



**2023-2024**

# ANNUAL REPORT







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# MESSAGE FROM THE CHIEF OF POLICE

As I conclude my second year as Chief of Police, I am proud to present our annual report, which reflects the dedication and hard work of our entire Service. This year, we have made significant strides in enhancing public safety, strengthening community relations, and advancing operational effectiveness. We continue to work hand in hand with Chiefs and Councils, elders, and residents of Anishinabek, guided by the principles of respect, understanding, and collaboration. We are grateful for the wisdom and guidance that our teachings offer, and we remain committed to upholding these values in our ongoing service.

We have completed the declustering of the Pic Mobert and Pic River communities and will continue working with other communities who have expressed a desire to decluster.

I am pleased to announce that we have implemented the Officer Provincial Retention Incentive to our members in August 2024 as per the IPCO Minutes of Settlement. We

anticipate changes to the pension rules to follow in the next few months to ensure that we also achieve pension parity.

In addition to these achievements, we have seen unprecedented growth in our officer complement which has aided us in achieving stability for our Service. We have added 41 Officers to our complement since 2022 and have grown 65% stronger in 5 years. Although we have seen success in our numbers, recruitment remains a challenge.

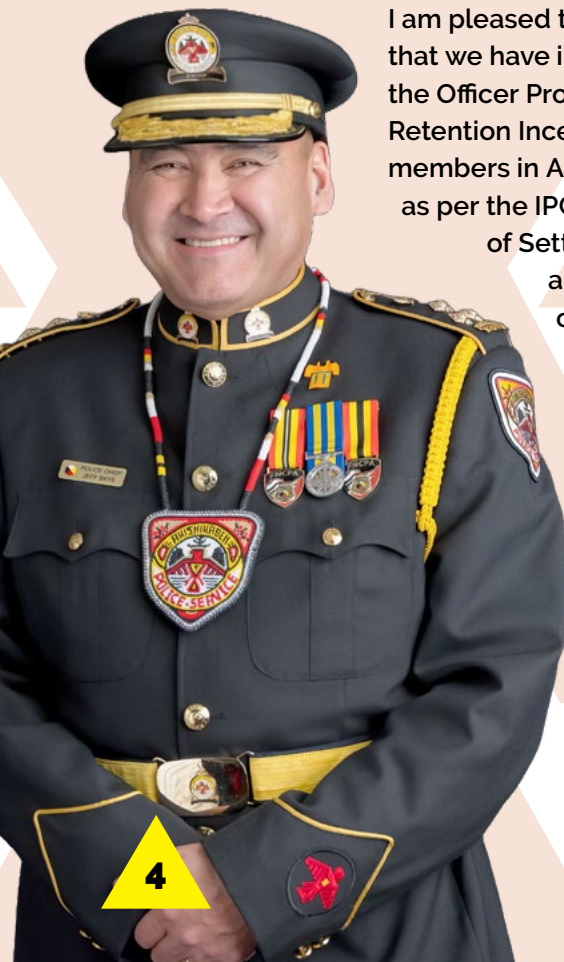
We continue to invest in infrastructure improvements across our Service and have completed projects such as the renovation of the Garden River detachment and are meeting to address other opportunities for infrastructure improvements across our communities.

The establishment of our third party record check division named Aabanaabii (means looking back) is a revenue-generating entity which will assist us with investing in our communities by focusing on funding programs and services that enable the success of the youth in our communities. This venture will provide meaningful employment within our First Nations and allow members to work within their communities.

Looking ahead, we are focused on building upon our successes and addressing emerging challenges with the same dedication and resolve. I am confident that, with the continued support of the Board and communities, we will make further progress in our mission to ensure a safe and healthy Anishinabek.



**JEFF SKYE, M.O.M.**  
**CHIEF OF POLICE**





# ABOUT ANISHINABEK POLICE SERVICE

## MISSION STATEMENT

Anishinabek Police Service is committed to restoring and preserving Anishinaabe Chi-Naaknigewin ("The Great Law") while supporting Minobiimaadiziwin ("The Good Life"). We protect our inherent rights, jurisdiction, and self-determination.

## VISION STATEMENT

Ganaweniim Anishinabek  
("Protecting our people")



## THE MEANING BEHIND OUR LOGO



The central symbol of the crest is the Thunderbird, which reflects the Union of Ontario Indians. The Thunderbird represents power, strength, pride, integrity and goodness. In the middle of the Thunderbird is a triangle, which signifies the Creator at the centre of all things. In the background sits the top of the teepee or wigwam, which signifies safety and shelter. The significance of the forests and water are also represented in the circle. The large circle is the symbol of the Creator.

The circle itself represents the world in balance with nature and the ongoing cycle of life as designated by the Creator. The Circle also represents the medicine wheel, the four directions, the seasons and the race of man. The bear paws represent man and woman and their place within the circle represents their inclusion into the Creator's plan. The lightning bolt indicates the power generated by the combination of the elements in nature and is also incorporated with the colour gold, which is looked upon as the modern world and how technology has enriched the lives of everyone.





# OUR COMMUNITIES



Ginoogaming  
Rocky Bay  
Fort William

Pic Moberg  
Pic River

Garden River  
Sagamok  
Wahnapitae  
Nipissing  
Magnetawan

Shawanaga  
Christian Island  
Dokis

Wasauksing  
Curve Lake

Kettle & Stony Point

# POLICE GOVERNING AUTHORITY





# MESSAGE FROM THE POLICE GOVERNING AUTHORITY CHAIRPERSON

As the appointed member from Biigtigong Nishnaabeg First Nation and also the elected Chair of the Anishinabek Police Governing Authority, I am pleased to share with you the Anishinabek Police Service Annual Report 2023-2024. This report highlights the achievements and challenges of our Police Service, which is dedicated to serving and protecting our 16 First Nation communities with respect and honour with cultural sensitivity.

The Police Governing Authority is responsible for the oversight of the Anishinabek Police Service ("APS"). We work closely with Chief Skye and the senior management team to ensure the APS operates in accordance with the mission, visions and values set out for our service and communities.

We have seen many changes over the year that have impacted both our Sworn and Civilian members. The service has significantly invested in the modernization of our equipment with the pilot project and purchase of body worn cameras, installation of mobile work stations in the cruisers and upgraded tasers. Officer safety is a priority which lead to the implementation and directive of two carbines in each of the police vehicles and we have seen the turnover of our overall fleet. Investment in infrastructure projects have also taken priority across the service in order to improve the working conditions for our members. One of the most impactful changes we have seen is the increase in our officers by 10 over the year with hopes to further increases to our compliment.

