DRAFT MINUTES

4th Quarter Board Meeting – April 28, 2026

Iskatewizaagegan #39 Community Centre

PRESENT: President, Sue Boshey, Nigigoonsiminikaaning First Nation
Vice-President, Christine Jourdain, Couchiching First Nation
Secretary/Treasurer, Sean Blair-Councillor, Naicatchewenin First Nation
Tania Boshkaykin, Seine River First Nation, via zoom
Candice Kelly, Onigaming First Nation, via zoom
Wesley Nelson, Northwest Angle #33 First Nation, via zoom
Donna Namaypoke, Naotkamegwanning First Nation
Dean McMahon, Rainy River First Nations, via zoom
Charmaine Hunter, Mishkosiminiziibiing River First Nation, via zoom
Roy Morrison, Mitaanjigamiing First Nation
Roy Assin, Absubpeechoseewagong First Nation
Mitchell Lands, Migisi Sahgaigan First Nation
Albert Handorgan, Anishinaabeg of Naongashing First Nation
Fawn Wapioke, Iskatewizaagegan No 39 First Nation
Jackie McClain, Executive Assistant, Police Services Board
Denise Wesley, Administrative Assistant, Treaty Three Police Services Board
Chief of Police Cheryl Gervais, Treaty Three Police Service
Deputy 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
A/Staff Sergeant Carl Bryant, Treaty Three Police Service

REGRETS: Danine Chief, Waabigoniiw Saaga'Iganiiw Ojibway Nation
Reno Cameron, Niisaachewan Anishinaabe First Nation
Barney Petiquan, Wabauskang First Nation
Kara Redsky, Shoal Lake #40 First Nation
VACANT, Animakee Wa Zhing #37 First Nation
VACANT, Gakijiwanong First Nation
VACANT, Wauzhushk Onigum First Nation
VACANT, Washagamis Bay First Nation

Opening Prayer

Meeting was opened by Elder and Drummers @ 9:45 a.m.

Acknowledgements

President Boshey welcomed everyone to the meeting today, Chi miigwech to Director Fawn Wapioke for hosting and acknowledge Chief Lewis and the community. I'm proud to say that we have signed contracts with Chief Gervais and Deputy Chief Rupert. Further today is Deputy Chief Rupert's 20 years today. Acknowledge OPP Sergeant Brandon Malcolm who tragically died April 27, 2026 on duty.

AGENDA Review & Approval – No conflicts declared

The Facilitator outlined the agenda with new item, Meet and Greet with Jeff Cooper and Tom Gervais of the Inspectorate of Policing, First Nation Liaison Unit.

Roy Morrison moved to accept the agenda as presented. 2nd by Fawn Wapioke. CARRIED.

Decision # PSB 2026-04-28-01 MOTION CARRIED to accept the agenda as presented.

MINUTE Review & Approval – 3rd Quarter Meeting – January 27, 2026

The draft minutes of January 27, 2026, 3rd Quarter Board meeting were reviewed.
One correction noted: pg. 4 – Financial Report, 3rd bullet correction to read "once we have…"
Christine Jourdain moved to accept the minutes of January 27, 2026, as presented. 2nd by Wesley Nelson. CARRIED.

Decision # PSB 2026-04-28-02 MOTION CARRIED to accept draft minutes of January 27, 2026 with correction.

MANAGEMENT & OPERATIONAL REPORT

Handout provided in meeting package. Power Point outlined.

Deputy Chief Tricia Rupert outlined the report as shown on screen.

Highlights:

- Working with communications moved report to reflect our strategic priorities
- Efficient and Integrative Response - Outlined photos:
  - proactive work has increased significantly over last 10-12 month. Can see property tags we are putting out.
  - Sent our recent fraud alert regarding organizations being targeted
  - A lot of our work is pout onto social media
- Workforce Capacity and Wellness – Outlined photos:
  - March 8, 2026, International Women's Day
  - Had recruitment question and answer online
  - Looking for Detachment Operations Clerk for the South – help officers with administrative work to keep our officers on the road
  - Hockey game in the South
  - Had a recruitment event at Pelican Falls School
- Community Relationships – Outlined photos:
  - Staff Sergeant Gervais doing Coffee with Elders
  - Ice fishing derby we attended in Mitaanjigamiing
  - Cadet Morrison did water walk in Onigaming
- Cultural Responsiveness – Outlined photos:
  - We put callout for awareness that we want to be involved in their events
  - National ribbon skirt day was January 4th
  -
- Staffing update: Chart reviewed
  - 115 sworn officers and just under 100 civilians
  - Special Constables and Cadet numbers are increasing
- Board Motion – Drug Strategy a Priority
  - Media release went out
  - See comparison chart comparing same quarter last year
  - Possession charges are up 71%
  - Trafficking charges are down slightly
  - Occurrences involving drugs has increased

