

TREATY THREE POLICE SERVICE

ANNUAL REPORT

2022 - 2023



TREATY THREE POLICE



GIZHAADIGEZIWANG OKO WIJI'IJWINAN
POLICING FOR THE PEOPLE BY THE PEOPLE

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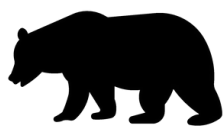
GIZHAADIGEZIWANG OKO WIJI’IJIWINAN
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8 GRANDFATHER TEACHINGS



MAANAJI'IWIN - RESPECT: The Buffalo

The buffalo represents respect. The buffalo gives every part of his/her being to sustain human life, not because he/she is of less value, but because he respects the balance and needs of others. To honour all creation is to have respect. We must share what we do not need and treat others the way we wish to be treated.



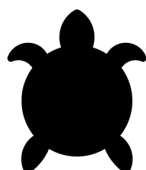
AAKODE'EWIN - BRAVERY: The Bear

The bear represents bravery. A mother bear is fierce protecting her young who are facing the challenges of life. The Grandfather teaching reminds us to find our inner strength to face difficulties and find the courage to be ourselves.



ZAAGI'IDIWIN - LOVE: The Eagle

The eagle represents love because he/she has the strength to carry all the teachings. The eagle has the ability to fly closest to the creator and the sight to see all ways of being. The eagle's feather is the highest honour and a sacred gift.



DEBWEMOWIN - TRUTH: The Turtle

The turtle represents truth. The turtle lives life in a slow and meticulous way, because he/she understands the importance of both journey and the destination. The Grandfather teaching reminds us to put faith firsts, trust in our teachings, and be true to others and ourselves.



GIKENDAASOWIN - WISDOM: The Beaver

The beaver represents wisdom. He/she uses his/her natural gifts wisely and alters his/her environment in an environmentally friendly and sustainable manner. To cherish knowledge is to know wisdom. This Grandfather teaching reminds us to recognize differences in a kind and respectful way and continuously observe the life of all things to allow ourselves to learn.



GAWEGAATISIWI - HONESTY: The Raven

The raven represents honesty. A raven accepts him/herself and knows how to use his/her gifts. The raven does not seek power rather uses what he has been given to survive and thrive.



PAGITENTAMOWIN - FORGIVENESS: The Rock

The rock represents forgiveness. The eighth Grandfather teaching is unique to the Treaty 3 Anishinaabe Territory. The Elders of our territory recognized that in Anishinaabe culture everything comes in even numbers. From the creation of life, to the seasons, to the songs of the Pow Wow - All numbers are even. A ceremony revealed the final Grandfather teaching of forgiveness represented by the rock. The rock or "assin" carries history and ancestry. It has witnessed change in weather, people, and animals since creation. Rocks have the power to heal and forgiveness has the power to heal. Rocks in the Anishinaabe culture help cleanse and take illness away - physically, emotionally and mentally. The Grandfather teaching reminds us that it is better to forgive and move forward than to fill our pockets with the heavy weights of resentment as we journey forth.



DABASENIMOWIN - HUMILITY: The Wolf

The wolf represents humility. In nature, the wolf lives selflessly for his/her pack. The Grandfather teaching reminds us to find balance within all living things and ourselves. We must respect our place and praise the accomplishments of others.

SUPPORT FROM TREATY #3 CHIEFS

T3PS APPRECIATES YOUR CONTINUED SUPPORT

On behalf of Treaty Three Police Service, we extend our deepest gratitude for your unwavering support this year. Your commitment and collaboration have been instrumental in our mission to provide dedicated law enforcement services to the Treaty #3 communities. As our negotiations for adequate funding under the First Nations and Inuit Policing Program have not been resolved as of the end of this fiscal year, your leadership has helped us persevere in the face of uncertainty.

Your steadfast backing allows us to uphold the principles of safety, justice, and community well-being within the Treaty #3 territory. Your guidance and wisdom have shaped the path we follow, and your advocacy has strengthened our efforts to serve with excellence and cultural understanding.

As partners in this shared journey, we are honored to work alongside you in building safer, more resilient communities. Your support bolsters our dedication to implementing equitable, inclusive, and community-driven policing practices.

With your continued encouragement, we remain committed to fostering positive relationships with the Treaty #3 communities, respecting cultural traditions, and promoting trust and cooperation between our officers and the residents we serve.

Once again, thank you for your invaluable support, which serves as a beacon of inspiration as we strive to fulfill our responsibilities with honor, respect, and a deep appreciation for the rich cultural heritage of Treaty #3.

Miigwech.



MESSAGE FROM POLICE SERVICES BOARD CHAIR

CHRISTINE JOURDAIN, COUCHICHIING FIRST NATION

Boozhoo,

Christine Jourdain ndizhincaz. Couchiching First Nation ndoonji. Since my appointment to the Treaty Three Police Services Board in 2018, I've had the honor to serve as the Vice-President (2019-2022) and most recently President (Oct. 2022). I am truly humbled to work with the many outstanding board members whose passion for Indigenous Policing and well being of our Treaty #3 communities is very apparent. I also have the pleasure to work alongside a dedicated executive committee. Vice President Sue Boshey of Nigigoonsiminikaaning First Nation and Cita Mandamin of Wauzhushk Onigum Nation are two strong and fearless anishinaabekwe.



The board continues to move forward in line with our strategic plan to ensure our communities receive the Policing Services they deserve with the support of Grand Council Treaty #3, the board progresses to become constituted under the Community Safety and Policing Act, 2019. A working group has been established consisting of Treaty 3 Leadership, board members and our provincial partners to bring this to fruition.

Mental health and the overall wellbeing of the members remains a top priority with focus on the recommendations provided by the Mental Health Review of the Indigenous Police Services of Ontario review. The board continues to work with the service to develop and ensure supports/resources are in place for our members and their families.

With the expiry of our Tripartite Agreement looming on March 31st, 2023, GCT#3, the T3PSB and the T3PS were not in a position to accept the unfair, discriminatory, one-sided terms and conditions of the agreement of years past. Our communities deserve better, our members deserve better.

This past year has been the busiest I've seen since my appointment. The Hiring Committee is in high demand with continuous recruitment of both uniform and civilian positions and participated in 31 hiring process. The By-law Committee had 4 meetings and has completed a review of the updated Police Orders. The Strategic Planning Committee had 2 meetings and is about to undertake a review of our Strategic Plan to ensure it aligns with community and organizational needs. The Finance Committee had 10 meetings with the Director of Corporate Services throughout the year.

I do need to say Chi Miigwech to our Elder, Doris Caribou, Cultural Coordinator Dennis Smith, and Cultural Committee for always providing guidance and support to us all on a daily basis. The Cultural Committee had 2 meetings along with our Fall and Spring Feasts, and were always there to open our meetings in a good way. We look forward to the year ahead of us. We are in an exciting time where impactful change is upon us!

Chi-miigwech and sincerely,
President Christine Jourdain

POLICE SERVICES BOARD MEMBERS

COMMUNITY

DIRECTOR

ANISHINAABEG OF NAONGASHIING

VACANT

**ASUBPEECHOSEEWAGONG
(GRASSY NARROWS)**

ROY ASSIN

**MISHKOSIMINIZIIBING
(BIG GRASSY)**

CHARMAINE HUNTER

COUCHICHING

CHRISTINE W. JOURDAIN

**MIGISI SAGAISAN
(EAGLE LAKE)**

MITCHELL LANDS

LAC LA CROIX

CARRIE ATATISE-NORWEGIAN

MITAANJIGAMIING

ROY MORRISON

**NAICATCHEWENIN
(NORTHWEST BAY)**

GLENN SMITH

**NAOTKAMEGWANNING
(WHITEFISH BAY)**

DONNA NAMAYPOKE

**NIGIGOONSIMINIKAANING
(RED GUT)**

SUE BOSHEY

NORTHWEST ANGLE #33

WESLEY NELSON

**ANIMAKEE WA ZHING
(NORTHWEST ANGLE #37)**

THERESA NOONAN

**OBASHKAANDAGANG
(WASHAGAMIS BAY)**

NATHANIEL GILLMAN

**NIISAACHEWAN
(DALLES)**

RENO CAMERON

**ONIGAMING
(SABASKONG)**

DAVID KELLY

RAINY RIVER

AGNES GROVER

SEINE RIVER

VACANT

ISKATEWIZAAGEGAN #39

VACANT

SHOAL LAKE #40

SAMANTHA REDSKY

**WABASEEMOONG
(WHITEDOG)**

CYNTHIA CAMERON

**WAABIGONIIW SAAGA'IGANIIW
(WABIGOON LAKE)**

DANINE CHIEF

WABAUSKANG

BARNEY PETIQUAN

**WAUZHUSHK ONIGUM
(RAT PORTAGE)**

CAITLAND MANDAMIN

MESSAGE FROM CHIEF OF POLICE

KAI LIU, O.O.M.

Greetings! It is a privilege to share this Annual Report with you that highlights the many activities and accomplishments of our members this past 2022-2023 fiscal year. Our year began with a very optimistic forecast as we entered the last year of our five-year First Nations Inuit Policing Program (FNIPP) funding agreement. This optimism was quickly replaced with disappointment and frustration as we began our FNIPP funding renewal negotiations with Public Safety Canada and the Ministry of the Solicitor General.

As negotiations began, we realized very quickly Canada had no intentions of negotiating a new FNIPP agreement and insisted Canada knew best for our Police Service and the communities we serve. With an attitude of take Canada's status quo FNIPP funding renewal offer or risk having our funding cut off, the Treaty Three Police Service banded with two other Ontario Self-Administered Indigenous police services to refuse Canada's discriminatory offer. With unanimous support from the Indigenous Police Chiefs of Ontario (IPCO), IPCO filed a Canadian Human Rights tribunal complaint. When new funding ceased because negotiations came to an impasse, on behalf of the three affected Services, IPCO applied to the Federal Court for emergency interim funding relief.

At the end of June, Justice Denis Gascon issued an injunction ordering Canada to set aside two of the discriminatory Terms and Conditions of the FNIPP and to immediately flow funding to APS, T3PS and UCCM Police Service, this paved the way for FNIPP funding to flow again.

With T3PS off the line of credit life support, and with new funds deposited, I have made the decision not to renew my employment contract and chose to retire as Chief of Police effective August 31st, 2023, when my employment contract expires.

Having served over 37 years in policing, with the last 15 years as Chief of Police for three police services, as Chief of Police the time is right to retire and pass command of our Service to the next leader.

Reflecting on the past year, I am especially proud of our most valuable resource - every member of our service. With their collective dedication to serving our communities, together we have positioned our Police Service for continued success.



MESSAGE FROM CHIEF OF POLICE

KAI LIU, O.O.M.

To name a few accomplishments:

- Together we came through a world pandemic.
- Expanded our civilian and uniform staffing level.
- Implemented a tiered recruitment strategy that includes Youth in Policing Initiatives (YIPI) students, co-op students, Cadets, and Special Constables.
- Signed a new FNIPP funding agreement that adds 30 new constable positions from our last agreement.
- Our non-government funded and self-sustaining employment and revenue generating business venture conducting third party criminal records checks continued to grow.
- Our dedicated police cultural coordinator continues to make a positive impact. Indigenous culture and traditions are now integrated in all aspects of our Service.
- Through our annual T3PS Awards dinner and nominations of our members for provincial and national policing awards, we now have multiple T3PS members as recipients of these prestigious awards.
- Kudos to our Communications team. Today our T3PS online and social media footprints are cutting edge.
- With the implementation of our Peer Support, partnership with Canadian Mental Health association and the OPP Mental Health team, we continue to prioritize the mental health of all our members.
- Developed, mentored, and promoted current and future leaders within our service.
- Positioned our Service collaborating with Grand Council Treaty #3 to move towards being constituted under the Ontario Community Safety and Policing Act.

I wish to also acknowledge the governance, wisdom and guidance provided to me by our Police Services Board members. Led by past and current PSB Presidents, the Police Services Board have been my guiding light as they represent the communities we serve.

As President of the Indigenous Police Chiefs of Ontario (IPCO), I am honoured to have led the IPCO Pension Negotiation team earlier this year to a successful Minute of Settlement. I credit the unity of the IPCO Chiefs and the expertise of the IPCO negotiation team for our success. With pension parity with the OPP and Police Retention Incentive (PRI) pay for both Civilian and Uniform members, IPCO has fundamentally changed and improved Indigenous policing in the province of Ontario.

