



NISHNAWBE ASKI POLICE SERVICE BOARD MEETING

**NAPS HQ, Thunder Bay, ON
January 14-15, 2025**

PRESENT:

Frank McKay, A/Chair, Windigo First Nation
Russell Kakepetum, Sandy Lake First Nation, Independent First Nations
Stan Beardy, Muskrat Dam First Nation, IFNA
Betty Bluecoat, Keewaytinook Okimakanak
Harold Gunner, Mushkegowuk Council
Keith Mason, Shibogama First Nations Council
Jason Batise, Wabun Tribal Council
DGC Anna Betty Achneepineskum, Nishnawbe Aski Nation
Bob Baxter, Elder
Fabian Batise, Board Liaison
Terry Armstrong, Chief of Police, NAPS
Brad Duce, Deputy Chief of Police, NAPS

REGRETS:

Robert Moonias, Matawa First Nations

RECORDER:

Kathleen Pilcher, Board Executive Assistant

TUESDAY JANUARY 14th, 2025

Meeting Called to Order at 9:25 am.

1. OPENING PRAYER

Bob Baxter, Elder

Frank McKay did the opening comments and reminded the Board of the new expectations including the livestreaming of this meeting and future meetings, since signing on with the CSPA.

Welcomed and introduced Keith Mason, the new Board Member for Shibogama First Nations Council. Introductions around the table.

2. REVIEW & APPROVAL OF AGENDA:

Frank McKay reviewed the draft agenda.



MOTION 2025 – 01 – 14 - #01:

To accept the draft agenda of January 14th & 15th, 2025, as presented.

MOVED BY: Stan Beardy, Muskrat Dam First Nation, IFNA
SECONDED BY: Russell Kakepetum, Sandy Lake FN, Independent First Nations
CARRIED.

3. REVIEW AND ADOPTION OF DRAFT MINUTES:

Frank McKay:

- Minutes were emailed out and time was given to review the minutes on the google drive.

MOTION 2025 – 01 – 14 - #02:

To approve the minutes of September 25-26, 2024, as presented.

MOVED BY: Jason Batise, Wabun Tribal Council
SECONDED BY: Russell Kakepetum, Sandy Lake FN, Independent First Nations
CARRIED.

MOTION 2025 – 01 – 14 - #03:

To approve the minutes of October 11, 2024, as presented.

MOVED BY: Harold Gunner, Mushkegowuk Council
SECONDED BY: Jason Batise, Wabun Tribal Council
CARRIED.

A discussion on the evaluation process of the Chief of Police and the structure within the Service. It highlights the importance of establishing lines of authority and reporting concerns through the proper channels. There are multiple layers of reporting structures, and Officers are encouraged to utilize the system rather than bypassing it. There are challenges of breaking old habits and the need for Chiefs to follow the chain of command when addressing issues.

ACTION:

- Current staffing charts to be provided to Board.



MOTION 2025 – 01 – 14 - #04:

To approve the minutes of November 1, 2024, as presented.

MOVED BY: Betty Bluecoat, Keewaytinook Okimakanak
SECONDED BY: Russell Kakepetum, Sandy Lake FN, Independent First Nations
CARRIED.

MOTION 2024 – 09 – 25 - #05:

To approve the minutes of December 18, 2024, as presented.

MOVED BY: Russell Kakepetum, Sandy Lake FN, Independent First Nations
SECONDED BY: Betty Bluecoat, Keewaytinook Okimakanak
CARRIED.

4. BUSINESS ARISING FROM THE MINUTES:

DARE Program

- Program Overview: It aims to educate children about the dangers of drug abuse and promote healthy, drug-free lifestyles.
- Current Status in NAPS: NAPS currently has nine trained DARE officers, with plans to increase that number to 15 through upcoming training sessions.
- Training & Expansion: Officers undergo specialized training that includes peer pressure resistance, life skills development, and interactive learning methods. The training is scheduled for February 17–28 at an Ontario Provincial Police facility.
- Community Engagement: The program is designed to be flexible and accessible, allowing officers to provide drug education presentations to schools, community groups, and leadership councils.
- Funding & Resources: NAPS is exploring options to host its own DARE training course, which would cost approximately \$10,000 for instructor fees and materials. Additional funding would cover educational materials, promotional items, and equipment.
- Long-Term Goals: The board emphasized the importance of integrating DARE into NAPS programming to ensure consistent drug prevention efforts across communities.