Chief Gervais outlined the report as shown on screen

Outlined stat details which compare quarter to quarter from last year

- This is the work of strategic Analyst Willa Zlabis and Communications Specialist Donna Anderson on these reports for the Board
- Requested input from the Board and their leadership as to what reports they want to see
- Professional Standards Files was reviewed
  - Chiefs Complaints – one open
  - Public complaints are in blue
- Community Events – Outlined photos

- Youth pow-wow in Onigaming
- Ice Fishing at Bombay School
- Captain Migisi (mascot) attending hockey game
- Ice fishing in Naicatchewenin

- Anti – Human Trafficking Initiatives:
  - We participate in the Tree of Hope each year
- Recognition within the Police Service – Outlined Photos showing the Chief of Police Challenge coins being presented
- Wabaseemoong Discussions – can go into more detail n camera.
- Donna Anderson, Communication Specialist provided an update on our new reporting templates
  - Mainly they outline strategic priorities and cleaning up duplication of information
  - Crime statistics are presented in a more focused and organized way
  - Intended to promote transparency and demonstrate effective leadership cadence identified in the Review
- Chief Gervais commended Donna for stepping up in the absence of our Project Coordinator.
- Operational Recommendations - In your package you have an overview/snapshot where each Committee working on Recommendations.

Roy Morrison moved to accept the Management Report as presented. 2nd by Mitchell Lands. CARRIED
Decision # PSB 2026-04-28-03 MOTION CARRIED to accept the Management Report as presented.

FINANCIAL REPORT

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

- Last week was our AGM, we ended 2025 FY in a deficit. We received two bi lateral agreements to offset; we received in early January. That year will be closed not in a deficit.
- **2025-2026 Fiscal Year**
  - We were projecting a deficit in this year as well. To avoid having bi lateral agreements cover this deficit, we received amendments to the agreement
  - They amended the 2025-2026 agreement by $3.7M to increase our funding 36.7M. It did not make
- **2026-2027 Fiscal Year**
  - No amendment to this fiscal year
  - I am projecting a deficit position at the end of March 2027, the communication is that the Executive are meeting with command, Ontario and Canada to continue negotiating our new staffing model and agreement – that should be addressed by the end of March 2027
- We received the amendments from Canada and Ontario by April 17, 2026, and we also received our 1st quarter funding from Ontario for 2026/2027 Fiscal year on April 17, 2026
- We also have a Line of Credit of $2.5M, which stays in place to the end of May 2026.
- Because we are cash accounting basis, we should get 50% from Canada on May 1, 2026, and our cash situation will be monitored throughout the year
- We won't see any concerns with cash until closer to November/December, when we get short on cash
- **CRC Account**
  - At $194K as we borrowed from it for cash purposes to avoid using our Line of Credit. We will put back to bring up to over $900K
  - Operating account balance - $6.1M. Today its at $5.7M
- Outlined consolidated sheet
- GHQ Repairs will take place in first part of 2027 fiscal year
- FNIPP - $6.7
- FNOF - $1.6M – is an amendment this year. Will go back to $1M for 2027
- PAVIS – Ends 2026 fiscal year. Do not have funding for 2027 fiscal year
  - Get $8K annually for vehicle
-
- MMIWG - $1M – have one more year of this funding
- FN Mobile Crissis Response - $360K and have again for 2027
- Training – Received $100K in 2026, to offset. Do not have for 2027 fiscal year.