Working under the umbrella of IPCO, the police services of APS, Chief Jeff Skye, UCCM PS, Chief James Killeen, and T3PS, with the full support of our three Police Services Board and political leaders, 45 First Nations stood in solidarity when we rejected Public Safety Canada's initial discriminatory FNIPP offer.

With the prohibition of having specialty units removed as the direct result of not accepting the FNIPP funding conditions originally offered, units such as canine and forensic identification units, that are taken for granted by non-indigenous communities, are now viable investigative solutions for our Police Services.

MESSAGE FROM CHIEF OF POLICE

KAI LIU, O.O.M.

I am truly appreciative of each of our members' contributions to our collective achievements. It is their demonstrated dedication to the people we serve that I am very optimistic for the future of Treaty Three Police Service.

As Chief of Police and throughout my career, my goal each day is to send my members home in better condition than when they first arrived at work. With this same philosophy, I believe our police service is in much better condition than when I came here four years ago.

With best regards,

Kai Liu

Kai Liu, O.O.M.



TREATY THREE POLICE SACRED ITEMS

The Drum

The voice of the Anishinaabe people. Ours is an Okichida Drum that came to us as a result of a dream from a Big Grassy elder to assist our First Nations police officers in performing their day-to-day duties; to support them spiritually and to give them strength.

The Pipe

The spirit of the Pipe is powerful and brings many teachings to the people. The Midawin teachings tell us the creator who is all powerful and all loving works through the Pipe. The stone or the bowl represents our Grandfathers. The tobacco that is placed in it comes from the earth to represent our Mother Earth. The fire represents movement in life. The smoke is representative of the spirit that takes the prayers to the Creator of all things.

Drum Keeper

One person, the "Drum Keeper" or "Drum Carrier," is placed in charge of taking care of the drum and doing any repair work.

The Drum Keeper ensures that the drum is present for our sacred ceremonies such as the Spring and Fall Feasts. The Drum Keeper prepares the drum and the other sacred item prior to the ceremonies as well as arranging for the Elder and singers to attend the ceremonies.

The honour of the drum keeper responsibility is given to Constable Dennis Smith, a highly regarded senior officer with T3PS. Cst. Smith is a member of Naicatchewenin First Nation and is very involved with his culture and community. Cst. Smith is a leader and respected member of the service and we are grateful for all he has contributed.



The Eagle Staff

The Treaty Three Police Eagle Staff symbolizes strength and protection of the Treaty Three Police Officers and the communities they serve and has 23 eagle feathers to represent each of those communities.



TREATY #3 TERRITORY



Treaty #3 Territory encompasses 55,000 square miles in Northwestern Ontario and Southeastern Manitoba.

Treaty Three Police Service provides policing service to 23 of the 28 First Nation Communities in the Treaty #3 Territory.

The following communities are not policed by the Treaty Three Police Service: Lac Des Mille Lacs, Lac Seul, Saugeen, Sagkeeng and Buffalo Point.

STRATEGIC PLAN & MISSION STATEMENT

STRATEGIC PLAN

TREATY THREE POLICE IS AN ESSENTIAL SERVICE

- Fully funded legislated Service.
- Apply the best practices of the Ontario Police Services Act.
- Meet the Adequacy Standards.

COMMUNITY-BASED, RESULTS-DRIVEN POLICING

- Contribute to the development of safe, secure and healthy communities in partnership with local resources.
- Positive reputation of the Service.
- Focused programs and services.

STRONG RELATIONSHIPS THROUGH PROACTIVE COMMUNITY POLICING

- Strengthen existing relationships with the communities we serve.
- Create new partnerships with agencies and organizations that can assist in improving the quality of service
- provided by Treaty Three Police Service.
- Strengthen community trust and respect.
- Focused programs and services.

EMPLOYEE FOCUSED ORGANIZATIONAL HEALTH

- Provide a healthy and positive work place environment, where employees are engaged and participate in
- continuous improvement activities that benefit the individual, the organization and the communities we serve.

MISSION STATEMENT

MISSION

In the spirit of partnership with the Treaty #3 Nations, the Treaty Three Police Service will provide a continuous and effective police service to the membership. Police members will provide a professional, dedicated and responsive police service that is sensitive to the traditions and culture of the communities we serve.

GOALS

Assume full ownership of First Nations Policing Services provided to the First Nations within the Treaty #3 Territory.

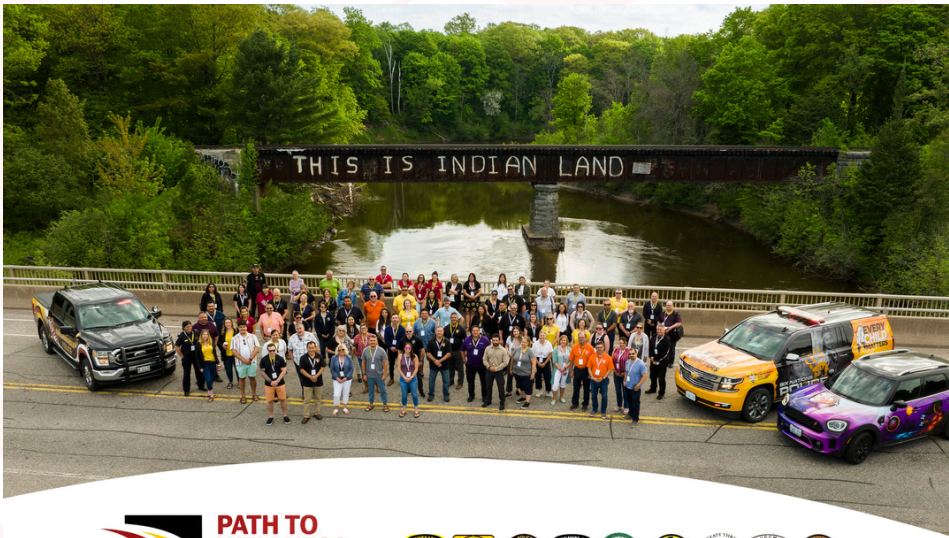
VISION

To be recognized as an essential service governed by a traditional Anishinaabe system of policing and justice for the Treaty #3 Nation.

ACTIVITY

Establish the Treaty Three Police Service Agreement as a capacity building initiative with the immediate purpose of providing an accountable, responsible, effective and culturally respectful Police Service to the First Nation peoples of Treaty #3.

MENTAL HEALTH

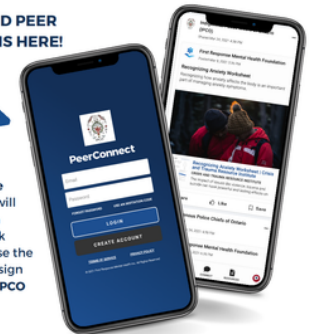


In 2021 the Indigenous Police Chiefs of Ontario (IPCO) conducted a Mental Health Review of the nine Indigenous Police Services in Ontario. T3PS members participated in this Mental Health Review by completing a survey and interviews.



PeerConnect

OUR HEALTH, WELLNESS, AND PEER SUPPORT APP IS HERE!



Treaty Three Police Service members will receive registration emails to their work email addresses. Use the invitation email to sign up and download IPCO PeerConnect.



To access the app scan the QR code below or search IPCO PeerConnect in app stores.

The findings of the Mental Health Review concluded that Indigenous Police services such as T3PS deal with higher rates of violent crimes but with less mental health support when compared to other police services. However, members of Indigenous Police Services remain resilient. Significant funding increase to Indigenous Police Services that matches those of other police services would address many of the concerns found within the review.

Indigenous Police Services began enhancing mental health resources by adding additional resources. The IPCO PeerConnect app was utilized by Treaty Three Police Service.



Giishkaandago'lkwe
HEALTH SERVICES



Canadian Mental Health Association
Mental health for all

FIRST RESPONSE
MENTAL HEALTH



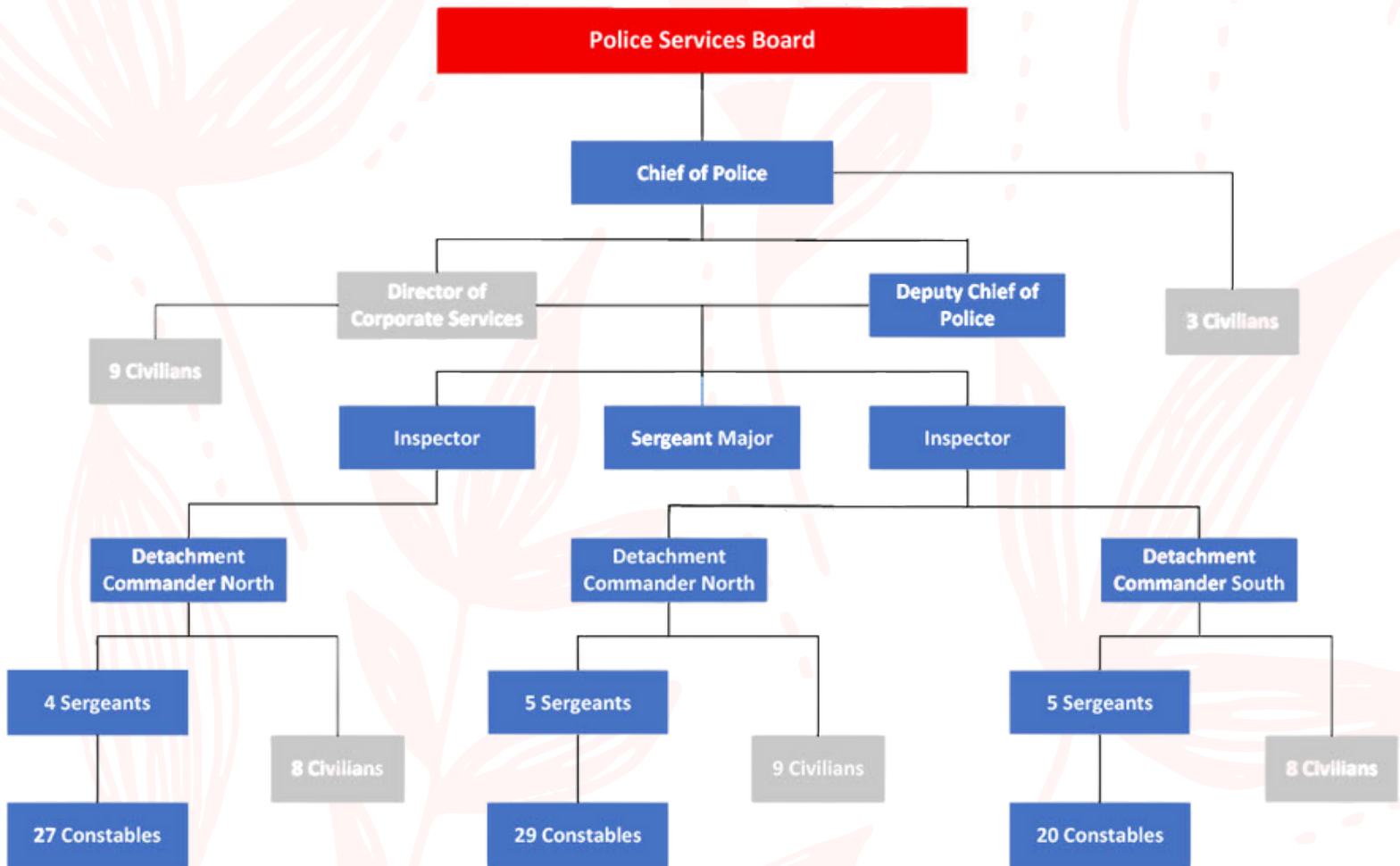
PeerConnect

Treaty Three Police Service formed a Mental Health Working Group which oversees mental health initiatives within the service that aligns with recommendations from the IPCO Mental Health Report and the T3PS Mini Conference on Mental Health Report.

