



NISHNAWBE ASKI POLICE SERVICE BOARD MEETING

**NAPS HQ, Thunder Bay, ON
February 3-4, 2026**

PRESENT:

Jason Batise, A/Chair, Wabun Tribal Council
Russell Kakepetum, Sandy Lake First Nation, Independent First Nations
Stan Beardy, Muskrat Dam First Nation, IFNA
Betty Bluecoat, Keewaytinook Okimakanak
Richard Allen, Matawa First Nations (Attended Virtually)
Harold Gunner, Mushkegowuk Council
Frank McKay, Windigo First Nation
DGC Mike Metatawabin, Nishnawbe Aski Nation
Barney Batise, Elder, Matachewan First Nation (Attended Virtually)
Fabian Batise, Board Liaison
Terry Armstrong, Chief of Police, NAPS
Brad Duce, Deputy Chief of Police, NAPS
Jason Poliszczak, Director of Finance, NAPS
Jeff Cooper, Inspectorate of Policing
Tom Gervais, Inspectorate of Policing

REGRETS:

Keith Mason, Shibogama First Nations Council

RECORDER:

Kathleen Pilcher, Board Executive Assistant

TUESDAY FEBRUARY 3rd, 2026

Meeting Called to Order at 9:15 am.

1. OPENING PRAYER

Barney Batise, Elder (Virtually)

2. REVIEW & APPROVAL OF AGENDA:

Jason Batise reviewed the draft agenda.



MOTION 2026 – 02 – 03 - #01:

To accept the draft agenda of February 3rd and 4th, 2026, as presented.

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

SECONDED BY: Harold Gunner, Mushkegowuk Council

CARRIED.

3. REVIEW AND ADOPTION OF DRAFT MINUTES:

Jason Batise:

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

MOTION 2026 – 02 – 03 - #02:

To adopt the minutes of May 13-15, 2025, and October 2, 2025, as presented.

MOVED BY: Harold Gunner, Mushkegowuk Council

SECONDED BY: Russell Kakepetum, Sandy Lake FN, Independent FN's

CARRIED.

MOTION 2026 – 02 – 03 - #03:

To adopt the minutes of October 2, 2025, as presented.

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

SECONDED BY: Betty Bluecoat, Keewaytinook Okimakanak

CARRIED.

4. BUSINESS ARISING FROM THE MINUTES:

Windigo FN Council Representation:

MOTION 2026 – 02 – 03 - #04:

To approve Frank McKay as the new Windigo First Nations Council Board Representative.

MOVED BY: Russell Kakepetum, Sandy Lake FN, Independent FN's

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

CARRIED.



MOTION 2026 – 02 – 03 - #05:

To dissolve the current NAPS Board Executive.

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

NAPS Board Executive Election:

Fabian Batise mentioned that when we have our last meeting of the year and state that we're happy with the existing Executive. We may opt to forgo election and move to extend the existing Executive by acclamation.

Fabian Batise, Board Liaison, and Kathleen Pilcher, Board EA oversaw the election.

Nominations for Chair:

Jason Batise was nominated by Harold Gunner and has accepted
Frank McKay was nominated by Stan Beardy and has accepted
➤ Nominees were given 3 minutes each to speak to the Board

Frank McKay 4 Jason Batise 3

Nominations for Vice-Chair:

Jason Batise was nominated by Betty Bluecoat and was accepted by acclamation

Nominations for Secretary/Treasurer:

Harold Gunner was nominated by himself and has accepted
Russell Kakepetum was nominated by Jason Batise and has accepted
➤ Nominees were given 3 minutes each to speak to the Board

Harold Gunner 5 Russell Kakepetum 2

ELECTION RESULTS:

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

MOTION 2026 – 02 – 03 - #06:

To destroy the ballots.

MOVED BY: Betty Bluecoat, Keewaytinook Okimakanak
SECONDED BY: Stan Beardy, Muskrat Dam First Nation, IFNA
CARRIED.



5. LONG LAKE #58 CSPA BCR:

Fabian Batise updated the Board on a new Chief being elected last week and John O’Nabigon Sr. has been elected but wasn’t able to get a hold of him prior to the Board Meeting. We’re also confirming whether we need the permission of the other 34 First Nations that have signed on to the CSPA. Then an assessment is required to see Long Lake #58’s needs.

