APPROVED MINUTES

3rd Quarter Board Meeting – January 27, 2026

Via Zoom Only

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
Reno Cameron, Niisaachewan Anishinaabe First Nation
Sean Blair-Councillor, Naicatchewenin First Nation
Donna Namaypoke, Naotkamegwanning First Nation
Dean McMahon, Rainy River First Nations (Observer)
Charmaine Hunter, Mishkosiminiziibiing River First Nation
Roy Morrison, Mitaanjigamiing First Nation
Barney Petiquan, Wabauskang First Nation
Fawn Wapioke, Iskatewizaagegan No 39 First Nation
Kara Redsky, Shoal Lake #40 First Nation
Jackie McClain, Executive Assistant, Police Services Board
Denise Wesley, Administrative Assistant, Treaty Three Police Services Board
Acting Chief 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
Mitchell Lands, Migisi Sahgaigan First Nation
Albert Handorgan, Anishinaabeg of Naongashing First Nation
Danine Chief, Waabigoniiw Saaga'Iganiiw Ojibway Nation
Chief of Police Designate Cheryl Gervais, Treaty Three Police Service
VACANT, Animakee Wa Zhing #37 First Nation
VACANT, Gakijiwanong First Nation
VACANT, Wauzhushk Onigum First Nation
VACANT, Obashkaandagang First Nation

Opening Prayer
Meeting was opened with Drummers @ 9:45 a.m. followed by a prayer by Doris Caribou.

Acknowledgements
President Boshey welcomed everyone to the meeting today.

AGENDA Review & Approval
Agenda was reviewed.
Roy Morrison moved to accept the agenda as presented. 2nd by Wesley Nelson. CARRIED.

Decision # PSB 2026-01-27-01 MOTION CARRIED to accept the agenda as presented.

MINUTE Review & Approval – 1st Quarter Meeting – July 29, 2025
The draft minutes of July 29, 2025, 4th Quarter Board meeting were reviewed.
Roy Morrison moved to accept the minutes of July 29, 2025, as presented. 2nd by Wesley Nelson. CARRIED.

Decision # PSB 2026-01-27-02 MOTION CARRIED to accept draft minutes of July 29, 2025, as presented.

MINUTE Review & Approval – 2nd Quarter Meeting – October 15, 2025

The draft minutes of October15, 2025, 2nd Quarter Board meeting were reviewed.
Reno Cameron moved to accept the minutes of October 15, 2025, one correction, Jackie McClain was present. 2nd by Wesley Nelson. CARRIED.

Decision # PSB 2026-01-27-03 MOTION CARRIED to accept draft minutes of October 15, 2025, with correction.

MANAGEMENT & OPERATIONAL REPORT

Handout provided in meeting package. Power Point outlined.
Deputy Chief Designate Tricia Rupert outlined the report as shown on screen.

Highlights:

- 22 For You Campaign and looks forward to our directors and community Leadership helping with this by identifying one community member to join our Service either in a uniform or civilian role.
- The motion that the Board passed to make Drug strategy a priority, see media release in regard to enforcement in Wabigoon.
- Picture of us attending Drug Awareness walk in Naotkamegwanning.
- Outlined call types, with high calls in benchmark crimes and major crimes. Sexual Violence is high as well.
- Regarding PwC Review & Recommendations showed the 6-month Roadmap provided. Once strategic plan is approved, we will look at a roadmap. We have started looking for Committee members to start work on the 8 Recommendations.
- T3PS Wellness Clinician was introduced to the Board.

Sean Blair-Councillor moved to accept the Management Report as presented. 2nd by Kara Redsky. CARRIED
Decision # PSB 2026-01-27-04 MOTION CARRIED to accept the Management Report as presented.

