

Annual Report



2023-2024





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Message from the Chief of Police

It is my privilege to present the Manitoba First Nations Police Service Annual Report 2023-2024. Our key areas of focus this year included a renewal of the strategic plan, expanding our operational capabilities, continued improvements to facilities, strengthening internal and external communication, and vehicle and equipment upgrades. We have embraced innovation to help fulfill our mission to serve and protect our First Nation communities.

The Manitoba First Nations Strategic Plan 2023-2026 provides clear goals and objectives with a focus on addressing community challenges surrounding substance abuse, violence, and gangs with a trauma-informed approach to service delivery. The enhancement of cultural competency and linguistic capacity was also viewed as a priority. As always, achieving these goals and objectives entails partnerships, relationships, and strong community connections.

We have created a comprehensive plan which will allow us to maintain a solid foundation that will ensure practical and sustainable expansion of our organization's capacity as more communities choose the MFNPS as their police service. We have engaged our provincial and federal funders to invest in this stabilization plan which supports enhanced community safety. We have reviewed our operational needs to ensure that we have adequate deployment of police officers in our detachments. This much needed increase in capacity has also included a dedicated Human Resource Specialist, a Data Analyst, and a Fleet and Facilities Coordinator. Additional positions in areas of Records Management, Community Support and Criminal Investigations are anticipated throughout 2024/25.

As a First Nations police service that respects and honours Ojibway, Dakota and Cree cultures, we recognized the need for recruit training which reflects the diversity and needs of our communities. In October 2023, we formed a partnership with the Assiniboine Community College for the delivery of the first MFNPS dedicated recruit class. The six-month program was a resounding success. After six months of intense training, the Service graduated ten (10) new recruits. This unique training model will continue in the future to meet our anticipated needs.





We have engaged external resources as needed to bolster our business practices including a redesign of our website, targeted media engagement, technology and software upgrades, and connectivity in the field. Other key areas of improvement have included internal and external communication throughout the organization. We are also continued to provide quality assurance and high professional standards.

Facilities upgrades continue. Renovations to the Birdtail Sioux detachment are completed. Extensive interior renovations to the Long Plain detachment are near completion. The new Swan Lake detachment is expected to be fully operational in the Fall of 2024. We are also looking forward to the construction of our newest detachment in Brokenhead Ojibway Nation which will be the 9th community to join our policing family. Also of note, preparation and planning for the relocation of the MFNPS Headquarters is ongoing.

Significant additions and improvements to our fleet and equipment are taking place with extensive patrol vehicle replacements as well as the transition from standard ATV's to multi-occupant UTV's for each of our communities. We are especially proud of our remotely piloted aircraft (RPA) program/drones. These devices have proven to very effective in responding to community needs for investigative, prevention and early intervention, and search and rescue purposes.

Our leadership team continues to focus on the needs of our First Nation communities as well as the health and wellbeing of our staff. Without the dedication and commitment of the sworn and civilian members, we would not be able to provide the policing services that the public deserves and expects. I can say with pride that we are a First Nations police service which is by First Nations.

Respectfully submitted by

D.A. (Doug) Palson, Chief of Police

Meegwetch, Wopida, Ekosi, Aho, Thank you

Mission & Vision



MFNP Vision Statement

Safe communities well-protected and served with respect and integrity.



MFNP Mission Statement

To serve and protect our communities and neighbours, while upholding the highest standards of professionalism, and honouring our customs and traditions.



Our Values

In the spirit of accountability and transparency, we embrace the Seven Sacred Teachings as a way of being, reaffirming them as our core values, and apply the teachings in the work we do.



Humility



Respect



Love



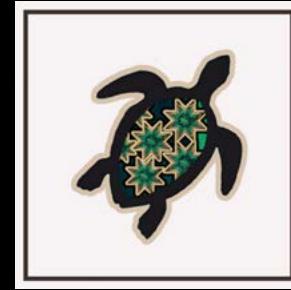
Honesty



Wisdom



Courage



Truth

Original Art By: Nicole Antoine

About the Manitoba First Nations Police Service

The Manitoba First Nations Police Service (MFNPS) is the oldest First Nations police service in Canada with a history dating back to 1974 when the organization was known as the Dakota Ojibway Tribal Council Police.

Today, the MFNPS serves 8 First Nation communities and will soon be providing policing services to Brokenhead Ojibway Nation. The MFNPS is a highly desirable public safety choice for other communities in Manitoba who are seeking policing by First Nations, for First Nations.

The MFNPS provides a progressive and responsive policing model for the unique First Nation communities which comprise our present jurisdiction. Each community has representation on the Dakota Ojibway Tribal Council Police Commission which provides civilian governance to the MFNPS. That governance includes the setting of goals and objectives for the police service through a strategic plan.



Our Fundamental Obligations:

While not fully articulated in current provincial legislation, the provision of "adequate and effective" policing typically addresses the following responsibilities:

- ▶ Enforcement of the Criminal Code of Canada, other legislated laws as determined by the federal, provincial, and local authorities (Community Laws & Bylaws).
- ▶ Support for victims of crime.
- ▶ Safety and security for people and property.
- ▶ Respond to emergencies.
- ▶ Being accountable to a governing body which is representative of the community.
- ▶ Maintain proper facilities and infrastructure which sustain and support the police service and its members.
- ▶ Responding to the diverse nature of the communities served.
- ▶ Partnering with community stakeholders to address public safety concerns and trends.

Policing of First Nation communities also includes the understanding that we work closely with local Chiefs and Councils to understand, respect, and reflect cultural traditions and values.

Detachment Locations

1. Birdtail Sioux First Nation
2. Canupawakpa Dakota Nation
3. Long Plain First Nation
4. Opaskwayak Cree Nation
5. Roseau River Anishinabe First Nation
6. Sandy Bay Ojibway First Nation
7. Swan Lake First Nation
8. Waywayseecappo First Nation



Message from the Police Commission Chair

As the Chair of the Dakota Ojibway Tribal Council Police Commission, I am pleased to share with you the Manitoba First Nations 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 First Nation communities with respect, honour, and cultural sensitivity.

Our Police Commission is responsible for providing civilian oversight and accountability of the Police Service on behalf of the communities we represent. We work closely with Chief Doug Palson and the senior management team to ensure MFNPS operates in accordance with the values, expectations, and needs of our people, as well as our customs, teachings, and Indigenous worldview.

One of our main tasks this year was to renew the strategic plan for the Police Service, based on the input from our people through a public survey and an analysis of the calls for police response over the past several years. The strategic plan outlines the goals and objectives for the Police Service to address the community challenges related to substance use, violence, and gangs, using a trauma-informed approach that recognizes the historical and intergenerational impacts of colonization and residential schools. The strategic plan also emphasizes the importance of enhancing the cultural competency and linguistic capacity of the Police Service, as well as strengthening the relationships that are essential for effective policing.



We are proud of the progress and achievements that the Police Service has made in the improvement of its operational capabilities, facilities, communication, and equipment. We are especially impressed by the partnership with the Assiniboine Community College for the delivery of the first MFNPS dedicated recruit class, which graduated ten new recruits who received training that reflects the diversity and needs of our communities. The growth of First Nations Policing in the country is especially important to us, as it signifies the path moving forward towards sovereignty and reconciliation. We are excited to welcome Brokenhead Ojibway First Nation into our policing family as the 9th community with the Manitoba First Nations Police Service.

We are grateful for the support and collaboration of our provincial and federal funders, who have supported our belief that the investment in First Nations policing will enhance community safety. We are also thankful for the dedication and commitment of the sworn and civilian members of the Police Service, who work tirelessly to serve and protect our communities with professionalism and integrity.

I would like to thank my fellow members of the Dakota Ojibway Tribal Council Police Commission for their service and support.

Sherri Thomas

Chair – Dakota Ojibway Tribal Council Police Commission

Miigwetch, Wopida, Tapwekici

Dakota Ojibway Tribal Council Police Commission

The Dakota Ojibway Tribal Council Police Commission is the civilian governance body for the Manitoba First Nations Police Service.

As per the Police Services Act of Manitoba, the Commission's purpose is to provide civilian governance respecting the enforcement of the law, maintaining public peace and preventing crimes in each community.

Our Commission is also required to provide the administrative direction and organization needed to provide an adequate and effective police service in the communities served by the MFNPS. The Police Commission works closely with the Chief of Police to help implement strategies and allocate funds.

The Dakota Ojibway Tribal Council Police Commission is comprised of members from each of the 8 First Nation communities within the jurisdiction of the MFNPS. Police Commission members ensure that MFNPS is responsive to the culture, priorities and needs of the participating Communities. The members also ensure that the police service is free from inappropriate political influence.

Police Commission meetings are held regularly throughout the year. Commission members share pertinent information with their respective First Nation Chiefs and Councils to ensure transparency.



East/Central Operation Report

This has been an exciting year as I have been able to learn more about each community we serve. Each community is unique with their culture and traditions.

This past year I was responsible for policing operations in Sandy Bay Ojibway First Nation, Swan Lake First Nation, Long Plain First Nation, Roseau River Anishinabe First Nation.

I'm in my 2nd year with the Manitoba First Nations Police Service after a 25 year career with the City of Winnipeg Police Service. On a personal side, I am married and have two daughters who keep us busy with sporting activities

Moving forward, I'm excited to learn even more about each First Nations traditions, cultures and community members we serve.





Significant Investigations

SANDY BAY OJIBWAY FIRST NATION

June 2023: One adult male was charged with 1st degree murder in relation to the death of a male. This matter is still before the courts.

