



APPROVED MINUTES

2nd Quarter Board Meeting – October 15, 2025

In person & Via Zoom – Mitaanjigamiing 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
Wesley Nelson, Northwest Angle #33 First Nation, Via Zoom
Mitchell Lands, Migisi Sahgaigan First Nation
Sean Councillor, Naicatchewenin First Nation
Kimberley Sue Detweiler, Rainy River First Nations
Charmaine Hunter, Mishkosiminiziibiing River 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
Facilitator, Derrick Henderson
Donna Anderson, Communication Specialist, Treaty Three Police Service

REGRETS: Roy Assin, Absubpeechoseewagong First Nation
Reno Cameron, Niisaachewan Anishinaabe First Nation, via Zoom
Donna Namaypoke, Naotkamegwanning First Nation
Albert Handorgan, Anishinaabeg of Naongashing First Nation
Kara Redsky, Shoal Lake #40 First Nation
Barney Petiquan, Wabauskang First Nation
Danine Chief, Waabigoniiw Saaga'Iganiiw 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. Host Community Chief Janice Henderson welcomed the Board to her community and outlined the history of the Roundhouse we are in today. Chief Henderson presented Chief Designate with a gift as a token of our communities' appreciation.

Acknowledgements

President Sue Boshey acknowledged Director Roy Morrison and miigwech for hosting us today in your beautiful roundhouse. Miigwech to Chief Janice Henderson who welcomed us to her community. I also want to acknowledge our Director David Kelly, today might be his last quarterly meeting. Chi miigwetch David for you work on the Board.

Quorum was not reached so Board reviewed information in packages. This meeting is information only.

AGENDA Review & Approval

Agenda was reviewed. No motion made as quorum not reached.

MINUTE Review & Approval – 1st Quarter Meeting – July 29, 2025

The draft minutes of July 29, 2025, 4th Quarter Board meeting were reviewed. No motion made as quorum not present.

MANAGEMENT REPORT

Handout provided in meeting package. Power Point outlined.

Chief of Police Designate Cheryl Gervais acknowledged our drum and sacred items and outlined the report as provided.

OPERATIONAL REPORT

Handout provided in meeting Package. Power Point outlined.

Deputy Chief Designate Tricia Rupert outlined the report as provided.

FINANCIAL REPORT

There was no financial Report from DCS Gagne as meeting too early in the month. Please refer to October 9, 2025, Finance Committee meeting highlights:

HIGHLIGHTS of Finance Committee Meeting – October 9, 2025

FINANCIAL PRESENTATION

Director of Corporate Services, Kristine Gagne and Finance Lead Katie St. Denis

Shortfall in funding from 2024/2025

- Working daily to get the deficit situation settled.
- Not having the audit until we have something from Canada and Ontario as it would change the scope of the audit.
- Received emails from both Canada and Ontario yesterday indicating they will cover.
- They want the draft audited statements – and sent through.
- Those emails were sent to our auditors and waiting for their response that this is enough. Once we have draft financial statements, then will schedule the Special Audit meeting and AGM.
- DCS is in Toronto next week with IPCO.

Dates for FNIPP Negotiations

- Still securing dates.
- Canada and Ontario will do 2 separates Bilateral agreements.
- We will have a cash concern if we don't receive it by December.
- Will still need to open negotiations on the 2-year FNIPP extension.
- These are two separate items.

Cashflow

Q: How is cashflow?

A: Still haven't received \$4 million that was supposed to be deposited at beginning of October. If we don't receive it we will be in shortfall at the beginning of November

- KG – I still have a concern of having cash in bank in December.
- We are projecting a \$5.6 million deficit – Shortfall in funding – deficit sounds as though we did something wrong.
- There is nothing extra that we are spending money on.
- At negotiations they asked "How will you operate in your budget?"
- I indicated we can't.

Exceptional Funding Request – Submitted for new roof on GHQ

- Were told on their side it's been approved but we cannot proceed until the Agreement is signed.

One-Time \$3 million funding

- The \$42K is the amount projected on invoices for PwC Project
- Cultural Coordinator and Dennis salary comes from this funding – these are input to the end of September.
- Recruitment, we did one video.
- There are funds in the \$3 million to have PwC do some work.
- This is a topic at the negotiations – this \$3 million.
- Board Training – we don't have all expenses from retreat – this is what we have.
- There is \$120K there for Board.
- The meeting on October 14, 2025, prior to your Board meeting could go in there.

Governance Budget

- The Board Governance Budget is overdrawn in the second.
- We have spent \$301K on the Board budget.
- We have \$100K left in Governance.
- Board Purchase Orders and Expenses will be brought to this Committee for review and a motion that you have reviewed.

Criminal Record Check Program

- Waiting on one final invoice – then will have all numbers and will know where the restricted funds sit.
- 4 of the 6 CRC employees have resigned. There are no severance packages to offer as they resigned on their own.

2nd Quarter Board Meeting

- The 15th of October is too early for financials – we won't have all of the September invoices.
- We will have cashflows statements by the end of October – maybe the audited statements will be done, and we can have a meeting for Board to approve.