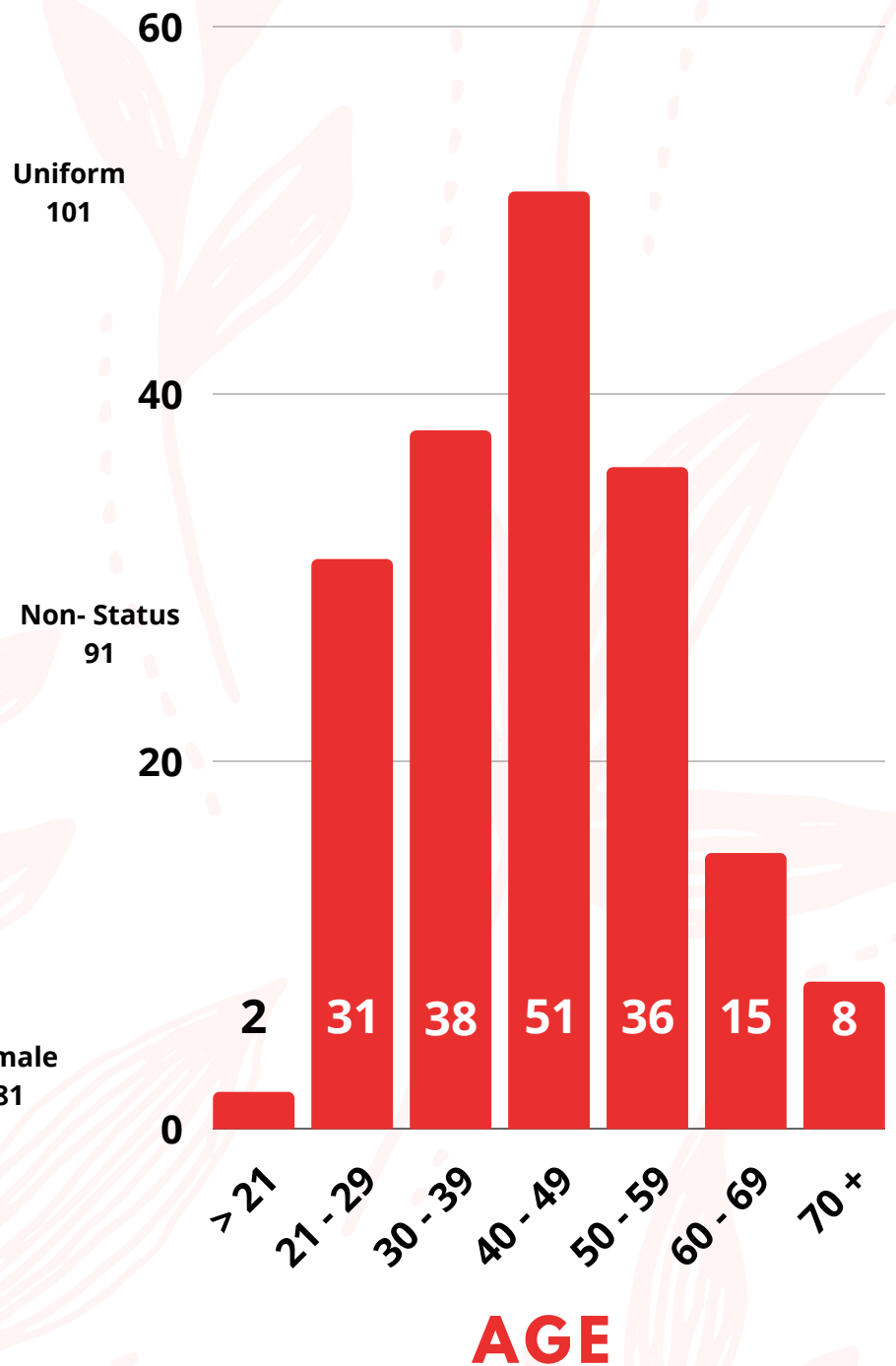
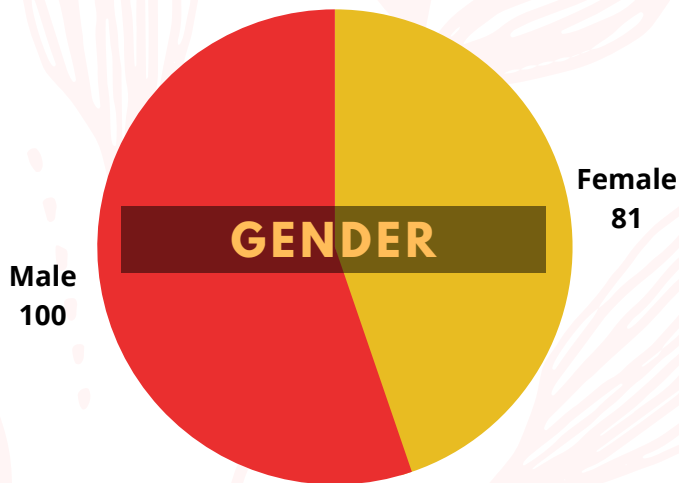
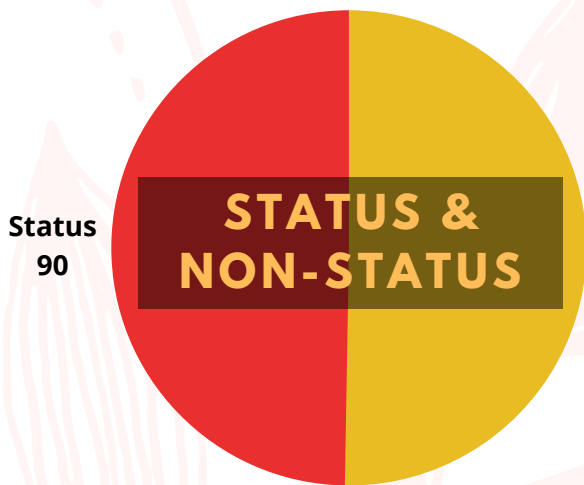
Treaty Three Police Service also benefits from Peer Support Wellness Team and therapy services from the Canadian Mental Health Association which extends to family members of T3PS staff.

T3PS recognizes that police response to individuals experiencing a mental health crisis is a critical and complex issue. Law enforcement agencies around the world are increasingly recognizing the importance of providing a compassionate and appropriate response to such situations. Through a collaborative partnership with Giishkaandago'lkwe Health Services a Mobile Crisis Response team was formed to respond to mental health related calls. We wish to express our thanks to Giishkaandago'lkwe Health Services and Sara Galusha for assisting T3PS at our South Detachment this past year.

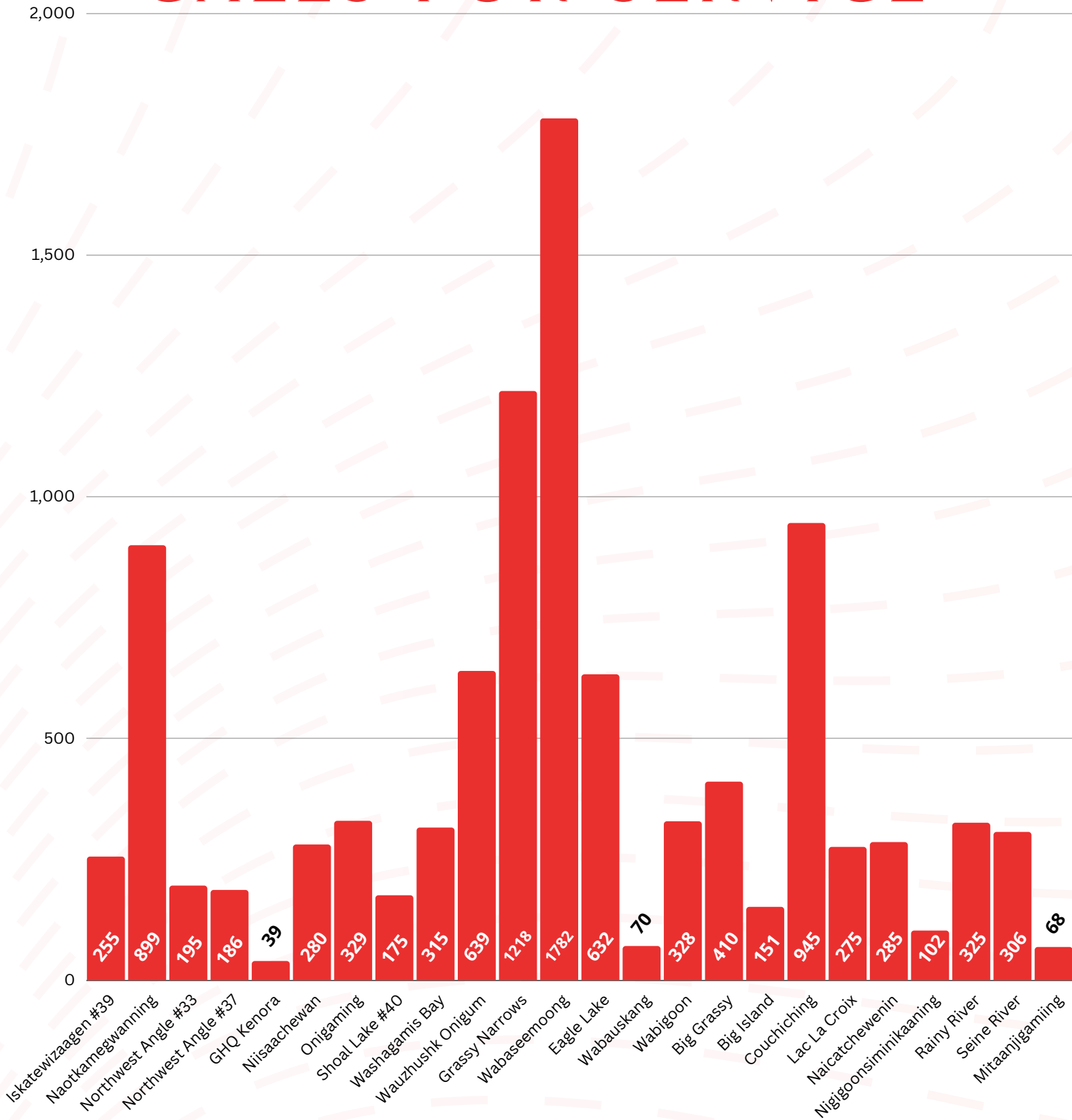
ORGANIZATIONAL CHART



WORKFORCE



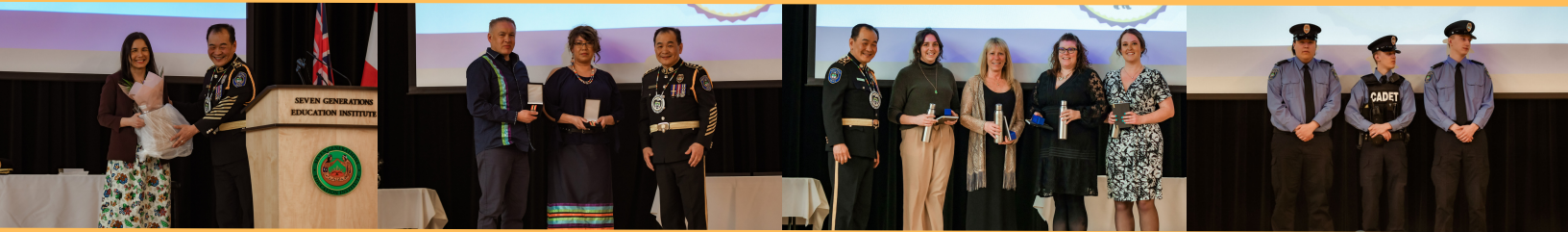
CALLS FOR SERVICE



AWARDS & RECOGNITION

TREATY THREE POLICE SERVICE AWARDS CEREMONY

The Treaty Three Police Service Awards Ceremony was held in Kenora, Ontario, at Seven Generations Education Institute. This in-person event was attended by T3PS members and their families, Police Services Board members, community Chiefs, Elders, and Anishinabek Police Service Chief of Police Jeff Skye. Minister of Solicitor General Michael Kerzner and Kenora-Rainy River MPP Greg Rickford provided a virtual greeting. The T3PS drum Ogimaagizhok, Drum Keeper Dennis Smith, and Elder Doris Caribou provided the traditional opening that featured a Grand Entry with jingle dress dancers. Master of Ceremonies Tina Keeper lead the award ceremony. Brian Rupert, founding T3PS Chief of Police, provided the keynote address.