June 2023: One adult female was arrested and charged with 2nd degree murder in regards to killing a female. The accused was subsequently convicted of manslaughter.

LONG PLAIN FIRST NATION

September 2023: One male was arrested and charged with criminal negligence cause bodily harm, discharge firearm while reckless, unauthorized possession of firearm and unsafe storage of firearm after he shot a female in the leg. This matter is still before the courts.

October 2024: One adult male was charged and arrested with point firearm, unauthorized possession of firearm, possess weapon and unsafe storage of firearm after he pointed a firearm at a female driving her vehicle. This matter is still before the courts.

ROSEAU RIVER ANISHINABE FIRST NATION

August 2023: One male was arrested and charged with aggravated assault x3 and possess weapon for dangerous purpose after stabbing 3 males. This matter is still before the courts.

September 2023: One male arrested and charged with arson, possess weapon for dangerous purpose, utter threats and mischief over \$5000 after he started a fire in a residence. This matter is still before the courts.

SWAN LAKE FIRST NATION

July 2023: One male was arrested and charged aggravated assault and possess weapon for dangerous purpose after he stabbed a male. Provincial prosecutions prosecuted this matter and the male agreed to enter into a peace bond.

Inspector Derek Beach
District Inspector – East/Central



West Operation Report

I am married, and we have four children. My wife and I live close to my home community of Birdtail Sioux, where we enjoy the outdoors and spend much time with our family. Living closer to home allows me to learn more about my culture and language. Knowing our culture and language is important to me; once we know our culture and language, we will know how to serve people better.



I have been a member of the MFNPS for over 20 years and have worked in numerous communities as a constable, corporal, sergeant and, more recently, Inspector of Operations for the Western and Northern District that includes Canupawakpa, Birdtail Sioux, Waywayseecappo and Opaskwayak Cree Nation. Learning about the different cultures outside of my own has been exciting. Working in these communities has allowed me to learn as much as possible.

If you see me in one of your communities, please feel free to stop by and chat.

Detachment Updates

WAYWAYSEECAPPO FIRST NATION

June 2023

One female was charged with manslaughter and aggravated assault; she is accused of stabbing two individuals, one of which succumbed to his injuries. This matter is still before the courts.

Members are actively involved in the community, participated in Safety Day for the community, and escorted several parades and walks.

Detachment upgrades included new UTV and camera system for the detachment.

OPASKWAYAK CREE NATION

July 2023

Two male youths were charged with Robbery with a firearm. The youths robbed two males at gunpoint; Police tracked the youths responsible using a Remotely Piloted Aircraft System (RPAS). They were safely arrested, and the firearm was also located. Both youths were convicted.

It should be noted that over the year, Opaskwayak MFNP members investigated 18 drug-related offences, which resulted in approximately 240 grams of cocaine and close to 30 grams of methamphetamine.

Members are actively involved in the school and have challenged the students to volleyball and floor hockey games. Actively involved in parades and escorts, hosted an ATV derby with the funds donated to the community. Members participated in every community event, including Trapper's Festival and Indian Days.

BIRDTAIL SIOUX FIRST NATION

January 2024

One male was charged with 2nd-degree murder, accused of stabbing an adult male numerous times, resulting in his death. This matter is still before the courts.

Members have been participating actively in the community's traditional and cultural events. Police escorted Santa to the community Christmas supper. Santa also asked the Police for assistance, as he needed someone to cover for him and take his place as Santa for the party.

CANUPAWAKPA DAKOTA NATION

Members took part in honouring community veterans on Remembrance Day. Police were also asked to assist Santa again by covering for him and dressing up as him for the community Christmas supper.

Inspector Darryl Hunter

District Inspector – West



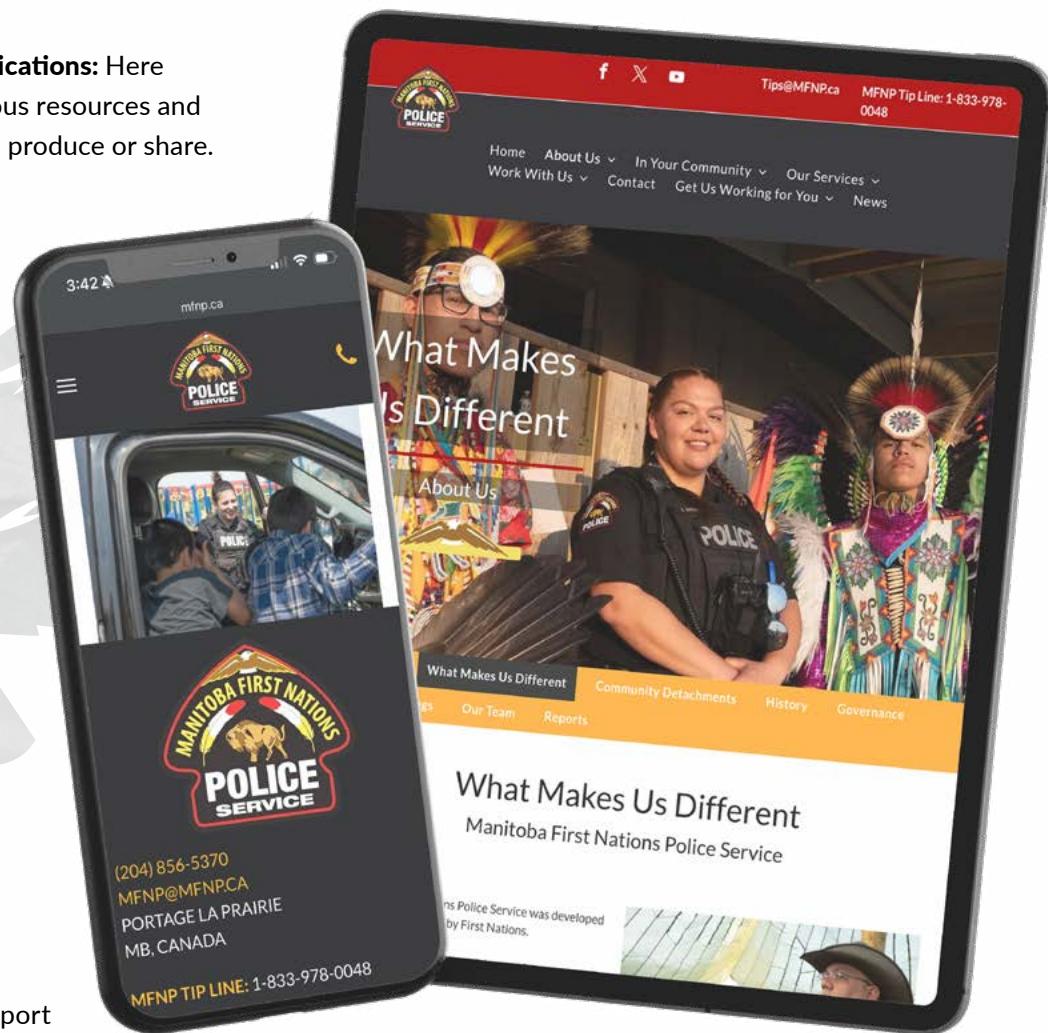
New Initiatives

Website Project

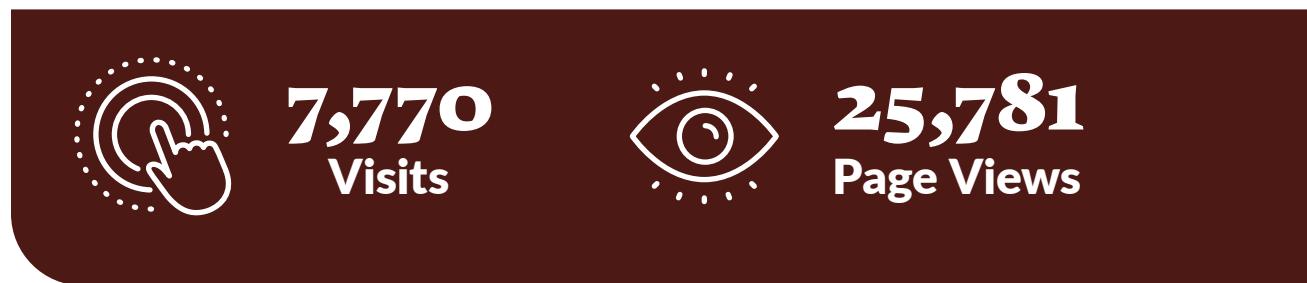
In November 2023, we announced the launch of our new website, www.mfnp.ca, which reflects our vision and mission to support the Manitoba First Nations community. It features a modern design, updated content, and interactive features that allow users to access information and services more easily. The website also showcases the achievements, initiatives, and perspectives of the Manitoba First Nations community, as well as the opportunities and challenges they face.

Some of the pages on our new website include:

- ▶ **News and Facebook Posts:** Here you can find the latest news, announcements, and events related to the MFNPS and public safety.
- ▶ **Programs and Services:** Here you can learn more about the programs and services we offer the communities we serve.
- ▶ **Resources and Publications:** Here you can access various resources and publications that we produce or share.
- ▶ **About Us:** Here you can find out more about what makes us unique including our history, vision, mission, values, governance, and staff.
- ▶ **Contact Us:** Here you can get in touch with us through our online form, phone, email, or at our individual detachments.

