



# ANNUAL REPORT

**2024 - 2025**







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# MESSAGE FROM THE OFFICE OF THE CHIEF OF POLICE

As we reflect on the past year, we are proud to share the accomplishments of our Service during a time of growth, change, and renewal. In 2024, we celebrated our 30th anniversary, a milestone that honours the vision of those who built this Service and the dedication of the generations of members who have carried it forward. This anniversary gave us an opportunity to look back with gratitude and to look ahead with a renewed sense of responsibility and purpose.

This year also marked the appointment of our Deputy Chief, who brings a wealth of operational experience and a strong focus on modernization. Together, we are leading with a vision that balances tradition and innovation, ensuring our Service continues to evolve while staying deeply rooted in culture and community.

We have taken important steps forward in modernization, establishing a dedicated Modernization Unit and advancing projects that will strengthen accountability, safety, and effectiveness. Body-worn cameras have been deployed across the Service, while the rollout of in-car video systems is ongoing. Automated Licence Plate Recognition (ALPR) technology is also set to follow, and mobile public safety (MPS) software is being installed in police vehicles to increase officer safety and provide our members with the tools they need to serve more efficiently and effectively. These initiatives, combined with ongoing investment in our fleet and equipment - such as new Tahoes for every detachment, updated marine vessels, Conducted Energy Weapons (CEW), firearms, C8

rifles, and other critical equipment - ensure that our Service has the resources to meet today's challenges and prepare for tomorrow.

Equally important has been the strengthening of cultural identity and knowledge across the Service. We are honoured to have welcomed our first full-time Knowledge Keeper and Teacher, our Kinoomaged, who guides members through cultural orientation and teachings. The introduction of our Service's big drum and the renewal of our eagle staff represent more than symbols; they are powerful reminders of our responsibility to serve with respect, humility, and cultural integrity. This year also saw the unveiling of our new Strategic Plan, which for the first time incorporates our language, values, and traditions directly into our vision and mission. This plan reflects our determination to build a Service where culture and operations are not separate, but balanced and mutually supportive.

Supporting our members has remained central to our work. We recognize that policing carries unique pressures, and we have strengthened organizational wellness by expanding confidential supports and awareness around mental health. Our Peer Support Program, new wellness initiatives, and open conversations now form part of the foundation that sustains our people. This year, we also introduced members to Noojimo, the first all-Indigenous virtual mental wellness clinic, to ensure additional pathways for confidential support and care.

We are also continuing to grow our workforce thoughtfully, adding new



frontline officers, increasing capacity in our Major Crime Team while also creating traditional roles such as a Path Helper. This position plays a vital role in identifying and addressing challenges experienced by First Nation community members who face barriers in accessing or navigating social services and the justice sector. The Path Helper will oversee the Mental Health and Addictions Team who will work closely with service agencies and communities to develop partnerships that respond to critical issues such as mental health, addictions, and homelessness. This role strengthens the bridge between policing and community wellness, creating a holistic approach to safety and support.

Additional administrative staff have also been hired to support internal operations, ensuring our members are resourced and supported at every level.

This year also brought exciting innovations in how we serve and connect. The establishment of the Aabanaabii Criminal Record Check Division has allowed us to enter the third-party records check industry through agreements and partnerships. This initiative opens doors to generate revenue that will be reinvested into cultural and community projects, building pride and opportunity across our communities. We also launched a redesigned website and an online reporting platform, making it easier for community members to engage with us, access services, and share concerns.

Another landmark achievement has been the implementation of pension parity, provincial retention incentives, and pay parity with the Ontario Provincial Police. These measures strengthen recruitment and retention while ensuring fairness and stability for our members. They also

reflect our shared commitment to building a Service that is sustainable for future generations.

Taken together, these accomplishments demonstrate how we are building a police service that is modern, culturally grounded, and people-centered. We are proud of how far we have come in 30 years, but we know our journey is ongoing. Guided by our traditions, supported by our people, and committed to innovation, we look to the future with optimism and determination.

Miigwetch,

**JEFF SKYE**  
**CHIEF OF POLICE**

**JULIE CRADDOCK**  
**DEPUTY CHIEF**



# MESSAGE FROM THE CHAIRPERSON OF THE POLICE GOVERNING AUTHORITY

Boozhoo and welcome,

As the appointed member from Nipissing First Nation and the elected Chair of the Police Governing Authority, it is my honour to present the 2024–2025 Anishinabek Police Service Annual Report. This report reflects not only the hard work and accomplishments of the past year, but also our commitment to continuous growth, cultural accountability, and community-centered policing.



The Anishinabek Police Governing Authority is entrusted with the oversight of the Anishinabek Police Service (APS), and we are proud to work alongside Chief Skye, Deputy Chief Craddock, and the senior leadership team to ensure that our service continues to reflect the values and priorities of the communities we serve. Our focus remains rooted in respect, honour, and cultural sensitivity as we protect and serve 16 Anishinabek First Nation communities.

In recent years, we've marked several important milestones. A major highlight of 2024 was the appointment of Deputy Chief Julie Craddock, whose extensive experience in operational leadership and deep understanding of Indigenous community policing have already made a significant, positive impact. Her vision aligns closely with ours—a vision of protecting our people, grounded in community, culture, and care.

We are proud of the progress made this year to strengthen our service. From the deployment of body-worn cameras and mobile workstations in cruisers, to the upgrade of tasers and turnover of our entire fleet. These improvements are not just about modernization—they are about ensuring the safety and efficiency of our officers, and ultimately the wellbeing of the people we serve.

We also saw important staffing increases, adding both sworn officers and civilian personnel to meet our community needs. These additions have helped enhance our





responsiveness and our capacity to support individual communities and further the safety of our members on the frontline.

We are especially excited to share the launch of our new Anishinabek Police Service website—a platform designed to create stronger connections with the communities we serve. This new digital space is more than a source of information; it is a gateway to collaboration and accountability.

Through the site, you can now submit community safety concerns, feedback, or reports directly to APS using our new online reporting tool. This tool empowers individuals in all communities to engage directly with the Service in a way that is accessible and timely. Your voice matters, and we are making it easier for you to be heard.

While we acknowledge that challenges remain, our dedication to progress has never been stronger. We remain committed to continuous improvement and to building trust through transparency, responsiveness, and cultural respect.

Miigwech for your continued support. It is a privilege to serve alongside such passionate and dedicated individuals in our communities. We look forward to walking this path forward together—in partnership, in spirit, and in strength.

Miigwech,

**JASON LARONDE**  
**CHAIRPERSON,**  
**POLICE GOVERNING AUTHORITY**

# 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")





## OUR COMMUNITIES

The Police Service encompasses 16 member communities, collectively overseeing a land area of approximately 900 hectares within the First Nation's territory.

### NORTH

Rocky Bay ●  
Ginoogaming ●  
Pic Mobert ●  
Pic River ●  
THUNDER BAY ●  
Fort William ●

### CENTRAL

Garden River ●  
Sault Ste. Marie ●  
Sagamok ●  
Sudbury ●  
Dokis ●  
Nipissing ●  
Wasauksing ●  
Christian Island ●  
Curve Lake ●  
OTTAWA ●

### NORTH

- » Fort William Detachment  
Serving Fort William First Nation
- » Rocky Bay Detachment  
Serving Biinjitiwaabik Zaaging Anishnaabek
- » Ginoogaming Detachment  
Serving Ginoogaming First Nation
- » Pic River Detachment  
Serving Biigtigong Nishnaabeg
- » Pic Mobert Detachment  
Serving Netmizaaggamig Nishnaabeg

### CENTRAL

- » Garden River Detachment  
Serving Garden River First Nation
- » Sagamak Detachment  
Serving Sagamak Anishnawbek First Nation
- » Dokis Detachment  
Serving Dokis First Nation
- » Nipissing Detachment  
Serving Nipissing First Nation, Wahnapiatae First Nation