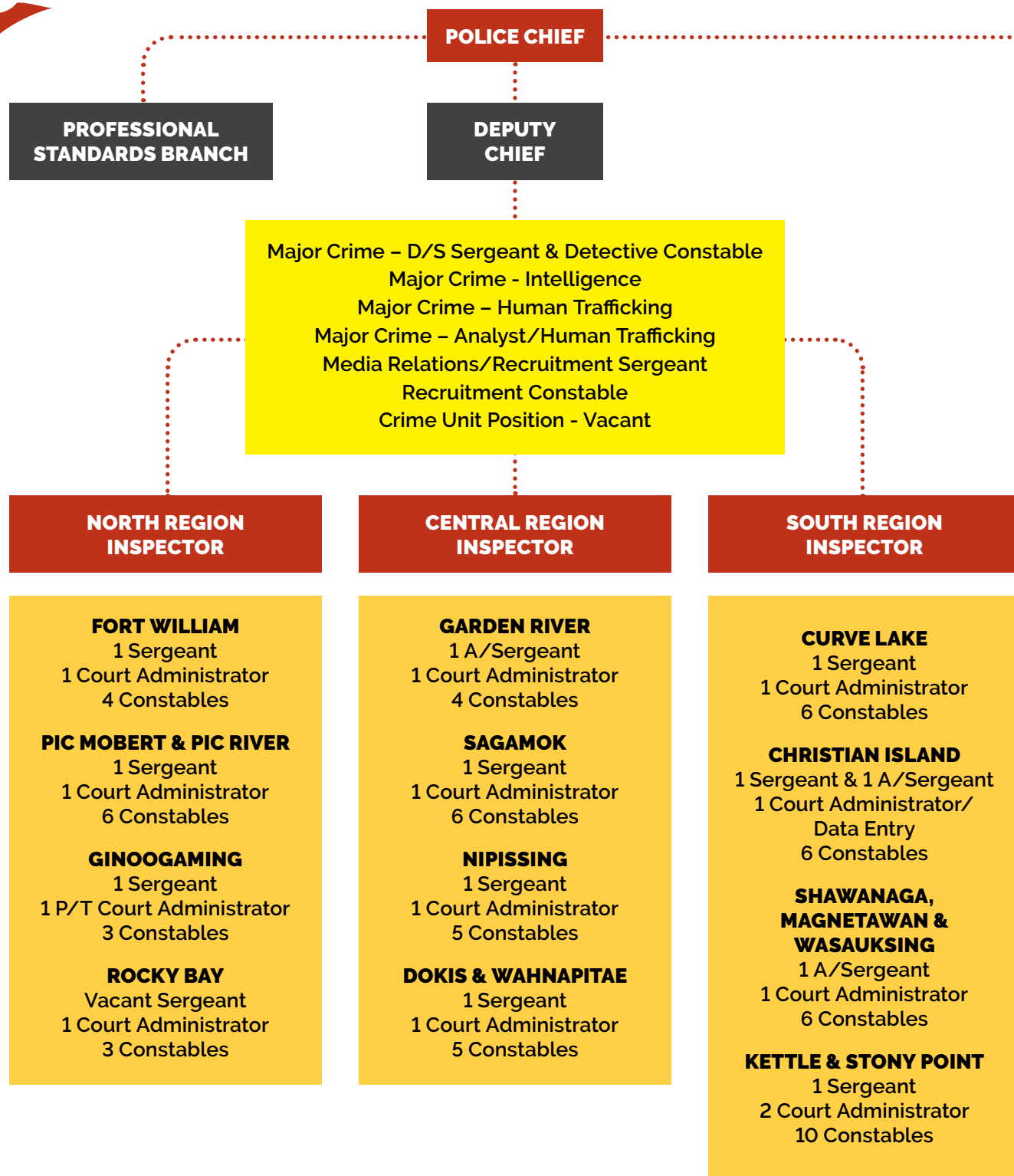
While we have made significant strides over the year, we acknowledge the challenges that remain. We are committed to listening to your feedback and continuing to adapt our practices to better serve you. Thank you for your ongoing support and dedication to our communities, it is a privilege to service along side such dedicated individuals in our communities.



**DEBI BOUCHIE**  
**CHAIRPERSON**  
**POLICE GOVERNING AUTHORITY**



# ORGANIZATIONAL CHART







**DIRECTOR OF  
CORPORATE SERVICES**

Office Administrator  
Finance Coordinator  
HR Manager  
HR Assistant  
Compensation & Benefits  
Coordinator  
Quartermaster/Fleet/  
Training Coordinator  
Information Technology  
Manager  
IT Service Desk Analyst  
Executive Assistant  
PGA Board Liaison  
Maintenance

Information Services  
Manager  
4 Data Entry Clerk  
2 Digital Evidence Redactor  
Cardscan Systems Clerk

CPIC Administrator/  
Aabanaabii Lead  
3 Criminal Records  
Check Clerk





# **SOUTH REGION REPORT**

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**INSPECTOR  
BARRY PETAHTEGOOSE**



## **INTRODUCTION**

Aanii, I want to first acknowledge our frontline officers, civilians and command staff for their continued dedication to improving the Anishinabek Police Service over the past year. There have been improvements in wages and soon to be pension parity with other Ontario police services, civilians will finally be included with a defined benefit plan. These new changes have improved staff morale in challenging times for policing in general.

The South Region of APS have seen increases in officer complement and most Detachments had new recruits starting their policing career in our communities. Recruitment is an ongoing activity for APS and those efforts certainly get recognised.



# REGIONAL CALLS FOR SERVICE



● Kettle & Stony Point	<b>1599</b>
● Curve Lake	<b>1035</b>
● Christian Island	<b>467</b>
● Wasauksing	<b>442</b>
● Shawanaga	<b>326</b>
● Magnetawan	<b>192</b>

● Kettle Point	<b>1676</b>
● Stony Point	<b>113</b>
● Curve Lake	<b>978</b>
● Christian Island	<b>495</b>
● Wasauksing	<b>571</b>
● Shawanaga	<b>337</b>
● Magnetawan	<b>204</b>



# COMMUNITY SERVICE

Community service is a huge part of APS and the officers and civilian staff play a key role in initiating or attending community events to show a positive police presence in our communities. Events such as Every Child Matters, Annual Pow Wow, Indigenous Peoples Day, bicycle rodeos and school activities have proven to be very successful in reaching our community members. Focused patrol in the communities is important as it demonstrates to the communities that APS is present and available to respond to calls in a timely fashion.