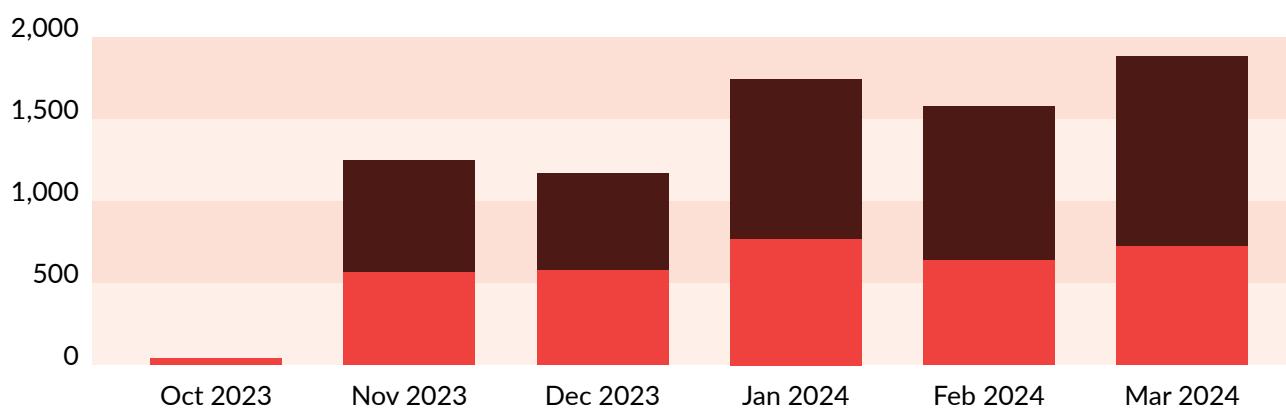


Our new website offers an improved connection with the public and a platform to showcase our work and achievements. We are proud of the site's reach and success:



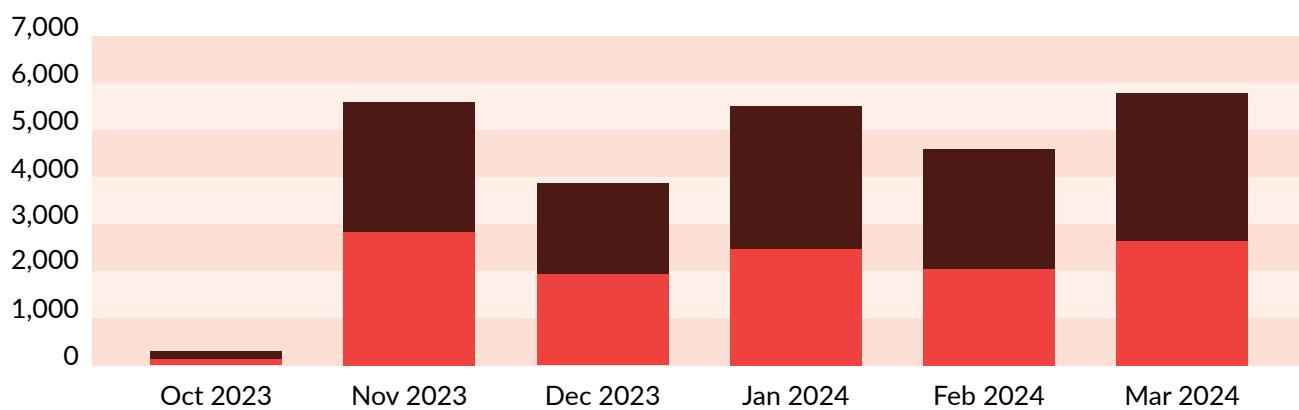
Visits

■ Desktop ■ Mobile



Page Views

■ Desktop ■ Mobile



We continue to utilize our existing social media platforms to engage and inform the public.

Enhancing Media Relations

Our Inspectors have participated in media training designed to enhance our ability to provide accurate and timely information regarding investigations, events, and public safety issues.

Offering Policing Services to More Communities

Today, the MFNPS serves 8 First Nation communities and will soon be providing policing services to the Brokenhead Ojibway First Nation. The MFNPS continues to be a highly desirable public safety choice for other communities in Manitoba who are seeking policing by First Nations, for First Nations. We are working with other First Nation communities who would like to join the Dakota Ojibway Tribal Council Police Commission. We are creating customized transition plans for these prospective communities based on consultation with all levels of government and our partners.