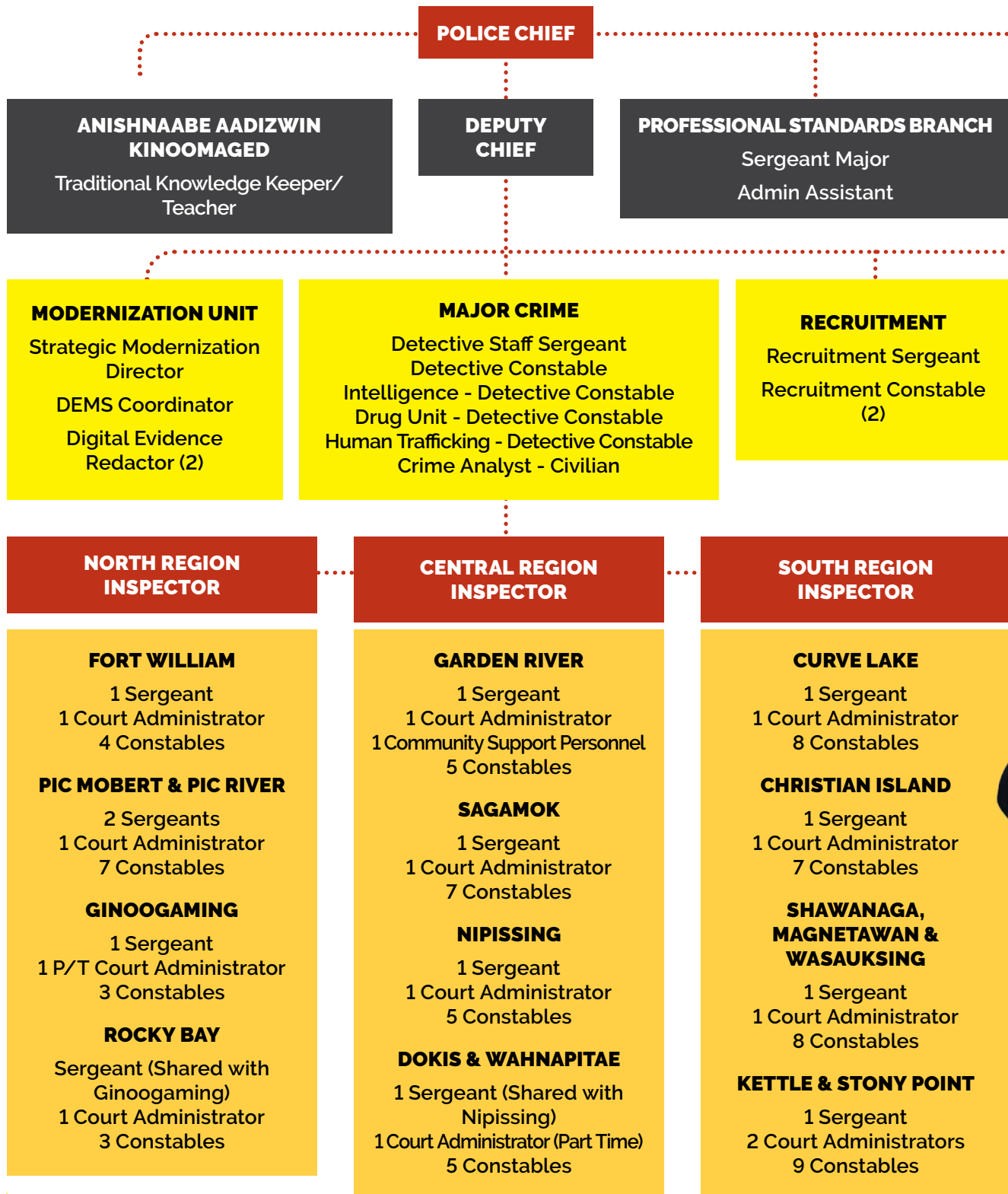
### SOUTH

Kettle and Stony Point ●  
Sarnia ●  
LONDON ●  
TORONTO ●

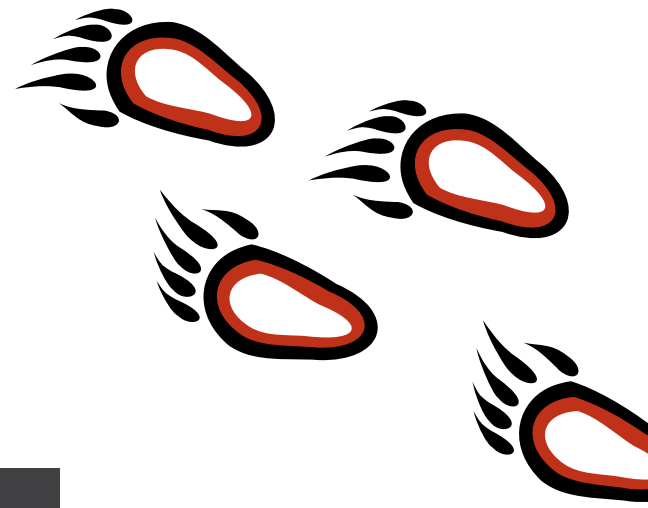
### SOUTH

- » Wasauksing Detachment  
Serving Shawanaga First Nation, Wasauksing First Nation, Magnetawan First Nation
- » Christian Island Detachment  
Serving Beausoleil First Nation
- » Curve Lake Detachment  
Serving Curve Lake First Nation
- » Kettle and Stony Point Detachment  
Serving Chippewas of Kettle and Stony Point First Nation

# ORGANIZATIONAL CHART







**COMMUNICATIONS  
LEAD**

**MENTAL HEALTH &  
ADDICTION TEAM**

Path Helper

**DIRECTOR OF  
CORPORATE SERVICES**

Office Administrator  
Quartermaster/Fleet  
Coordinator  
Executive Assistant  
PGA Board Liaison  
Maintenance

**NICHE UNIT**

Data Entry Clerk (5)

**HUMAN RESOURCES**

HR Manager  
HR Assistant  
Background Investigators (2)

**INFORMATION SERVICES**

Information Services  
Manager  
Cardscan Systems Clerk  
(Part Time)

**INFORMATION  
TECHNOLOGY**

Information Technology  
Manager  
IT Servicedesk Analyst

**FINANCE/PAYROLL**

Finance Coordinator  
Compensation & Benefits  
Coordinator

**AABANAABII (CRIMINAL  
RECORD CHECK DIVISION)**

Aabanaabii Lead  
Criminal Records Check  
Clerk (4)

**CPIC UNIT**

CPIC Administrator



# **DIRECTOR OF CORPORATE SERVICES REPORT**

The Corporate Services Department plays a vital role in ensuring the smooth operation of the Service and supporting both frontline policing and community initiatives. In 2024, the department continued to advance efficiency, modernization, and cultural engagement while providing essential support to operational and administrative functions.

## **TRANSCRIPTION AND RECORDS MANAGEMENT**

The Data Entry team completed over 6,600 hours of transcription in 2024, equivalent to more than 30 full-time frontline officer positions. This work significantly increases officer visibility and supports operational effectiveness across the Service. In addition, the department processed 87 ROI/FOI requests, 630 Police Records Checks, and 3,544 fingerprints, all of which support investigative work and community safety. Aabanaabii operations continue to generate revenue that sustains community employment opportunities and operational investments.

## **FLEET, EQUIPMENT, AND INFRASTRUCTURE**

The department oversaw substantial improvements to the Service's fleet and facilities. Fleet additions included 31 new Tahoes with an additional 15 purchased for 2025, 6 snowmachines for Northern detachments, a 30-foot vessel with dual 300HP Yamaha engines for the Wasauksing, Shawanaga and Magnetawan First Nations

cluster, 3 Hyundai Palisades for Major Crime, and 2 administrative vehicles. An additional 16-foot cargo trailer was also acquired. Equipment modernization included the introduction of Taser 7, with in-house training for members, and the full deployment of body-worn cameras supported by dedicated redaction staff.

Infrastructure investments focused on improving operational capacity and officer safety. The Garden River detachment underwent a full renovation, including a new garage, while the headquarters vehicle compound was completed. Planning for a new Curve Lake detachment continues, and a new Nipissing detachment is expected to break ground with completion scheduled for early 2026. These improvements will enhance service delivery, community presence, and officer efficiency.

## **IT AND SYSTEMS MODERNIZATION**

Significant progress was made in modernizing IT systems. Preparations for the UA NICHE rollout by December 2025 include dedicated trainers and auditors to ensure a smooth transition and improved reporting capabilities. The Voice Fusion system is being phased out, with replacement options under review. Security enhancements included upgrades to routers and switches, along with the implementation of file auditing and Active Directory monitoring to strengthen cyber security and protect sensitive information. An



automated data import system was developed for Niche/RMS exports, streamlining data management and supporting more accurate reporting and analysis.

## **FINANCE AND BUDGET MANAGEMENT**

Financial oversight continued to be a priority. Amendments to current agreements increased the budget by \$2.4 million, allowing for improved frontline support and operational sustainability. One-time funding of \$3 million was approved to support fleet replacement, infrastructure projects, vessel

acquisition, and modernization initiatives. Surplus funds have been leveraged to maintain annual fleet rotation and operational needs, ensuring continuity despite limited capital funding. Pension adjustments, retention incentives, and settlement distributions were successfully implemented to support staff stability and planning for future retirements.

## **CULTURAL COMPETENCY AND WELLNESS**

Cultural competency and wellness remain core priorities for the department. All new staff receive comprehensive cultural awareness orientation, and the Headquarters cultural garden has been expanded, with discussions ongoing with knowledge keepers to incorporate teachings, sweat lodge ceremonies, and Indigenous naming initiatives. A Traditional Knowledge Keeper was appointed to provide ongoing guidance and ensure cultural perspectives remain integral to the organization. In addition, the Service transitioned to Noojimo, a fully Indigenous Employee and Family Assistance Program, providing culturally-informed mental health support to staff across all regions.

The Corporate Services Department continues to provide the infrastructure, resources, and cultural guidance necessary for effective and community-focused policing. By enhancing transcription and records management, modernizing fleet and technology, improving facilities, and prioritizing wellness and cultural competency, the department ensures the Service remains operationally effective, responsive to community needs, and aligned with its values and traditions.

**LESLIE ZACK-CARABALLO**  
**DIRECTOR,**  
**CORPORATE SERVICES**

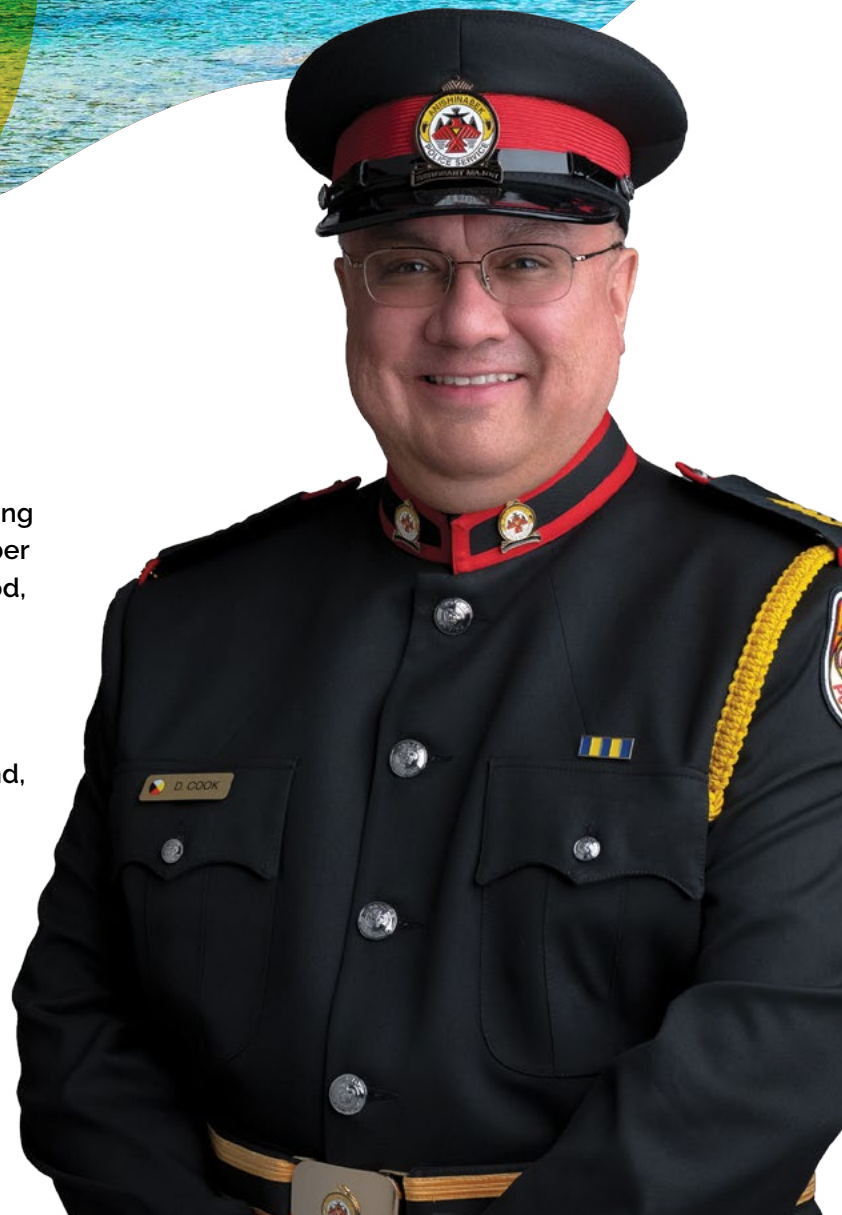




# SOUTH REGION REPORT

## INSPECTOR DORY COOK

The South Region remains committed to ensuring the safety, security, and well-being of its member communities. Throughout the 2024–2025 period, Detachment Commanders and officers have maintained regular meetings with local health and social service providers to collaborate on supporting vulnerable populations. When Commanders are unavailable, constables attend, providing exposure to community agencies and building capacity across all levels of our service. Priority issues include mental health, addiction, intimate partner violence, and family violence, all of which are key focus areas in our Strategic Plan.