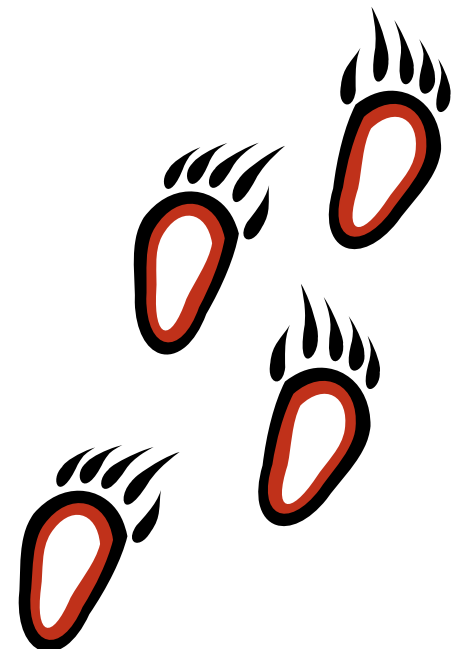


## ILLICIT DRUG TRADE

Illicit drug trade still plagues our communities across APS and the South Region had its fair share of overdose deaths, one overdose death is one to many.

Our Officers have and will continue to reduce the illicit drug trade in our communities through enforcement strategies such as RIDE and traffic stops which have led to drug seizures and drug warrants executed at some residences.

More can certainly be done and with a dedicated APS Drug Unit on the horizon, the work will continue to reduce the impacts of the illicit drug trade.



# CENTRAL REGION REPORT

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**INSPECTOR  
MARC LESAGE**



## INTRODUCTION

The year was met with some changes which included increases in staffing, new detachment planning and an increase in enforcement activity with the illegal drug trade.

The Central Region answered the most calls for service during that time period. Our focus shifted to those who are not from our communities. Suspect(s) from areas in southern Ontario came to our communities to sell illicit drugs and exploit our members.

The renovations to the Sagamok detachment are now complete. Planning continues for a new detachment in Nipissing. The detachments in Dokis and Garden River were in the planning stages for major renovations.

Our staffing compliment increased by one officer per community. These were one of the first increases in our region since the APS inception.

The region saw the APS' only homicide. APS members with assistance from the Ontario Provincial Police Criminal Investigations Branch completed the investigation that resulted in a number of charges including second degree murder.

# REGIONAL CALLS FOR SERVICE



● Garden River	<b>1039</b>
● Sagamok	<b>1252</b>
● Nipissing	<b>1129</b>
● Dokis	<b>129</b>
● Wahnapiatae	<b>119</b>

● Garden River	<b>1500</b>
● Sagamok	<b>1165</b>
● Nipissing	<b>1422</b>
● Dokis	<b>123</b>
● Wahnapiatae	<b>93</b>





# SAGAMOK

The new detachment in Sagamok is occupied and operational during the fiscal year. There were some construction issues involving the cell block that is due to be repaired. Command staff has learned from the construction of this detachment as the camera system and cell block both need to be renovated. It has a residence with 4 dorm rooms for visiting officers to stay in the community while working.

Sagamok continues to be busy with criminal calls for service. Members are laying criminal charges in relation to assaults and drug activity. There are occurrences where weapons including handguns have been seized. This is in addition to illicit drugs. Proactive patrols in high crime areas & RIDE programs are utilized.

Sagamok had the lone homicide for the APS in that time period. The matter was investigated by our members with assistance of the OPP Criminal Investigations Branch. This was brought to a conclusion and the accused person remain before the courts.



# NIPISSING

Members of the Nipissing detachment are still clustered with Dokis and Wahnapiatae. They have an expansive coverage area. Member in the cluster answered almost 1600 calls for service. The majority being on the Nipissing First Nation.

Plans began and are continuing for a new detachment in Nipissing. The building process changed with the First Nation being the lead in the design tender and construction process. Meetings continue with the funding partners, APS and the Nipissing First Nation.

Calls in Wahnapiatae and Dokis remained low for the period. Discussions to organize the declustering of these detachments continue. Staffing would have to increase in order to do that. There is a viable detachment in Dokis and Wahnapiatae does not have any police facilities.

The drive times to Wahnapiatae and Dokis remain too long for adequate emergency police response. The new detachment in Nipissing will be located in the Beaucage Road area of Hwy 17 and will cut down drive time to Garden Village and the outer communities.

Members in the Nipissing cluster have been active in drug interdiction with traffic stops. Domestic violence and intimate partner violence also remain a priority.

The Nipissing First Nation is stretched out between the city of North Bay and town of Sturgeon Falls. There is a 30 km section of Hwy 17 that travels through the north part of the reserve. The focus of members is the flow of illegal drugs that make their way onto the First Nation.

# CONCLUSION

The central region answered the most calls for service as a region with 4258 during the last fiscal year. They had a great year with many incidents where officers intercepted and seized illegal drugs and weapons. This will continue to be a priority with officers.

Staffing was stable in the region however vacancies and increases would be welcomed. Missing shifts is not the norm in the region and it is rare that they are left uncovered.

In the next year the issue of clustered detachments will have to be covered. Communities of Wahnapiatae and Dokis deserve to have proper emergency response and daily police presence. This can be accomplished through staffing and planning with the First Nations.

Renovations planned for Garden River, Sagamok & Dokis will ensure a safe working environment. The construction of the Nipissing Detachment will also give their members an equal safe detachment to do their jobs safely.

The Central Region will continue to provide for our member communities and neighbors in relation to the mission and vision of the Anishinabek Police Service.





# **NORTH REGION REPORT**

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**INSPECTOR  
DEREK JOHNSON**



## **NOTEWORTHY EVENTS**

### **FORT WILLIAM DETACHMENT**

#### **Navajo Nation Police Partnership**

August 16th & 17th, 2023 APS Fort William Detachment hosted a Welcoming Ceremony for the Navajo Nation Police. The event was opened by Fort William Elder Victor Pelletier, the Walking Bear Drum Group and local dancers. In attendance were distinguished guests, FWFN Chief Michele Solomon, Regional Deputy Grand Council Chief Mel Hardy, Chief Jeff Skye, NAPS Chief Roland Morrison, TBPS Chief Darcy Fleury, OPP Superintendent Scott Hlady, Thunder Bay Mayor, Ken Boschoff as well as, other members of our policing partners leadership, officers & civilian staff, council and the community. APS & FWFN also hosted the Navajo Nation Police for a traditional feast on sacred Mt. Mckay. Participants discussed local culture as well as, prevention and enforcement strategies within each respective territory.