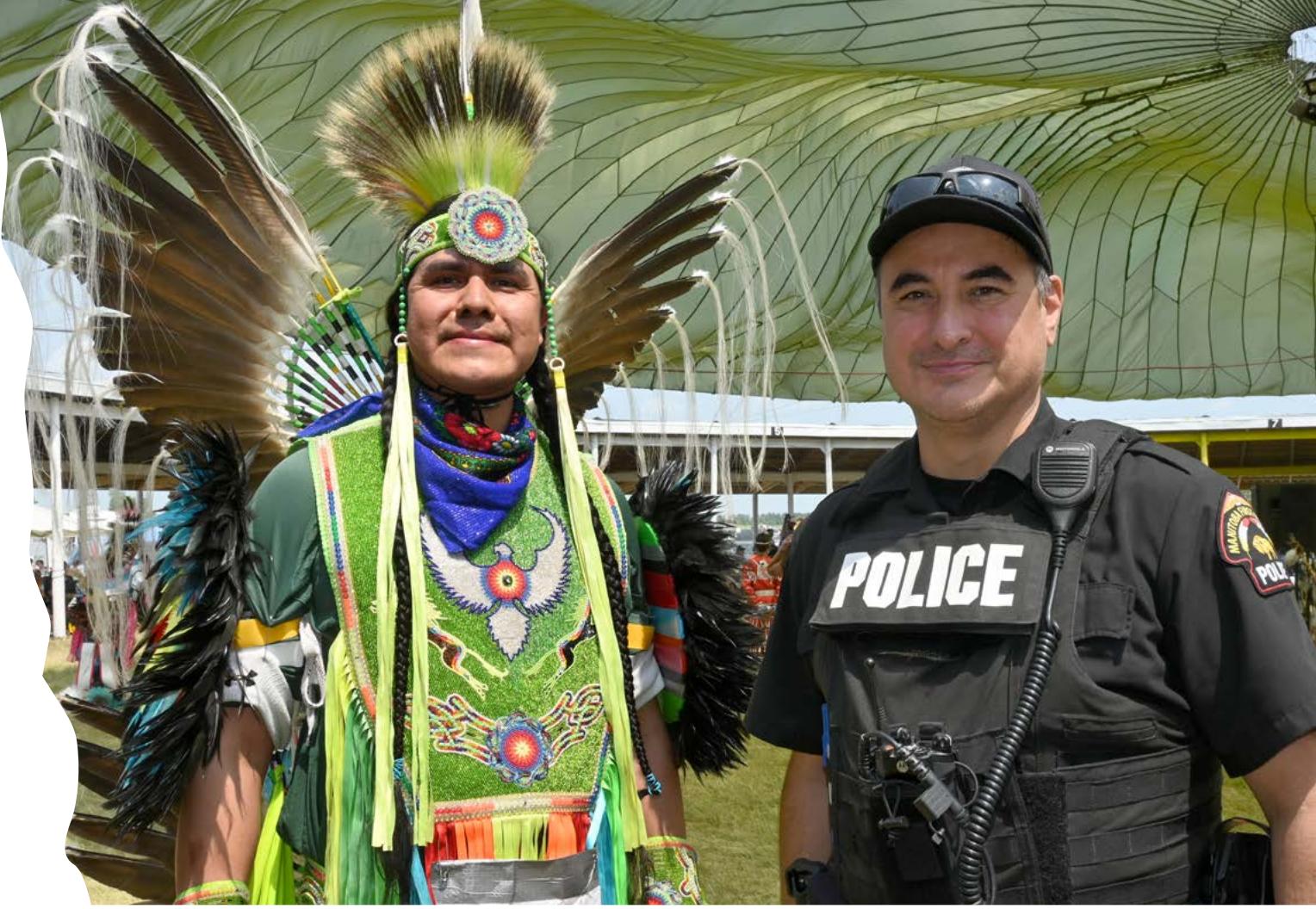


Seven Sacred Teaching Art Contest

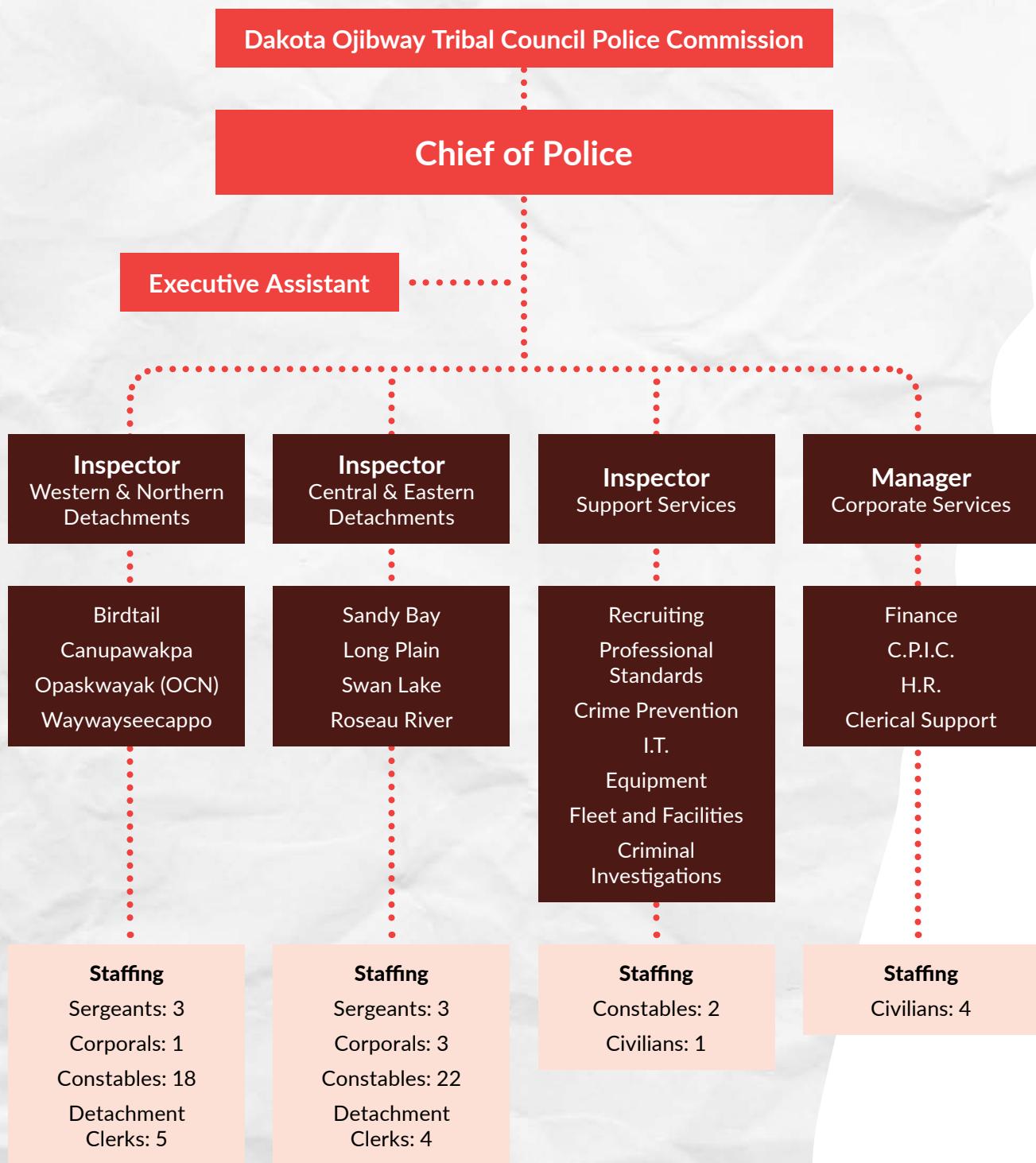
The MFNPS launched a unique contest in February 2024 which invited Indigenous artists in Manitoba to submit their digital artwork depicting the Seven Sacred Teachings. The teachings are also known as the Teachings of the Seven Grandfathers, which are a set of teachings on human conduct towards others. The teachings represent the core values of the MFNPS.

The winning artwork was made public in May 2024 and is now in use by the MFNPS in our internal and external publications.



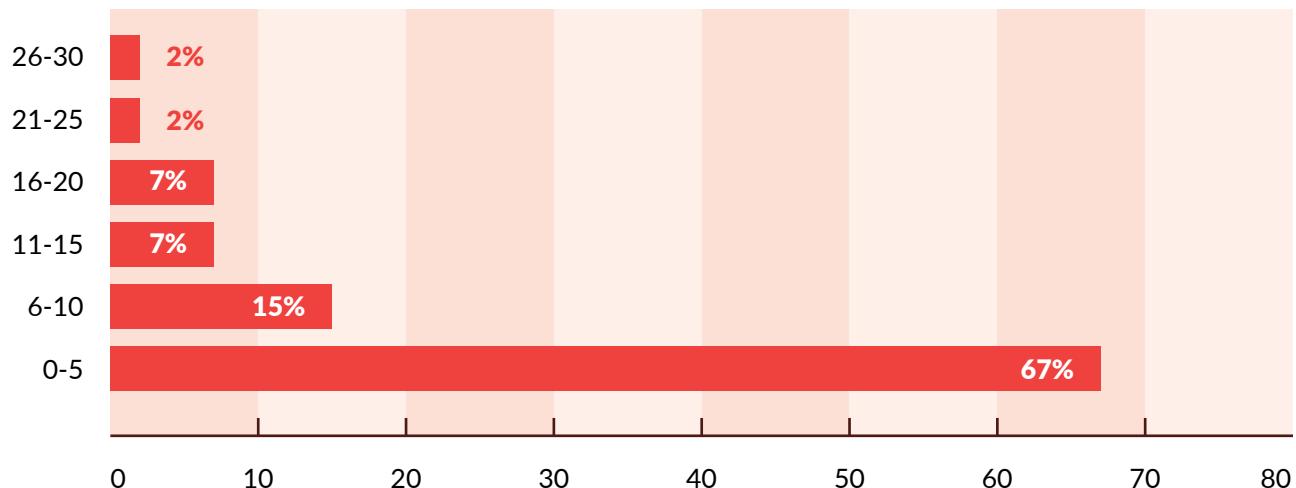


Organizational Chart



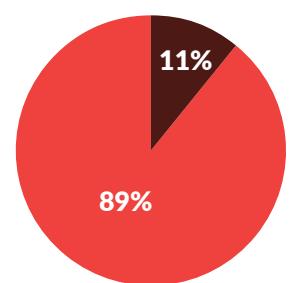
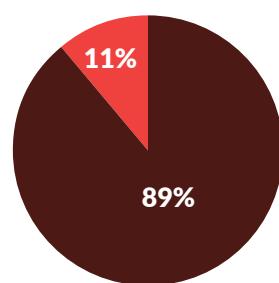
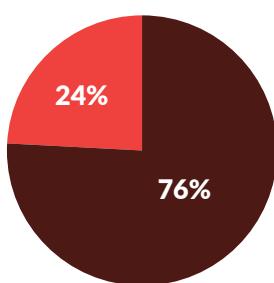
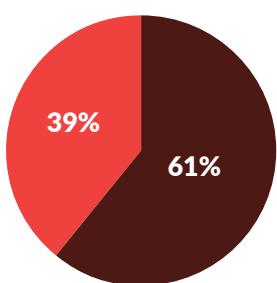
Staffing Profile

Tenure of MFNPS Police Officers (Years)



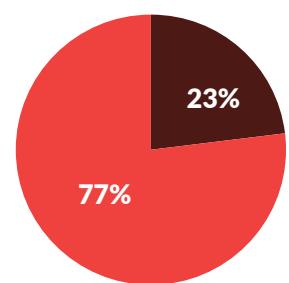
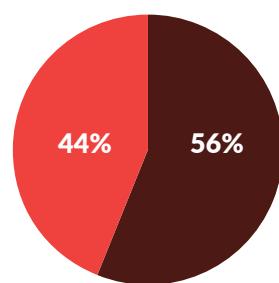
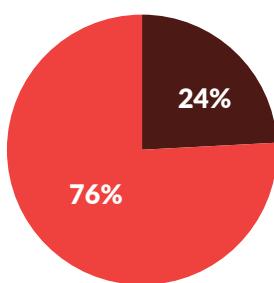
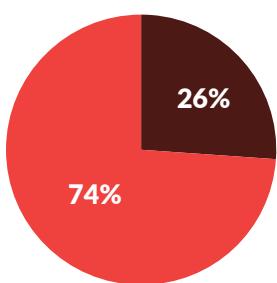
Gender

■ Female ■ Male



Ethnicity

■ Indigenous ■ Non-Indigenous



Employee Wellness

The Manitoba First Nation Police Service (MFNPS) is committed to promoting the wellness and cultural development of its employees and enhancing the relationship between the police and the First Nation communities.

MFNPS recognizes the importance of employee wellness for the physical and mental health of its staff and for the quality and effectiveness of its service delivery. Some of the employee wellness initiatives that MFNPS has implemented or supported in the past year:

- ▶ Road to mental readiness (R2MR) training for all supervisors, which is a program developed by the Canadian Armed Forces and adapted for the police context, that aims to enhance the resilience and mental health of police officers and their families. The training covers topics such as stress management, coping skills, stigma reduction, and peer support. The training also helps supervisors to recognize and respond to signs of distress or mental health problems among their subordinates and colleagues. The training is delivered by certified MFNPS instructors who have received specialized training from the Mental Health Commission of Canada.
- ▶ Professional Development Day, which was held at Elkhorn Resort, a Nordic spa, where employees and their families were encouraged to attend. The event included various workshops, presentations, and activities that focused on personal and professional growth, wellness, and team building.
- ▶ Employee Assistance Program (EAP), which provides confidential and voluntary counseling and referral services to employees facing personal or work-related challenges, such as stress, anxiety, depression, grief, addiction, or family issues.



Cultural Development

MFNPS values the cultural diversity and heritage of its employees and the communities it serves. Some of the cultural development initiatives that MFNPS has implemented or supported in the past year include:

- ▶ Language training, offered to employees during the Professional Development Day, where they learned basic phrases and greetings in Ojibway and Cree languages. Instructors from the Manitoba Indigenous Cultural Education Centre led participants in immersive and very interactive training sessions.
- ▶ Cultural awareness and history training was provided to cadets as part of their learning program. The training covered topics such as the history and culture of the First Nations in Manitoba, the impact of colonization and residential schools, the role and responsibilities of MFNPS, and the importance of respecting and honoring the traditions and protocols of the communities they serve.
- ▶ Community Pow Wows included the involvement of MFNPS members. We were proud to have been included in several grand entrances.
- ▶ Community Elders played an important role and provided important advice and guidance to our members.