# REGIONAL CALLS FOR SERVICE



Kettle Point	1676
Stony Point	113
Curve Lake	978
Christian Island	495
Wasauksing	571
Shawanaga	337
Magnetawan	204

Kettle Point	1951
Stony Point	411
Curve Lake	688
Christian Island	555
Wasauksing	574
Shawanaga	363
Magnetawan	282



Officers continue to engage with elected councils, school-aged youth, and community service teams to strengthen relationships and build trust. Community engagement initiatives include foot patrols, focused patrols, R.I.D.E. programs, and participation in Pow Wows and local events, all of which help foster connections while deterring crime. Proactive policing remains essential, with officers referring victims of crime to local support services and connecting individuals experiencing mental health or addiction challenges to appropriate resources.

The South Region has continued to respond to the rising number of suspected drug poisonings in our communities. Officers and first responders carry naloxone as part of their standard equipment, and education on the Good Samaritan Drug Overdose Act has been shared through social media and printed materials. Proactive enforcement in high-risk areas,

traffic stops, and R.I.D.E. initiatives have led to significant drug seizures and arrests, focusing on preventing non-community members from distributing illegal substances rather than targeting individuals struggling with addiction.

Technology and modernization are supporting officers in their work. In September 2024, a Body-Worn Camera (BWC) pilot was introduced at the Kettle and Stony Point Detachments, aimed at increasing transparency, accountability, and trust. Mobile Work Stations (MWS) with MPS software are now deployed at Christian Island and Wasauksing, providing officers with real-time access to information and increasing operational effectiveness and officer safety.

The region continues to address challenges associated with Robinson Huron Treaty (RHT) annuity payments. Communities including Magnetawan, Shawanaga, and Wasauksing





experienced increased calls for service following distributions, particularly related to drug overdoses and vulnerable populations. Officers actively engaged in crime prevention, executed search warrants, and responded to emerging risks, including incidents of non-community members targeting these communities for illicit activity.

Response to complex incidents remains a core function. South Region officers were instrumental in the investigation of the 2020 murder of David Oliver, resulting in the arrest of a suspect in September 2024, in collaboration with the Ontario Provincial Police Major Criminal Investigation Bureau. Officers also respond to domestic disputes and intimate partner violence, working to protect victims and referring them to services when available, while advocating for greater community resources and awareness campaigns to prevent future incidents.

South Region officers have also supported communities during emergencies. In March 2025, severe ice storms led to power outages across Southeastern Ontario. The Anishinabek Police Service provided 19 generators to Curve Lake First Nation and over 1,000 litres of fuel to Beausoleil First Nation, ensuring essential services continued for residents reliant on generator power.

**Through ongoing collaboration, proactive policing, modernization initiatives, and visible community engagement, the South Region continues to strengthen trust, support vulnerable populations, and enhance the safety and well-being of the communities we serve.**



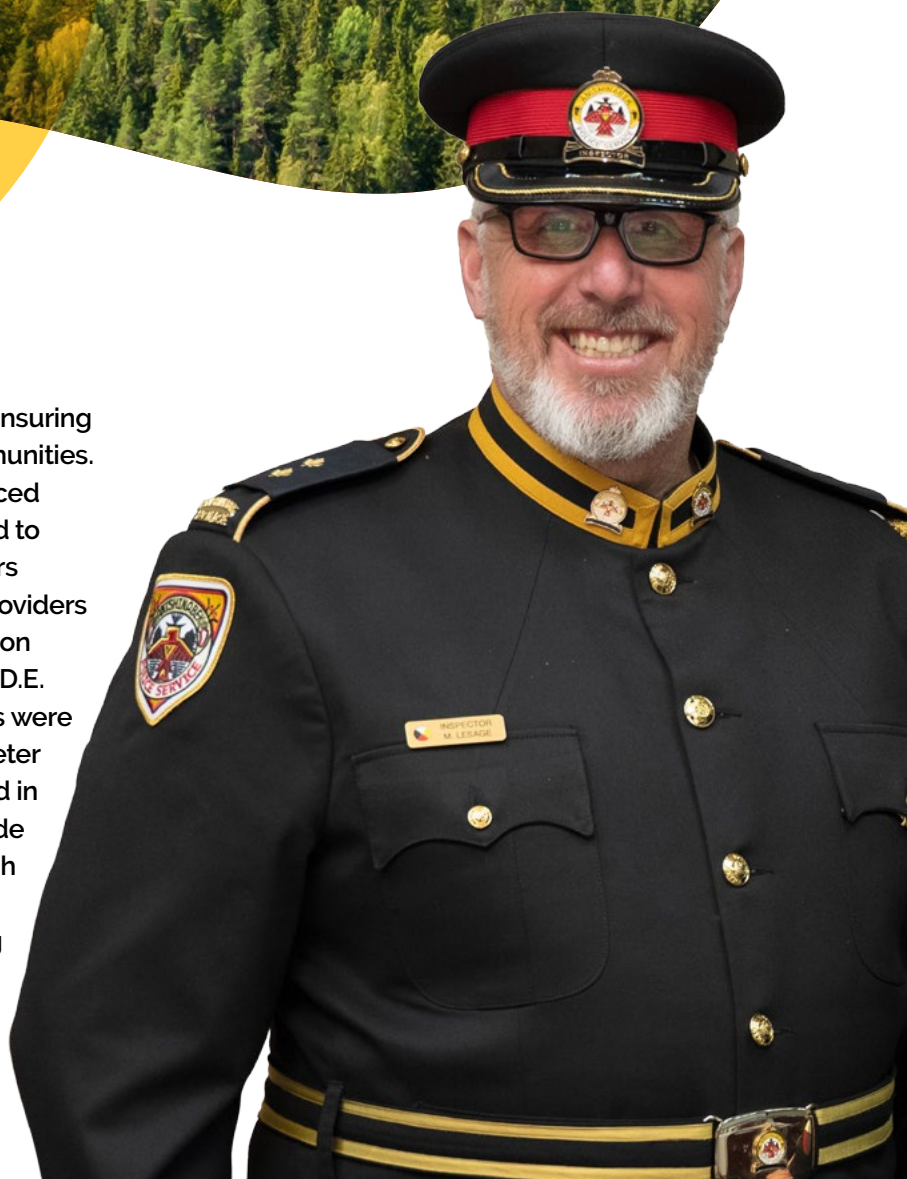




# CENTRAL REGION REPORT

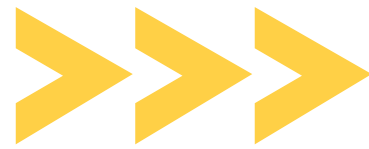
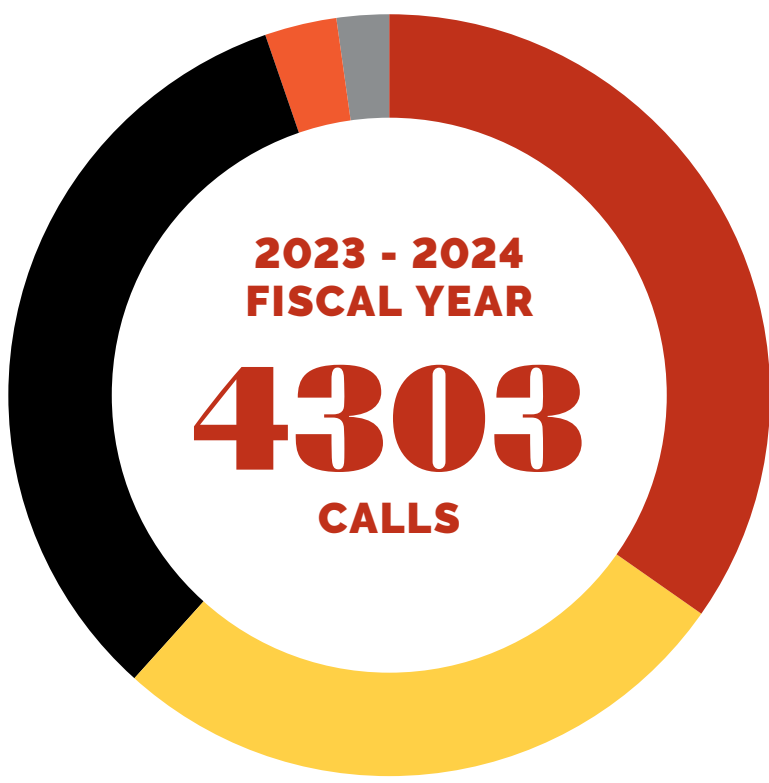
## INSPECTOR MARC LESAGE

The Central Region remains committed to ensuring the safety and security of its member communities. During the 2024–2025 period, the region faced a significant crisis in addiction, closely linked to mental health and family challenges. Officers worked collaboratively with local service providers to address these issues, prioritizing prevention and early intervention. Proactive patrols, R.I.D.E. programs, and traffic enforcement initiatives were key strategies to increase police visibility, deter criminal activity, and focus on those involved in the illicit drug trade. While arrests were made for illegal drug activity, the region's approach emphasizes distinguishing between those struggling with addiction and those seeking to profit from our communities.





# REGIONAL CALLS FOR SERVICE



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

● Garden River	<b>1725</b>
● Sagamok	<b>1112</b>
● Nipissing	<b>1432</b>
● Dokis	<b>148</b>
● Wahnapiatae	<b>48</b>





Crime prevention and community engagement are core functions of the Central Region. Officers refer victims of crime and tragic circumstances to local victim services and connect individuals experiencing mental health challenges to appropriate supports. Communities continue to see a higher influx of non-members from larger centres engaging in illegal drug activity, including fentanyl and methamphetamine distribution. Officers have responded with focused patrols in high-risk areas, traffic stops, and R.I.D.E. initiatives, resulting in significant seizures and arrests. Proactive policing and education remain key strategies in preventing harm and maintaining public trust.