#### **APS / Windsor Police Officer Exchange Program**

March 2024 the APS & Windsor Police entered into an MOU for an officer exchange program. The goal of the program was to build a partnership and provide officers with the experience of working in a large municipal setting as well as, to create an awareness of indigenous culture working on a First Nation community. Two APS officers and one Windsor Police officer participated in the program.

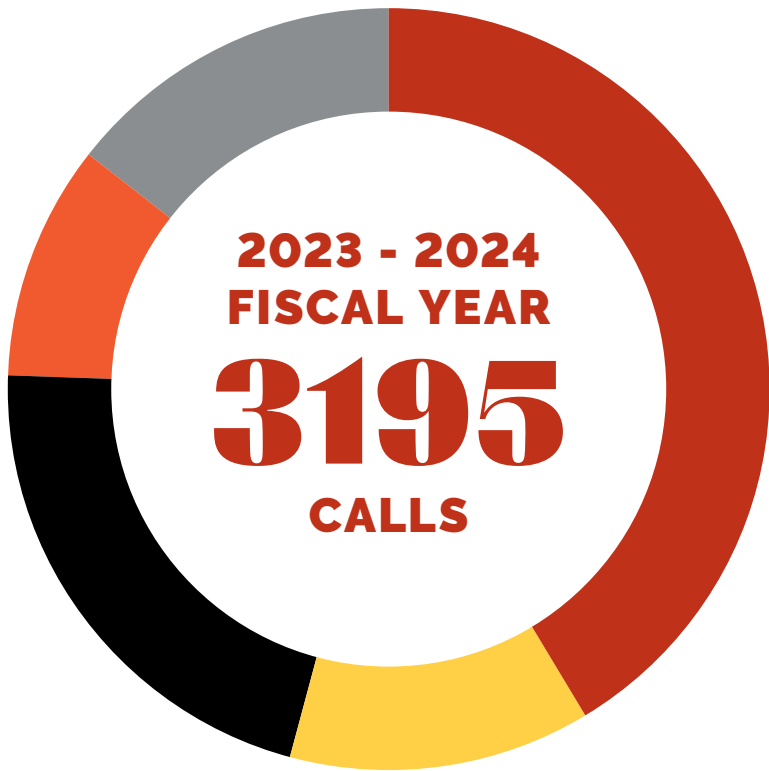


# REGIONAL CALLS FOR SERVICE



● Fort William	<b>1214</b>
● Rocky Bay	<b>442</b>
● Ginoogaming	<b>682</b>
● Biigtigong Nishnaabeg (Pic River)	<b>444</b>
● Netmizaaggamig Nishnaabeg (Pic Moberg)	<b>864</b>

● Fort William	<b>1329</b>
● Rocky Bay	<b>409</b>
● Ginoogaming	<b>684</b>
● Biigtigong Nishnaabeg (Pic River)	<b>317</b>
● Netmizaaggamig Nishnaabeg (Pic Moberg)	<b>456</b>



# DECLUSTERING: PIC RIVER AND PIC MOBERT DETACHMENTS

PRPM De-cluster: Historically leadership for Pic Mobert First Nation (Netmizaaggamig Nishnaabeg), and leadership for Pic River First Nation (Biigtigong Nishnaabeg) have voiced a desire to de-cluster the current deployment model of policing. Visibility, community involvement, emergency operational planning, community expansion & local projects have been the driving element to provide each community with their own Detachment Commander (Sergeant) and constables.

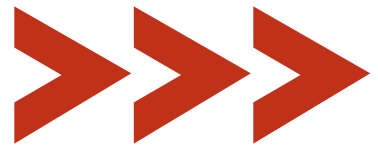
Effective September 2024 the de-cluster will be implemented. At full complement Pic Mobert will have a dedicated Sgt plus 4 Csts and Biigtigong will have a dedicated Sgt plus 3 Csts.

# COMMUNITY SERVICE

- » Ginoogaming Easter Celebration
- » Police Week BBQ
- » Youth Bicycle Rodeo
- » Biigtigong Moose Camp
- » GFN Healing Camp
- » GFN Land Based Healing Camp
- » Addictions Awareness Week Event
- » Halloween
- » APS/Windsor Police Officer Exchange
- » Marathon High School Pizza Day
- » APS Officers teaching local youth hockey skills









# MODERNIZATION

## FLEET

### SNOW MACHINES

**6** New snowmachines added to fleet ready to be deployed to North and Central regions

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### VEHICLES

**13** New Ford trucks are delivered and being distributed to communities

**31** Tahoes added to fleet and should arrive before year end



### UTV'S

**12** new UTV's have been distributed

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## VESSELS

- » Updates Ongoing - Motors, radios, GPS, etc.
- » New trailer for vessels completed
- » Wasauksing vessel to be repainted and/or replaced
- » Bring vessels up to Canada Shipping Act Standards



## EQUIPMENT

- » Transitioning to new Taser 7. Training to be implemented to members.
- » Vehicle and Body Worn Cameras.
- » Rollout and training to happen regionally.
- » Redactor hired.
- » Pilot stage commenced at Kettle and Stony Point.





