items. Are they for internal use or will they be going to Powwows and have a visible presence of our Cultural side?

Chair Wesley Nelson indicated the Drum is the backbone of our services, internally the Drum is brought to events, so it is internal, and the Drum is meant to be part of the community as well. We have discussed and the Drum has been taken to pow-wows. Most recently James took it to the Children's pow-wow. This is the vision to have it in community.

Director Kim Detweiler further asked if the process for Drummers and singers requiring Criminal Record Checks has improved.

Chair Wesley Nelson outlined we have had many discussions on this and with James in place now, James has made headway on this item and works with interested individuals to remove barriers.

Director Mitchell Lands informed the Board he has had discussions with many Elders regarding a Treaty Three bundle and was told our bundle should have a whistle that should be used and blown at the beginning of each ceremony.

ACTION: Treaty Three bundles to be added to the next Cultural Committee meeting for discussion. History of our items to be documented and part of the onboarding of new Directors.

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey
 2. Christine Jourdain
 3. David Kelly
 4. Sean Councillor
- We had the Strategic Plan presentation this morning.
 - Review of final Strategic Plan – July 28, 2025
 - Strategic Planning Session #3 - Held May 28, 2025, (Fort Frances)
 - Executive Committee met with PwC April 16, 2025, to review project and budget matters
 - Vice-President meets PwC weekly for updates
 - Strategic Planning Session #2 – Held March 17, 2025 (Kenora)
 - Strategic Planning Session #1 Part 1– Held February 13, 2025 (Fort Frances)
 - Strategic Planning Session #1 Part 2 – Held March 10, 2025 (virtual)

BY-LAW/POLICY COMMITTEE

MEMBERS:

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

BOARD POLCY DEVELOPMENT:

- Fred Kaustinen of Governedge is developing Board Policy manual.
- Draft on Board Effect.
- Board to review at Board retreat in September 2025.

FINANCE COMMITTEE

MEMBERS:

1. David Kelly, Chair
 2. Danine Chief
 3. Barney Petiquan
 4. Donna Namaypoke
- Meetings were held April 17, May 22, and July 16, 2025.

Highlights:

- DCS Gagne provided update during financial presentation this morning.
- Information in package:
 - Deficit reported at the April 29 Board meeting \$5.8 million for 2024/2025
 - Our funders sent us a request to answer questions regarding deficit. Command and Board worked with Legal on response. Response attached.
 - We signed a 2-year FNIPP extension. We will have to watch cashflows this year as funding in the extension is not adequate.
 - Board Budget:
 - 2025/2026 Fiscal is \$436,965.
 - 2026/2027 Fiscal is \$448,982.
 - Attached Board projections.
 - Operations Budget – to be presented by Corporate of Services during Financial Update.

Discussed following Recommendations:

RECOMMENDATION #1

- To accept the application process for B.E.A.R Fund as presented.

The application was shown on screen and reviewed by the Board.

Q: How are we ensuring the funds are allocated equally throughout communities?

A: The Committee will track application and distribution and will report to the Board.

Q: So once a community reaches their maximum, will they be excluded from submitting further application.

A: The funds will be distributed equally and tracked.

Sean Councillor moved to proceed with the B.E.A.R application process presented. 2nd by Roy Morrison.

CARRIED

Decision # PSB 2025-07-29-06 to proceed with the B.E.A.R fund application process presented.

RECOMMENDATION #2

- Committee Chair David Kelly outlined Recommendation #2.
- Current fees are: \$300/day for full Board meetings in person or virtual.
- Sub-Committee meetings are \$300/meeting in person and \$150 for virtual attendance.
- To start negotiations with funders.
 - **Full - day Board Meetings/Training/Conferences:**
 - \$500 will be paid for full attendance (in-person or virtual) from the meeting opening to meeting adjournment. When attending virtually your camera must remain on for the full meeting.
 - \$300 will be paid if you leave the meeting between the meeting opening and meeting adjournment.
 - **Part – day Board Meetings/Training/Sub-Committee Meetings:**
 - \$300 will be paid for attendance (in-person or virtual) from the meeting opening to meeting adjournment. When attending virtually your camera must be on.
 - **Travel days to Conferences/Training:**
 - No Director fees, mileage only

Q: Where do we fall in line with other Board?

A: We are in the middle; we are not the highest and not the lowest.

The Board discussed how the increase in fees could assist with achieving quorum at quarterly meetings. Many Board members have full time jobs and need to take time off from regular job to attend Board meetings.

President Boshey acknowledged the Board members and the work they do.

Q: Was there an analysis done on the impact of the increases and would like to see this prior to deciding.

A: DCS indicated an analysis has not been done and projections presented were at the current rates. The analysis will be part of the negotiation process.

Q: When were the current rates effective from or updated?

A: Over 10 years ago.

The Board asked about timeliness of expense claims for meetings.

DCS Gagne informed the Board that payments for full Board meetings are run through a special pay run and are paid two days after the meeting, for which there is an extra charge for special payroll run. Your sub-committee meetings are run through our regular payroll so could be a delay.

Tania Boshkaykin moved to increase the rates as presented by the Chair of the Finance Committee. 2nd by Wesley Nelson. One abstention. CARRIED

Decision # PSB 2025-07-29-07 MOTION CARRIED to increase the rates as presented by the Chair of the Finance Committee.

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Sue Boshey, Chair
 2. Mitchell Lands
 3. Tania Boshkaykin
 4. Wesley Nelson
- Meetings were held April 2, 10 & 24, and May 12, 2025. Updates In Camera Session
 - April 2, 2025, meeting - Subject Items:
 1. Labour Relation item
 2. Investigation Review
 - April 10, 2025, meeting - Subject Item:
 1. Committee Elder
 - April 24, 2025, meeting – Subject Item:
 1. Investigation Review
 - May 12, 2025, meeting - Subject Items:
 1. Update with the Executive
 - July 8, 2025, meeting – Subject Item:
 1. Disciplinary adjudication tribunal.

Roy Morrison moved to accept the sub-Committee reports as presented.

Decision # PSB 2025-07-29-08 MOTION CARRIED to accept the Sub-Committee report as presented.

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 – 2nd Quarter - Tuesday October 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. 2nd by Tania Boshkaykin.
CARRIED.

Decision # PSB 2025-07-29-05 to accept the Expense Claim, payable as presented.

ADJOURNMENT.

Mitchell Lands moved to adjourn the meeting at 3:24 p.m. 2nd by Sue Boshey.

Decision # PSB 2025-07-29-06 to adjourn the meeting at 3:24 p.m.



Sue Boshey
President



David Kelly
Secretary/Treasurer