The Robinson Huron Treaty (RHT) annuity payments have introduced unique dynamics within some communities, including an increased presence of all-terrain vehicles, sometimes operated by children. Officers have addressed these concerns through education, social media, and traffic enforcement, balancing safety with proactive community interaction. Calls for service across RHT communities - including Garden River, Sagamok, and Nipissing - have remained relatively consistent, reflecting the effectiveness of ongoing proactive initiatives.

Staffing and infrastructure improvements have been central to supporting police effectiveness. The assignment of two officers to Wahnapiatae in early 2025, along with enhanced detachment facilities - including renovations and new garages in Garden River and Sagamok - will improve emergency response times and community coverage. The declustering of detachments, particularly in Nipissing, Dokis, and Wahnapiatae, will allow officers to serve communities more directly, improving visibility, response, and proactive engagement.



Mental health and addiction support remains a priority. Officers continue to work closely with local service providers to ensure vulnerable community members have access to appropriate resources. Garden River recently introduced a referral





system enabling officers to contact mental health professionals directly when needed, providing timely support for individuals in crisis.

The Central Region also maintains cross-border and marine partnerships. Officers from Garden River and Nipissing have collaborated with Sault Ste. Marie and North Bay Police Services on marine patrols and joint initiatives, particularly in areas bordering the USA. These partnerships enhance public safety, strengthen operational capacity, and provide opportunities for shared training and resource development.

Drug poisonings and sudden deaths continue to be high-risk concerns, despite being relatively low-frequency incidents. Officers carry naloxone and educate communities about its use, alongside information on the Good Samaritan Drug Overdose Act, to protect individuals seeking emergency assistance. These efforts underscore the region's commitment to harm reduction, public safety, and compassionate policing.

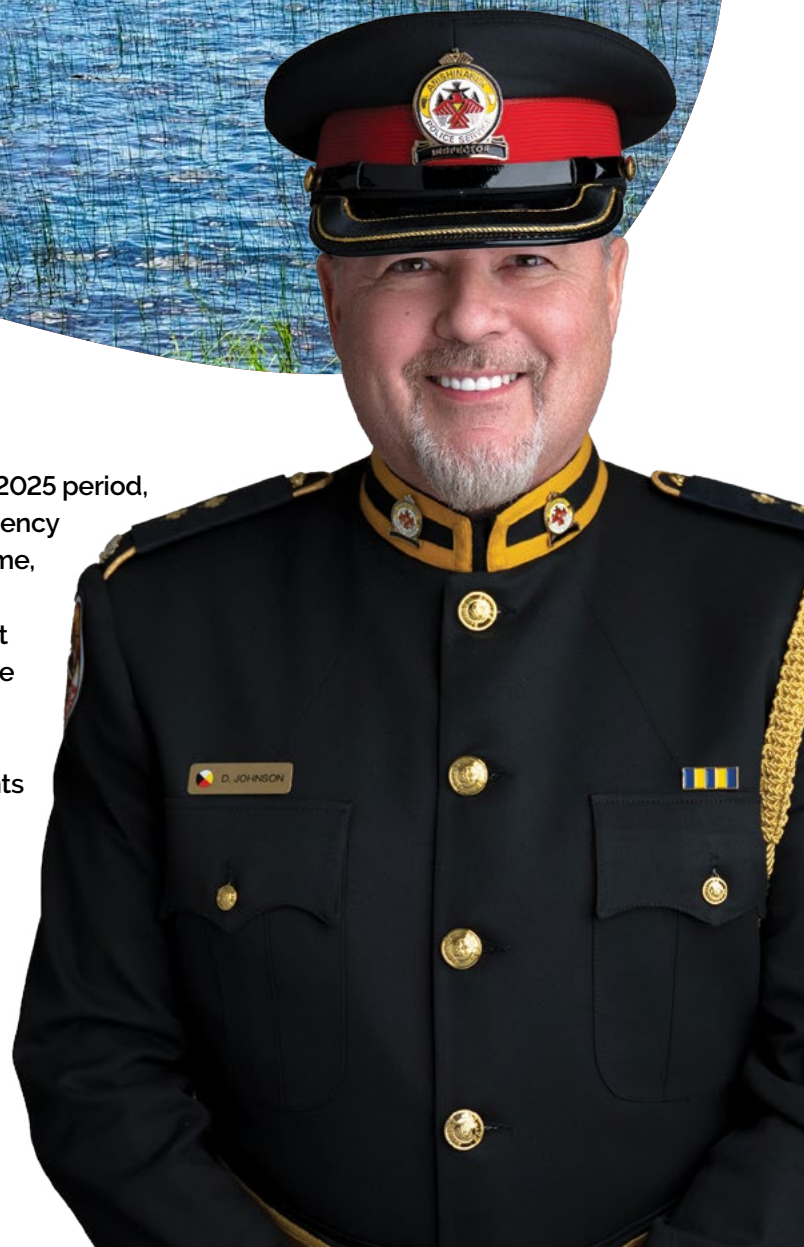
**Through proactive policing, community partnerships, infrastructure improvements, and focused patrols, the Central Region continues to build safer, healthier communities. By balancing enforcement with prevention, and collaborating closely with mental health and addiction services, the Central Region remains dedicated to supporting vulnerable populations, strengthening trust, and ensuring policing services meet the evolving needs of the communities we serve.**



# NORTH REGION REPORT

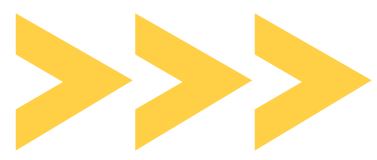
## INSPECTOR DEREK JOHNSON

The North Region experienced a challenging 2024–2025 period, with several communities declaring States of Emergency due to rising violence, drug- and alcohol-related crime, and associated social concerns. Ginoogaming First Nation, Fort William First Nation, and Pic Mobert First Nation all called upon the Anishinabek Police Service and our policing partners to provide additional resources, enhance community safety, and support vulnerable populations. In response, our detachments and North Region leadership maintained regular communication with Chiefs and Councils, providing updates on calls for service, charges, community services, noteworthy occurrences, and detachment resources. These meetings have been critical in identifying local priorities, concerns, and strategies to address public safety.





# REGIONAL CALLS FOR SERVICE



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

● Fort William	<b>1128</b>
● Rocky Bay	<b>243</b>
● Ginoogaming	<b>840</b>
● Biigtigong Nishnaabeg (Pic River)	<b>345</b>
● Netmizaaggamig Nishnaabeg (Pic Mobert)	<b>515</b>



In support of these efforts, we promoted Crime Stoppers to encourage anonymous reporting of criminal activity, strengthening community partnerships in the fight against crime. The North Region continues to participate in the Ministry of the Attorney General -sponsored Pre-Charge Restorative Justice Diversion Program, offering eligible individuals the opportunity to address harm through culturally appropriate programming, reduce future involvement with law enforcement, and repair relationships within their communities.

The North Region has also seen an increase in drug-related incidents, including suspected poisonings caused by harmful substances such as fentanyl. Frontline officers and first responders carry naloxone as part of their standard response, and public education regarding the Good Samaritan Drug Overdose Act has been provided to ensure individuals seeking emergency support are protected.

Criminal activity in the region has included the presence of drug traffickers from Southern Ontario, many with gang affiliations and access to firearms, often targeting marginalized populations. In response, officers received specialized training on drug interdiction, informant development, search and seizure, and case law, building capacity for both newer and experienced members in addressing these complex challenges.

The North Region has supported communities' inherent right to maintain peace and order through measures such as banning orders for serious violent or drug trafficking offenders and the completion of Community Impact Statements to convey the emotional, physical, and economic effects of crime on communities.

Collaboration remains a cornerstone of our approach. Since 2017, the North Region has participated in the Northwest Centre of Responsibility and the Thunder Bay Situation Table, providing early interventions for individuals at elevated risk. Vulnerable community members continue to be referred to these tables for support.

In 2024–2025, we introduced a Body-Worn Camera pilot project to enhance transparency, accountability, and trust. As deployment expands to other detachments, community engagement initiatives will continue to ensure two-way communication and feedback from councils, stakeholders, and community members.

Infrastructure challenges also impacted service delivery. The closure of the Ground River Bridge in Ginoogaming required emergency planning and collaboration with multiple agencies to ensure continued access and response capabilities. The temporary bridge was opened in late November 2024, and while it provided immediate relief, the community continued to face challenges, leading to the ongoing state of emergency. Ginoogaming has since established a Peace Keeper Program, and our members maintain communication to review reports and address actionable information.

Operation Northern Deployment (January 25 – March 7, 2025) provided a visible police presence and proactive engagement in Netmizaaggamig Nishnaabeg (Pic Mobert First Nation), Biigtigong Nishnaabeg (Pic River First Nation), and Ginoogaming First Nation. The operation focused on officer-initiated calls, traffic enforcement, RIDE programs, community meetings, educational sessions, and crime prevention initiatives. One CDSA search warrant was executed, resulting in charges and a small drug seizure. Supporting policing partners, including the Ontario Provincial Police CSCU and OCEB, assisted in addressing drug trafficking and associated criminal activity during the deployment.

Through ongoing collaboration with community leadership, frontline officers, and partner agencies, the North Region remains committed to creating safer, healthier communities. We will continue to prioritize public safety, proactive engagement, and culturally-informed approaches to policing that strengthen trust and support the well-being of the people we serve.



Northern Ontario | News

## Two arrested, \$16K in suspected drugs seized in Garden River First Nation raid

By **Don Bertrand**

Published: March 16, 2025 at 6:21PM EDT

Northern Ontario | News

## \$10K in cocaine seized on Magnetawan First Nation

By **Chelsea Papineau**

Published: February 17, 2025 at 9:33AM EST

News / Local News

## Suspect may be hiding in Sagamok and may be armed: Police

Star Staff

Published Oct 20, 2024 • < 1 minute read

News / Local News

## Drug bust in Garden Village Sunday

*Two suspects arrested by Anishinabek Police Service*

Jennifer Hamilton-McCharles

Published May 05, 2025 • 1 minute read

SARNIA | NEWS

## Arrest made in drug investigation on Kettle and Stony Point First Nation

BY LINDSAY NEWMAN

MARCH 29, 2025 - 12:39PM

SARNIA | NEWS

## Kettle and Stony Point leaders to discuss drug crisis with community

BY MELANIE IRWIN

NOVEMBER 26, 2024 - 11:50AM

## Garden River man charged in Project Kentucky drug trafficking case

Officers with the Anishinabek Police Service arrested the accused on the strength of a warrant and transported him to the Sault Ste. Marie Police Service

Northern Ontario | News

## Three adults, one teen charged with drug trafficking in Shawanaga

By **Chelsea Papineau**

Published: March 05, 2025 at 8:41AM EST

Thunder Bay

## Pic Mobert First Nation in northwestern Ontario declares state of emergency over gang activity

## 'Unwanted' men found with large amount of money and bag of drugs in Sagamok

On Thursday, officers with the Anishinabek Police Service Sagamok Detachment were dispatched to an unwanted persons call. The two unwanted men left before police arrived, but officers located them a short time later, APS said in a social media post

# MAJOR CRIME REPORT

Violent crime and drug-related activity continue to present significant challenges in several APS communities. To address these issues, the Major Crime Unit (MCU) remains a central part of our public safety response, leading and supporting investigations involving homicides, firearms offences, drug trafficking, and organized criminal activity.