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- RIDE - $20K we have for 2027 as well
- Equipment $59K – Do not have for 2027 fiscal year
- Human trafficking - $34K
- Vitim Support – Our 2025-year end, received late so allowed to carry over. Our 2025 grant had $41K. We received another $100K in 2026. We were approved to carry over. Will carry over $77K to next fiscal year.
- FNOCI – Continue to get $147K. We have until 2029.
- One Time $3 million from Canada – Had $300K for 2026, deferred $432K as approved to defer to 2027 fiscal year.
- Six Nations Grant – Went through IPCO. There Is $109K we can access.
- Outlined Cashflow Statement we report on to Canada and Ontario
    - Brought forward previous 3 quarters to prior Board meeting
    - In Q4 dollar amounts are pretty accurate at this time. Could be some small changes as go through the audit.
    - After the amendment to the FNIPP we have revenues $36.796M.
    - Total expenditures $36,152M
    - Excess funding is $643K, approximately $300K is deferred for roof repairs at GHQ
    - Transport is now in a positive position. We do not need to purchase vehicles in 2027 fiscal year. When we get the 3rd or 4th quarter, we will make deposits on vehicles for 2028 which will have a cash impact but not an expense impact.
    - Still short in funding in IT and Communications. IT has submitted proposal for some necessary upgrades. We don't have funds but will be part of our talks with funders.
    - Insurance is in a positive position.
- Governance – Outlined
- Will need to submit projections for 2027. This came with the new amended funding agreement.
- Outlined notes – In the past normally done and requested to do, they give us a budget, I'm told to move that budget across to budget. I refuse to do that; I'm putting in my actuals and expenditures what I think.
- If they come and tell me to make it balance, its not my actual projections.
- I provide my explanations as to why their budget is insufficient.
- 2026-2027 – Budget $33.9M. My projected expenditures are $39.174M. So, I'm already projecting a deficit. My projections are always based on full complement.

Mitchell Lands moved to accept the Financial Report as presented. 2nd by Wesley Nelson. CARRIED
Decision # PSB 2026-04-28-04 MOTION CARRIED to accept the Financial Report as presented.

Donna Namaypoke moved to accept the 2026 Cashflow Statement as presented. 2nd by Roy Morrison. CARRIED
Decision # PSB 2026-04-28-05 MOTION CARRIED to accept the 2026 Cashflow Statement as presented.

EXECUTIVE COMMITTEE REPORT

President Sue Boshey outlined the Executive Committee Report:

1. **Executive Committee Meetings**

Monthly Executive Committee:

- January 19, 2026 – Approved minutes attached
- February 23, 2026 – Approved minutes attached
- March 23, 2026 – Approved minutes attached

Monthly Executive Committee with Chief of Police:

- January 20, 2026 – Approved minutes attached
- February 24, 2026 – Approved minutes attached
- March 24, 2026 – Approved minutes attached

Extra Executive Committee Meetings:

- February 3, 2026 – Prep meeting #1 with T3PS Command presentation at Special Chiefs

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Meeting on February 13, 2026, in Thunder Bay, ON.

- February 12, 2026 – Prep meeting #2 with T3PS Command presentation at Special Chiefs Meeting on February 13, 2026, in Thunder Bay, ON.
- February 13, 2026 – Presentation at Special Chiefs Meeting in Thunder Bay, ON.
- February 24, 2026 – Meeting with SOLGEN and T3PS Command RE: Service Delivery Model (SDM) Phase 2
- February 26, 2026 – Meeting with Legal - In camera session
- March 3, 2026 – Meeting with Grand Council, T3PS Command RE: Draft Resolution
- March 6, 2026 – Meeting with T3PS Command Team RE: SDM Follow - Up
- March 13, 2026 – Meeting with Grand Council, T3PS Chief RE: CSPA Opt-In
- March 30, 2026 – Meetings with Chief and Deputy Chief

2. FNIPP Negotiations (Policing Agreement)

- No negotiation dates scheduled
- 2-year Agreement expires March 31, 2027
- Amendment #1 – Signed March 31, 2026 – Increased 2025/26 budget by 5.59%

3. Strategic Plan

1. Strategic Plan:
    a. English Version – Electronic Version distributed. Joint, T3PSB and T3PS Media Release being developed.
    b. Ojibwe Version – Received word document of translation. Needs to be formatted into document.