AWARD RECIPIENTS



Most Distinguished Officer
Acting Sergeant Ashley Gibbs



Most Distinguished Civilian
Administrative Support Jan Lee



Stewart Redsky Community
Engagement Award
Constable Branden Kuzyk



Jordan O'Connor
Metal of Honour (Life Saving Award)



Johnathan Liu



GRANDFATHER TEACHINGS AWARD RECIPIENTS



Love

Sergeant Carl Bryant

Wisdom

Sergeant Dan O'Connor

Truth

Administrative Support
Denise Wesley

Respect

Executive Assistant
Gaby Centena



Humility

Constable Eastin Gauthier

Forgiveness

Director of Corporate Services
Kristine Gagne

Honesty

CRC Team Lead Chelsie Gurica
Constable Shandi Oberle

Recipients not pictured:

Bravery: Const. Jared Roulette
Respect: Const. Gary Delaronde



TREATY THREE POLICE SERVICE AWARDS CEREMONY



GIZHAADIGEZIWANG OKO WIJI'IJIWINAN POLICING FOR THE PEOPLE BY THE PEOPLE



T3PS Drum



Elder Doris Caribou



Tina Keeper



NORTH DETACHMENT REPORT

Boozhoo,

Maazinankitook ndizhincaz. Iskatewiizaagan #39 ndoonji. Pizhew Dodem. My name is Cheryl Gervais of the Lynx clan. I am a member of Iskatewiizaagegan #39 Independent First Nation.

In September 2022, I transitioned from the position of Acting Sergeant Major – Professional Standards Program to my previous position of Operational Staff Sergeant for the North Division.

I value the lessons learned in developing and implementing this program. Its important to acknowledge the support I received from our policing partners during my tenure as Acting Sergeant Major.

The knowledge of OPP Sergeant Major John Haley and his team were key to my positive experience in this challenging and rewarding position.



A large component of this alignment was being able to support Spirit of Hope Coordinator Jody Smith and Maanaji'iwin Project Coordinator Marie Lavalley on important programming they delivered in community. Sadly, these programs ended at end of the 2022/2023 fiscal year, however, T3PS will continue to seek opportunities for future initiatives. I look forward to what this next year brings!

Cheryl Gervais
Inspector

INSPECTOR CHERYL GERVAIS



My responsibilities as Sergeant Major were to conduct and oversee complaint investigations under T3PS Code of Conduct. Violations of T3PS policies including Workplace Harassment & violations of the Ontario Humans Rights Code. I also completed a yearly analytical review of all complaints to identify areas of concern, which included the need to support our supervisors in performance management and professional development of their staff.

In building this program, cultural and traditional resolution measures were introduced. Other police services across Canada are also implementing these measures and T3PS is committed to supporting and sharing this work.

This year, we welcomed Dan Cooke with the OPP Professional Standards Team. He is on a six-month term as Acting Sergeant Major to continue with the development and implementation of the program.

In November of 2022, I was promoted to Inspector – Operational Support Services. In this position, I am responsible for effective & efficient service delivery, and support other areas of the service to ensure continued partnership with all members and all sectors of the community within the Greater Treaty Three area.

This position provides me with the opportunity to align T3PS strategic goals with my own values of collaboration, connection, and empowerment:

Collaboration with employees of T3PS, partner agencies, & community.
Connection to culture, community, and family.
Empowerment through professional development & mentorship with T3PS and in community.

NORTH DETACHMENT REPORT

INSPECTOR TRICIA RUPERT

Boozhoo,

My name is Tricia (Trish) Rupert, and I am a member of Sagkeeng First Nation.

This year, my focus at Treaty Three Police Service has been on the mental health of our members. In 2021, our service, along with the Indigenous Police Chiefs of Ontario (IPCO), participated in a Mental Health Review conducted by CALIBRATE Solutions Inc. This review provided 27 recommendations on how to better support our members. Many of the recommendations were specific to the service while other recommendations were directed at the IPCO Chiefs and funding. Recommendations ranged from recruitment and retention to adequate funding and resources. I am one of two chairs that lead our Mental Health Review committee to develop action plans and ensure we are continuing to adhere to the recommendations.



In addition to chairing this Mental Health Review Committee, I have partnered with Lakehead University Student, Emily Tella and her Professor Dr. Kathryn Sinden on a further study of our officers; Identifying Mental Health Indices Among Indigenous and Non-Indigenous Officers with Treaty Three Police Service. One of the prominent findings of this work was that 28% of indigenous participants vs. 5% of non-indigenous officers were at a high risk of developing Post Traumatic Stress Disorder (PTSD). We will continue to work on the qualitative work to support these findings.

In November of 2022, I was promoted to Inspector, one of two for the North Detachment. In this position I am responsible for oversight of the Criminal Investigation Unit, Professional Standards, administrative support of Grassy Narrows and Whitefish Bay Detachments as well as operational support to the frontline.

This year I enrolled in the Canadian Association of Chiefs of Police (CACP) Mentorship program. This program is designed to enhance knowledge, skills and abilities for those members who have demonstrated the aptitudes and expressed interest in leading a police organization. I am working with my mentor, Chief Nishan Duraiappah (Peel Regional Police) to modernize policing with new technologies and to develop and implement resources to support the mental health of our members.



In October of 2022 I had the opportunity to attend the First Nation Chiefs of Police Association (FNCPA), Annual General Meeting. At this event, I had the opportunity to present the Inaugural Chief of Treaty Three Police Service, Brian Rupert (my father), with a Lifetime Achievement Award. I was also recognized by the FNCPA and was the recipient of the Distinguished Officer Award.

I continue to work with Inspector Cheryl Gervais on our initiatives to empower women and girls; not only in the work place but also out in our communities. This year we attended three All-Girls Gatherings; one in the North Detachment area, one in the South Detachment area and one in the East Detachment area. These events provide opportunities to empower our youth and share our experiences with the youth in our communities. We also continue to work with our policing partners and are organizing a First Nation Women in Policing Conference that is set to take place in the fall of 2023.

Miigwetch,
Trish Rupert

NORTH DETACHMENT REPORT

STAFF SERGEANT JOE GERVAIS

My name is Joe Gervais, and I am on my 20th year of service with the Treaty Three Police as one of the Detachment commanders for the North Sub-Division.

It has been a pleasure serving the Treaty Three Communities.

I am committed to building relationships within the communities and service providers of the Treaty Three nation.

On March 1st 2022, I accepted an acting Staff Sgt. Position in the north region.

I provide oversight for two platoons, civilian support staff, and the sub detachment areas of Grassy Narrows, Whitefish Bay, Northwest Angle Inlet, and Eagle Lake detachment area. I was made permanent in this position on May 16 2023. I have done my very best to serve the communities of Treaty Three Police.

My goal is to engage in community-based, results-driven policing that maintains a strong relationship through proactive community policing. Some examples of this in the past year:

Community Special Constables/Cadets

Met with Whitefish Bay, Northwest angle 37, 33, Grassy Narrows, and Onigaming. We were able to secure agreements through community engagement.

Axon Body Cameras & Digital Evidence

Worked with funding partners, and Treaty Three Police Director of Corporate Services, for the purchase and implementation of the Axon body cameras, programs, and download stations that we require for downloads and editing for court. We are in the process of setting up training for all front-line staff for use of the equipment. I attended Barry Police service to do a site visit on how their DEMS digital evidence management is ran, and submitted to court. We are in the process of implementing what has been proven to work.

Recruitment Committee

I have had a large role in the formation of the Treaty Three Police Service Recruitment Committee. All leaders at Treaty Three Police agreed that recruitment was our top priority at this time. The Recruitment Committee chair and Co-chair have been selected and the working groups have been identified. We are currently working on terms of reference and representation at events. We ensure that we have an inclusive approach, with both male and female staff for recruitment, and we have attended multiple events so far. We have also engaged an outside company to revamp our current web site to be more effective in our recruitment goals.

Quality Assurance Committee

Formed a Quality assurance committee team with key members of the police service to ensure a quality-of-service delivery to the Treaty Three communities. Monthly meetings focusing on administration of Sergeants and Constables RMS, Court Submission, Annual performance evaluations CPIC follow up assignments, and general inspections.

Complex Care Providers Committee

This committee has all health-related providers in the Treaty Three Police Service area. I bring all the health, particularly mental health related issues, to the committee to formulate long term solutions. Recent efforts include memorandum of understanding with Morningstar Alcohol Treatment Center in Kenora.

Eagle Lake

Officer RMS reassignments to ensure that officers occurrences are being reviewed and follow up is being assigned. Supporting the Detachment Commander in Eagle Lake.



Co-op Students from Local Schools

Taking in Co-op students from the local high schools, while introducing them to policing and feeding the interest of being a First Nation Police Officer. I have engaged with Grassy Narrows, Whitefish Bay, Onigaming, Beaver Brea, and St. Thomas Aquinas. These schools have added Treaty Three Police Service as approved agency for volunteer hours. This will assist with all community events.

Treaty Three Police Youth Hockey Program

The Treaty Three Police Service Eagles Youth Hockey Program has provided the opportunity for Treaty Three youth, ages 9-17 years, to play organized hockey, including practices, dry land training, and games.

The program has run at local arenas and indoor/outdoor training complexes. Participants have attended team building activities, that included teachings and life skills. This program has provided a mentorship relationship with members of Treaty Three Police Service and partner agencies. The goal of the program is to have representation from our 14 communities within our North Division of Treaty Three Police Service. A number of Treaty Three Police Service staff have already committed to in-kind contribution of their time and skills to make this a meaningful experience for the youth involved.

Training Treaty Three Police Service Airboat

Set up training of airboat to the marine operators, for Treaty Three Police, OPP, and local Search & Rescue and fire teams. The training included Ice Water Emersion Training, Airboat Operations, and Search & Recovery/Rescue.

GCT3 to move towards becoming an "Essential Service"

Currently on the Policy Review Committee to ensure the newly drafted policy is consistent with Adequacy Standards Regulation, Provincial, and Federal laws. The goal is to produce a clear and concise policy that clearly outlines expectations and standard practice to the staff of Treaty Three Police Service.

Restorative justice Committee

Working with new Youth Justice Center staff, Grand Council Treaty Three, Justice Department, and community leaders to engage in restorative justice, pre-charge diversion. I am passionate about this committee, as the youth sometimes make mistakes and are put in bad situations. As a police service we strive to provide a professional, dedicated, and responsive police service that is sensitive to the traditions and culture of the communities we serve.

Wellness Committee

Co-chair of committee. We ensure the best chance of success in bringing staff wellness issues forward. We are currently working on an annual budget and brainstorming events for the next year. We are keeping consistent with recent mental health workshop priorities identified by the group.

YIPI (Youth in policing Initiative) Provincial Committee

Currently working with local and regional Treaty Three area support programs to ensure this program runs well. Supporting A/S/Sgt Kelly and Cst. Kuzyk on the program in general.

Performance Measures CCTV Grant

Working on Performance Measures CCTV Grant with Whitefish Bay First Nation.

Staff/Sgt Joe Gervais 2242



NORTH DETACHMENT REPORT

ACTING STAFF SERGEANT JASON KELLY

My name is Jason Kelly, I am in my 26th year of policing in the Treaty Three Territory.

I started my policing career in Sabaskong in 1998 as a First Nation Constable with the former OPP administered Policing Program.

Currently I am an Acting Staff Sergeant assigned as one of the Detachment commanders for the North Sub-Division. On November 1st, 2022, I started my current position. In this position I oversee the supervision for two of the four platoons in the Kenora Detachment.

I Supervise Sergeant Carl Bryant who is currently in the Community Sergeant role, responsible for the Wabaseemong community and Detachment.

I am also responsible for police deliver initiatives for the following communities: Wauzushk Onigum, Niisaachewan, Wash Bay, Shoal Lake 39, Shoal Lake 40, Northwest Angle Inlet #33, and Northwest Angle #37 Windego Island.

Court Services

I also Supervise the Court Services unit which consists of Sergeant Alicia McCready, Cadet Eastin Casavant, Special Constable Wanda Marshal, and Special Constable Paige Randell.

Marine Operations

I oversee our Marine Unit which currently consists of 12 certified Marine Operators, 9 of which are deployed out of the North Sub-Division, 1 in the East Sub-Division, and 3 in the South Sub-Division. We have one main vessel in the north with a small back up vessel for inland lakes. The south has one main vessel. We are looking to add more vessels to increase our Marine Operations Capacity.