Over the past year, the MCU has carried out several high-impact investigations resulting in major arrests, significant drug seizures, and the disruption of criminal groups operating within and around our territories. These outcomes reflect both the seriousness of the threats facing our communities and the professionalism of the officers dedicated to this work.

The MCU continues to collaborate closely with APS detachments and external partners, including the OPP and other policing agencies, to ensure access to specialized resources and investigative support. Investments in technology, training, and analytical tools have further strengthened the unit's capacity to manage complex cases and respond to evolving criminal trends.

The work of the Major Crime Unit is a key part of APS's broader commitment to reducing harm, safeguarding our communities, and addressing the root causes and impacts of violent and drug-related crime.



# PROFESSIONAL STANDARDS BUREAU

The Professional Standards Bureau provides leadership in managing complaints, investigations, and accountability processes, ensuring that the Service maintains the highest standards of professionalism and integrity. To enhance operational capacity, a new civilian role, Administrative Assistant to the PSB, was introduced, supporting the team in administrative and investigative functions.

The PSB is responsible for investigating public complaints, Chief's complaints, and matters involving alleged Criminal Code violations or Code of Conduct offences. The Bureau works closely with all relevant stakeholders to ensure investigations are thorough, timely, and impartial.

During the reporting period, the Bureau conducted the following investigations:

INVESTIGATION TYPE	NUMBER OF CASES
Code of Conduct – Substantiated	12
Code of Conduct – Unsubstantiated	2
Code of Conduct – Investigation Ongoing	4
Resolved Non-Disciplinary	3

These investigations reflect the Bureau's commitment to accountability and transparency, reinforcing public confidence in the Service. By addressing complaints and conducting investigations with professionalism and fairness, the PSB supports a culture of integrity and continuous improvement, ensuring that officers and staff meet the expectations of the communities they serve.





# HUMAN RESOURCES

The Human Resources Department experienced a year of significant growth, activity, and progress. Over the 2024–2025 fiscal period, the department successfully recruited and onboarded 30 new members—15 officers and 15 civilian staff—strengthening both operational and support capacity across the Service. In addition to recruitment, the department completed several major initiatives, including a comprehensive compensation review, the establishment of an internal pay structure, and the development of new policies and job descriptions to support the expanding organization.

In-person orientation sessions were introduced at Headquarters to provide all new hires with consistent training, procedural knowledge, and cultural awareness. This approach ensures that new members begin their service with a shared understanding of the Service's values, operational expectations, and cultural principles. Two part-time background investigators were added to support recruitment, while the department continued to provide guidance and oversight for both officer and civilian bargaining processes.

## COMPENSATION REVIEW AND INTERNAL PAY STRUCTURE

A third-party consultant conducted an independent review of a previously completed compensation project, confirming that the process was fair and equitable. This included a detailed evaluation of position alignments between OPP classifications and internal roles, ensuring transparent and equitable compensation practices. In collaboration with the consultant, an internal job evaluation tool was developed to consistently rate positions without direct OPP comparators and assign appropriate pay bands. This supports long-term workforce sustainability and equitable compensation for all members.

## ORIENTATION PROGRAM

The enhanced in-person orientation program allows new members to meet HQ staff, receive training on procedures and processes, and participate in cultural awareness initiatives. By providing a consistent and comprehensive introduction, the program fosters cohesion, knowledge, and cultural understanding among all new members joining the Service.



## OFFICER COLLECTIVE BARGAINING

Collective bargaining with Local 0426 was conducted using a culturally grounded approach emphasizing respect, truth, and open dialogue. Key achievements of the new agreement include expanded mental health benefits, additional wellness provisions, and language addressing minimum staffing levels and wellness days. A ceremony was held in December 2024, named the Bezhigh-Wayn-Dum Ceremony, meaning “to think with one mind and agree together,” to celebrate the conclusion of bargaining and highlight the Service’s commitment to culturally aligned practices.

## CIVILIAN MOU BARGAINING

Following officer negotiations, bargaining with the Civilian MOU group began to ensure civilian members—whose contributions are essential to Service operations—receive equitable support and provisions comparable to those negotiated for officers. Negotiations remain ongoing.

## DISABILITY AND CLAIMS MANAGEMENT

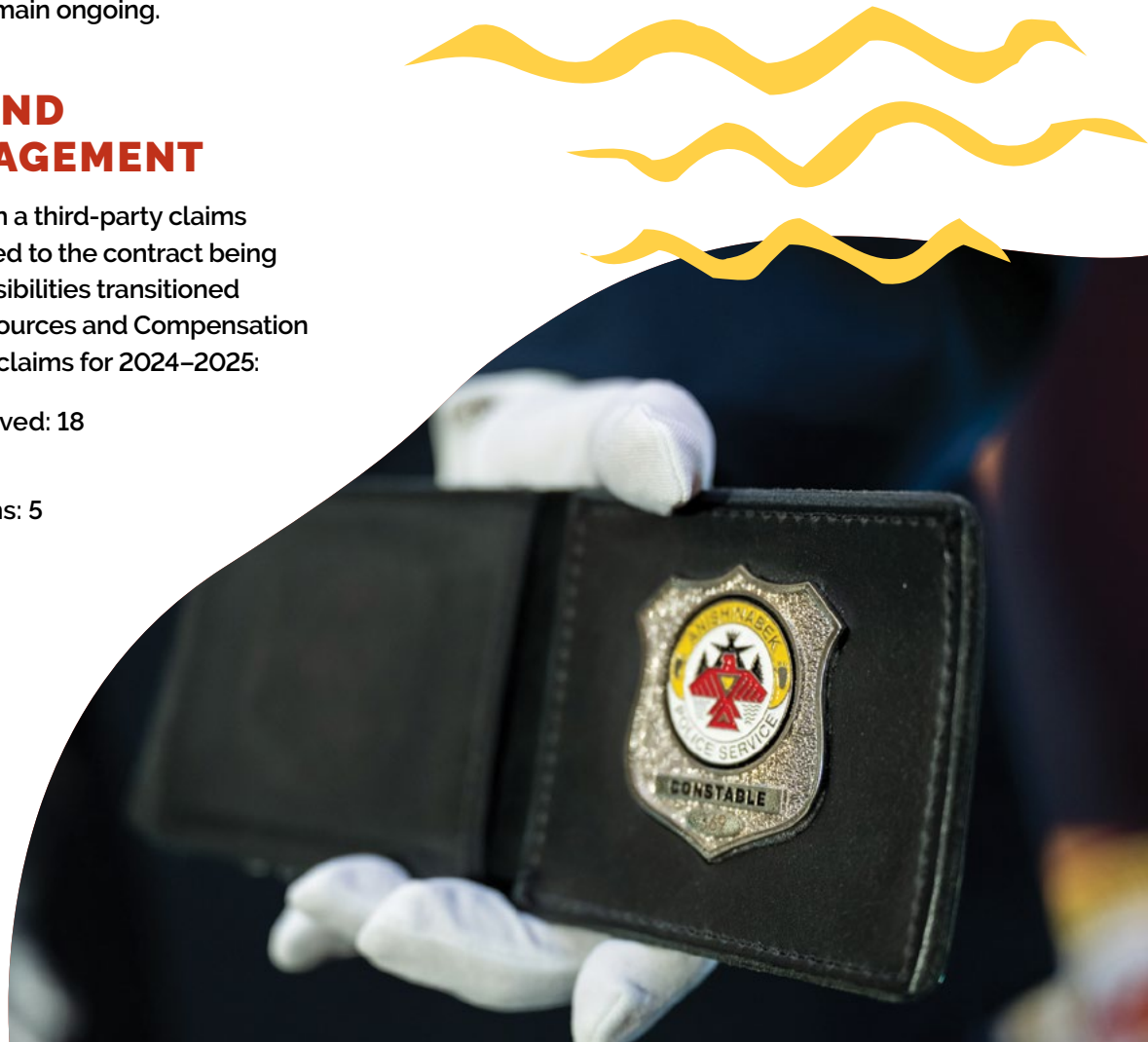
Ongoing challenges with a third-party claims management provider led to the contract being terminated, with responsibilities transitioned internally to Human Resources and Compensation & Benefits. Summary of claims for 2024–2025:

- » Total referrals received: 18
- » Physical claims: 10
- » Mental health claims: 5
- » Other: 3

Human Resources worked with Return-to-Work specialists to provide individualized support, including modified duties, gradual return-to-work plans, adjusted schedules, and full return to regular duties. These measures ensured operational continuity while maintaining member well-being.

## STAFFING AND WORKFORCE DEVELOPMENT

During the fiscal year, workforce changes included one civilian resignation, three officer retirements, and one termination. A total of 49 job postings were completed (34 civilian, 15 officer). By expanding staffing, improving orientation and training, and enhancing workplace supports, the Human Resources Department ensures the Service is equipped to maintain operational readiness, support its members, and deliver high-quality policing to the communities we serve.





# IT REPORT

This past year brought meaningful growth within the Information Technology (IT) department as we continued to modernize systems, strengthen security, and support the daily operations of the Service. With the addition of new IT staff, a formal ticketing system was introduced to better manage and track incoming requests. As of September 2024, more than 1,050 tickets had been resolved. The improved documentation and asset tracking now allow the department to identify trends and recurring issues more effectively.

## NETWORK AND SECURITY IMPROVEMENTS

All core and detachment routers and switches were replaced with modern equipment that provides greater firewall capacity and improved protection against ransomware and zero-day threats. These upgrades have significantly reduced our external exposure and increased overall network resilience.

Two new security monitoring tools were also introduced:

### 1. FILE AUDITING:

This system monitors access to files and records any unusual activity. With the rise of ransomware that targets and copies data before encryption, early detection is essential. The audit tool alerts IT to abnormal file access so the team can respond quickly.

### 2. ACTIVE DIRECTORY AUDITING:

Active Directory manages user accounts and permissions across APS. As the organization grows, this environment becomes more complex. The audit tool monitors changes to accounts and permissions, making it easier to identify and investigate suspicious activity.