# COMMUNITY SERVICE



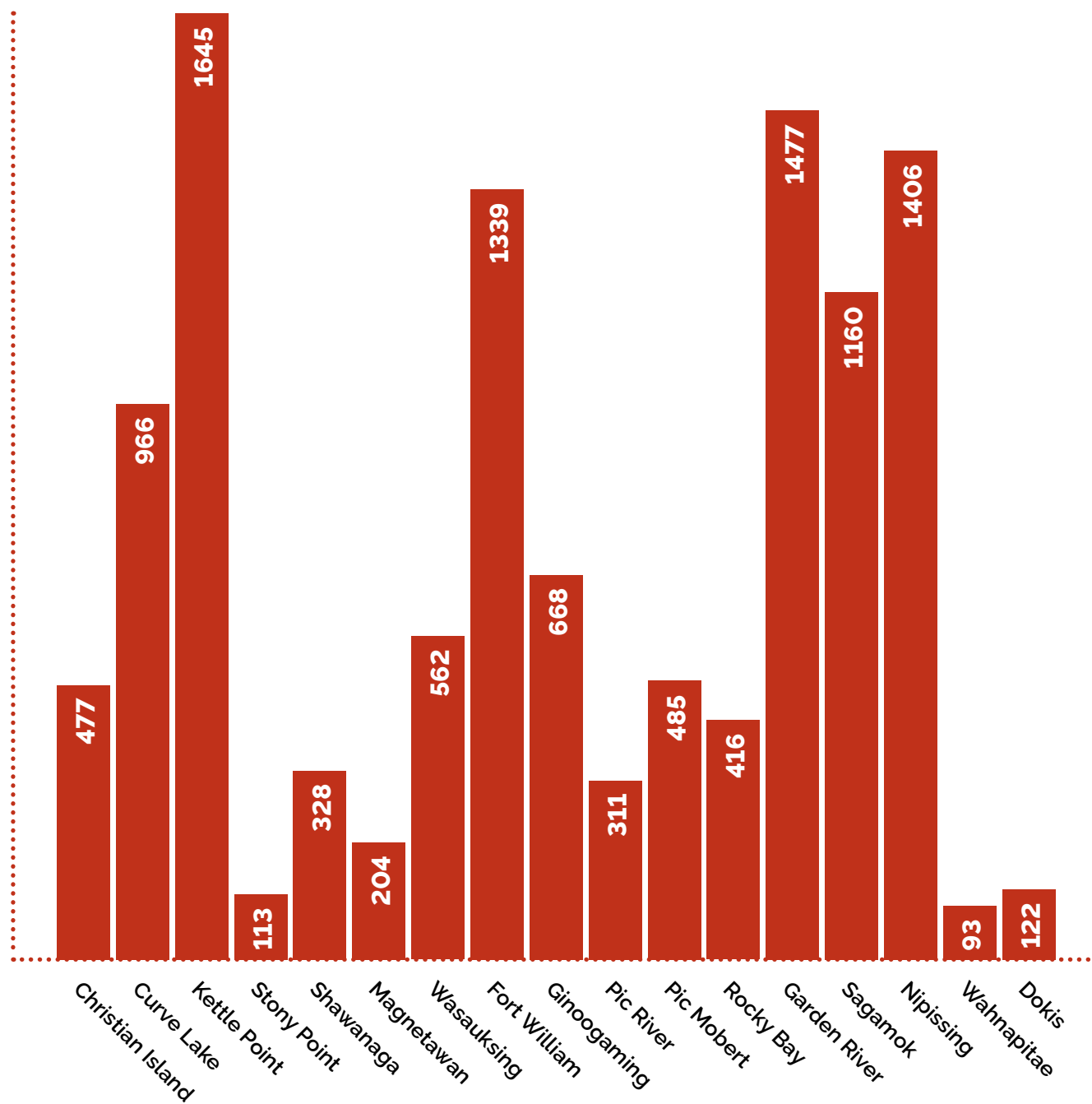




# CALLS FOR SERVICE

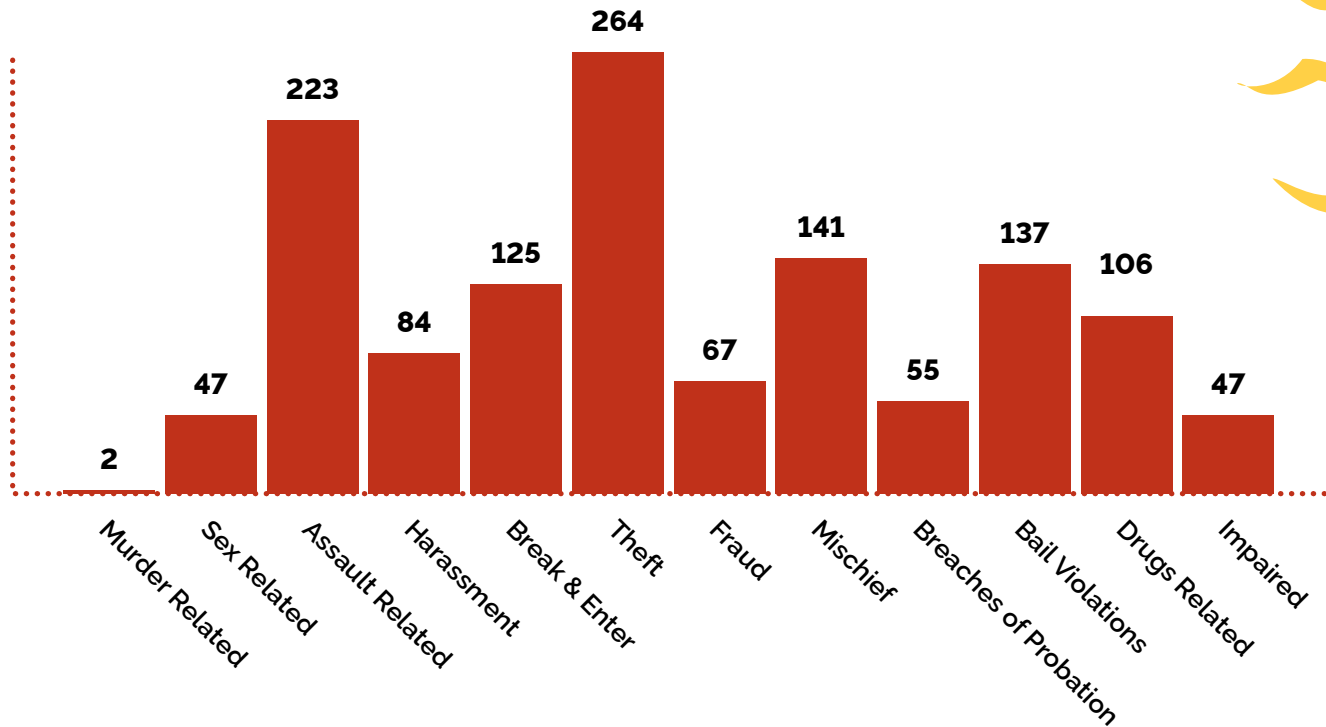
## ALL APS CALLS FOR SERVICE

April 1, 2023 March 31, 2024

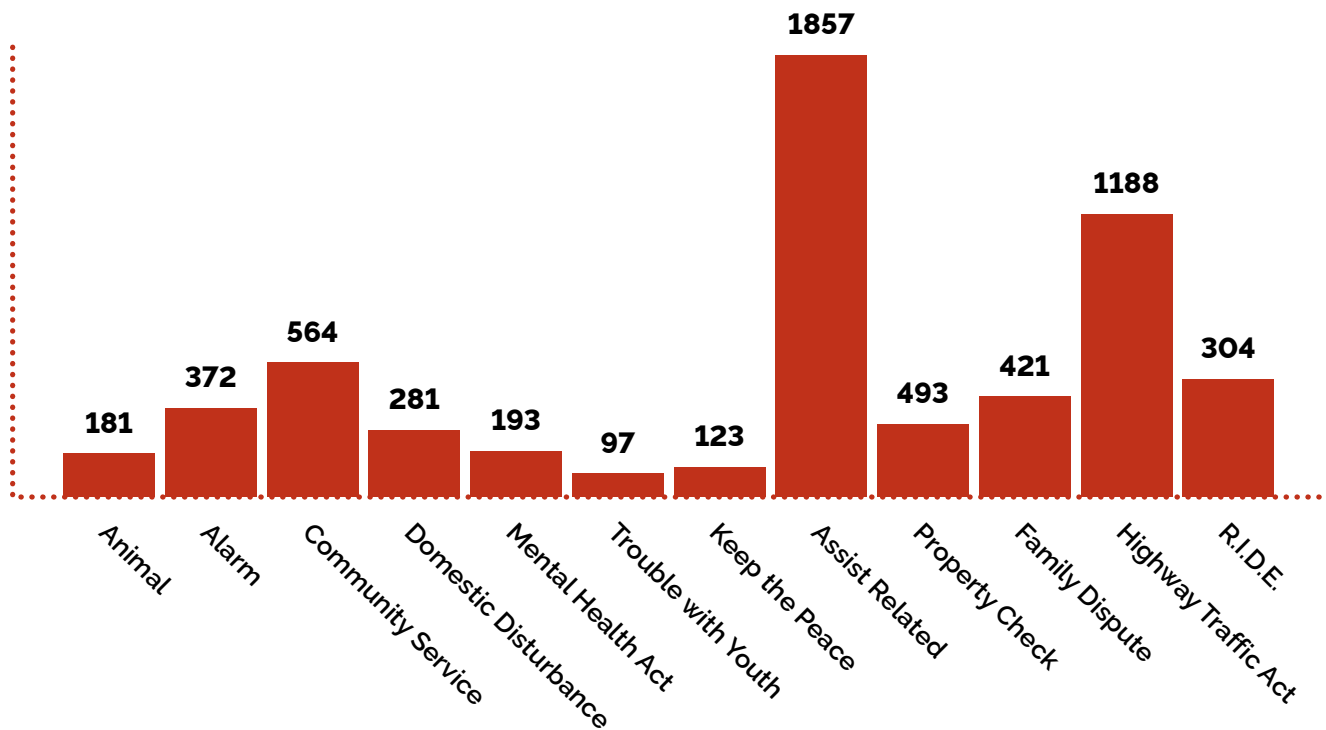