Youth in Police Initiative

We are currently in the process of hiring 12 youths for our annual summer Youth In Police Initiative. I have Cst. Branden Kuzyk assigned to organize and supervise this program. Cst. Kuzyk has created an excellent program this summer, in which the students will receive training and certificates in first aid, Pleasure Craft Operator's License, and WHMIS. We have also partnered with Grand Council Treaty #3 for additional funding for this program.

Community Policing Initiatives

Over the past few years, I have been involved in several community policing initiatives. I helped create Casting with Cops, which is a program where we take youth from the communities fishing with our officers. We gift the youth with a rod and tackle after the day is done. I am also starting up a Youth Archery Engagement program. Myself and two other officers recently attended an Archer Instructor Course. The goal is to set up Archery Instruction Days in our communities and teach youth. I also coach the Saint Thomas Aquinas Highschool Hockey Team and during the summer I coach in the Kenora Baseball League. Each of these sports has youth from our communities involved and is a good opportunity for mentoring and recruitment of these youth.

Cultural Training and Team Building

For the past two years I have organized and coordinated Cultural Training and Team Building for our Service. This year I am organizing Cultural Training and Team Building again. I am planning on having this during the month of August.

A/Staff/Sgt Jason Kelly



SOUTH DETACHMENT REPORT

ACTING STAFF SERGEANT JAMES BROUGHTON

My name is James Broughton. I am in my 18th year of policing with Treaty Three Police and recently moved from Kenora to the Fort Frances area to fill an Acting Staff Sergeant position as the South Sub-Division Detachment Commander.

Prior to my arrival in the Rainy River District, I spent 17 years working in our communities surrounding Kenora. During that time, I worked frontline patrol and was a Scenes of Crime Officer, and a member of our joint Emergency Response Team with the OPP. I then moved into specialised units assigned as a Drug Enforcement officer and later as a Guns & Gangs Officer. I returned to frontline policing and had the opportunity to supervise a Platoon as an Acting Sergeant. Most recently I had been assigned as the Wabaseemoong Detachment Commander since March of 2020.

I began this new role in August of 2022 taking over command from OPP Inspector Adam Illman who had been seconded to our service for the year prior to my arrival. Inspector Illman worked tirelessly for our service and brought about many changes to the South Sub-Division. A big thank you to Adam for his dedication and hard work. He will be missed.

I oversee policing in our nine Communities in the Rainy River District. The South Sub-Division has a main detachment on Agency One Land (situated between Fort Frances and Couchiching First Nation). We also have four clearly marked Community Policing Centres located in: Mishkoziibinziibing First Nation (Big Grassy), Manitoo-baawidigoong First Nation (Rainy River / Manitou), Negwaakwaani-zaaga'igan First Nation (Lac La Croix), and Nigigoonsiminikaaning First Nation (Red Gut).

In each of our Community Policing Centres we have a mini functioning detachment without holding cells. Officers can complete their work in the Community Policing Centre, meet with community members, conduct investigations, meet victims and witnesses in their own community for statements and updates.

Related Training: I am a recent graduate of the Senior Police Leadership & Management Program at the University of Manitoba (Asper School of Business) Completed in January 2023.

Coordinator for our Joint T3PS / OPP Emergency Response Team (ERT): I oversee our officers who are part of our Joint Emergency Response Team with the OPP. Our ERT members initially attend an intense two and half month basic training course. ERT members are trained in the following areas: Search and Rescue (looking for lost and missing persons), Containment (dealing with barricaded persons and hostage takings), K9 Support and Backup, Evidence Searches (homicides and other serious crimes), Witness and VIP Security, Prisoner Escorts (when high risk of violence or escape exists), Supporting Investigative Crime Units, Warrant Entry (buildings and residences), and Directed Patrols.



SOUTH DETACHMENT REPORT



We are currently working with company called SAR-1 to train community members in Search and Rescue (SAR) and further train SAR leads. Our hope being to eventually train SAR members throughout all our communities. The SAR leads play a vital role in managing timely search and rescue efforts and who better knows the community then the community members themselves.

CO-OP Students:

The South Sub-Division has supported local Highschool Students through the Fort Frances High School Cooperative Education Program (CO-OP). Two local community students have been assigned to the South Sub-Division this year. The students work in the detachment during the morning hours and get to shadow Officers, Cadets, Special Constables, and Civilian Positions. We do our best to get the students out in the communities and doing ride-a-longs with officers. We will continue to work with interested students and encourage them to consider a career in First Nations Policing.

CADET Program:

Our goal with the Cadet program is to hire individuals (with a focus on hiring local community members) who want to become Special Constables or full police Constables but may not quite have the qualifications or experience just yet. We will work along side them, while they assist the service, and develop them to the point we can hire them as full-time police officers.

We recently hired one of our first Cadets as a full-time police officer. He is currently training at the Ontario Police College. Congratulations to Recruit Constable Joel Ottetail from Lac La Croix First Nation



I represent our Service by providing service updates to the nine Chiefs in the Rainy River District. Members of the South Sub-Division recently had the privilege of honouring retired Treaty Three Police Officer Terry Allan (Now Chief of Nigigoonsiminikaaning First Nation) with a framed certificate with service coins, recognizing his committed 18 years of service. Members of T3PS Union (PSAC) also presented Terry Allan with a plaque thanking him for his dedicated years of service.

I represent the Service at monthly meetings with the Rainy River District Victim Services Program and relay information back to officers to connect the program to our communities.

Mobile Crisis Support worker:

The Mobile Crisis Response Worker provides support to individuals who have concerns related to Mental Health and/or substance misuse and are in crisis. The Mobile Crisis Response Worker, works in collaboration with the Treaty Three Police services to assist with stabilization and facilitation of safe transfers between various required services as well as providing follow up and wellness checks.



SOUTH DETACHMENT REPORT

The Mobile Crisis Response Team has been fortunate to have had the opportunity to build positive, working relationships within the surrounding communities, as well as build on partnerships with multiple service providers.

Drug addictions and overdose deaths are a growing problem in our communities. On August 31st, 2022 the Treaty Three Police had the honour to join and escort a few hundred people during a Drug Awareness Walk in efforts to "End the Stigma". Officers joined organizers from Grand Council Treaty #3 Health Council, Couchiching First Nation, Giishkaandago'lkwe Health Services, and many other contributing partners, volunteers, and participants. The group walked from the Couchiching Community Center, south on to highway 11, then over the overpass to Seven Oaks Park where the group had a small ceremony.

"In Loving Memory of the Lives Lost to Addiction & Overdose"

TRAINING

TRAINING ACTIVITIES 2022-2023

Investigating Offences Against Children

ACP: Leadership in Police Organizations

Fraud Investigation

Human Trafficking Investigation

Ontario Major Case Management

CPIC Terminal Operator

Investigative Interviewing Techniques

Domestic Violence Investigator

Sexual Assault Investigation

Coaching Police Professionals

Front Line Supervisor

Breath Tech

Marine Operator



CRIMINAL INVESTIGATIONS REPORT

DETECTIVE SERGEANT STEPHEN GARROW

The Treaty Three Police Service Criminal Investigations Unit had a total of twelve members. Two of those members are civilian members, nine are Detective Constables, and they are supervised by one Detective Sergeant.

The Agency One Detachment has one Detective Constable who is involved in Criminal Investigations while the other one is focused on Drug Investigations in the Agency One Detachment area communities.

The North Detachment has three Detective Constables who are involved in Criminal Investigations, one Domestic Violence Coordinator, one Drug Investigator who is responsible for all of our communities in the three Detachment areas, one Criminal Intelligence Officer, and one Human Trafficking Investigator.

The two civilian members are our Criminal Intelligence Analyst and our Social Navigator. These two civilian members are based out of the North Detachment.

For 2022-2023 year, the Treaty Three Police Service had four Major Cases that required assistance from the Ontario Provincial Police Criminal Investigations Bureau (CIB).

Treaty Three Police Service Request for Assistance

Based on our records, there were 14 exigent requests submitted for 8 occurrences in 2022.

#	Date	Actions taken
1	Jan 26, 2022	<ul style="list-style-type: none">Exigent request to Meta
2	Apr 5, 2022	<ul style="list-style-type: none">Exigent request to MetaExigent request to Vianet
3	May 20, 2022	<ul style="list-style-type: none">Exigent request to MetaExigent request to Bell
4	Jun 27, 2022	<ul style="list-style-type: none">Exigent request to Meta
5	Jul 28, 2022	<ul style="list-style-type: none">Exigent request to MetaExigent request to Vianet
6	Aug 2, 2022	<ul style="list-style-type: none">Exigent request to MetaExigent request to Bell
7	Aug 11, 2022	<ul style="list-style-type: none">Exigent request to MetaExigent request to Telus
8	Sep 5, 2022	<ul style="list-style-type: none">Exigent request to MetaExigent request to Bell

PROGRAM REPORTS

FIRST NATION – MOBILE CRISIS RESPONSE TEAM (FN-MCRT) MENTOR AND HELPING KIDS WITH ADVERSITY (MAHKWA) PROGRAM TREATY THREE POLICE SERVICE AND KENORA CHIEFS ADVISORY PARTNERSHIP

Treaty Three Police Service (T3PS) partnership with Kenora Chiefs Advisory (KCA) Mental Health & Addictions Program continued over the last year to ensure the success of the First Nation – Mobile Crisis Response Team (FN-MCRT).

The FN-MCRT is comprised of a trained Mental Health Worker and a Police Officer from T3PS responding to calls as a team, for youth in 'self-identified' crisis.

Constable Anno Buswa & Morgan Carey worked together to provide an effective intervention that aimed to stabilize and/or resolve crisis in communities, with focus on ensuring successful linkages for ongoing supports in the post-intervention method. Morgan Carey left the role in July 2022 who was then replaced by Kristy Boissoneau. Constable Buswa continues to support and promote diverse cultural practices. She utilizes her own knowledge and accesses local spiritual advisors when necessary.



The team attended several community events such as Residential School Gathering, Youth and Elders Gathering, Bullying Presentation (Aj Douglas), Mental Health and Addiction Client Journey Mapping. These events were facilitated by GCT3.

FN-MCRT also attended training and educational workshops such as Indigenous Helper Wellness: Building skills for self-care, Columbia Assessment Training, Lunch and Learn – methamphetamines, First Nation Mental Health First Aid Training, Burnout – From Exhaustion to Efficacy, Trauma Informed in the Workplace, Dealing with Greif and Loss, Mindfulness in the Workplace, Anti-Human Trafficking awareness “Rising Angels”. These events were facilitated by KCA and CMHA and Giishkaandigo I’kwe Health Services. FN-MCRT attended team building/training events that were hosted by KCA and T3PS.

T3PS looks forward to continuing to work with KCA over the next year.



Along with crisis intervention services, the FN-MCRT supports community activities, such as presentations and other youth community initiatives.

An important aspect of the work is coordinating mental health wellness checks with clients and making referrals for continued care within the service network of community partners. This ensures that clients receive quality services that go beyond crisis intervention in the post-intervention period.

The FN-MCRT acknowledges the over-representation of Indigenous youth in crisis. This collaboration between T3PS and KCA has improved the quality of service through building partnerships with support agencies and developing rapport with youth in our communities.

The FN-MCRT has provided support to front line officers when responding to mental health calls for service to ensure youth in crisis are provided with ongoing support and care. FN-MCRT participated and attended cultural events such as Spring and Fall Feasts, Pipe Ceremony, sweat lodge ceremony and a mini pow-wow.



SOCIAL NAVIGATOR

The Treaty Three Police Service received funding for a Social Navigator position in October of 2021.

The Social Navigator is a full-time civilian position that is based out of the General Headquarters and is part of the Criminal Investigations Unit.

The goal is to assist the Treaty Three Police Service in successfully meeting its mission of providing culturally sensitive policing services by supporting at-risk and repeat offenders in all the 23 communities policed by the Treaty Three Police Service.

My goal as the Social Navigator is to reduce an individual's dependence on the judicial and hospital systems by helping them navigate community organizations for assistance to improve their overall health, safety, and quality of life.



Since the inception of the program I have been working towards molding the Social Navigator role into a position that best fits the needs of the Treaty 3 communities, which means things are always changing!