## DATA AND REPORTING AUTOMATION

In response to the growing need for timely reporting, the IT department developed an automated process for importing Niche/RMS data. Every 15 minutes, the system checks for new encrypted exports, securely downloads them, decrypts the files, and updates the database server. The process requires minimal maintenance and has been shared with Aegisys for use by other First Nations police services.

## RETIREMENT OF LEGACY SYSTEMS

A long-standing virtual server originally built in 2014 was decommissioned this year following upgrades to the finance software. Removing this outdated server eliminates a known security risk and completes a long-planned transition to modern systems.

## STAFF DEVELOPMENT

The department also supported internal career advancement this year. One member of the service desk team moved into the role of Technical Support Analyst, focusing on modernization initiatives such as mobile data terminals, body-worn cameras, and cruiser camera systems. They will continue to assist with service desk duties until the vacancy is filled.



# MODERNIZATION

The Anishinabek Police Service continues to strengthen its operational capacity through strategic investments in infrastructure and fleet enhancements, ensuring members have the resources needed to serve communities safely and effectively.

- » **Curve Lake First Nation Detachment:** planning underway for a new detachment to better serve the community.
- » **Nipissing First Nation Detachment:** construction of a new detachment is scheduled to break ground, with completion targeted for early 2026.

## INFRASTRUCTURE HIGHLIGHTS

- » **Garden River First Nation Detachment:** comprehensive interior and exterior renovation, including a new garage.
- » **Headquarters:** completion of the vehicle compound to support fleet operations.

## FLEET ENHANCEMENTS

- » Addition of 31 new Chevrolet Tahoes, with 15 more purchased for 2025 to expand operational readiness.
- » Deployment of six new snowmachines to North Region detachments for year-round access.
- » Acquisition of a 30-foot vessel with dual 300 HP Yamaha engines for the Wasauksing, Shawanaga and Magnetawan First Nations cluster.
- » Three Hyundai Palisades added to Major Crime Unit operations.
- » Two new administrative vehicles: 1 GMC Sierra and 1 Hyundai Palisade.
- » Procurement of a 16-foot Ideal Cargo Trailer to support operational logistics.





## NEW WEBSITE: ANISHINABEKPOLICE.CA

Work continued behind the scenes on the development of a new APS website that would provide a more user-friendly experience for those seeking information about our police service, public safety updates, and community supports while showcasing improved content, navigation, accessibility, technology and culturally-sensitive design.

In collaboration with Design DePlume, an Indigenously and women-owned creative agency based in Sudbury, the new website would create a strong online presence and experience that reflects the diversity of our organization and the communities we serve, while also respecting our cultural approach to policing.

## ONLINE REPORTING

We collaborated with Canadian-owned Rubicon to develop a custom online solution allowing for the prompt and secure reporting of non-emergency crimes including property theft, vandalism, fraud, driving complaints that are not in progress, gas drive-off, shoplifting, and nuisance dogs.

Customizations include flexible location mapping (since many addresses in our communities aren't indexed on Google Maps), animal complaint reporting that provides a streamlined way to handle roaming dog complaints, and a community-first design configured in consultation with APS to reflect how our communities communicate and how our officers work.

## EQUIPMENT MODERNIZATION

- » **Taser 7 Deployment:** The Service introduced the new Taser 7 model and conducted in-house training for members for the first time, enhancing both readiness and efficiency.
- » **Body-Worn Cameras:** Officers are now equipped with body-worn cameras to strengthen transparency and accountability. Dedicated Redactors have been hired to support this initiative and manage digital evidence effectively.

These investments ensure members are equipped with the tools, facilities, and technology required to deliver safe, effective, and community-focused policing across all regions. Approval was granted by the Police Governing Authority (PGA) for the Anishinabek Police Service to develop and deliver an Axon body-worn camera (BWC) program, which was then piloted at the Kettle and Stony Point Detachment.

Body-worn cameras provide an unbiased, independent account of police/community interactions. They are an investment in the Anishinabek Police Service's commitment to delivering accountable and transparent policing services. Whether they are used to legitimize an engagement between an officer and a member of the public, provide evidence in court, or offer an unbiased alternative to allegations of misconduct, every frontline APS officer will eventually be equipped with a body-worn camera.

## EQUIPMENT & UNIFORMS

- » New Number 1 Dress uniform rollout complete
- » Planning purchase of additional equipment: Tasers, firearms, C8's, technology etc.
- » Key Priorities for the Modernization Unit:
  - Body-Worn Cameras
  - In-Car Camera Systems
  - Automated License Plate Recognition (ALPR)
  - Mobile Work Stations with Mobile for Public Safety (MPS)
  - Live Scan





# MENTAL HEALTH, ADDICTIONS, AND HARM REDUCTION

The Anishinabek Police Service continues to make significant strides in supporting the mental health and wellness of our communities. Central to this work is the creation of the Mental Health and Addictions Team and the adoption of a comprehensive harm reduction strategy that emphasizes education, outreach, and compassionate support.

A cornerstone of these efforts is the introduction of the Path Helper (Miikana Wiidookaagewinini / Wiidookaagewikwe). This newly established role is designed to assist individuals in navigating social services and the justice system, particularly those struggling with mental health challenges, addiction, or homelessness. By providing ongoing support separate from law enforcement, the Path Helper aims to reduce cycles of incarceration and victimization, focusing on early intervention and prevention. In addition, the Path Helper supervises the Mobile Mental Health Team and collaborates with First Nation programs both within and beyond our service area, ensuring that care and resources are accessible and coordinated.

To further strengthen our capacity, the service plans to hire one dedicated mobile mental health worker per region by the end of 2025, enhancing support at the local level and ensuring timely access to services for those in crisis.

Our harm reduction approach is grounded in people-first, evidence-based principles, recognizing that many individuals living with addiction may not be able to remain abstinent from their substance of choice. The overarching goal of this strategy is simple but critical: keep people alive.

As part of this initiative, the service has consistently delivered messaging to the communities we serve, including:

- » Awareness of significant overdose occurrences in the community
- » How to recognize signs of a drug poisoning
- » The importance of calling 9-1-1 in the event of a drug poisoning
- » The necessity of carrying naloxone
- » Protections provided by the Good Samaritan Drug Overdose Act
- » Guidance on safer drug use practices

This communication is delivered with compassion, respect, and dignity, recognizing that individuals struggling with substance use deserve care and understanding just like anyone facing a health challenge. By combining targeted outreach, community engagement, and harm reduction education, the Anishinabek Police Service ensures that every member of our communities has access to the support and services they need.





# **CELEBRATING PENSION PARITY:**

## **A HISTORIC MILESTONE FOR APS MEMBERS**

This year marked a significant and long-awaited milestone in the history of the Anishinabek Police Service: the achievement of pension parity for our sworn officers and, for the first time ever, the establishment of a pension plan for our dedicated civilian members.

This momentous outcome comes as a result of years of tireless advocacy and was formally recognized through a Human Rights Tribunal process and resulting Minutes of Settlement. It affirms what we have long known—that our members deserve equitable recognition, compensation, and support for the vital roles they play in serving and protecting our communities.

Pension parity is more than a financial benefit; it is a statement of justice, fairness, and respect. For too long, members of Indigenous police services have been asked to carry the responsibilities of public safety without receiving the same foundational supports as their counterparts in other police services. This historic achievement represents a step toward correcting that long-standing inequity and

ensuring that those who dedicate their careers to community safety can retire with dignity and security.

We want to extend deep gratitude and recognition to Leslie Zack-Caraballo, Director of Corporate Services and Jeff Skye, Chief of Police whose extensive involvement at the Indigenous Police Chiefs of Ontario (IPCO) level, and unwavering commitment to advocacy, were instrumental in achieving this outcome. Their knowledge, persistence, heart, and deep pride for our Service helped carry this work forward during difficult and complex negotiations. Without their leadership, the outcome would not have been what it is today.

This is a moment of pride not only for those directly affected but for our entire Service and the communities we serve. As we reflect on this achievement, we also look to the future—with a renewed sense of purpose and determination to continue building a Service that reflects the values of our people, upholds the dignity of our members, and creates lasting, positive change for the next generation.



# COMMUNITY ENGAGEMENT







## COMMUNITY ENGAGEMENT AT THE CENTRE OF OUR WORK

Community policing is the foundation of our service. Throughout the year, our officers took part in cultural gatherings, youth initiatives, and community events that strengthen relationships and enhance safety. These activities support our commitment to culturally informed, community-driven policing.





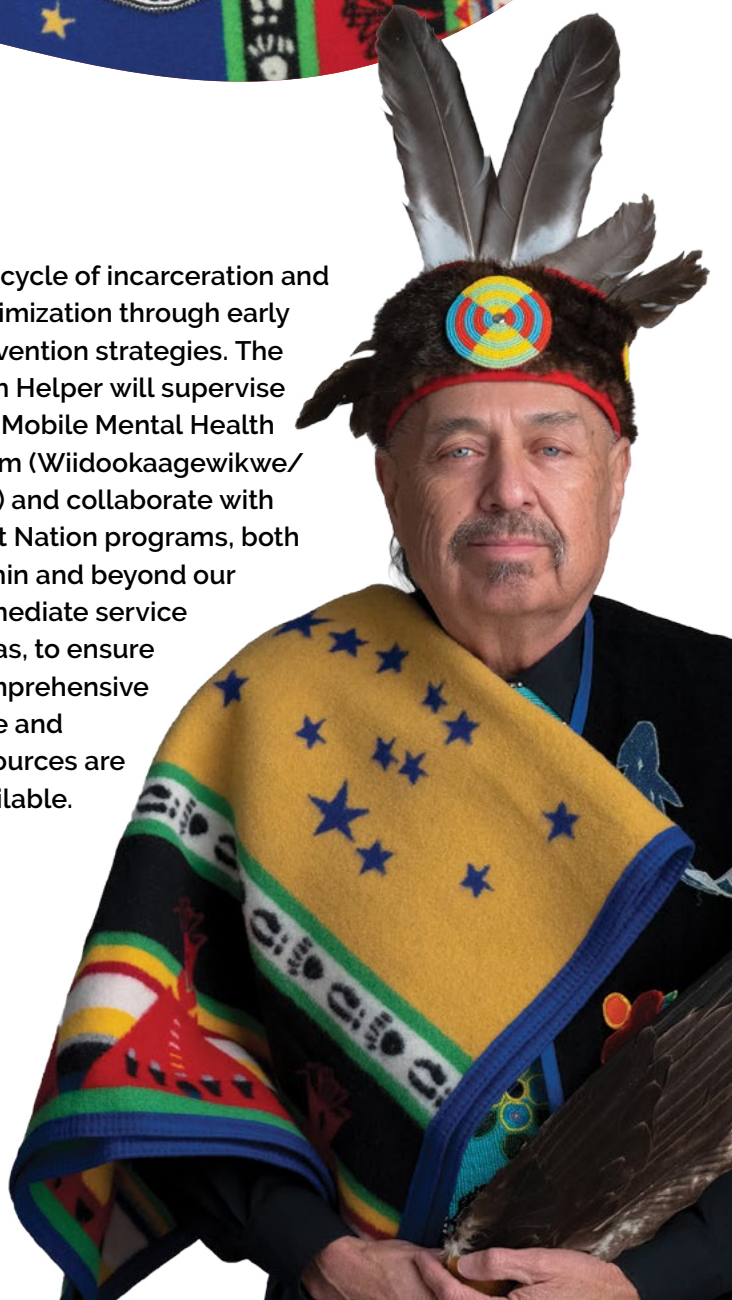


# CULTURAL DEVELOPMENT

In early 2025, a Kinoomaaged (Traditional Knowledge Teacher/Keeper) joined our Service. He is responsible for providing cultural guidance, education, training and services to the Anishinabek Police Service to develop and enhance cultural knowledge. Serving as a cultural liaison and educator, the TTK promotes mutual respect, understanding, and cooperation. Additionally, he provides guidance on integrating traditional approaches into the police service's operations and contributes to fostering positive relationships within a diverse organizational environment.