4. Future Model Report Recommendations:

1. Operational Recommendations (1-8).

- Updated within Chiefs Report

2. Governance Recommendations (9-13).

- Board Executive discussed April 8, 2026.
  BOARD PRIORITY LIST:
  PRIORITY #1 – Hire Executive Director Role (Rec #10)
  a. This position will be key in actioning other priorities
  #2 – Board Training and Skills Gap (Rec #12)
  - Board can work on this now
  #3 – Reporting Mechanisms – Protocol between Board and Grand Council
  #4 – Board Size and Structure
  b. Final decision to be made by Community Leadership
  c. Discussed this being part of Opting-Into the CSPA
  #5 – CSPA Considerations

5. Opting into the "*Community Safety & Policing Act – 2019*"

Decision to Opt-In rests with the Leadership of each Community

- *What has happened:*
    - February 13, 2026 – Executive presented Governance Recommendations at Special Chiefs Meeting in Thunder Bay, ON
    - February 26, 2026 – Indigenous Chiefs of Police (IPCO) held one day conference – Bridging the Gap in Toronto, ON
    - March 13, 2026 - Executive met with T3PS Command/Grand Council and SOLGEN on Opting-In Process and to connect Grand Council with SOLGEN
    - April 16, 2026 - Executive met with Grand Council CEO Lucas King, Political Advisor Dan Morrisseau to discuss questions around the Opt-In Working Group
- *NEXT STEPS:*

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- Presentation to be given at Spring Assembly – May 26, 2026, on Opting In process
- History:
  - Act came into force April 1, 2024
  - Decision rests with Leadership of each Community
  - OAPSB Offered to do sessions with our Board/Executive – part of Board training
  - T3PS & T3PSB – PwC Conducted Operational Review & Strategic Planning to guide work

6. Canadian Association of Police Governance (CAPG)

- **National Police Governance Training and Development Program (On-Line)**
  - MODULE 1 - Introduction to Police Governance in Canada
  - MODULE 2 - Police Chief Management
  - MODULE 3 - Strategic Planning and Financial Management
- **Monthly Webinars:**
  - UPCOMING: May 8, 2026 – From the Board Table to the Police Service
- **2026 CAPG Annual Conference 2026:**
  - August 12-14, 2026- Edmonton, AB.
  - "Navigating Complexity: Police Governance in an Era of Competing Pressures"
  - See link provided. Directors were asked to put forward if interested.

7. First Nations Police Governance Council (FNPGC)

- Conference was held February 18 & 19, 2026.
- T3PSB did not attend.

8. Police Governance Ontario – Previously Ontario Association of Police Services Board

- **Spring Conference**
  - June 1-3, 2026 – Niagara Fall, ON.
  - Each Director will need to go online and register
  - https://members.policegovernanceontario.calogin
  - We are Zone 1
  - Quarterly Newsletters online.

9. Board Expense Claims for April 27 and 28, 2026

- Pay will be deposited on May 7, 2026.

Roy Morrison moved to accept the Executive Report as presented. 2nd by Mitchell Lands. CARRIED
Decision # PSB 2026-04-28-05 MOTION CARRIED to accept the Executive Report as presented.

HIRING COMMITTEE UPDATE

MEMBERS:

1. Christine Jourdain, Chair
2. Sean Councillor
3. Charmaine Hunter
4. VACANT
5. VACANT

Interview Processes:

- March 30, 2026 – Recruit Interviews – No Director available (originally was 2 days)
- February 24, 2026 – Payables Clerk – Christine Jourdain participated via zoom.
- February 25, 2026 - Cadets – Christine Jourdain participated via zoom.

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- January 21, 2026 – Fleet Support – Director David Kelly participated via zoom.
- January 22, 2026 - HR Assistant – Christine Jourdain participated via zoom.
- January 6 and 7, 2026 – Recruit Constable – Director Sean Councillor participated.
- Update to process – Fit testing is being done prior to interviews. If they do not pass the fit, they do not move onto the interview.

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

Spring feast being scheduled in East.

East Communities are:

Eagle Lake (unable to host)
Wabigoon (unable to host)
Gakijiwanong (Lac La Croix) – No Director
*Seine River – Director Tania Boshkaykin
*Nigigoonsiminikaaning (Red Gut) – Director Sue Boshey

On-going Items:

Meeting held March 31, 2026.

Ongoing Items by Chief and Operational Cultural Coordinator James

Mandamin:

a. T3PS Specific Cultural Training – working with curriculum developer – In progress (Cultural Coordinator)
b. Wabigoon Detachment Grand Opening – date to be determined - In progress (Chief Gervais and Committee)
i. Mural work by Storm Angeconeb
c. Sacred Items – New Staffs to be carried by 4 female employees – In progress (Chief Gervais)
d. History of Sacred Items – In progress (Cultural Coordinator)

Committee Items:

e. Board Traditional Voting Process for 2026 – Howard Copenace presented to Board April 27, 2026
f. Important Documents to go to Ceremony – In progress (Committee)
g. Items requiring further discussion/planning by Committee: Elders Committee
Committee is in very early stages on this item.
Recommendation put forward that a Terms of Reference be developed for the Elders Committee.