Aside from my regular duties, my passion for supporting mental health has driven me to participate in multiple Treaty Three Police Service committees where I enjoy planning and executing activities and initiatives to increase the way we support the mental health of our staff.

When I do have free time I also enjoy attending community events where I am able to meet new people, share experiences with my friends and family, and continue to learn about the Indigenous culture.

- Kylie Holmstrom, Social Navigator

RECRUITMENT COORDINATOR

My name is Andrea Pereira, and I am the Recruitment Coordinator for Treaty Three Police Service (T3PS).

In November 2022, a Recruitment Committee was formed and consists of 2 Co-Chairs, Sergeant Carl Bryant and myself, and approximately 40 officer and civilian staff members.

In my role, I plan and manage service operations and projects relating to recruitment, as well as coordinate all travel arrangements for all employees.

Over the past 6 months, not only has our committee attended over 35 community events, ranging from career & resources fairs, school presentations, and hosting practice fitness testing, but we also gather to share ideas, develop strategies, and think of innovative ways to help individuals interested in employment with T3PS accomplish their goals.



A few of our members had the opportunity to attend Equity, Diversity, and Inclusion training. With this training, our team is committed to creating an environment where barriers are eliminated and there is equal opportunity for all.

In addition, we recognize that our service is composed of members with a variety of skills, abilities, backgrounds, lived experiences, ideas, and perspectives. These differences allow us all to bring something valuable to the table.

As we grow as a service, our vision is to continue working collaboratively as a team to create an inclusive environment and show our communities why we are an employer of choice.

Come join our team!

YOUTH

Y.I.P.I. SUMMER STUDENTS



Students from several communities participated in the program for the summer months at our North & South detachments. The goal of YIPI is to give young people an opportunity to develop job skills while enhancing police and community relations. The Y.I.P.I. students maintained good relationships with their police mentors throughout the year and some are considering a future career in policing. Activities ranged from attending events, participating in foot patrols, attending cultural training, and team building exercises.

FIRE, SEARCH, & RESCUE - MARCH BREAK



This year we had an amazing group of youth who stayed at Silver Birch Lodge, while learning from firefighters, paramedics, the MNR, Treaty Three Police Officers, and the special unit emergency response team (ERT).

The youth also visited the Kenora Chiefs Advisory, learned about survival skills, discussed benefits of a career in emergency services, had the opportunity to ask questions about different career paths, and of course made new friends!



We are so thankful for the wonderful group of youth who joined us this year, and for all of the emergency service workers who took time from their busy schedules to provide a learning opportunity for our group.

A big thank you to the officers who stayed at camp with the youth, as well as our partners including City of Kenora, Northwest EMS, Ministry of Natural Resources, Kenora Chiefs Advisory, and Kaakewaaseya Justice Services.

Miigwech!

IPCO YOUTH TRIP



IPCO TRIP TO OTTAWA

Between August 13 and August 20, 2022, Indigenous youth from across Ontario – many of them from northern or rural communities – travelled via air and land to Ottawa. From there they traveled to Trenton, Six Nations of the Grand River, Waterloo, and Orillia on a tour of various facilities to explore careers in Emergency Management. These youth participants were accompanied by adult chaperones employed by police services associated with Indigenous Police Chiefs of Ontario (IPCO).

Youth participants heard from professionals in fire & emergency services, government security, policing, health sciences, search and rescue, and military.

Traditional protocols were maintained throughout the duration of the trip with the inclusion of an Indigenous Elder who provided guidance, prayers, teachings and smudging ceremonies at the beginning of each day.

Each day of the trip began with a prayer & smudge by Elder Don Jones of Nigigoonsiminikaaning, while everyone gathered in a circle. Elder Don Jones provided teachings on Anishinaabemowin, tobacco, smudging, and Treaty relationships.

Youth participants and chaperones were also instructed to put down tobacco at a tree or in the water at each city that was visited as a way of acknowledging the traditional lands and giving thanks for a safe journey.

Traditional protocols were maintained throughout the duration of the trip with the inclusion of an Indigenous Elder who provided guidance, prayers, teachings and smudging ceremonies at the beginning of each day.

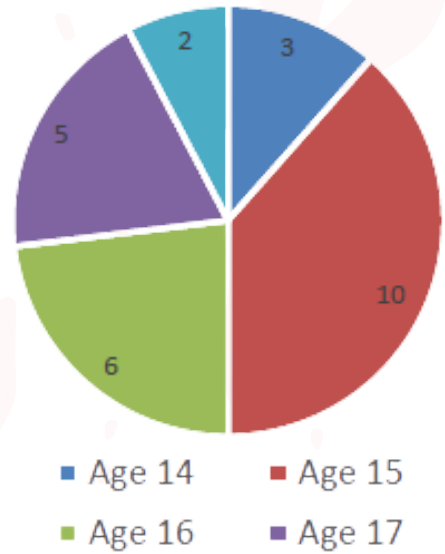


IPCO YOUTH TRIP

COMMUNITIES

North Caribou Lake
Lac Seul First Nation
Eabametoong First Nation
Ginoogaming First Nation
M'Chigeeng First Nation
Six Nations
Nipissing First Nation
Kenora
Eagle Lake First Nation
Wabaseemoong First Nation
Deer Lake First Nation

Big Grassy First Nation
Naotkamegwaning First Nation
Grassy Narrows First Nation
Naicatchewenin First Nation
Fort Frances
Couchiching First Nation
Tsuut'ina Nation
Wesley Stoney Band
Onigaming First Nation
Wauzhushk Onigum Nation
Ottawa



DAY 1

The youth participants and their chaperones began the first official day of the trip on Monday, August 15. This included tours of the CSIS facility, the RCMP Stables, Rideau Hall, and the Canadian Museum of History. After dinner they travelled to Cobourg where they spent the night.

DAY 2

The group arrived at 8 Wing Forces Base and were joined by Lieutenant (N) Michael Bennett who led everyone to a conference room. The students learned from the Director (and other personnel) which was followed by a question-and-answer period. The students then travelled to the Hercules Aircraft Hangers, where they got to see the aircrafts and helicopter up close.

DAY 3

The group travelled to Six Nations of the Grand River where they observed a car race at the community's racetrack, attended the Six Nations Fire Hall for presentations by the Fire & Emergency Services staff, and received CPR training. After lunch the students received a lesson in fire safety and then were transported to another firehall where they got to participate in fire extinguishing exercises.

DAY 4

On Wednesday evening, the group arrived at the University of Waterloo where they participated in a hand-drum session at the firepit, led by the University's Indigenous Student Services. The group took turns visiting the health sciences anatomy lab, the autonomous bus, and participating in a search & rescue activity using compasses and walkie-talkies. The youth were also able to try a commercial flight simulator.

DAY 5

On Friday morning the group gathered at the OPP Headquarters where they heard presentations from OPP members as well as visited the Power of One exhibit. The participants took part in a discussion about choices that help make the world a better place and viewed the OPP Helicopter.

VEHICLES

MATTHEW ROULSTON, QUARTERMASTER

Our fleet has grown a bit in the last year. We currently have the following vehicles.

- Admin – 25
- Cruisers – 33
- Cadet – 2
- Boats – 3
- Air boat – 1
- UTV – 3
- Trailers – 4
- Prisoner transport vehicle – 1
- Marine Truck – 1

Total of 73 vehicles.



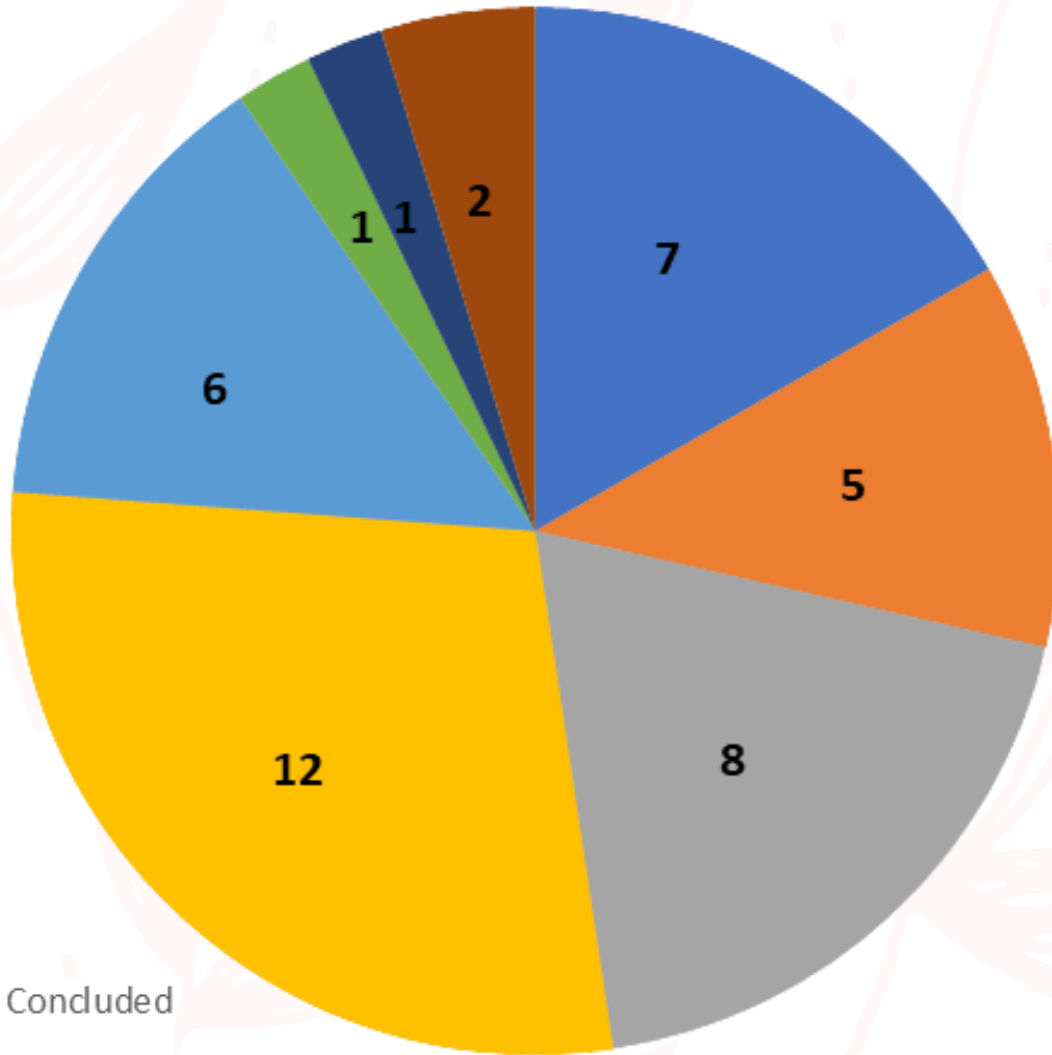
This past fall we began installing the new MMIWG decals on T3PS vehicles. These decals were designed early 2021 in consultation with the Treaty #3 Women's Council and Elders. Fallon Simard, a young artist from the Treaty #3 territory provided the final design of the decal. We wish to thank all those involved in the process including our Spirit of Hope Coordinator Jody Smith who coordinated the meetings with these groups.

With the male image as an ally of MMIWG, the LGBTQ2 rainbow colours on the drum, this decal is very inclusive.

The unveiling of this decal coincided with the National Day of Awareness for MMIWG which takes place May 5th.