FINANCIAL REPORT

Director of Corporate Services, Kristine Gagne presented reports in package
Highlights:

- This is the financial report presented to the Executive.
- On our audited statements there are a couple of notes on repayable back to Ontario.
- Once wee have our amended agreement and cash flows, we will pay those.
- We are still projecting a deficit, and Ontario is very much aware of it.
- We hope to have a meeting with Canada and Ontario to address the deficit and figure out some solutions moving forward to the end of March 2026.
- Regarding the bilateral agreements to cover the 2024/2025 deficit, this morning we received deposit from Ontario.
- Right now, our bank balance is $4.5 million.
- This will not be sufficient to the end of March, so we are looking at having an amendment in place.
- As long as we have an amendment we can go to the bank for Line of Credit until the funds flow from an amendment.
- One of the requirements of the deficit agreements was to have an audit, which we are working on.
- I have worked with this audit company before and on our last two audits were very clean audits.
- Outlined Governance Budget – Budget for 2025/26 is $436K and have spent $416K to the end of December. Budget for 2026/27 is $446K.
- With new reporting they only require submit cashflows halfway through the year, so October and at the end of the year. With our current situation I have been submitting more regularly.
- **Q:** Do we have an amendment?

- **A:** Not at this point, what they have asked is for to provide the deficit I am projecting at end of March.

Roy Morrison moved to accept the Financial Report as presented. 2nd by Kara Redsky. CARRIED
Decision # PSB 2026-01-27-05 MOTION CARRIED to accept the Financial Report as presented.

EXECUTIVE COMMITTEE REPORT

President Sue Boshey outlined the following:

1. **Executive Committee Meetings**

Monthly Executive Committee:

- October 28, 2025 – Approved minutes attached
- November 24, 2025 – Approved minutes attached
- December 15, 2025 – Approved minutes attached

Monthly Executive Committee with Chief of Police:

- November 12, 2025 – Approved minutes attached
- November 25, 2025 – Approved minutes attached
- December 16, 2025 – Approved minutes attached

Extra Executive Committee Meetings:

- November 13, 2025 – Attended OAPC OABSP - Zone 1 Annual Meeting, Thunder Bay, ON
- December 1, 2025 – FNIPP Negotiations - Virtual
- December 5, 2025 - Service Delivery Model (SDM) Call
- December 17, 2025 – Service Delivery Model Phase 2 Call

2. **T3PS Operational Review & Strategic Plan – PricewaterhouseCoopers (PwC)**
    1. Strategic Plan:
        a. December 8, 2025, Strategic Planning Committee met –
        b. Committee recommending Board approve Plan. See update from Strategic Planning Committee.
    2. Future Model Report:
        a. Operational Recommendations (1-8).
            i. Board and T3PS Command met September 20, 2025, to review
            ii. Operations discussing each recommendation
        b. Governance Recommendations (9-13).
            i. Board reviewed October 14, 2025.

3. **Opting into the "*Community Safety & Policing Act – 2019*" (CSPA)**
    - CSPA Came into effect April 1, 2024.
    - 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.

4. **FNIPP Negotiations (Policing Agreement)**
    - Tri-Coalition Negotiations held December 1, 2025, in Ottawa, ON
    - Executive attended virtually
        - December 5, 2025, Service Delivery Model (SDM) – Call
        - December 17, 2025 – Service Delivery Model Phase 2 Call
        - Continue to determine dates for next negotiations.

- Current 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”.

6. **Canadian Association of Police Governance (CAPG)**
   - **2025 Webinar Bundle**
     - Purchased Bundle of 13
     - **Webinars:**
       - Recordings available.
       - **November 6, 2025 -** Perceptions vs. Reality: The implications of improving public understanding of policing. With Craig Bennell, PhD – Professor, Department of Psychology, Carleton University – Director, Police Research Lab
       - **UPCOMING: January 28, 2026** – From Recruitment to Retention: Inclusion, Belonging and ‘fit’ in Policing – Lessons for Canada from the UK with Professor Sarah Charman and Dr. Jemma Tyson, University of Portsmouth, UK
       - **UPCOMING: January 29, 2026** – 30 Forward: from Commitment to Change – Advancing Women in Policing
   - **CAPG Annual Conference 2026** – Edmonton, AB, – August 12-14, 2026.

7. **First Nations Police Governance Council (FNPGC)**
   - Conference held February 19 & 20, 2025 – “Creating a Path Forward”
     - Next Conference possibly January or February 2026.

8. **Ontario Association of Police Services Board**
   - Zone 1 Meeting – November 13, 2025, in Thunder Bay.
   - Spring Conference June 1-3, 2026 – Niagara Fall, ON. See attached.
   - Quarterly Newsletter attached.

9. **Board Expense Claims for January 27, 2026**
   - Pay will be deposited on January 30, 2026.