We also created a new Path Helper role within our Service. The Path Helper bolsters our ability to address mental health and addictions issues in our communities. They work closely with social service agencies and community partners to provide support for individuals struggling with mental health, addiction, and homelessness. The goal is to offer ongoing support for victims - distinct from the police service - and break

the cycle of incarceration and victimization through early prevention strategies. The Path Helper will supervise our Mobile Mental Health Team (Wiidookaagewikwe/nini) and collaborate with First Nation programs, both within and beyond our immediate service areas, to ensure comprehensive care and resources are available.





## CULTURAL COMPETENCY

- » Hired Traditional Knowledge Keeper and Path Helper. Positions responsible for teachings to staff, cultural orientation and assisting to increase our cultural competency across the service.
- » Learning series available service wide by video conference
- » Introduction of Big Drum
- » Restoring Eagle Staff
- » Introducing new ribbon skirt design





## **SWEARING-IN OF DEPUTY CHIEF CRADDOCK**

In September 2024, Julie Craddock was sworn in as Deputy Chief of the Anishinabek Police Service. With a career spanning over 30 years, Deputy Craddock is a true trailblazer, bringing with her a track record of impactful programs that measurably enhance community safety. Julie holds a BA in Equity, Diversity, and Human Rights from Laurentian University and is an active leader in several committees, including the OACP Equity, Diversity, and Inclusion Committee (Co-Chair), IAWP Equity, Diversity, and Inclusion Committee (Chair), and the Indigenous Police Chiefs of Ontario (IPCO).

Since joining APS, Deputy Chief Craddock has worked relentlessly in pursuit of modernizing our police service to better protect our communities - and our officers. These modernization efforts include development of a body-worn camera program, implementation of in-car camera systems, and upgrading of officer conductive energy weapons (Tasers). Under her leadership, we have also introduced a new Mental Health and Addictions Team, starting with the Path Helper (Miikana Wiidookaagewinin / Wiidookaagewikwe) role.



# STRATEGIC PLAN

The Anishinabek Police Service Strategic Plan (2025-2029) is the result of a collaborative and deliberate effort, grounded in community-driven values and designed to reflect the unique needs and priorities of the 16 First Nation communities it serves. The direction to initiate the strategic planning process was provided in early 2024 by the Anishinabek Police Service Board of Directors, who recognized the importance of having a clear, actionable roadmap to guide the Service over the coming years. The Strategic Plan aligns operational priorities with community expectations, cultural principles, and evolving policing standards.

The planning process included the distribution of a structured survey to member communities and Police Council representatives, seeking insights into current challenges, desired improvements, and long-term visions for the Service. The survey was complemented by targeted discussions and interviews conducted with a range of interested parties including community members, staff officers, administrative personnel, and other key

contributors. These conversations provided a rich and nuanced understanding of the internal and external realities facing the Service.

Building on this input, a two-day facilitated strategic planning session was held. This session brought together a cross-section of participants—Board members, staff, the Chief of Police, and frontline officers—to engage in open dialogue and structured decision-making. The session served as a pivotal moment, where collective wisdom, cultural insight, and professional expertise came together to shape the core directions of the plan.

The key outcomes and decisions from this session were synthesized into a draft strategic framework, which was then presented to the Board for approval. The Board adopted the strategic plan with the understanding that a communication and deployment plan would accompany it, ensuring that the strategy would be both understood and actionable across all levels of the organization and the communities it serves.

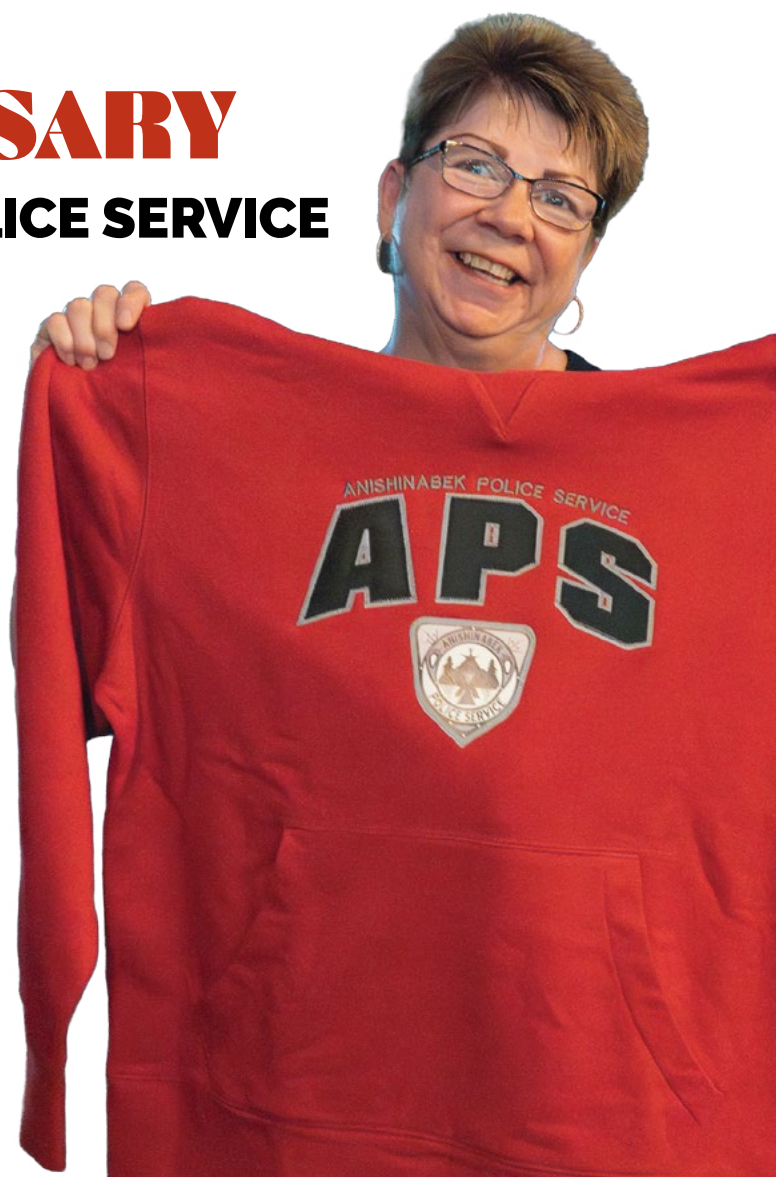




## 30<sup>TH</sup> ANNIVERSARY OF THE ANISHINABEK POLICE SERVICE

In September 2024, the Anishinabek Police Service proudly celebrated its 30th Anniversary, marking three decades of Ganaweniim Anishinabek (Protecting Our People). The celebration, held in Bawating within the Robinson Huron Treaty Territory, brought together Elders, leadership, members, and community partners to honour this important milestone.

Thirty years ago, the founding Chiefs of Sagamok, Garden River, Saugeen, and Curve Lake First Nations envisioned a police service grounded in Anishinaabe values, one that upheld safety through cultural understanding, respect, and community connection. From those early beginnings, the Anishinabek Police Service has grown into a modern and professional service protecting 16 First Nation communities across Ontario.







Over the years, the Service has continued to evolve alongside the communities it serves. Investments in infrastructure, new detachment renovations, an expanded fleet, and modern technology have strengthened our ability to respond effectively while maintaining a culturally grounded approach.

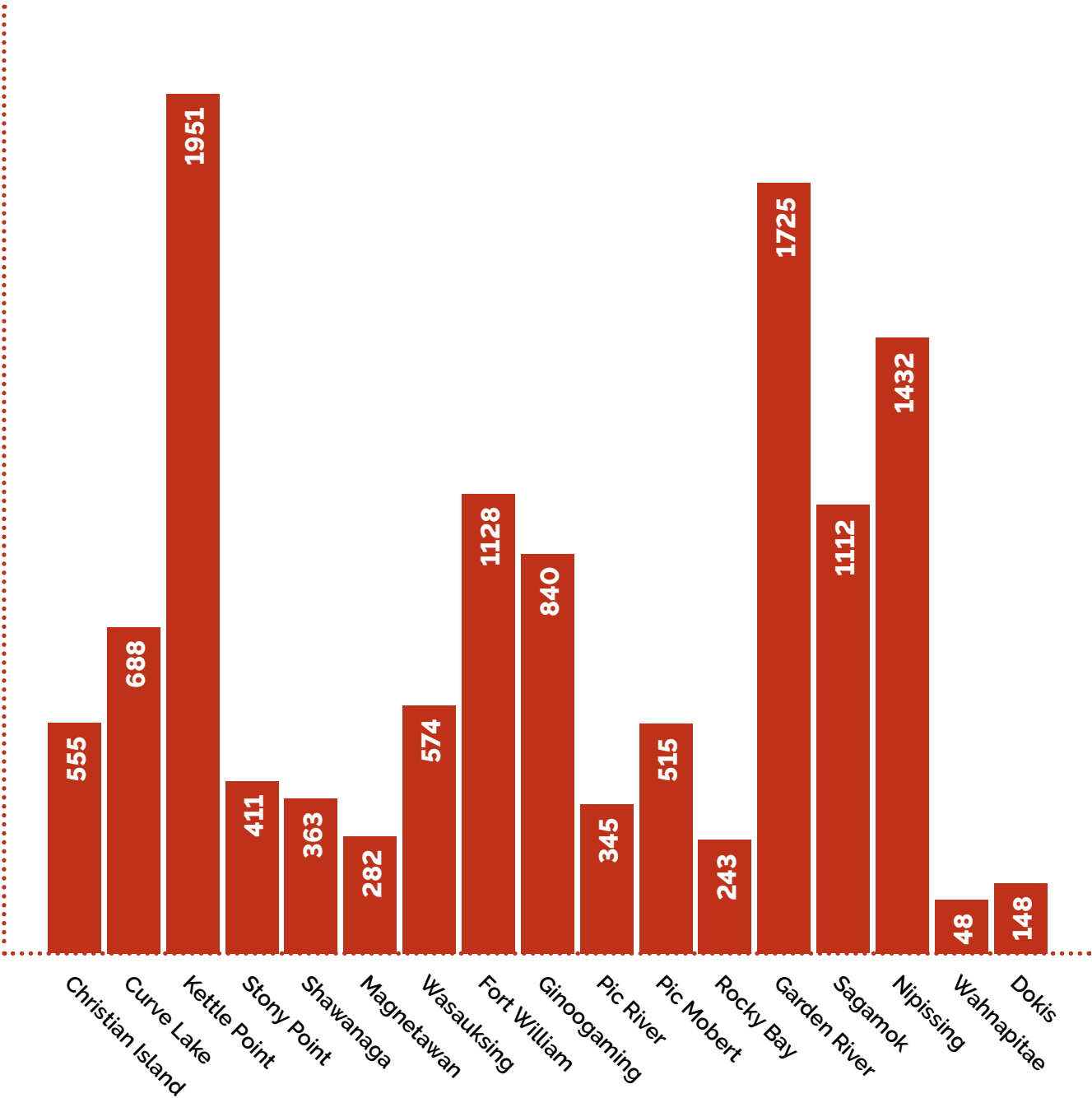
As we reflect on the past 30 years, we also look ahead with pride and purpose. We remain committed to deepening relationships, supporting member wellness, and upholding the teachings that guide our work. Together, we carry forward a proud legacy - protecting, respecting, and serving our people for generations to come.