The discussion highlighted strong support for expanding the program, recognizing its positive impact on youth and community safety.

5. FINANCIAL REPORT:

Jason Poliszczak, Director of Finance



- Reviewed his report to the end of September 2024, found at the end of the Chief of Police’s report, which is on the google drive;
- Revenue & Budget Allocation: The service received over \$42 million in funding, with a projected annual budget of \$184 million. A significant portion is allocated for infrastructure, officer salaries, and operational costs.
- Salary & Benefits: Officer salaries accounted for \$11 million, civilian salaries \$2.1 million, and overtime \$4 million. Additional costs included pension contributions and remote pay adjustments.
- Travel & Aircraft Costs: The service spent \$7.6 million on travel, including \$6.4 million on aircraft charters due to delays in securing a leased plane. Plans are in place to optimize travel expenses by establishing additional hubs.
- Infrastructure & Equipment: Renovations on headquarters and regional offices are nearly complete, with \$6.7 million spent on equipment upgrades. New detachments and officer residences are planned for the upcoming fiscal year.
- Future Planning: The Board discussed strategies to ensure efficient spending, including negotiations to carry forward unspent funds due to delayed government approvals.

The discussion emphasized financial sustainability, operational efficiency, and strategic investments to support policing efforts in remote communities.

MOTION 2025 – 01 – 14 - #06:

To approve the financial report to September 30, 2024, as presented.

MOVED BY: Jason Batise, Wabun Tribal Council
SECONDED BY: Stan Beardy, Muskrat Dam First Nation, IFNA
CARRIED.

6. CHIEF OF POLICE REPORT:

Terry Armstrong:

- Reviewed his annual report that can be found on the google drive;
- Legislative Transition: The service has officially moved under the Community Safety and Policing Act (CSPA), requiring adjustments in governance, funding, and Officer training.
- Officer Recruitment & Training: Efforts are underway to increase frontline Officer capacity, with a focus on specialized training for crisis response, missing persons investigations, and cultural competency.
- Crime & Drug Enforcement: Reports indicated a rise in drug-related incidents, prompting expanded enforcement measures, intelligence gathering, and community collaboration to combat trafficking.
- Community Safety Initiatives: The Board discussed enhancing policing strategies in remote communities, including better enforcement of local bylaws and strengthening relationships with community leaders.



- Financial Planning & Infrastructure: Updates were provided on budget allocations, rising travel costs, and infrastructure development for police detachments and Officer residences.
- Officer Conduct & Oversight: Disciplinary actions, Officer evaluations, and the role of the police service board in ensuring accountability.
- Future Directions: Plans include doubling frontline officer capacity, improving enforcement mechanisms, and refining strategic policies to better serve communities.

The report emphasized continued growth, operational improvements, and stronger community partnerships to enhance policing effectiveness.

ACTION:

- Provide a breakdown of searches and seizures and firearms in future reports.

MOTION 2025 – 01 – 14 - #07:

To approve the Chief of Police Report dated January 14, 2025, as presented.

MOVED BY: Harold Gunner, Mushkegowuk Council
SECONDED BY: Russell Kakepetum, Sandy Lake First Nation, Independent First Nations
CARRIED.