## ALL APS OFFENCES



## ALL APS NON-OFFENCES



# APS GROWTH

## OFFICER GROWTH

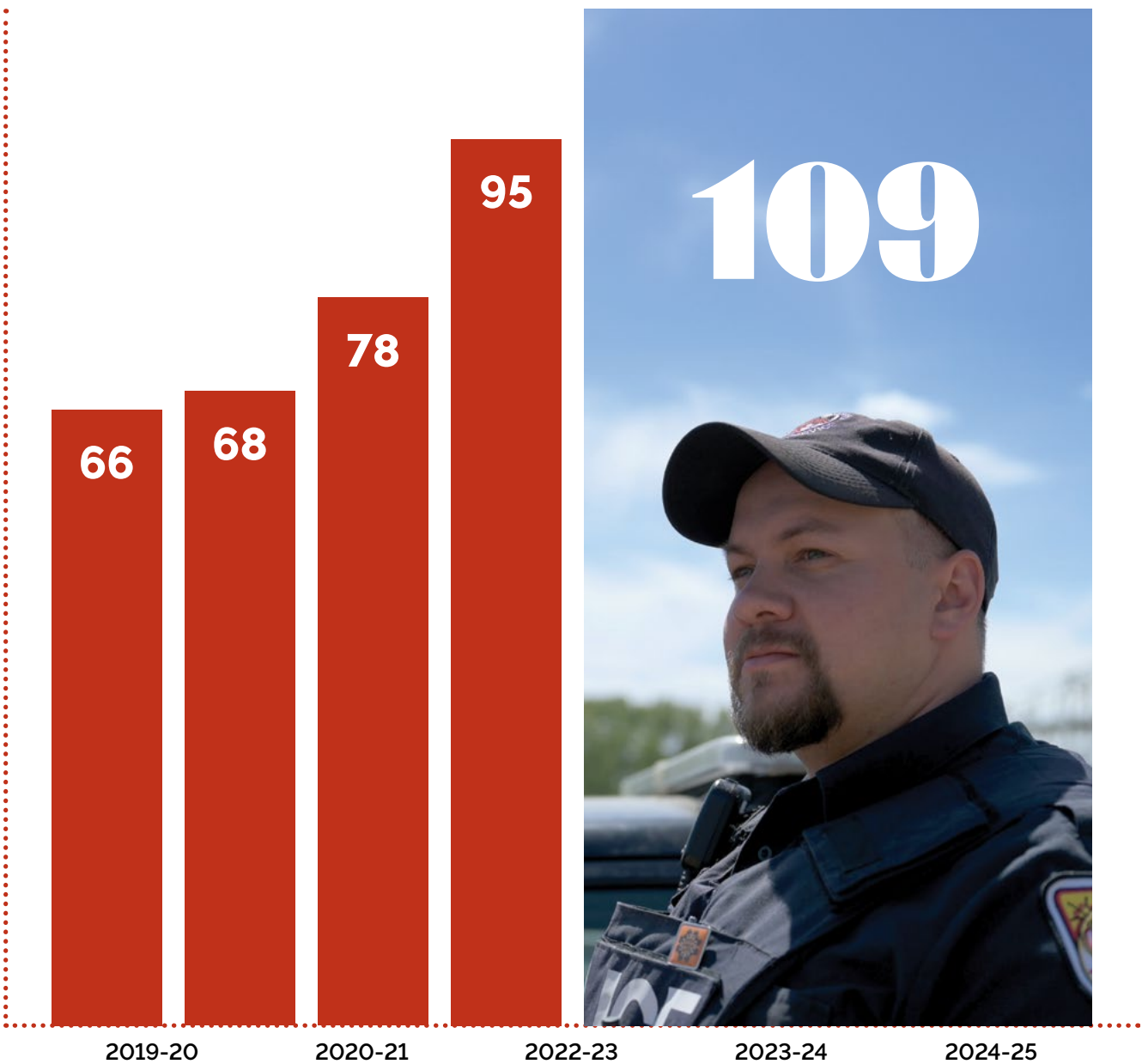
Although we have experienced growth and are achieving stability, recruitment challenges remain.