The MFNPS will continue to support and enhance these initiatives in the future, and to seek new opportunities and partnerships that will further promote the wellness and cultural development of its employees and the communities it serves.



Support Services Report

I am Inspector Jason Colon, a proud member of the Manitoba First Nation Police Service (MFNPS), where I lead the support services for the organization. My team includes the recruiting/training unit, crime prevention, IT, professional standards, criminal investigation unit, fleet and maintenance, and crime analysts. This team has been instrumental in developing and implementing new initiatives and projects that enhance the quality and efficiency of service for the MFNPS.

The recruiting/training unit is a new addition to the support services. It consists of a recruiter and a training coordinator. This position was created to support our own recruit class, which recently graduated. They also support the professional growth and career progression of our members through various training possibilities and programs.

The IT department has also achieved a lot this year, as they have started and completed many projects that boost the technological performance and security of the MFNPS. Some of the projects are the installation of mobile data terminals in our vehicles, which should be done by late 2024; the investment in Microsoft 365 and the development of the SharePoint intranet page, which will improve our communication, collaboration and efficiency and is planned to be officially launched by mid 2024; and the adoption of Axon Standards, a software that helps manage use of force, professional standards, and pursuit reports. These projects provide us with the most modern and reliable technology available in the field of policing.

Finally, the MFNPS was the first organization in the country to implement the new Taser 10, a less lethal device that provides more options for us in the field. The Taser 10 is a benefit for us and the subjects because it reduces the risk of injury and death and it provides more accountability and transparency for the use of force incidents.

I am proud of the achievements and projects of my team, and I look forward to continuing to serve the First Nation communities' we police in Manitoba.

Inspector Jason Colon



Training & Recruitment

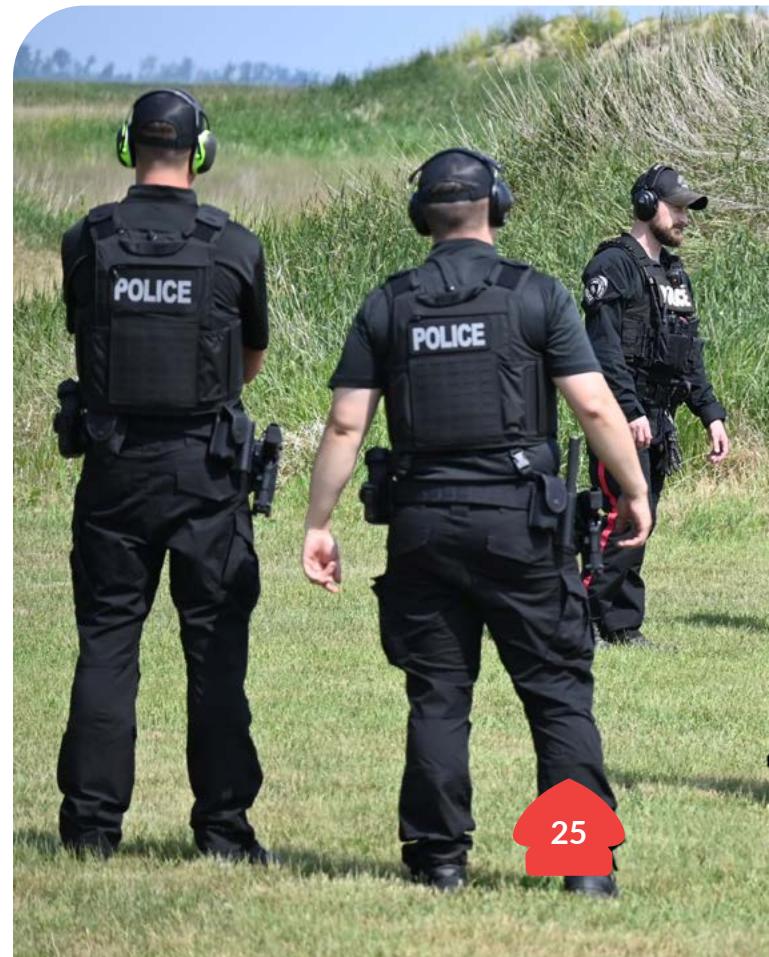
MFNPS has accomplished a great deal in the past year. The Manitoba First Nation Police Service (MFNPS) is committed to providing high-quality policing services to the First Nation communities it serves. To achieve this goal, MFNPS invests in the training and recruitment of its officers, ensuring that they have the skills, knowledge, and competencies to perform their duties effectively and professionally.

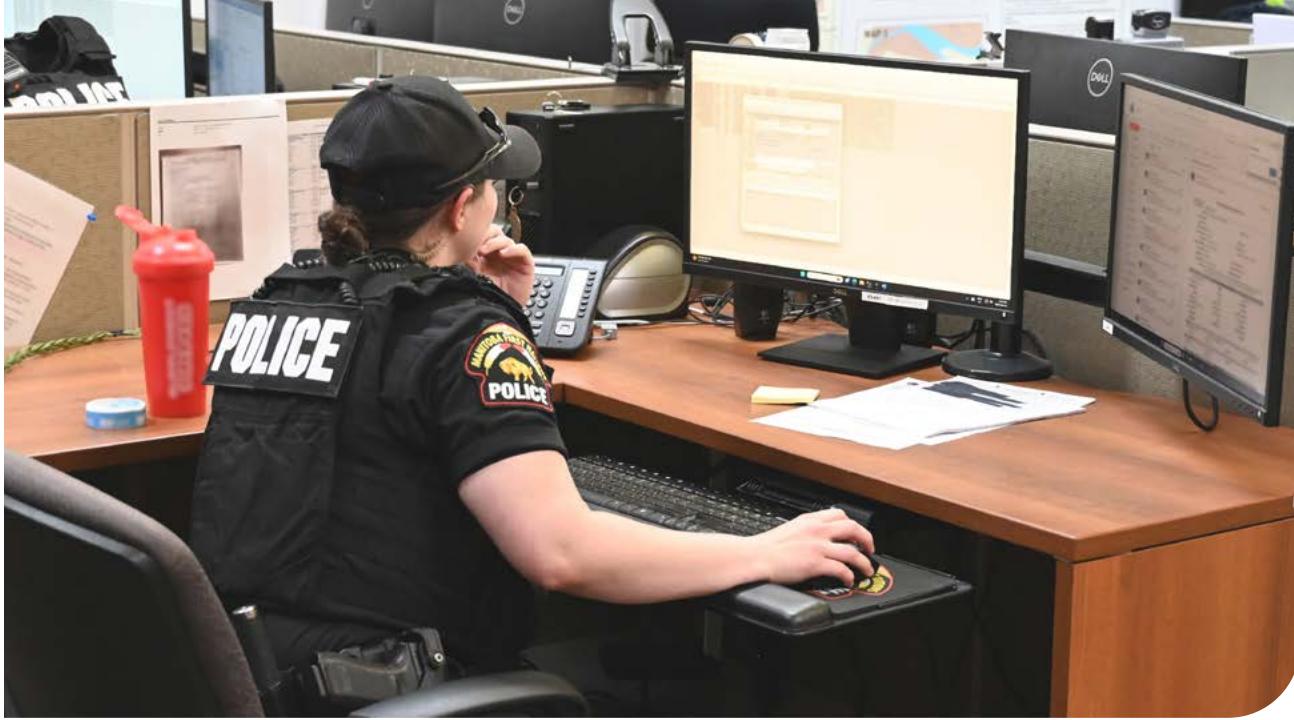
Recruitment and training resources are essential to support the service in attracting and keeping diverse and skilled officers who represent the communities they serve. MFNPS strives to build trust and cooperation between the police and the public. MFNPS will keep working hard to deliver the best trained police officers to the communities we serve.

Through various partners, such as Assiniboine Community College, Winnipeg City Police, RCMP, Canadian Police College, and internal experts from MFNPS, MFNPS has offered different training courses to its officers and civilian staff. The topics included Taser 10, Pros Supervisor, Canine Quarry, Search Warrant Drafting, Criminal Investigator, Road to Mental Readiness (R2MR), Senior Police Leadership & Management Program, Conflict-Competent Leadership for Community Policing Program, Field Training, Drone operator, Urban Search and Rescue (USAR) Training, criminal record check training, and PROS record management. All active members of MFNPS passed the annual re certification for firearms, taser, and use of force.

MFNPS continues to recruit heavily in preparation for the future growth of the service. As part of this effort, MFNPS has allocated resources to recruitment, and established a full-time team for coordinating recruitment and training. This team is responsible for promoting the service, providing information and guidance to potential candidates, assisting potential candidates through the application and selection process and coordination of the recruit training program.

MFNPS collaborated with Assiniboine Community College last year to run its own six-month recruit training program at the Southport Facility south of Portage La Prairie which successfully graduated 10 new Constables. MFNPS also registered recruits in recruit training programs in Lethbridge, Medicine Hat, and Brandon. The MFNPS will build on the success of the 2023 Southport training program in 2024.





Technology

MFNPS is committed to enhancing its technology capabilities and infrastructure to better serve its communities and members.

The MFNPS aims to enhance its technology and infrastructure, to provide better service to its members and communities. Together with provincial and federal partners, MFNPS has completed or will complete various technology projects and investments that will improve its operations, communication, and accountability. These technology initiatives will support the MFNPS in achieving its vision of being a leader in First Nations policing, and a model of excellence for other police services.