# CALLS FOR SERVICE

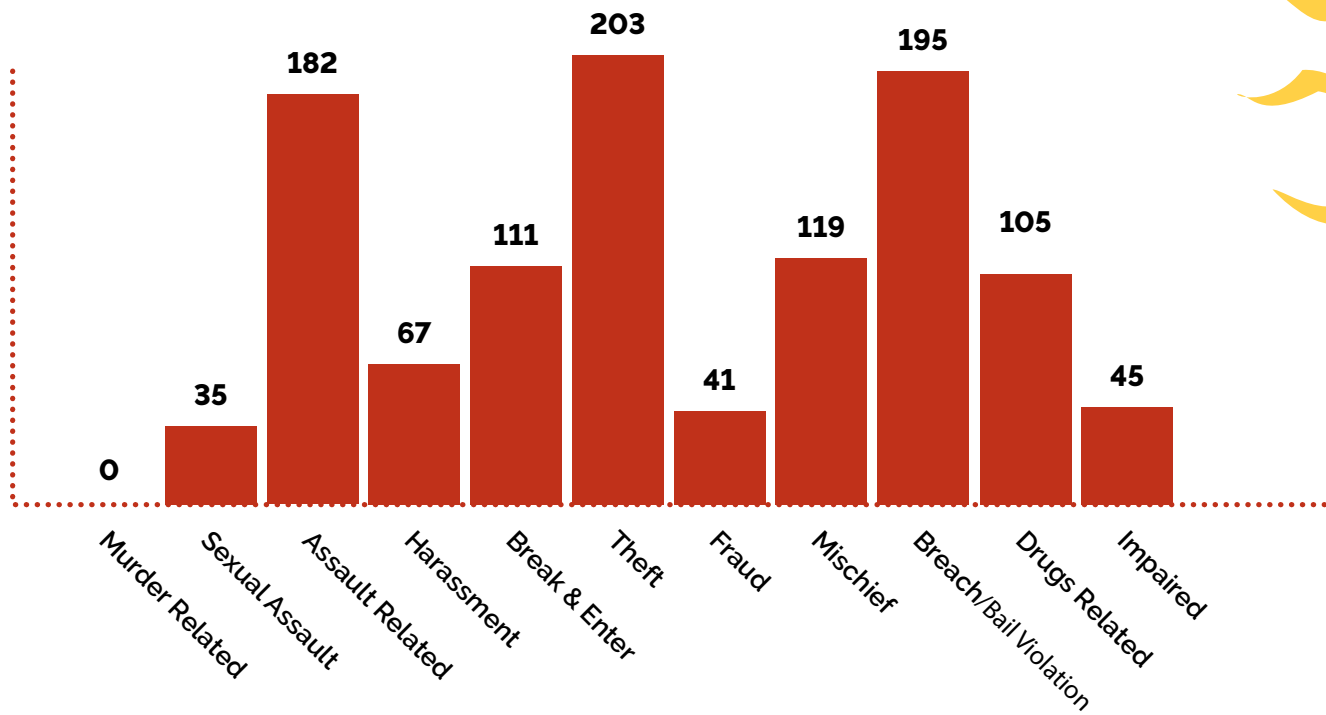
## ALL APS CALLS FOR SERVICE

April 1, 2024 – March 31, 2025

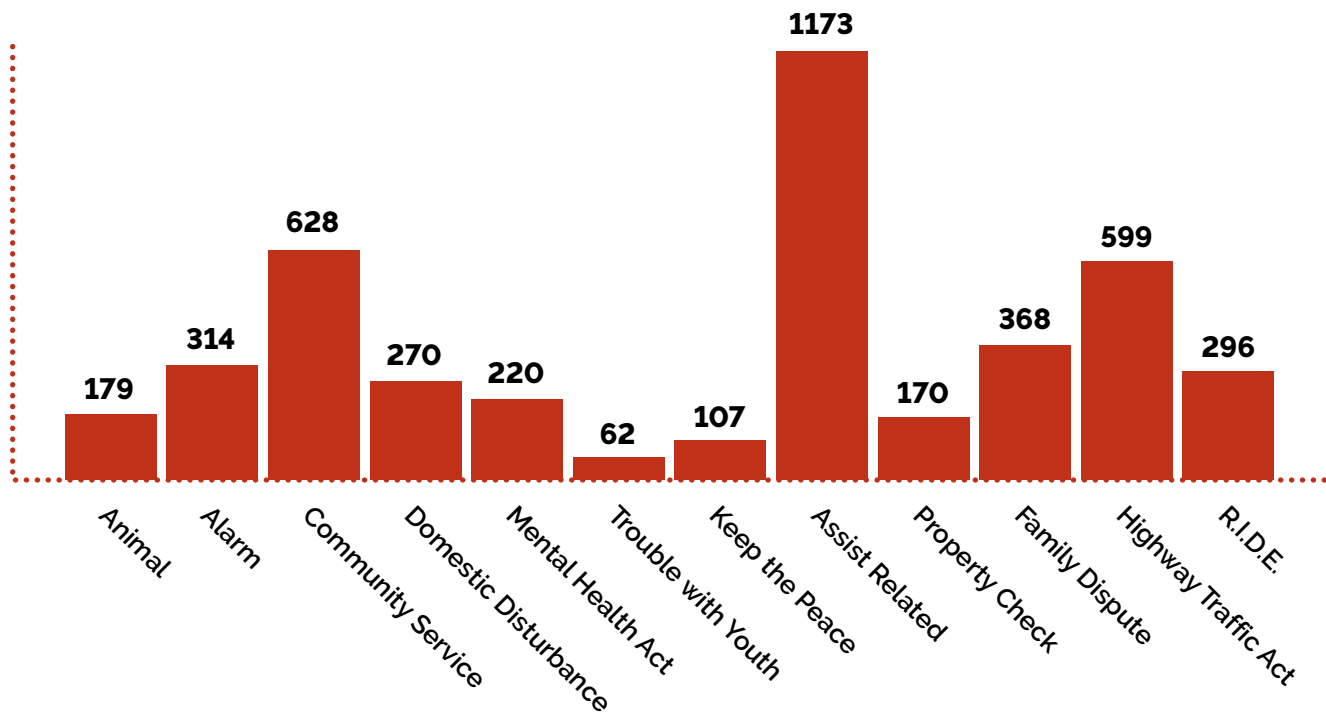




## ALL APS OFFENCES



## ALL APS NON-OFFENCES



# FINANCIAL REPORT

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

March 31, 2025, with comparative information for 2024

	2025	2024
<b>Assets</b>		
Current assets:		
Cash	\$ 7,283,931	\$ 11,225,492
Accounts receivable (note 3)	8,150,304	1,941,766
Prepaid expenses		278,804
	15,434,235	13,446,062
Capital assets (note 4)	15,159,410	11,469,816
	\$ 30,593,645	\$ 24,915,878
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities (note 5)	\$ 5,108,243	\$ 1,868,135
Payable to the Government of Canada	636,380	636,380
Payable to the Province of Ontario	1,432,219	1,258,162
Deferred contributions for expenses of future periods (note 7)	5,363,852	1,410,888
	12,540,694	5,173,565
Deferred capital contributions (note 8)	5,414,506	5,779,536
Net assets:		
Invested in capital assets	9,744,904	5,690,280
Unrestricted net assets	2,893,541	8,272,497
	12,638,445	13,962,777
Commitments (note 10)		
Economic dependence (note 11)		
Contingencies (note 14)		
	\$ 30,593,645	\$ 24,915,878

On behalf of the Board:

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director



# CONSOLIDATED STATEMENT OF OPERATIONS

Year ended March 31, 2025, with comparative information for 2024

	Police Services Agreement	Capital	Other Subsidized Programs	2025 Total	2024 Total
<b>Revenue</b>					
Government of Canada (note 9)	\$15,165,834		1,086,996	\$16,252,830	\$ 13,326,269
Province of Ontario (note 9)	13,999,232		1,810,154	15,809,386	12,802,904
Indigenous Services Canada			118,350	118,350	
Interest	381,102			381,102	570,975
Other revenue	48,970		94,461	143,431	415,172
Amortization of deferred capital contributions		365,030		365,030	314,654
	29,595,138	365,030	3,109,961	33,070,129	27,429,974
<b>Expenses</b>					
Amortization of capital assets		2,120,633		2,120,633	1,112,292
Insurance	551,991		14,792	566,783	381,434
Field operations	27,574,843		4,132,202	31,707,045	22,307,151
	28,126,834	2,120,633	4,146,994	34,394,461	23,800,877
Excess (deficiency) of revenue over expenses	\$ 1,468,304	(1,755,603)	(1,037,033)	\$ (1,324,332)	\$ (3,629,097)