7. COMMUNITY ISSUES:

Jason Batise, Wabun Tribal Council:

- Putting out to tender the construction for the Brunswick House FN Detachment;
- Difficult to match the detachment specs in comparison to the actual cost – discussions with the government over who covers the difference in costs – hopefully a ribbon cutting in the Spring;
- Drug addictions and recent deaths over the holidays – even though we’re less remote than others around the table, we still have those challenges;
- Hearing from Matachewan FN in relation to the lack of presence in the community – community has grown quite a bit and still quiet but not as much as it used to be – how do we bring the Officer a bit closer than Porcupine – OPP is 45 minutes away – something to think about;
- Chiefs are very happy to see the Service launched into the legislation.

Keith Mason, Shibogama First Nations Council:

- Haven’t had an opportunity to talk to the Shibogama Chiefs;
- Receive a question from a Councillor about bylaws and how is it going to help?
- Looking forward to bringing more to the table next meeting.

Betty Bluecoat, Keewaytinook Okimakanak:

- Always the same for our community but haven’t been able to visit other communities;
- Would like to attend the Community Consultations for KO;



- Had approached one of the Chiefs that we should have a meeting and wanted to see and meet them – Leadership is always changing – let them know that I’m available to talk about any issues;
- Everyone has been talking about the polar bear attack – very traumatic for the couple involved – have gone through counselling;
- Who is responsible to look after our community? – MNR? – things need to be put in place.

Fabian Batise:

- Have been in communication with Keewaytinook Okimakanak and planning to have a community consultation with them and you will be invited.

Harold Gunner, Mushkegowuk Council:

- Moose Factory and James Bay coast is happy with what’s happening with the drug busts and seeing it on social media – good work – nice to hear positive comments;
- Lack of presence is still an issue – realize the officers are busy and doing good work;
- AirCreebec started a screening process at airport before boarding planes – like Toronto.

DGC Achneepineskum, NAN:

- Community is working more with the Police and this is helping – we can see when we put these programs in effect how well it works.

Stan Beardy, IFNA:

- Not too much to report – been pretty quiet – sometimes I see 2 officers but mostly 1;
- Peacekeepers check luggage and officers watch;
- Winter road will hopefully be opening in a couple weeks – Muskrat Dam is between 3 communities – Round Lake, Bearskin Lake and Sachigo Lake – sometimes there’s trappers missing – how does this work? Do we expect NAPS to assist with the search?
- Trailer residence in Muskrat Dam – challenge to build ice road - is there a plan B?

Terry Armstrong:

- We have to let them know – will coordinate the searches with OPP;
- No Plan B at this time – hope is to get them in on the winter road – will talk about alternatives.

Russell Kakepetum, Independent First Nations:

- Elders tell us things are going to get harder – not easier;
- Paying \$70G for someone to search at the airport – Council continues to keep raiding homes when needed;
- Last year we lost 60 people – have to send them 1,200kms away to Toronto – how many charters being utilized and costing lots of money;
- Battling drugs – Elders and Chiefs tell us to not give up;
- Canada Post incidents have been increasing again with deliveries.

DGC Achneepineskum, NAN:

- Thank you everyone for your community updates and bringing these matters to the table again;



- Because it's such a serious matter – drugs – it keeps needing to be repeated and talk about it;
- Some communities are taking steps to address at the community level – training and community involvement and coordinate with the officers - we see this happening out there;
- Glad when Chiefs call NAN regarding community safety – when they call and speak out about it you know it needs to be addressed – good cooperation from NAPS;
- Within our NAN communities we're dealing with high rates of suicides and overdoses;
- We have to support and encourage each other – NAPS is supporting these efforts;
- Leadership comes directly to NAN and if it has to come to NAPS that's part of my role;
- Sad thing is we're still seeing deaths of young children – recent death of 10 year old in Mishkeegogamang and a young Sandy Lake FN women in Thunder Bay – need to work together;
- Bylaw enforcement meeting in Toronto – the week before, the Chiefs are meeting to discuss Treaty in Toronto.

Frank McKay:

- Many of the topics have been covered. For our communities the presence of opioids and the constant danger of overdose through fentanyl and other additives to street level drugs are a major concern;
- Federal Government takes steps to battle drugs we must also strive to do that through application of First Nations laws.