Some of the key technology initiatives that the MFNPS has implemented or is planning to implement soon are:

Connected Officer Program

The province of Manitoba announced the Connected Officer Program, a project that involves the initial stage of implementing an Evidence Management System. This system will allow officers to gather, save, and send digital evidence securely and efficiently. Axon was selected as the provider after a rigorous procurement process. The project is expected to be piloted in summer 2024, with the goal of deploying the system to all MFNPS officers by the end of 2024.

Police Solutions Criminal Record Check system

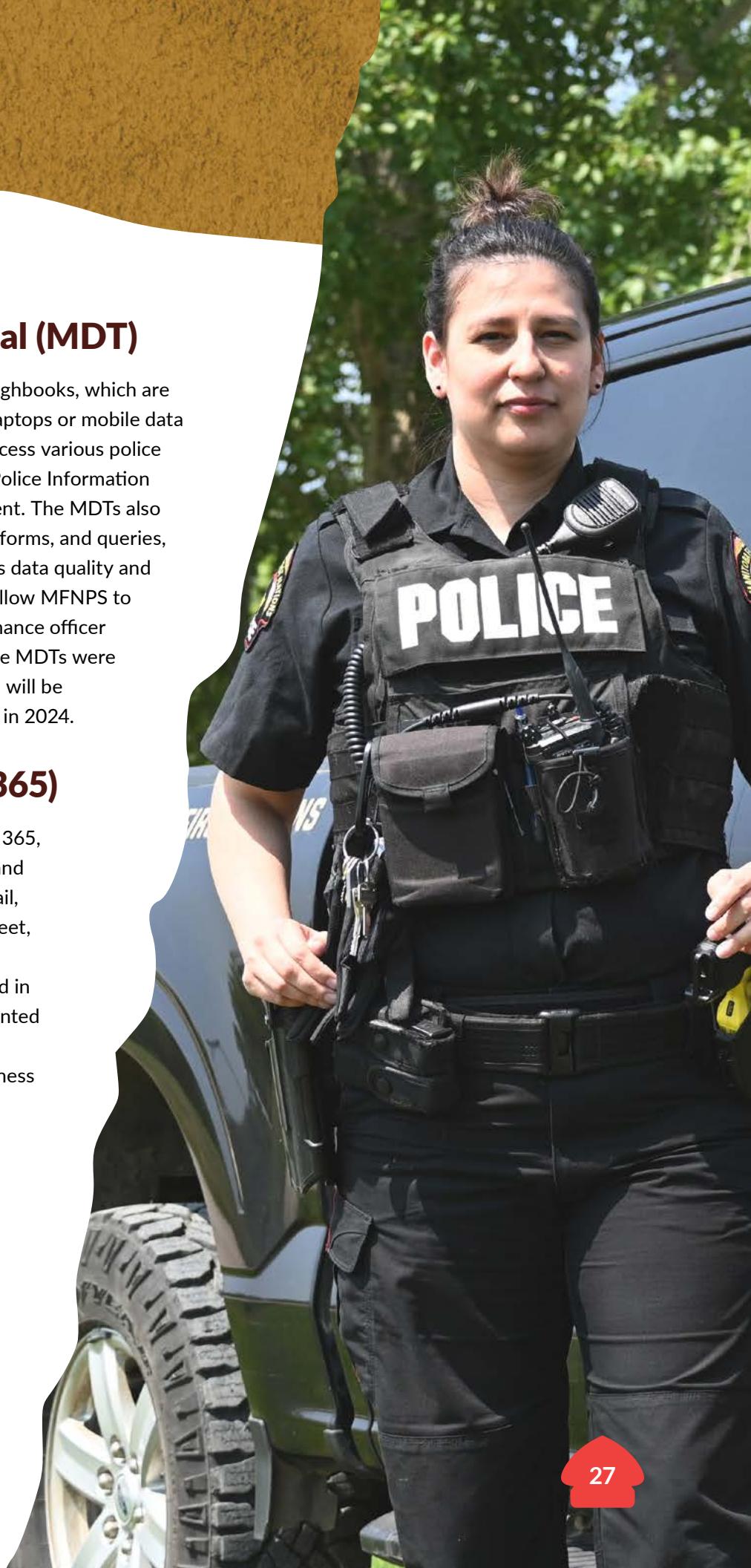
Police Solutions Criminal Record Check system is a web portal that MFNPS introduced in 2024, which enables community members to request a criminal record check online and get the results quickly. The program lowers the demand for face-to-face visits, paper forms, and manual processing, and improves the access and ease of the service for the public.

Mobile Data Terminal (MDT)

The MFNPS acquired Panasonic Toughbooks, which are laptops for their police cars. These laptops or mobile data terminals (MDTs) allow officers to access various police databases, such as CPIC (Canadian Police Information Centre) and PROS record management. The MDTs also enable officers to complete reports, forms, and queries, which conserves paper and improves data quality and reduces office time. The MDTs will allow MFNPS to invest in other software that will enhance officer safety and situational awareness. The MDTs were tested in Long Plain First Nation and will be distributed to the rest of the service in 2024.

Microsoft 365 (MS 365)

The MFNPS has also invested in MS 365, a cloud-based suite of productivity and collaboration tools that includes email, calendar, word processing, spreadsheet, presentation, and online meeting applications. MS 365 has been tested in 2023 and is expected to be implemented in summer of 2024. MS 365 will improve the efficiency and effectiveness of the MFNPS's administrative and operational functions and internal and external communication. MS 365 also includes the development of an internal SharePoint intranet page, which is designed to improve internal communication within the service and provide access to relevant information and resources for MFNPS members.



Taser 10

To improve officer and public safety, the MFNPS has also acquired Taser 10, a new kind of conducted energy weapon (CEWs) that has better range, accuracy, and reliability than the old ones. The Taser 10 also records data of each use, and works with the Axon Evidence Management System, which makes it easy and safe to transfer digital evidence. The MFNPS is the first police service in Canada to use the Taser 10.

Use of Force Software and the Professional Standard Software (Axon Standards)

The MFNPS has implemented Use of Force Software and Professional Standard Software, also known as Axon Standards. This software applications that help the MFNPS monitor and manage its use of force and professional standards complaints. The Use of Force Software allows the MFNPS to track, analyze, and report on its use of force incidents, and identify trends and areas for improvement. The Professional Test Standard Software helps the MFNPS manage its internal complaints. Both software applications work with the Axon Evidence Management System, which lets them access data and evidence securely and easily.

Smart Phones

The MFNPS is also investing in smart phones for its members, to help improve communication and operations. The cellular phones will provide MFNPS members with access to voice, text, and data services, as well as various applications that will enhance their work functions. This project has been tested in Long Plain First Nation in 2023 and will be rolled out in 2024 for the service.





Remote Piloted Aircraft Systems (RPAS's)

The MFNPS has also increased its fleet of drones, which are unmanned aerial vehicles that can be used for various purposes such as search and rescue, crime scene investigation, and traffic management. The drones are equipped with cameras and sensors that can capture high-quality images and videos. The drones can help the MFNPS enhance its situational awareness, evidence collection, and public safety.

Off-road Vehicles

The MFNPS has also invested in Utility Terrain Vehicles (UTV's), which are off-road vehicles that can seat two or more people, and can be used for patrolling and responding to incidents in rough terrain and weather conditions. The UTV's are equipped with lights, sirens, and can also carry equipment and supplies. The UTV's can help the MFNPS access areas that are inaccessible by regular vehicles and provide faster and safer service to its communities.

Corporate Services Financial Report

My name is Christie Spencer, known by my Indigenous name White Turtle Woman from Norway House Cree Nation. I am pleased to present the annual report for Manitoba First Nations Police Service (MFNPS) for the fiscal year 2023-24. This year marked significant progress and investment in our operations, thanks to collaborative efforts with our funding partners.



Financial Overview

OPERATIONAL REVENUE:

- ▶ MFNPS generated \$16,804,056.25 in operational revenue.

FUNDING SOURCES:

- ▶ Public Safety Canada: \$8,738,109.25 (52%)
- ▶ Attorney General Manitoba: \$8,065,947 (48%)

TOTAL EXPENDITURES

- ▶ \$15,336,432.92

ALLOCATED FUNDS

Funds carried over are designated for ongoing projects, including expansions to Brokenhead Ojibway Nation, retroactive RCMP Salary Parity payments, phone system upgrades, software enhancements, and ordered vehicles.

One-Time Funding

2022-23:

- ▶ Received \$1,843,137.05 in Q1 2023-24

2023-24:

- ▶ Received \$143,355.10 in Q3 2023-24; outstanding amount \$1,608,937.90

TOTAL EXPENDITURES:

- ▶ \$2,686,986.35

UTILIZATION:

- ▶ This funding facilitated substantial upgrades, including 11 new vehicles, 5 Utility Terrain Vehicles (UTV's) with trailers, body armor for all officers, firearms, Taser 10 equipment with VR training, drones, garage and cell enhancements for Swan Lake detachment, storage units for existing detachments, vehicle computer systems, a new website, and fiber internet for two detachments. Additional funds expected in Q1 2024-25 will support ongoing projects.

Additional Funding Highlights:

SUMMER STUDENT:

- ▶ \$36,219 (*portion refunded due to unfilled positions*)

CRIMINAL FORFEITURE:

- ▶ \$36,088.20 supported land-based training equipment and programming, including the Crime Prevention Training Workshop held in Brokenhead Ojibway Nation.