Fawn Wapioke moved to accept the Executive Report as presented. 2nd by Charmaine Hunter.
CARRIED

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Decision # PSB 2026-01-27-06 MOTION CARRIED to accept the Executive 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:
- November 11, 2025 – Professional Standards Admin – Director David Kelly participated.
- November 4, 2025 – DEMS Team Lead

- November 6, 2025 – Caretaker & Guards Agency 1 – Director Sean Councillor participated
- October 30, 2025 – CPIC Operator – Director Kim Detweiler

Current hiring drives on Website:

- Payables Clerk – GHQ – Closes February 12, 2026.
- 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 took place October 20, 2025.

On-going Items:

a. Committee tasked to develop a process for the Traditional Voting system

RECOMMENDATION from Cultural Committee at July Board meeting, no motion put forward: 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

ii. Will take time to develop. Looking at 2026.

- The Board discussed when to start this process as recommendation is for 2025. With our AGM date not selected, may not be enough time for 2024/2025 AGM.
- Roy Morrison moved to accept the recommendation from the Cultural Committee to use the traditional voting system for our 2026 AGM and request Howard Copenace facilitate.

Decision # PSB 2026-01-27-07 MOTION CARRIED to accept the recommendation from the Cultural Committee to use the traditional voting system for our 2026 AGM and request Howard Copenace facilitate.

Annual Cultural Training – Training Course Development proposal being reviewed by Chief Designate. This course will be for 1-2 weeks.

DRUM REPAIRS: 1. Drum Repairs completed by Drum Keeper Dennis Smith:

- Replaced the hide.
- Made four small staffs.
- Made 4 staffs for 4 females to carry.

STRATEGIC PLANNING COMMITTEE

MEMBERS:

1. Sue Boshey
2. Christine Jourdain
3. David Kelly
4. Sean Councillor

- Board Reviewed final Strategic Plan –
  - RECOMMENDATION: To accept the recommendation of the Strategic Planning committee to accept the Strategic Plan for 2025 – 2029.

Roy Morrison moved to accept the Recommendation from the Strategic Planning Committee to the accept the 2025-2029 Strategic Plan as presented. 2nd by Donna Namaypoke. CARRIED

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Decision # PSB 2026-01-27-08 MOTION CARRIED to accept the Recommendation from the Strategic Planning Committee to the accept the 2025-2029 Strategic Plan as presented.

BY-LAW/POLICY COMMITTEE
MEMBERS:
1. Wesley Nelson, Chair
2. Barney Petiquan
3. David Kelly
4. Tania Boshkaykin

No update.
BOARD POLCY DEVELOPMENT:
- To set meeting date in early February 2026 to continue work on Policy manual and By-Laws.
- Board reviewed Draft Policy at Board retreat in September 2025.

FINANCE COMMITTEE
MEMBERS:
1. David Kelly, Chair
2. Danine Chief
3. Barney Petiquan
4. Donna Namaypoke
   - See attached prepared by DCS Gagne for January 19 Executive Meeting.

GRIEVANCE & DISCIPLINE
MEMBERS:
1. Sue Boshey, Chair
2. Mitchell Lands
3. Tania Boshkaykin
4. Wesley Nelson
   - Updates In Camera Session

Roy Morrison moved to accept the Sub-Committee Reports as presented. 2nd by Donna Namaypoke. CARRIED

Decision # PSB 2026-01-27-09 MOTION CARRIED to accept the Sub-Committee Reports as presented.

LOCAL POLICING COMMITTEE REPORTS
No reports presented.

IN CAMERA
The Board held an In Camera session.

NEW ITEMS
NI #1 – Special Chiefs Meeting – February 13, 2026 in Thunder Bay, ON
- T3PS and T3PSB to present. Prep meeting scheduled February 12, 2026.

NEXT MEETING DATE/LOCATION
The Board reviewed next meeting dates and determined the following:

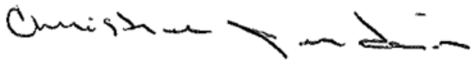
- Next Board Meeting – 4th Quarter - Tuesday April 28, 2026

EXPENSE CLAIM PAYABLE

Expense Claim was reviewed. Will be paid on January 30, 2026.

ADJOURNMENT.
Meeting adjourned at 12:45 p.m.

Sue Boshey
Board President



Christine Jourdain
Vice-President