MOTION 2025 – 01 – 14 - #08:

To defer the Board Liaison Report to the morning of Wednesday January 15, 2025.

MOVED BY: Stan Beardy, Muskrat Dam First Nation, IFNA
SECONDED BY: Russell Kakepetum, Sandy Lake Firsts Nation, Independent First Nations
CARRIED.

MOTION 2025 – 01 – 14 - #09:

To review and approve the Chief of Police contract on Wednesday January 15, 2025.

MOVED BY: Harold Gunner, Mushkegowuk Council
SECONDED BY: Russell Kakepetum, Sandy Lake Firsts Nation, Independent First Nations
CARRIED.

Meeting adjourned at 4:15pm



WEDNESDAY JANUARY 15th, 2025

Meeting Called to Order at 9:00 am.

Fabian Batise:

- Reviewed Terry Armstrong, Chief of Police's new contract for the next 3 years.

MOTION 2025 – 01 – 15 - #01:

To approve the Chief of Police's contract as presented.

MOVED BY: Jason Batise, Wabun Tribal Council

SECONDED BY: Stan Beardy, Muskrat Dam First Nation, IFNA

CARRIED.

1. BOARD LIAISON REPORT:

The report covers various topics related to the Service's operations and future plans. It includes a review of the legislative opt-in process, which went well during the signing ceremony. The Union has now become the Association, although the Association was not happy as they thought they could stay in the Union. The Board should have adequate budget for the foreseeable future. There is a need to conduct community consultation visits with the Chair and NAN to listen to their concerns and answer their questions. The OPAAC & OAPSB appointments, which are open positions for First Nations persons to occupy. The person put forward for these positions must go through a CPIC check again.

The report emphasizes the importance of achieving a higher level of transparency and mentions the formation of a selection committee of adjudicators for a fairer process. The Board may require several short meetings to update on upcoming processes. It has been a long journey getting to the legislation, spanning four decades, and the future of NAPS is on a better path to community safety. The Board deserves recognition for this accomplishment and will have an honor song at a future NAN Chiefs Meeting. The NAPS AGM policies are internal to the Board and were put forward to the Chiefs. A package will be sent out to the Chiefs and made available at the meeting. The audit went smoothly due to the involvement of the former auditor from MNP. The draft AGM report will be sent to the Board for review by late February/March.

Board training with the Inspectorate did not happen due to time constraints, but a meeting in Toronto and a visit with the Inspectorate will be scheduled another time. Training modules need to be completed, and details on the training are being worked out with the Inspectorate. The financials were reviewed. The 4th quarter funding has not been received yet but is being worked on and should be received shortly. Once the Finance Committee is reconfirmed, the new budget for 2025-26 will be prepared.



The Paul Trivett Scholarship Fund had only one recipient who applied, and a cheque for \$2,500 will be forwarded. The NAN Bylaws Working Group Meeting is still being developed, and the prosecution of bylaws is the focus. The new executive will discuss who will be attending. A meeting with NAN and NAN Legal to debrief on the previous AGM and discuss the upcoming meeting in Toronto is scheduled for Friday.

ACTION:

- Harold Gunner has been designated as the representative for the Ontario Police Arbitration and Adjudication Commission (OPAAC).
- Follow up with TC's about redesignation.

MOTION 2025 – 01 – 15 - #02:

To approve the Board Liaison Report dated January 14, 2025, as presented.

MOVED BY: Harold Gunner, Mushkegowuk Council

SECONDED BY: Stan Beardy, Muskrat Dam First Nation, IFNA

CARRIED.

2. NEW REQUIREMENTS FOR OPERATING UNDER THE CSPA:

New requirements for operating under the Community Safety and Policing Act (CSPA) focused on key aspects of governance, officer training, and community engagement.