Danine – provided accolades to Finance on working on everything –

B.E.A.R. Fund

- Draft Letter was shown to Committee to send out with applications.
- Discussed what age range youth should be. Decided on age 10-17.
- To add that no individual applications will be accepted.

NEXT Finance Committee meeting - November 20/25. @ 4 p.m.

EXECUTIVE COMMITTEE REPORT

President Sue Boshey outlined the following:

1. Executive Committee Meetings

Monthly Executive Committee:

- July 16, 2025 – Approved minutes attached
- August 19, 2025 – Approved minutes attached
- September 23, 2025 – Approved minutes attached

Monthly Executive Committee with Chief of Police:

- July 17, 2025 – Approved minutes attached
- August 20, 2025 – Approved minutes attached
- September 24, 2025 – Approved minutes attached

Extra Executive Committee Meetings:

- July 10, and 24, 2025 - Vice President Christine Jourdain met with PricewaterhouseCoopers for weekly update on Operational Review and Strategic Planning project.
- July 30, 2025 – Executive and Command RE: FNIPP Negotiations
- August 5, 2025 – Executive, Command and Legal RE: FNIPP Negotiations

- August 12, 2025 - Executive, Command, Legal and Tri-Coalition RE: FNIPP Negotiations
- September 4, 2025 – Met in Kenora with Executive Assistant to plan for AGM and Board Retreat
- September 5, 2025 - Executive, Command, Legal RE: FNIPP Negotiations – Kenora, ON
- September 9, 2025 – Executive with Chief designate Cheryl Gervais – See In camera
- September 10, 2025 – Executive with Deputy Chief Designate Tricia Rupert – See In Camera
- September 16, 2025 – Executive Committee with Legal, Falconers LLP – On camera
- September 17, 2025 – President Only – Meeting with E/A Jackie and Coach

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

- Board reviewing Recommendation from Operational Review.
- Schedule Special Chiefs Meeting.
- Community Safety and Policing Act (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.
- Ontario Association of Police Service Boards (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. 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)

- Continue to determine dates for next negotiations. Negotiations date distributed for October 22, 2025. Heard this date does not work for Canada and Ontario.
- May 8, 2024, received Signed 2-year FNIPP Agreement: Expires March 31, 2027.

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.
- 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 September 24, 2025.

6. Canadian Association of Police Governance (CAPG)

Webinars:

- Recordings available.
- **September 16, 2025** – Bridging the Gap – Between the Board and Police Leadership

- **UPCOMING: October 22, 2025** – Optimizing Corporate Governance to Streamline Operations. Tips for Ensuring Internal rules Help, not Hinder your organization
- **CAPG Annual Conference 2025** – Victoria, B.C. – August 14-16, 2024
 - Vice-President C. Jourdain, Sec/Treasurer D Kelly, Director Wes Nelson.

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.
 - Next Conference possibly January or February 2026.

8. Ontario Association of Police Services Board

- Zone 1 Meeting – November 13, 2025, in Thunder Bay.
- Quarterly Newsletter attached.

9. Board Expense Claims for October 15, 2025

- Pay will be deposited on October 23, 2025.

No motion made as quorum was not reached.

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:

- July 3, 2025 – Guard interviews – David Kelly participated
- July 11, 2025 – Recruit Interviews – no Director present
- July 21, 2025 - Wellness Clinician – no Director present
- August 28, 2025 - Experienced Officer (1Candidate) no Director requested
- September 17 & 18, 2025 - Special Constable Interviews – No Director requested
- September 23 & 24, 2025 - Recruits & Cadet Interviews – No Director requested

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

Fall feast taking place October 20, 2025

RECOMMENDATION:

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

No motion put forward quorum not reached.

Annual Cultural Training – Training Course Development proposal being reviewed by Chief

Designate

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

Detachment Artwork – Communications Specialist Donna Anderson working with Storm Angeconeb

Feathers in vehicles – Admin vehicles needed

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey
 2. Christine Jourdain
 3. David Kelly
 4. Sean Councillor
- Meeting held September 25, 2025, virtually.
 - Reviewed Draft Strategic Plan – put forward updates to PwC. Waiting for updated document.
 - Board to review and approve once finalized.

BY-LAW/POLICY COMMITTEE

MEMBERS:

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

No update.

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 held October 9, see highlights from October 9, 2025 – See attached.

GRIEVANCE & DISCIPLINE

MEMBERS:

1. Sue Boshey, Chair
 2. Mitchell Lands
 3. Tania Boshkaykin
 4. Wesley Nelson
- Meetings held September 16 & 17, 2025. Updates In Camera Session

LOCAL POLICING COMMITTEE REPORTS

No reports presented.

IN CAMERA

The Board held an In Camera session.

NEW ITEMS

NI #1 – Special Chiefs Meeting

- Update provided in Executive Committee update within Assembly.

NEXT MEETING DATE/LOCATION

The Board reviewed next meeting dates and determined the following:

- Next Board Meeting – 3rd Quarter - Tuesday January 27, 2026

EXPENSE CLAIM PAYABLE

Expense Claim was reviewed. Will be paid on October 23, 2025.

ADJOURNMENT.

Meeting at 2:24 p.m.



Sue Boshey
Board President



David Kelly
Secretary/Treasurer