STRATEGIC PLANNING COMMITTEE

MEMBERS: (Rotating chair)

1. Christine Jourdain
2. Sue Boshey
3. Fawn Wapioke
4. Sean Councillor

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5. VACANT

- No meeting scheduled.
- Strategic Plan update in Executive Committee Report.

BY-LAW/POLICY COMMITTEE

MEMBERS:

1. Wesley Nelson, Chair
2. Tania Boshkaykin
3. VACANT
4. VACANT

BOARD POLCY REVIEW:

- Next meeting is scheduled for May 14, 2026.
- Will have recommendations for 1st Quarter Meeting

BOARD BY-LAWS:

- Next meeting is scheduled for May 14, 2026.
- New By-Law not confirmed at AGM. Looking into having it on Spring Assembly agenda.

Recommending New language:

10.1 Quorum for a meeting of the Directors is majority of members entitled to vote. A vacancy on the Board is not included for the purposes of meeting the requirement of quorum.

10.1 Current language:

10.1 Quorum for a meeting of the Directors is fifty (50%) percent plus one (twelve of twenty-three) of the Directors comprising the Board. A vacancy on the board does not change the number of Directors for purposes of determining quorum.

FINANCE COMMITTEE

MEMBERS:

1. Sean Councillor, Chair
2. Danine Chief
3. Barney Petiquan
4. Donna Namaypoke

- Next meeting scheduled for May 13, 2026.
- Meetings held March 17, 2026, April 14, 2026.
- Line of Credit Increase to $2,500,00. to May 31, 2026
- CRC (B.E.A.R.) funds used to cover payroll.
- B.E.A.R applications approved:
  - Nigigoonsiminikaaning – Children's Pow-Wow - $10,000.
  - T3PS Awards Banquet - $10,000.
  - Application fan out deadline May 31, 2026.

President Boshey remined Directors to ensure their communities are getting the B.E.A.R application so they know this funding is available.

AGREEEMNTS Signed by President:

- FNIPP Agreement – Amendment #1 – Increase of 5.59% to 2025/26 Fiscal Year
  - Covers projected deficit for 2025/2026
- One Time Funding - $3 Million – Agreement extended – New expiry March 31, 2027
  - Extended by 1 year
- First Nation Officer Fund – Amendment #1 – Fully Executed March 24, 2026
  - Salary Funding increased to OPPA salary rates to 2025/2026 FY
  - T3PS increase $618,246. No increase for 2026/2027 as of yet.
- RIDE Final Report for 2025/2026

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GRIEVANCE & DISCIPLINE –

Update In camera

MEMBERS: Rotating Chair

1. Sue Boshey
2. Mitchell Lands
3. Tania Boshkaykin
4. Wes Nelson
    - Hearing held April 21 – 23, 2026 in Kenora, ON.
    - Update In camera L2.

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

Decision # PSB 2026-04-28-06 MOTION CARRIED to accept the Sub-Committee Reports as presented.

LOCAL POLICING COMMITTEE REPORTS

No reports presented.

The Board discussed possible alternatives. This is being discussed at the By-Law/Policy Committee level as well.

IN CAMERA

The Board held an In Camera session.

NEW ITEMS

NI #1 – Meet and Greet – Inspectorate of Policing, First Nations Liaison Unit

- See attached Question and Answer Report.

NEXT MEETING DATE/LOCATION

The Board reviewed next meeting dates and determined the following:

- Next Board Meeting – 1st Quarter - Tuesday April 28, 2026
- HOST: Roy Assin – Asubpeechoseewagong First Nation

EXPENSE CLAIM PAYABLE

The Board discussed how amounts were calculated.

We use Grand Council Treaty #3s mileage chart, so distances vary from Google maps. For today mileage was from Kenora to Iskatewizaagegan #39 and return to your community.

Expense Claim was reviewed. Will be paid on May 7, 2026.

ADJOURNMENT

Facilitator reminded the Board the importance to meet with your Leadership following meetings. There is also the Board website communities can look at for information.

Roy Assin moved to adjourn the meeting at 3:26 p.m. 2nd by Albert Handorgan. CARRIED

Decision # PSB 2026-04-28-07 MOTION CARRIED to adjourn at 3:26 p.m.

Meeting adjourned at 3:26 p.m.

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