- **Legislative Transition:** The board emphasized the importance of adapting to the CSPA framework, ensuring compliance with new governance and operational standards.
- **Officer Training & Certification:** Officers must complete mandatory training in areas such as cultural competency, crisis response, and investigative procedures.
- **Community Consultation Requirements:** The board discussed the need for structured engagement with community leadership, ensuring policing strategies align with local needs.
- **Budget & Resource Allocation:** Financial planning was highlighted, with a focus on funding frontline officer expansion and infrastructure improvements.
- **Oversight & Accountability:** The board reviewed new disciplinary procedures, including expanded oversight mechanisms for officer conduct and performance evaluations.
- **Future Directions:** Plans were outlined to increase officer capacity, refine enforcement mechanisms, and strengthen partnerships with provincial agencies.

The discussion reinforced the Board's commitment to effective governance, operational improvements, and community-centered policing under the new legislative framework.



3. ROLES & RESPONSIBILITIES TRAINING REQUIRED UNDER CSPA:

Covered during Board Liaison Report.

4. NAN WOMEN'S INITIATIVE DEPARTMENT/NAN WOMEN COUNCIL:

Discussed various topics related to advocacy for women, including the role and responsibilities of the Women's Council. It emphasizes the importance of violence prevention and empowerment of women, highlighting grim statistics about intimate partner violence among Indigenous women. Also addresses gaps in data collection and recording, with a desire to create a specific database on missing and murdered Indigenous persons (MMIP) cases. Additionally, it mentions the development of a human trafficking module and the establishment of a missing persons unit. The importance of gender diversity awareness and education within the police force is also discussed, along with the need for women officers to have opportunities to advance to higher ranks. Concludes with a call for collaboration and allyship in future workplans.

MOTION 2025 – 01 – 15 - #03:

To go into an In-Camera session.

MOVED BY: Harold Gunner, Mushkegowuk Council
SECONDED BY: Russell Kakepetum, Sandy Lake First Nation, Independent First Nations
CARRIED.

5. NAPS BOARD EXECUTIVE ELECTION:

Conducted by Julian Falconer.

MOTION 2025 – 01 – 15 - #04:

To dissolve the current NAPS Board Executive.

MOVED BY: Harold Gunner, Mushkegowuk Council
SECONDED BY: Russell Kakepetum, Sandy Lake First Nation, Independent First Nations
CARRIED.

ELECTION RESULTS:

Chair/President: Frank McKay
Vice-Chair/Vice-President: Jason Batise (By Acclimation)
Secretary/Treasurer: Harold Gunner (By Acclimation)



6. HR INTERNAL INVESTIGATION UPDATE:

MOTION 2025 – 01 – 15 - #05:

The Board agrees with the retention of Derek Zulianello of Buset LLP as legal counsel on the civil lawsuit.

MOVED BY: Stan Beardy, Muskrat Dam First Nation, IFNA
SECONDED BY: Harold Gunner, Mushkegowuk Council
CARRIED.

MOTION 2025 – 01 – 15 - #06:

To Instruct the Board Executive to take all necessary steps to implement and instruct Mr. Zulianello.

MOVED BY: Stan Beardy, Muskrat Dam First Nation, IFNA
SECONDED BY: Harold Gunner, Mushkegowuk Council
CARRIED.

7. NAPS INTERNAL REVIEW UPDATE:

ACTION:

- Internal Review Report final report by end of February.
- Workplace Review final report by end of April.

DGC Achneepineskum:

- Raised the two issues for follow-up:
 - Matawa Representative Vacancy.
 - Chief Loon – Independent First Nations’ Seat Representative Issue.
- Need a quicker process when Board Member needs to be replaced by a Tribal Council.

MOTION 2025 – 01 – 15 - #07:

To return to meeting from an In-Camera session.

MOVED BY: Harold Gunner, Mushkegowuk Council
SECONDED BY: Betty Bluecoat, Keewaytinook Okimakanak
CARRIED.



8. DATE AND LOCATION OF NEXT BOARD MEETING:

February 18, 2024 @ 2:00pm (EST) via zoom Budget, Matawa Representative Issue

9. CLOSING PRAYER:

Bob Baxter, Elder

Meeting adjourned at 4:00pm