**65%**

Stronger in  
5 Years

**41**

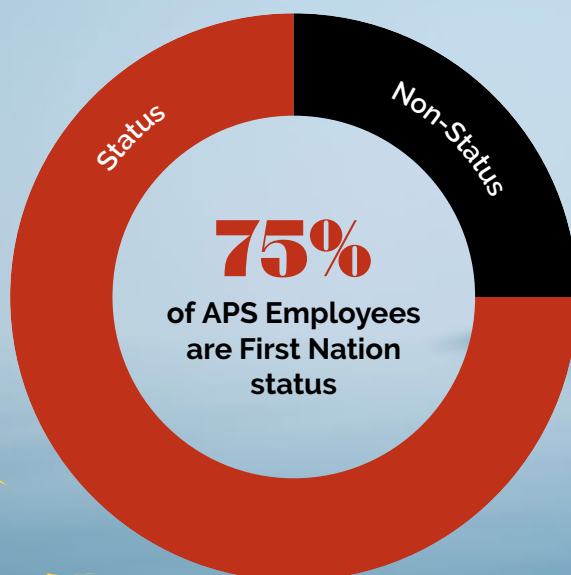
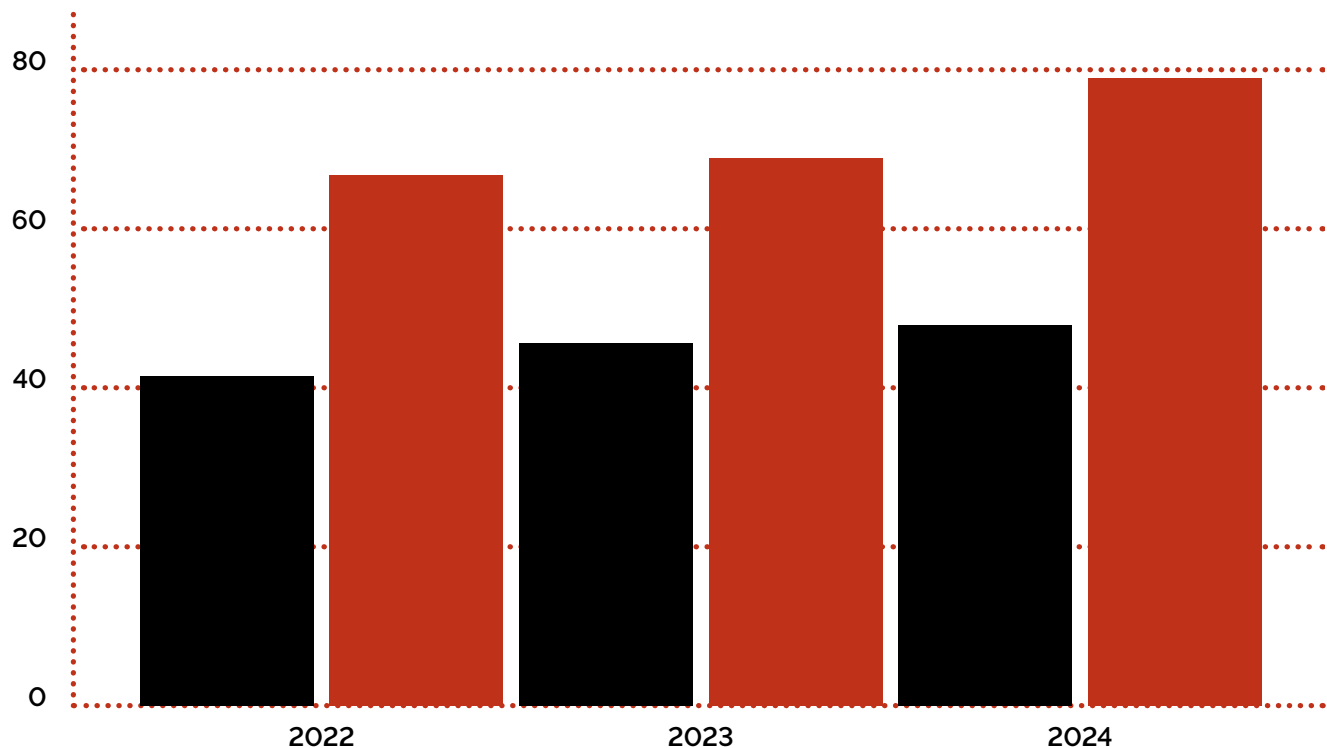
Officers added  
since 2022



# SERVICE GROWTH

**14%** Increase in female employees since 2022

- Female
- Male





# CULTURAL DEVELOPMENT



- » Cultural Pavilion located at APS HQ
- » Teepee located at APS HQ
- » Cultural Garden Project at APS HQ

In August of 2022, APS was the first First Nation Police Service in Ontario to implement the ribbon skirt into their number one dress uniform. Civilians and officers alike wear ribbon skirts to special events and ceremonies.





## NAVAJO POLICE & ANISHINABEK POLICE SERVICE

- » In August we had 4 members of Navajo attend Fort William, FN for a Welcoming Ceremony
- » Deputy Leonard Redhorse III, Police Commander Inspector Emmett Yazzie, Staff Dwayne Hogue and Police Executive Adreinne Joe
- » Numerous policing partners and dignitaries attended (Anishinabek Nation Regional Grand Chief Hardy, NAPS, RCMP, OPP, TBPS, Thunder Bay Mayor)
- » Berry and Water ceremony, smudging, traditional dancing, Youth Drum Group
- » Traditional Dinner on Anemki Wajiw





# RECRUITMENT

## EVENTS

**46**

Events Attended

**11**

Community Events

**11**

Schools, Colleges &  
Career Fairs

**10**

Other

## OFFICERS

**11**

New Recruit Hires

**2**

Experienced Hires

## CIVILIANS

**2**

New Civilian Hires

## NEW RECRUITMENT INCENTIVE

### (APS Employees)

- » \$100 Monetary Incentive for applications
- » \$400 Upon Successful Completion of process
- » 15 Received
- » Current Recruitment Shortage
- » Previous year we hired 6 Recruits