This report reflects our commitment to enhancing MFNPS's capabilities and service delivery. We look forward to continued progress in the upcoming fiscal year.

Christie Spencer

Manager of Corporate Services



Financial Summary

FUNDING SOURCES:

MFNPS OPERATING - APD Public Safety Canada	\$8,738,109.25
MFNPS OPERATING - Manitoba Attorney General Revenue	\$8,065,939.00
MFNPS OPERATING - Miscellaneous Revenue	\$10,066.88
MFNPS OPERATING - Recruit Training Revenue	\$0.00
MFNPS OPERATING - Approved Unexpended Funding	\$2,126,087.85
MFNPS OPERATING - Approved Unexpended Funding Transfer	\$0.00
MFNPS OPERATING - Used Vehicle Revenue	\$50,129.50
MFNPS OPERATING - Summer Student Program Revenue	\$36,219.00
MFNPS OPERATING - Crime Prevention Revenue	\$1,000.00
MFNPS OPERATING - MPI Rep. Cost Revenue	\$0.00
	TOTAL FUNDING \$19,027,551.48

EXPENDITURES:

PAY & BENEFITS

Headquarters Salaries	\$1,118,344.19
Detachment Clerks Salaries	\$626,230.72
MFNPS OPERATING - Casuals/Guards/Matrons/Janitors	\$391,693.45
MFNPS OPERATING - Members Salaries	\$6,852,090.99
MFNPS OPERATING - Summer Students Salaries	\$19,412.56
MFNPS - Benefits	\$1,316,727.68
	TOTAL PAY & BENEFITS \$10,324,499.59

ADMINISTRATIVE EXPENSES

TOTAL ADMINISTRATIVE EXPENSES	\$4,253,703.14
TOTAL POLICE GOVERNANCE EXPENSES	\$99,926.31
TOTAL POLICE EQUIPMENT EXPENSES	\$555,341.42
TOTAL TRANSPORTATION EXPENSES	\$1,247,530.52
TOTAL IT & COMMUNICATIONS EXPENSES	\$753,640.87
TOTAL TRAINING & RECRUITMENT EXPENSES	\$793,974.37
TOTAL POLICE FACILITIES EXPENSES	\$466,220.70
TOTAL INSURANCE EXPENSES	\$255,840.09
TOTAL LEGAL EXPENSES	\$45,382.66
TOTAL PROFESSIONAL SERVICES EXPENSES	\$68,978.94
TOTAL OPERATIONAL EXPENSES	\$162,512.87
	TOTAL ADMINISTRATIVE EXPENSES \$8,703,051.89
TOTAL EXPENSES	\$19,027,551.48



Crime Prevention & Community Outreach

The following activities are the responsibility of the MFNPS Crime Prevention Coordinator.

A top priority for the MFNPS is to engage youth and community members in various initiatives that raise awareness and prevent crime, such as workshops, ceremonies, campaigns, and safety days. We have walked the walks, listened to our elders, tobacco down and prayers up to do what we do in a good way.

The MFNPS Youth Programs

The goal for our youth programs is to engage youth in healthy activities that influence positive behaviors with mentorship from our Police Service. This will help deter our young people from substance abuse and criminal behavior.

We continue to run two youth programs in Sandy Bay and Long Plain, which offer mentorship, skill development, and healthy activities for young people. The Sandy Bay Youth Corps has been running for 13 years and our Long Plain Cadet Explorers has been in operation for 8 years. The programs also employ summer students from the communities and supports their career aspirations.

Buffalo Riders Program

The program facilitated a program for grades 7 and 8 at Ginew School in Roseau River, which covered six modules on Indigenous culture, emotional intelligence, brain changes, substance use, resiliency, and life promotion.



Christmas Card Contest

The program organized a contest for different schools to design the MFNPS Christmas card and rewarded the winning entries with a pizza party for their class. The contest was held for grades 5 and 6 from Joe A. Ross school in Opaskwayak Cree Nation.

Summer Student Program

In 2023, we again submitted funding applications on behalf of our communities resulting in five student positions for "Community Service Workers" to be involved in crime prevention initiatives such as children's safety, youth recreational and cultural events and to access relevant resources; and to provide mentorship and advocacy for community well-being initiatives. These positions were again given to young people from our communities to work for our communities. One of these students has now been successful in obtaining employment with our Police Service and is now working as support staff at our Headquarters.

We have also added land-based activities such as camping, hunting and fishing to our programming and went elk hunting with youth near Forrest Hills in October 2023. We now have a compliment of 6 canoes and carrier for any future outdoor adventures!

The MFNPS National Victims and Survivors of Crime Week Event

The MNFPS hosted a conference on community wellness and substance abuse, with a panel of professionals and a keynote speaker who shared his personal story of loss and grief. The event aimed to increase engagement and access to treatment support for the communities.

Presentations and Community Requests

The Crime Prevention Coordinator provided presentations on various topics such as domestic violence, elder abuse, drug education, and recruitment to different First Nation communities and schools. Presentations also dealt with specific requests from the communities on issues of concern.

The Crime Prevention Coordinator also assists in community development planning and completing applications and proposals to support additional programs and services. Several were completed and submitted for funding.



Crime Statistics

How We Compare

Each year, police services report criminal code data to Statistics Canada. This data is analyzed and reported to the public by Statistics Canada on an annual basis, usually in July the following year. 2023 data will be publicly available through the Statistics Canada website in the summer of 2024.

Crime Severity Index

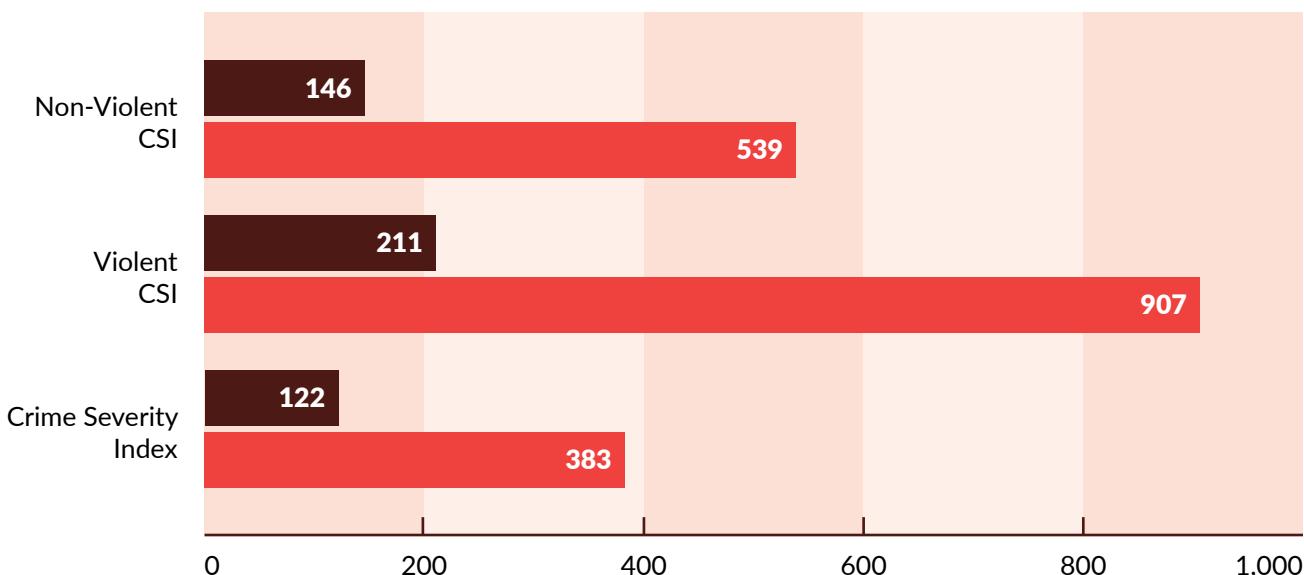
The crime severity index (CSI) is a way to measure how much and how serious the crimes are that the police report in Canada. It gives a different weight to each type of crime based on the average sentence that the courts give, and then adds up all the weighted crimes reported by a certain area or group of people.

The CSI can help compare how crime rates change over time and across different areas or groups. But the CSI has some challenges, especially for smaller communities. One problem is that the CSI does not consider how often people report different crimes, which may change by place, culture, or other factors. Another problem is that the CSI is affected by outliers, which means that a few rare but serious crimes can make a big difference in the index value.

So, the CSI should be used carefully and with other ways of looking at crime trends and patterns, such as the crime rate, the clearance rate, or the victimization rate. The CSI does not measure how safe or good a community is, or how well or fast the criminal justice system works. The CSI is only one tool among many that can give a complete and detailed picture of crime in Canada.