SOLGEN is getting the proper wording for the BCR to be brought forward.

6. FINANCIAL REPORT:

Jason Poliszczak reviewed his financial report up to November 30, 2025.

MOTION 2026 – 02 – 03 - #07:

To approve the financial report dated February 3rd, 2025, as presented.

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

7. CHIEF OF POLICE REPORT:

The Chief of Police Report for February 3 & 4, 2026, provides a comprehensive overview of the Nishnawbe Aski Police Service's activities, priorities, and challenges across its regions. Key highlights include:

Chief of Police Remarks

- Focus on operational performance, community engagement, financial and staffing considerations, and strategic initiatives.
- Emphasis on transparency, collaboration, and community safety.

HR Updates

- 8 jobs posted and 10 positions filled (6 officer, 4 civilian) between June and September 2025.
- 78 officers hired from January to November 2025, with 726 active applications in process.
- Increased focus on member health, safety, and operational readiness, including WSIB claims and psychological support.

Regional Reports

Northwest Region:

- 17 new officers completed field training; 7 new constables joined communities.
- Officer shortages reduced; all officers now working with partners.
- Community engagement through events, presentations, and initiatives like Restorative Justice and Festive RIDE Campaign.



Central Region:

- 45 constables and 6 sergeants across 9 communities.
- Recruitment and infrastructure improvements, including new residences and detachments.
- Focus on addressing alcohol, drug issues, and mental health concerns.

Northeast Region:

- 86 constables and 13 sergeants across 13 communities.
- 6 new recruits deployed; additional housing and detachment builds planned.
- Emphasis on preventative and educational measures, including DARE and CRT programs.

Statistics:

- Total calls for service: Northeast (4,754), Northwest (3,508), Central (3,783).
- Common occurrences: Assault, mental health calls, family disputes, and intimate partner violence.

Professional Standards:

- 16 new complaints received (6 Northwest, 10 Northeast) from June to November 2025; 7 remain open.
- 21 matters closed, including substantiated complaints resulting in disciplinary actions.

Financial Report:

- Revenue: \$165M (8 months), projected annual expenses: \$136M.
- Key expenses include salaries, equipment, travel, building costs, and training.

Crime Investigations:

- Crime Units in all regions are addressing major cases with minimal external support.
- Staffing shortages remain a concern, but a 5-year staffing plan is in place.
- Survivor Assistance Support Program (SASP) continues to provide trauma-informed support to victims.

Fleet Report:

- Fleet upgrades include new prisoner transport vans, trucks, ATVs, and snow machines.
- Maintenance and repair efforts are ongoing, with increased vandalism-related vehicle damage.

IT and Infrastructure Updates:

- Detachment camera systems installed in 21 locations.
- Microsoft 365 migration completed, improving communication and collaboration.
- Planning for new detachments and residential units is underway, with progress on regional headquarters projects in Sioux Lookout and Timmins.

Goals and Aspirations:

- Focus on recruitment, community engagement, officer safety, and infrastructure improvements.
- Continued efforts to address drug and alcohol issues, mental health concerns, and community safety through collaboration and education.

A request was made for the number of First Nation Officers within NAPS.

- 30% of Officers are Status



Is there a priority list of the remaining detachments that need to be built?

- 2 of the Inspectors have an end of life list – identify the needs;
- Based on a 2-3 year plan.

ACTION ITEM:

- Housing Policy raised again for the Service

MOTION 2026 – 02 – 03 - #08:

To approve the Chief of Police Report dated February 3rd, 2026, as presented.

MOVED BY: Jason Batise, Wabun Tribal Council

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

CARRIED.

8. WOMEN’S COUNCIL PRESENTATION (VIRTUALLY):

DGC Anna Betty Achneepineskum, NAN

Racheal Anishinabe, Sandy Lake First Nation, Independent FN’s

Chelsea Tremblay, Apitipi Anicinapek Nation

Emily King, Shibogama First Nations Council

Terri Nolan, Mushkegowuk Council

Annie Metatawaban, Elder Advisor

Teri Fiddler, Elder Advisor

Chief Carla Duncan, Muskrat Dam First Nation, IFNA

DGC Achneepineskum:

- A presentation was delivered by the **NAN Women’s Initiatives department and the NAN Women’s Council**, led by Deputy Grand Chief Anna Betty Achneepineskum, outlining ongoing engagement with police services serving Nishnawbe Aski Nation (NAN) citizens. The presentation informed the Board of current work with the Timmins Police Service, Thunder Bay Police Service, Ontario Provincial Police, and Nishnawbe Aski Police, and advised that a dedicated engagement session with NAPS will be scheduled.
- Priority areas identified for police engagement included missing persons, human trafficking, recruitment of First Nations women into policing, strengthening ongoing relationships with NAN Women’s Initiatives and the NAN Women’s Council, and implementation of relevant recommendations.
- The presentation also reviewed the mandates of NAN Women’s Initiatives and the NAN Women’s Council, emphasizing advocacy, gender-based violence, and MMIWG2S+ issues, and affirmed the rights of NAN women, including safety, non-discriminatory policing, access to services, and protection of legal rights.

ACTION ITEM:

- Formalize an advisory group to monitor and support this work.



9. COMMUNITY ISSUES:

Harold Gunner:

- Moose Factory is probably one of my favourite communities because most of our officers are born and raised in Moose Factory. Was there the day when NAPS came into existence in 1994. Wanted a Police Service to police their own people and that's still one of the things I speak of and suggest we need to come up with a plan/strategy on how we can improve this. Officers are well treated and happy – very visible in the community. This is what he brings to the table today.

Jason Batise:

- Wabun is doing well overall. With the transition to a legislated police service, we've seen an increase in staff, though there are still many challenges. Brunswick House is experiencing improvements in mental health and addiction issues, and construction has begun on the new detachment. We're also considering Timmins as the host for the new Northeast Headquarters. There are several positive developments—I can see progress and the Service fulfilling its responsibilities.

Russell Kakepetum:

- I represent Apitipi, Peawanuck, Mishkeegogamang and can only speak for my community of Sandy Lake with over 3,000 people. We face drug issues and proactively search homes; to my knowledge, we're the only community still doing this. Drugs often come from Winnipeg, and we immediately address gang activity to prevent escalation. We've hired Guardians at \$70,000/year to patrol, but court proceedings take too long to get cases heard.

Stan Beardy:

- Spend a lot of time in Muskrat Dam – one of the things I've noticed is that the officers spend a lot of time at the airport. Local people search but NAPS stands there to make sure everything is ok. Drugs have slowed down in the community. Winter road is opening up and told that the wolves are very aggressive – young people travelling on snowmobile – a lot are travelling with guns. Concerned that these people may get charged for travelling with guns – needs to be discretion.

Betty Bluecoat:

- Drug issues affect all our communities—even though ours is remote, drugs still find their way in. We witness these problems firsthand. Sometimes, when considering solutions, it can feel hopeless given everything that's happening. Thankfully, we now have a regular Chief and Council; it was extremely difficult when we didn't. We're slowly returning to a point where we can approach Chief and Council to work on resolving some issues. Our reserve isn't large, with a population between 500 and 600. At the airport, we have searchers and officers present to ensure everything is safe. The winter road season is approaching, which is typically when we experience more problems related to drugs and alcohol. I would like to meet with the Keewatinook Okimakanak Chiefs and the Women's Council.



Mike Metatwabin:

- Respond when we get calls for policing issues. Being at the Executive level there's no concerns or worries but continue to support NAPS. Presently in Fort Albany but will be travelling to Moosonee.

Frank McKay:

- Drugs remain a problem in Windigo communities, with many people struggling with addiction and inconsistent work due to limited workforce availability. The status of the K9 unit is unclear, and residents seek updates. There are also questions about Highway Traffic Act insurance requirements.

Chief Allen:

- As we continue to grow, positive changes are emerging in our communities. With time and NAPS reaching full capacity, these improvements will become more evident. The Board should begin implementing necessary legislative strategies and monitor their progress. Leadership must allow time for transition and integration of these initiatives. We may consider a winter roads unit, and should coordinate with NAN Chiefs to discuss these strategies.

Chief Armstrong:

- K9 Becks is presently on course right now for 5 weeks.

Process for communication to develop strategies and we must be flexible and patient as we make these changes – going to take a while to have an understanding and required to see what the communities want. Must move forward through the communication process.

Barney Batise:

- Words of encouragement – knowing what our responsibilities are and continue monitoring and bring it to a good place.

Meeting adjourned at 3:30pm



WEDNESDAY FEBRUARY 4th, 2026

Meeting Called to Order at 9:10 am.