# TRAINING



## LEADERSHIP TRAINING WITH NAVAJO

- » In November four members of the Anishinabek Police Service attended Leadership training with the Navajo Police
- » Similar issues and challenges as other FN Police Services

## OTHER TRAINING INITIATIVES

- » Body worn camera training
- » Criminal investigators training
- » Frontline Resilience training
- » Leadership in policing training

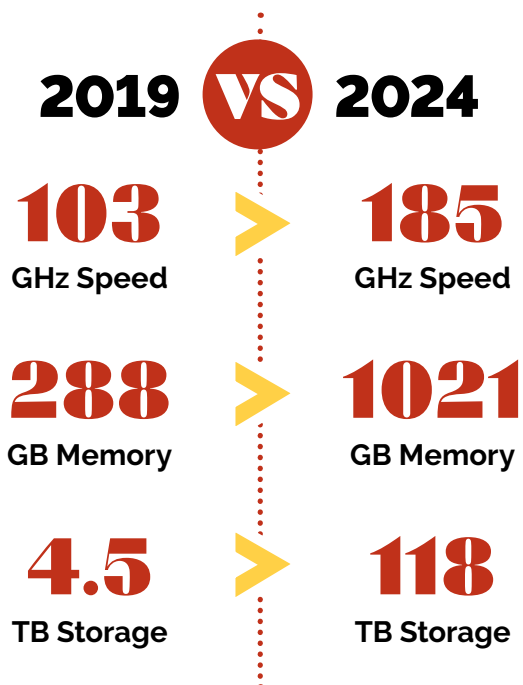
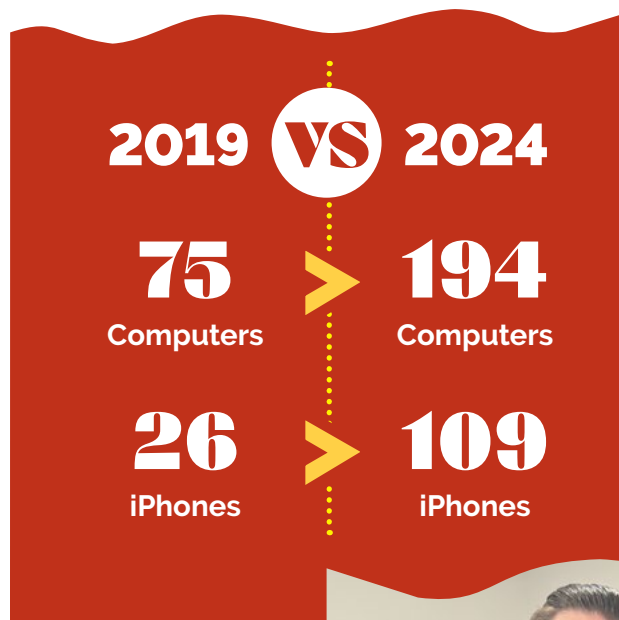


# GROWTH OF OUR IT DEPARTMENT



The past five years have been a period of explosive growth in our IT department. With the start of the pandemic and the work-from-home revolution, as well as the introduction of iPhones for officers and mobile data terminals in our cruisers, our computer assets have almost tripled and cellular devices have more than quadrupled.

We upgraded our server farm as well, going from 3 interconnected hosts to 5 for better redundancy, and increasing capacity and capabilities all around.




We even found new ways to save time through the automation of repetitive tasks. Things like creating new user accounts and backing up and removing old accounts used to be tedious and time-consuming, with the possibility of missing a step or a typo bringing the entire process to a halt. Now, with Powershell scripting, these jobs are simplified, verified, and don't require supervision while running. Other jobs like renewing a VPN certificate, which is much more important now with the increase in remote users and mobile data terminals, required a long, incredibly-specific form to be filled out by IT with the recipient waiting in person with their smart card or token. Now, a user-friendly text menu and quick selection sends the automatically-generated request and only requires a click of IT approval before the user can continue on with their day or night.

## 2019 2024

### INBOARDING NEW USERS

**10**  
minutes  **1**  
minute or less of  
interaction

### OUTBOARDING OLD USERS

**10-240**  
minutes  
(files, email size)  **30**  
seconds or less  
of interaction

### RENEWING VPN CERTIFICATES

**5-10**  
minutes  **10**  
seconds to approve  
the request

Five years has gone by quickly. Some changes have been vast and sweeping, others small and specific, but every bit has improved our efficiency and reliability, helping us to do what we can.

# FINANCIAL REPORT

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

March 31, 2024, with comparative information for 2023

	2024	2023
<b>Assets</b>		
Current assets:		
Cash	\$ 11,225,492	\$ 4,556,879
Accounts receivable (note 3)	1,941,766	6,015,209
Prepaid expenses	278,804	-
	13,446,062	10,572,088
Capital assets (note 4)	11,469,816	10,568,727
	\$ 24,915,878	\$ 21,140,815
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities (note 5)	\$ 1,868,135	\$ 3,035,213
Payable to the Province of Ontario	1,258,162	379,538
Payable to the Government of Canada	636,380	626,455
Deferred contributions for expenses of future periods (note 7)	1,410,888	526,512
	5,173,565	4,567,718
Deferred capital contributions (note 8)	5,779,536	6,239,417
Net assets:		
Invested in capital assets	5,690,280	4,329,310
Unrestricted net assets	8,272,497	6,004,370
	13,962,777	10,333,680
Commitments (note 9)		
Economic dependence (note 10)		
Contingencies (note 13)		
	\$ 24,915,878	\$ 21,140,815

On behalf of the Board:

Director

Director





# CONSOLIDATED STATEMENT OF OPERATIONS

Year ended March 31, 2024, with comparative information for 2023

	2024	2023
<b>Revenue</b>		
Government of Canada	11,928,124	10,006,519
Province of Ontario	11,010,576	9,236,787
	22,938,700	19,243,306
<b>Expenses</b>		
Field operations (schedule 1)	20,465,183	16,450,567
Governing authority (schedule 2)	148,642	148,836
Insurance	381,434	323,604
	20,995,259	16,923,007
Excess of revenue over expenses for funding purposes	1,943,441	2,320,299
Other revenue (expenses):		
Interest	570,975	155,733
Other revenue	402,350	635,681
Other subsidized programs (schedule 3)	(503,412)	(848,642)
Capital assets expensed above	2,013,381	2,549,286
Amortization of deferred capital contributions	314,654	356,578
Amortization of capital assets	(1,112,292)	(720,305)
Excess of revenue over expenses	3,629,097	4,448,630