2022 STATISTICS CANADA CRIME DATA

■ Manitoba ■ MFNPS



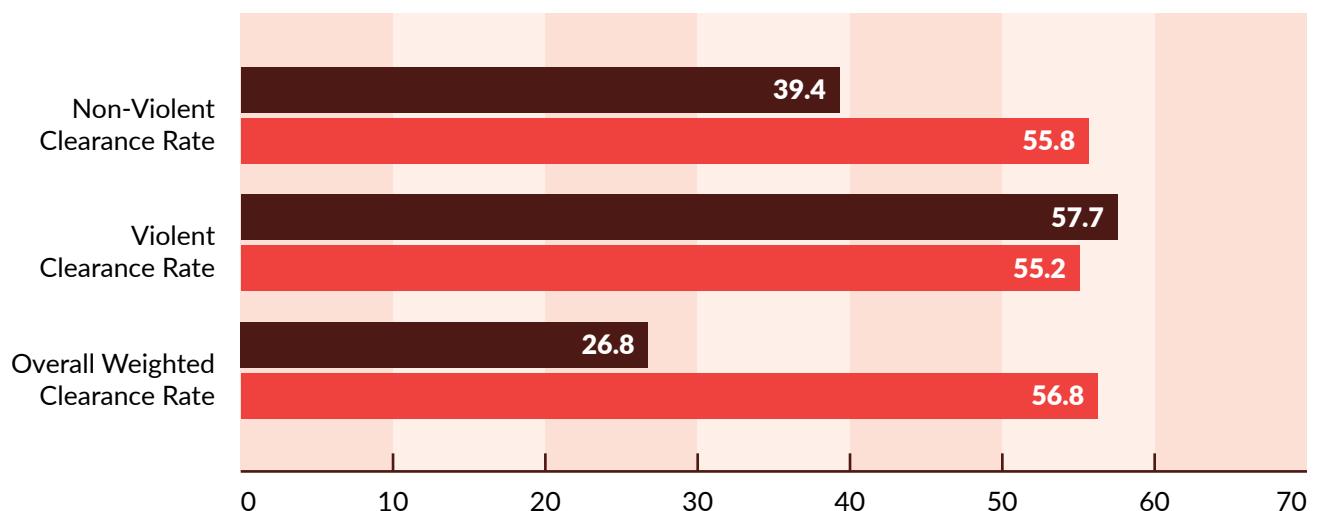
Clearance Rate

The clearance rate shows how many crimes the police solve. The weighted clearance rate is based on the same principles as the Crime Severity Index, whereby more serious offences are assigned a higher “weight” than less serious offences. For example, the clearing of homicides, robberies or break and enters would represent a greater contribution to the overall weighted clearance rate value than the clearing of minor theft, mischief or disturbing the peace.

The weighted clearance rate can help compare how the police solve different crimes over time.

WEIGHTED CLEARANCE RATE

■ Manitoba ■ MFNPS



Calls for Service

Calls for service primarily originate from community members who are reporting crimes or seeking help from the police. These calls come through 911, E911, or through our detachment offices.

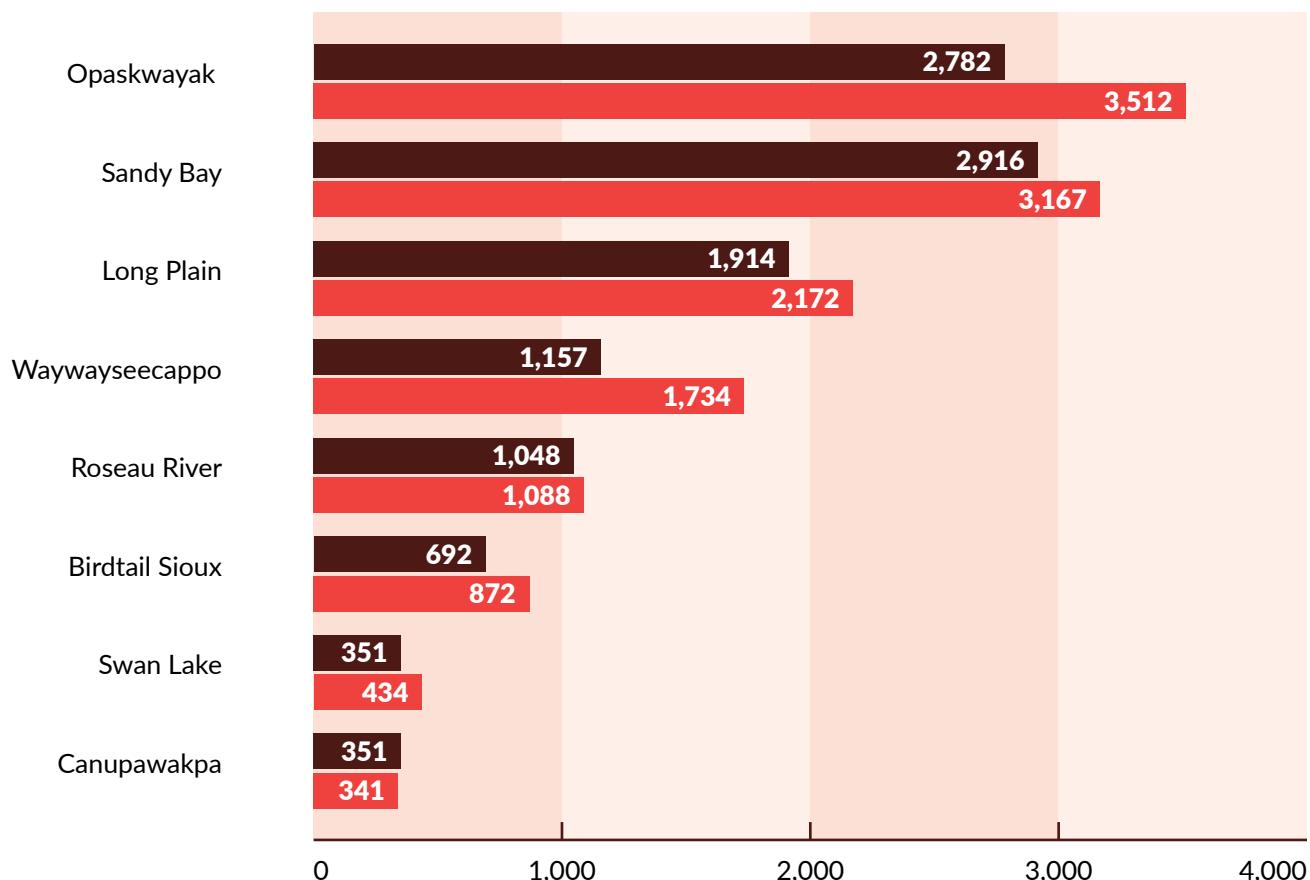
CALLS FOR SERVICE BY FIRST NATION IN 2023



Most of these calls for service result in investigations as illustrated:

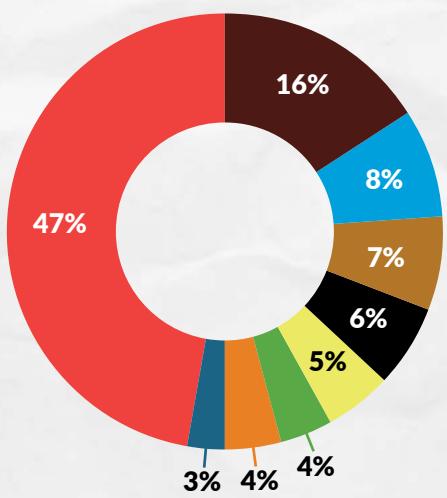
INVESTIGATIONS PER YEAR BY FIRST NATION

■ 2022 ■ 2023



In 2023, the most common investigations included:

MOST COMMON TYPES OF INVESTIGATION



- Mischief - Obstruct Enjoyment of Property
- Intoxicated Persons Detention Act - Other Activities
- Suspicious Person / Vehicle / Property
- Assault
- Assist General Public
- Disturbing the Peace / Causing a Disturbance
- Wellbeing Check
- Mental Health Act - Other Activities
- Other

Notable Facts

(Fiscal year 2023/2024)

DRUGS SEIZED

81

Total Seizures

234

pills

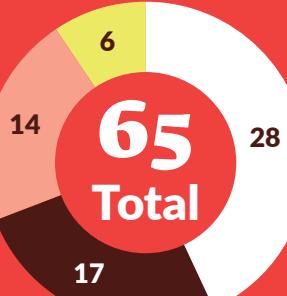
1324

grams

30

ml

FIREARMS SEIZED



- Rifles
- Shotguns
- Other guns
- Restricted firearms

TYPES

SEIZURES

AMOUNT

Cannabis - dried	7	627 grams
Cocaine	38	486 grams
Methamphetamine (crystal meth)	16	212 grams
Other - prescription drugs	10	142 pills
Codeine	6	68 pills
Oxycodone (Percocet/Endocet/Percodan/OxyContin)	1	17 pills
Hydromorphone (Dilaudid)	1	7 pills
4-hydroxybutanoic acid (GHB/Rohypnol)	1	30 ml's

CASH SEIZED



\$6,805

Vehicle Fleet

44
SUV'S,
TRUCKS, CARS

7
UTV'S

1
BOAT

11
TRAILERS



Professional Standards Investigations

The Support Service Inspector oversees Professional Standards, which deals with misconduct or illegal actions by Manitoba First Nation Police Service staff.

The Inspector also manages and oversees the cases that are sent to LERA or IIU. LERA and IIU are independent agencies that review and investigate complaints or allegations of misconduct or criminal activity involving police officers in Manitoba. LERA stands for Law Enforcement Review Agency, and IIU stands for Independent Investigation Unit. Both agencies have the authority to conduct public hearings, make recommendations, lay charges, or refer cases to the Crown Attorney's office.

Summary of current or continuing Professional Standards investigations for the fiscal year 2023-2024:

	INTERNAL	IIU	LERA	TOTAL
NEW	6	5	3	14
PENDING (PREVIOUS YEARS)	1	3	1	5
CONCLUDED	6	4	2	12

LAW ENFORCEMENT REVIEW AGENCY

gov.mb.ca/justice/lera

INDEPENDENT INVESTIGATION UNIT

iumanitoba.ca







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www.mfnp.ca