1. OPENING PRAYER:

Barney Batise, Elder

Ended in a good way yesterday with Chief Allen's comments and should start today in the same way with growth and development.

2. BOARD LIAISON REPORT:

Fabian Batise reviewed his Board Liaison Report dated February 4th, 2026.

Extensive Meeting Engagements: The Board Liaison participated in numerous meetings including Board meetings, justice committees, governance consultations, training sessions, and community consultations across various dates and locations throughout the reporting period of May 12th to present.

Recorded Leave Periods: The liaison took various medical appointments and vacation leaves totaling several days across the period, including a 9-day medical companion travel for his wife.

Community Safe Policing Act (CSPA) Implementation: The first year under CSPA legislation involved mandatory Board training focusing on Indigenous experiences, with a collective feedback approach. Efforts continue to integrate Long Lake #58 into NAPS with legal and leadership coordination ongoing.

Annual General Meeting (AGM) Management: The AGM Steering Committee effectively handled logistics and post-event debriefing, recommending a potential venue change for cost management and smoother operations. Were quite a few no-show room expenses but this was due to the contract commitments. This is something we will monitor in the future. The final AGM report is prepared for Board approval.

Board Training Initiatives: Plans are underway to arrange generic Board training sessions, including topics like boardroom decorum with public access, based on member interests.

Chief of Police Evaluation: A positive evaluation was conducted by a panel including Senior management and the Board Liaison, recommending Board approval and highlighting the need for a succession plan before the current contract expires in 2027.

Funding and Negotiations: Funders have offered increased FNIPP funding and capital contributions for new regional headquarters, with management advocating for a multi-year funding agreement to avoid repeated one-year extensions.

Community Consultations and Justice Initiatives: Visits to various First Nations communities have been conducted with plans for more, alongside ongoing participation in the NAN Justice Working Group to coordinate justice-related programs and policies. Would like to plan for at least 2 community visits per month and more if schedule permits.



Board Retreat: As a suggestion, the FNCPA is being held in Victoria, BC this year and can be an option for our upcoming Board Meeting. Can have our Board Meeting during the time of the closed FNCPA Executive Meeting.

Financial Status: The Board's finances are stable with a surplus, though community consultation travel costs have risen due to charter price increases. Legal fees and internal review costs have also increased, with budget adjustments including a 2% increase for 2025/26 and a 4% increase for 2026/27.

ACTION ITEMS:

- Receive quotes for the upcoming AGM and take First Nation owned establishments into consideration when making the selection;
- Board Training – suggested FNCPA for training availability;
- Fabian Batise to put together some suggestions and present to the Board for decision;

Question was raised on where the Officers would come from if Long Lake #58 First Nation signs on to NAPS. We already have a deficit of Officers.

- Once funding is approved/received, the Officers would be additional hires and won't affect the already existing Officers. Will be a clear transition plan put in place.

MOTION 2026 – 02 – 04 - #01:

To approve the Board Liaison Report dated February 3, 2026, as presented.

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

3. DATE AND LOCATION OF NEXT BOARD MEETING:

May 19-21, 2026 – Victoria, BC

4. IN-CAMERA PORTION (Solicitor Client Privileged):

MOTION 2026 – 02 – 04 - #02:

To go into an In-Camera session for the purpose of receiving legal advice.

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

Livestream Concluded



5. NAPS EXECUTIVE BENEFITS PLAN:

Presentation by Trevor Nash, PFP, Normaxx Financial Group.

MOTION 2026 – 02 – 04 - #03:

To approve the NAPS Executive Benefits Plan as presented and explore options to be presented at the next Board Meeting.

MOVED BY: Jason Batise, Wabun Tribal Council
SECONDED BY: Betty Bluecoat, Keewaytinook Okimakanak
CARRIED.

MOTION 2026 – 02 – 04 - #04:

To approve Chief Armstrong's Performance Evaluation as presented and task the Chair/Executive to explore a contract extension with Chief Armstrong.

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

MOTION 2026 – 02 – 04 - #05:

The Board will not be engaging in any settlement discussions with the plaintiff until such time as the plaintiff has submitted to a full examination for discovery.

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

6. CLOSING PRAYER:

Barney Batise, Elder (Virtual)

Meeting adjourned at 3:30pm