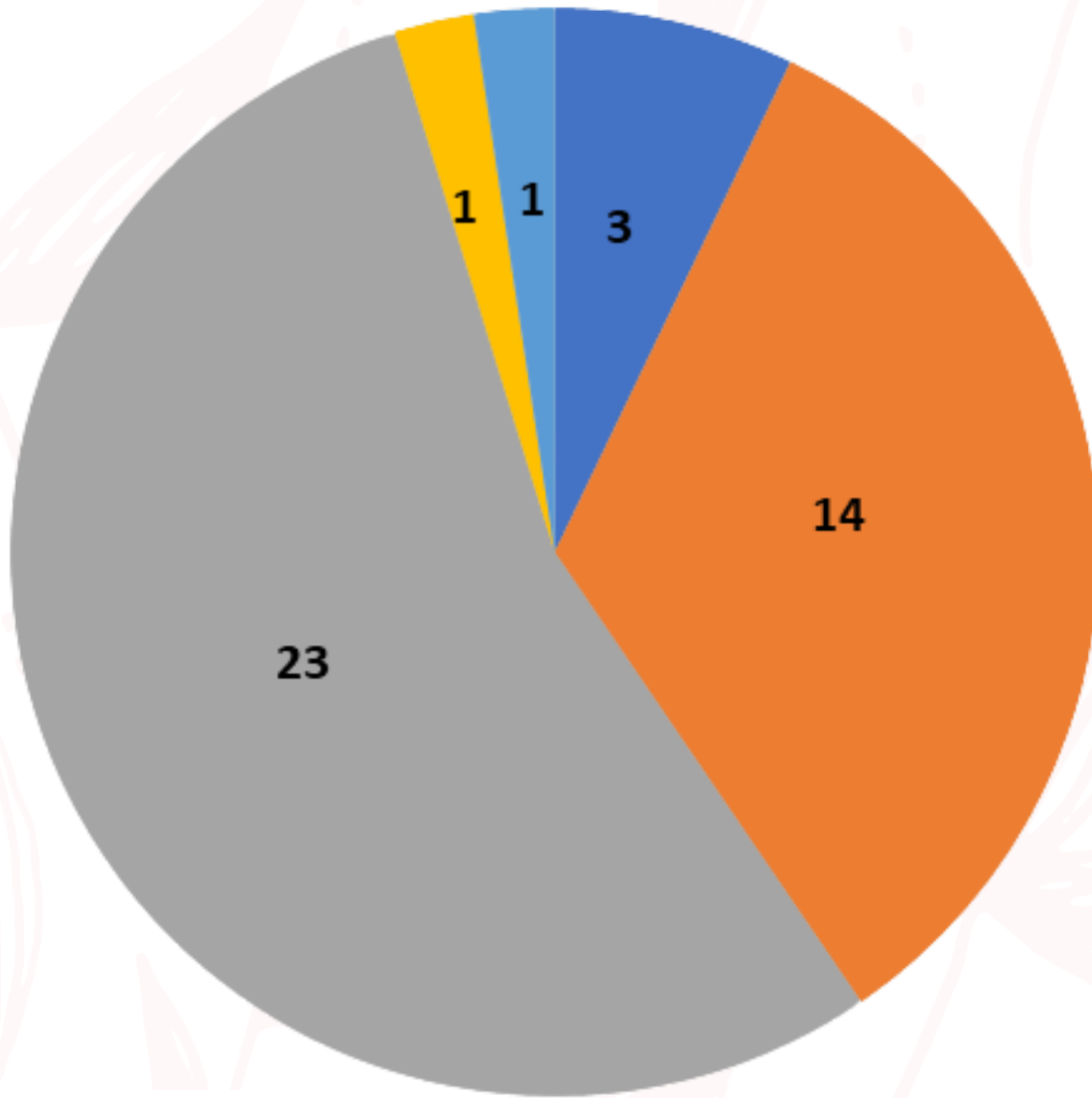
The idea for the decal was brought forward by uniformed T3PS members who wanted to generate discussions about MMIWG.

DISPOSITION



- Grievance Concluded
- Grievance Ongoing
- Closed
- Active Investigation
- Mediation
- Withdrawn
- Not Substantiated
- Informal Resolution

COMPLAINTS



- Administrative
- Chief's Complaint
- Grievance
- Public
- Workplace Harassment

SPIRIT OF HOPE

Starting from January 2021, Jody Smith, a member of the Ojibways of Onigaming, spearheaded the Spirit of Hope project. The initiative tackled issues of Sexual Violence, Harassment, and Human Trafficking. Within the framework of the project, the Treaty Three Police Service facilitated education, raised awareness, and galvanized 2SLGBTQIA as an acknowledged marginalized community.

The project's primary objectives encompassed addressing Sexual Violence, Harassment, and Human Trafficking, with a particular focus on the 231 calls to Justice and the necessity for National Action.

Through the project, there was a provision of education, awareness campaigns, and networking opportunities with community Elders. These efforts aimed to provide pathways for healing and skills enhancement within T3PS. This endeavor was rooted in community involvement.

The project actively engaged with various stakeholders, including communities, Elders, Grand Council Treaty #3, community outreach groups, Child and Family Services, and local Education Authorities. It adopted a multi-dimensional approach that encompassed advocacy, systemic changes, and grassroots service provisions.

Marked by a traditional ceremony held in Couchiching First Nation, the inauguration of the Spirit of Hope Project was graced by Elder Nancy Jones, who delivered the opening prayer. The project logo was selected from entries submitted by participants in a youth contest.

The financial support for the Spirit of Hope Project was granted by the Ministry of Solicitor General until March 31, 2023. Heartfelt appreciation goes to Jody Smith for their invaluable contributions and for establishing external partnerships that played a pivotal role in materializing this project.

MAANAJI'IWIN PROJECT

Maanaji-iwin (Respect) was one of the eight sacred teachings and was represented by the buffalo. The buffalo gave every part of its being to sustain human life, not because it was of less value, but because it respected the balance and needs of others. Honoring all creation meant having respect. The principle was about sharing what was not needed and treating others the way one wished to be treated. In more recent times, Elders suggested that education, rather than the buffalo, should be relied upon for survival. From this perspective, education became the new means of survival. Indigenous students pursued higher education as a 'tool of empowerment' and recognized that self-determination was the definition of success.

The project's target population was Indigenous female youth of the Greater Treaty Three area, who were often required to leave their small and closely connected home communities to pursue Secondary and Post Secondary education in larger towns or city centers. T3PS and partner agencies provided culturally appropriate, focused programming tailored to the needs of each community to address the gap in education and resources for students pursuing education outside of the Greater Treaty Three area.

The program coordinator worked closely with partner agencies and communities to accommodate the schedules and needs of students attending school. Through sharing circles and presentations by T3PS and partner agencies, local supports and resources were highlighted. The coordinator collaborated with community staff, school guidance counselors, partner agencies, each student, and their family to develop a plan to support the student once they arrived in a larger, unfamiliar city.

As part of developing each plan, the coordinator and partner agencies worked together to connect with sister agencies and supports, such as Indigenous Friendship Centers and Student Councils, in respective towns and cities where the student would be attending school. The coordinator sought out Indigenous Female Role Models who shared their experiences and lessons learned when pursuing education away from home. These messages were shared at the community level through sharing circles with youth, as well as through a social media and video campaign.

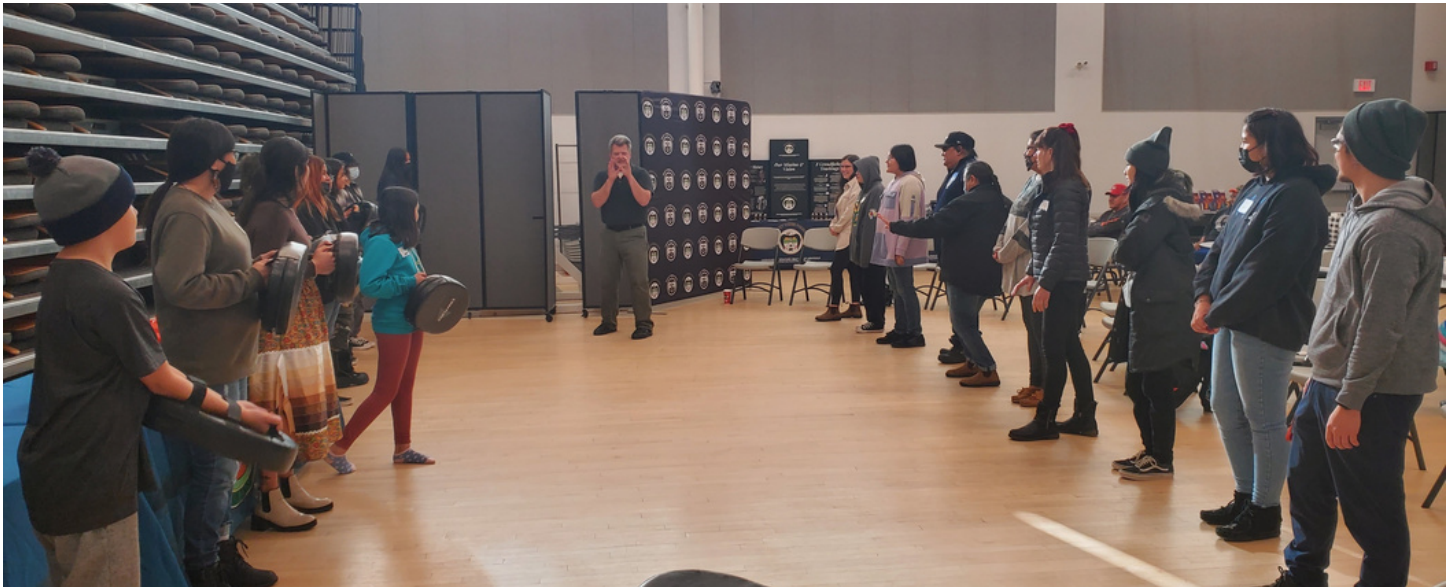
Through sharing circles and presentations, the project offered T3PS and partner agencies a chance to build upon the existing efforts related to safeguarding all women and girls from violence. It equipped them with the necessary tools and resources when leaving their home community to pursue education elsewhere. Additionally, it created a platform to highlight Indigenous Female Role Models through social media and video messaging, offering a mentorship avenue for these role models to share their life experiences and journey towards success.

Miigwech Marie Lavalley for your work on this project. This project was funded by the Ministry of Children, Community and Social Services and ended on March 31, 2023.

RIBBON DRESS #1



Treaty Three Police Service has recently integrated the Ribbon Skirt as an option for the officers' #1 Dress Uniform. This decision stems from T3PS's profound recognition of the ribbon skirt's cultural and symbolic importance within the Anishinaabe community. Beyond being a mere piece of clothing, the ribbon skirt embodies history, identity, and a profound connection to the community and the natural world. The chosen colors of the ribbon skirt were inspired by the shoulder flashes worn by the officers. We extend our heartfelt appreciation to Inspector Cheryl Gervais, Inspector Tricia Rupert, Sergeant Alicia McCreedy, and Constable Anno Buswa for their role in designing the ribbon skirt and for skillfully coordinating its integration into our #1 Dress uniform.



"ALL GIRLS GATHERING"

The "All Girls Gathering" hosted by Treaty Three Police Service was a dynamic event that brought youth together for a purposeful experience. The gathering provided an opportunity for participants to engage in meaningful discussions, empowering activities, self-defense training, and cultural teachings. The event aimed to create a nurturing environment where young people could not only share their stories and experiences but also learn essential life skills, including self-defense techniques. Workshops and interactive sessions focused on self-confidence, self-expression, and personal growth while incorporating cultural teachings to strengthen participants' sense of identity. By emphasizing unity, mutual support, and the significance of cultural heritage, the gathering aimed to empower youth to become future leaders and advocates within their communities. This event was revived for the first time since the COVID-19 pandemic and held in Dryden, Fort Frances, and Kenora.

AUDITOR'S REPORT



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Report of the Independent Auditor on the Summary Financial Statements

To the Board of Directors of Treaty Three Police Services Inc.

Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2023, and the summary statement of operations and the summary statement of changes in net assets (deficit) for the year then ended, and related notes, are derived from the audited financial statements of Treaty Three Police Services Inc. (the Entity) for the year ended March 31, 2023.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria disclosed in Note 1.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by the financial reporting directives of the Ministry of Public Safety and Emergency Preparedness Canada and the Ontario Ministry of Community Safety and Correctional Services. Reading the summary financial statements, therefore, is not a substitute for reading the Entity's audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified opinion on the audited financial statements in our report dated July XX, 2023.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Audit Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

BDO Canada LLP

Chartered Professional Accountants, Licensed Public Accountants

Kenora, Ontario
July 27, 2023

Treaty Three Police Services Inc.
Summary Statement of Financial Position

As at March 31	2023	2022
Assets		
Current		
Cash	\$ -	\$ 1,017,729
Accounts receivable	5,971,778	1,788,593
Prepaid expenses	408,496	213,751
	6,380,274	3,020,073
Capital assets	6,655,667	6,314,602
	\$ 13,035,941	\$ 9,334,675
Liabilities and Net Assets (Deficit)		
Current		
Bank indebtedness	\$ 1,260,444	\$ -
Accounts payable	3,052,774	1,382,397
Surplus repayable	142,239	753,559
Deferred revenue	1,312,403	605,974
	5,767,860	2,741,930
Commitments and contingent liabilities (Note 3)		
Net Assets (Deficit)		
Investment in capital assets	6,655,667	6,314,602
Internally restricted	613,528	360,449
Unrestricted (deficit)	(1,114)	(82,306)
	7,268,081	6,592,745
	\$ 13,035,941	\$ 9,334,675

 _____ Director

 _____ Director

Treaty Three Police Services Inc.
Summary Statement of Operations

For the year ended March 31	Budget (Unaudited)	2023	2022
REVENUE			
Ministry of Public Safety and Emergency Preparedness Canada	\$ 15,285,315	\$10,530,439	\$ 9,983,221
Ministry of Community Safety and Correctional Services	14,593,524	13,943,350	11,192,774
Ministry of Community, Children and Social Services	182,412	182,412	54,605
Ministry of the Attorney General	-	-	100,000
Royal Canadian Mounted Police	147,680	147,680	147,680
Indigenous Services Canada	-	-	811
Interest, fees and miscellaneous	-	701,918	514,676
	<u>30,208,931</u>	<u>25,505,799</u>	<u>21,993,767</u>
EXPENDITURE			
Administration	514,838	952,578	837,770
Equipment	2,468,657	1,660,341	364,044
Facilities	1,374,795	548,777	579,907
Governance	277,094	358,390	291,159
Insurance	156,808	264,773	226,993
Legal and professional fees	174,522	249,670	148,890
Prisoner keep	18,589	37,482	24,762
Salaries, benefits and contracts	19,626,842	18,268,280	16,229,929
Technology and communications	914,080	866,446	839,977
Training	600,174	497,259	351,655
Transport	4,082,532	1,467,532	1,794,395
	<u>30,208,931</u>	<u>25,171,528</u>	<u>21,689,481</u>
Excess of revenue over expenditure for the year	\$ -	\$ 334,271	\$ 304,286

The accompanying notes are an integral part of these financial statements

**Treaty Three Police Services Inc.
Statement of Changes in Net Assets (Deficit)**

	Invested in Capital Assets	Unrestricted (deficit)	Internally Restricted	March 31, 2023	March 31, 2022
Balance, beginning of year	\$ 6,314,602	\$ (82,306)	\$ 360,449	\$ 6,592,745	\$ 5,663,520
Excess of revenue (expenditure)	-	343,222	(8,951)	334,271	304,286
Net capital asset additions	1,631,248	-	-	1,631,248	1,386,616
Repayment of long-term debt	-	-	-	-	202,938
Amortization of capital assets	(1,290,183)	-	-	(1,290,183)	(964,615)
	<u>6,655,667</u>	<u>260,916</u>	<u>351,498</u>	<u>7,268,081</u>	<u>6,592,745</u>
Interfund transfers	-	(262,030)	262,030	-	-
	<u>\$ 6,655,667</u>	<u>\$ (1,114)</u>	<u>\$ 613,528</u>	<u>\$ 7,268,081</u>	<u>\$ 6,592,745</u>

The accompany notes are an integral part of these financial statements.

Treaty Three Police Services Inc.
Notes to Summary Financial Statements
March 31, 2023

Note 1 - Summary Financial Statements

The summary financial statements are derived from the audited financial statements, prepared in accordance with the financial reporting directives provided by the Ministry of Public Safety and Emergency Preparedness Canada and the Ontario Ministry of Community Safety and Correctional Services, as at March 31, 2023 and for the year then ended.

The preparation of these summary financial statements requires management to determine the information that needs to be reflected in them so that they are consistent in all material respects with, or represent a fair summary of, the audited financial statements.

Management prepared these summary financial statements using the following criteria:

- a) the summary financial statements include the statement of financial position, statement of operations and statement of changes in net assets (deficit);
- b) management determined that the statement of cash flows does not provide additional useful information and as such, have not included it as part of the summary financial statements;
- c) information in the summary financial statements agrees with the related information in the complete audited financial statements including comparative information and all major subtotals and totals; and
- d) in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including significant accounting policies and the notes thereto.

Copies of the March 31, 2023 audited financial statements are available upon request by contacting Treaty Three Police Services.

Note 2 - Basis of Accounting

These statements are prepared on an accrual basis of accounting using Canadian accounting standards for not-for-profit organizations as the underlying basis of accounting. As required by the Ministry of Public Safety and Emergency Preparedness Canada and the Ontario Ministry of Community Safety and Correctional Services the organization follows Canadian accounting standards for not-for-profit organizations except for the following:

- a) Capital assets, net of related long-term financing, and long-term debt repayments are reported as expenditures in the Statement of Operations in the year of purchase/payment. No provision for amortization expense is made in the Statement of Operations. On the Statement of Financial Position, capital assets are included at cost less accumulated amortization with an offsetting amount to Investment in Capital Assets.
- b) Vacation pay expense and severance are not recorded in the financial statements until paid. No provision or accrual is made in the Statement of Financial Position.

Note 3 - Commitments and Contingent Liabilities

- a) Vacation pay - As at March 31, 2023, unrecorded vacation pay amounted to \$509,488 (2022 - \$544,035).
- b) Severance pay - The organization has a liability with respect to severance pay that it provides to its employees at retirement. Severance pay accrued to and including December 31, 2019 shall be payable at the wage rates applicable on December 31, 2019. Employees appointed on or after January 1, 2020 will not be entitled to severance pay. Employees with greater than 5 years of service are entitled to one week of salary for each year of service. The amount of the liability has not been actuarially determined. The total, undiscounted liability at March 31, 2023 was \$1,666,628 (2022 - \$1,772,619). During the year, actual severance of \$27,134 (2022 - \$109,157) was paid and expensed.
- c) Outstanding claims - The organization is involved in legal claims and actions in the normal course of operations. It is the opinion of legal counsel that the outcome of such claims is not determinable. Should any loss result from the resolution of these claims, it will be charged to operations when the amount is determinable.

2023 AWARDS SPONSORSHIP

The successful execution of the 2023 Treaty Three Police Service (T3PS) Awards Ceremony owes its realization to the dedicated efforts of both the Planning Committee and the Awards Selection Committee. Furthermore, our Event Coordinator's diligent work facilitated sponsorship acquisition from the following vendors, enabling the event's success.

B.E.A.R. FUND - PLATINUM SPONSORSHIP

The B.E.A.R. Fund operates under the auspices of the Treaty Three Police Services Board, and we extend our heartfelt gratitude to them for their invaluable contribution to our Awards Ceremony.



2023 AWARDS SPONSORSHIP

FALCONERS LLP - PLATINUM SPONSORSHIP

Falconers LLP is a full-service legal firm with offices in Toronto, and Thunder Bay. Falconers LLP provides legal services in the areas of civil litigation, human rights, corporate governance, political governance, policing oversight, and labour and employment matters. The team at Falconers, led by partners Julian Falconer and Asha James, along with a talented team of

senior and junior associates, focuses our work on state accountability and the relationship between Canadians and Indigenous nations.

A significant portion of our work involves supporting First Nations communities, especially when it comes to policing and the need for culturally-responsive approaches to community safety. Falconers LLP provides extensive legal support in the area of Indigenous policing. Currently, Falconers acts for, among others, Nishnawbe Aski Police Service (NAPS), Treaty Three Police Service (T3PS), the Anishinabek Police Service (APS), the UCCM Anishinaabe Police Service, and the Wiikwemkoong Tribal Police Service (WTPS).

Falconers LLP is also counsel to the recently established Indigenous Police Chiefs of Ontario (IPCO), an umbrella organization with a mandate to strengthen the nine Indigenous stand-alone police services across Ontario through unity of purpose and activities, thereby enhancing safety for the communities they are sworn to protect.

Falconers LLP offers training to police boards and commissions on their roles and responsibilities as civilian oversight for the police services they work with. Our trainings focus on recommendations with respect to oversight and governance generally, and specifically as these issues relate to First Nations police service boards, including requirements under the new legislation, the Community Safety and Policing Act.

Falconers LLP advocacy has involved many important cases on police accountability. The firm has acted as lead counsel in cases that have helped to establish the framework for police duties and responsibilities in Canada. Cases include: *Odhavj Estate v. Woodhouse* 2003 SCC 69, in which the Supreme Court clarified the tort of misfeasance of public office as it relates to police misconduct; *Wood v Schaeffer* 2013 SCC 71, in which the Supreme Court confirmed that police cannot consult with legal counsel prior to writing their incident notes; and *Penner v. Niagara Regional Police Services et al.* 2013 SCC 19, in which the Supreme Court ruled that the decision of a police disciplinary hearing cannot serve to bar a civil lawsuit against a police force.

Falconers LLP has seen significant expansion in the firm's work with First Nations communities. The needs of northern/remote communities for effective legal advocacy are high in many different areas including child welfare, education, health, and policing. In addition, contemporary challenges faced by communities in relation to treaty disputes, development, and internal governance issues all represent areas for which legal support is an essential part of transformative and real reform for Indigenous people.



2023 AWARDS SPONSORSHIP

AEGISYS - GOLD SPONSORSHIP

Aegisys provides the scalable expert remote and onpremise IT Managed Support for Law Enforcement agencies in Ontario.

Aegisys leverages our secure cloud delivery to uniquely manage all aspects of your specialized technology compliant with the Ontario Police Technology Information Cooperative or OPTIC.

Aegisys understands keeping up with emerging technologies while maintaining a compliant network is very challenging. From maintaining and submitting your agency NCACR to our powerful tools with intuitive automations in tune with our 24/7 IT on demand support, we get IT done right for you. Aegisys is your premier cloud solutions provider.



MCKENZIE LAKE LAWYERS - GOLD SPONSORSHIP

Founded in 1998 in London, Ontario, following the merger of two firms with roots extending back to the 1930s, our firm brings together leading lawyers and dedicated staff with an unwavering commitment to our clients and our community.

At McKenzie Lake, we do everything it takes to deliver exceptional results for our clients. We are here for you, here to remove obstacles, solve problems, provide clear answers, and help you achieve dispute resolution.

With expertise across a range of business, personal, and family law practice areas, we are here to help you achieve the best possible outcome.



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PSAC SILVER - SILVER SPONSORSHIP

The Public Service Alliance of Canada (PSAC) is one of Canada's largest unions, representing over 200,000 members nationally and over 30,000 members in Ontario.

The PSAC Ontario Region is serviced by five Regional Offices located in Toronto, Kingston, London, Sudbury and Thunder Bay. PSAC members in Ontario are employed in large and small communities throughout the province.

Although PSAC is the largest federal public sector union, our membership is diverse and growing in the private sector. Our union is dedicated to improving the lives of our members by attaining strong collective agreements and working towards an inclusive society free of all forms of discrimination.



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World Class Care Dr. McFarlane and his Team are highly recognized in their disciplines. Kenora Smiles Dentistry and Beyond is also on the leading edge of comfort, sterilization, and technology.

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PwC's industry-focused, professional services includes audit & assurance, tax, deals, and consulting targeting solutions for cybersecurity, privacy, financial crime, workforce of the future, finance transformation, value creation, strategic reassessment and cost optimization.



With offices in 152 countries and more than 327,000 people, we are among the leading professional services networks in the world. We deliver the best of our collective thinking, experience and solutions to build public trust and create value for our people, clients and communities.

MMIWG2S

As part of our ongoing efforts to uphold the principles of justice & compassion, we acknowledge and address the grave issue of Missing and Murdered Indigenous Women, Girls, and Two-Spirit individuals (MMIWG2S) in Canada.

We stand united in our commitment to work closely with our communities to raise awareness, promote prevention, and provide support to those affected by this devastating crisis.

By nurturing an environment of trust and understanding, we strive to play an integral role in the reconciliation process, as we firmly believe that only through collective efforts can we truly achieve healing and justice for the impacted families and communities.

Together, we are taking meaningful steps to honor the memory of the missing and murdered, while building a more equitable future for all.





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POLICING FOR THE PEOPLE BY THE PEOPLE**

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