



NISHNAWBE ASKI POLICE SERVICE
Annual Report



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Mission Statement

The mission of the Nishnawbe Aski Police Service is to provide a unique, effective, efficient and culturally appropriate service to all the people of the Nishnawbe Aski area that will promote harmonious and healthy communities.

OUR COMMITMENT

To achieve this mission, in partnership with the communities we serve, we shall:

- ✓ Be representative of the communities that we serve;
- ✓ Employ a community oriented style of policing;
- ✓ Protect persons and property through crime prevention, community education, and appropriate law enforcement; and,
- ✓ Provide a level and standard of police service of the same or higher quality that exists elsewhere in Canada.

OUR VISION

Community safety through the highest standards of police service and culturally appropriate partnerships.



Our Core Values

These are the distinct values for the Nishnawbe Aski Police Service.

These values reflect the diversity of our communities in the Nishnawbe Aski Nation.

Community Minded:

We provide a service to our communities that are tailored to their cultural differences. We are aware and responsive to the community's needs through the leadership and guidance of the Police Service Board.

Respect:

We cherish diversity.

Caring:

We are sensitive to the community and individual traditions. We strive to speak and act in a professional manner.

Integrity and Ethics:

We do what we say we will do. We act in an honest, sincere manner, reflective of our employees' highest standard of quality.

Competence:

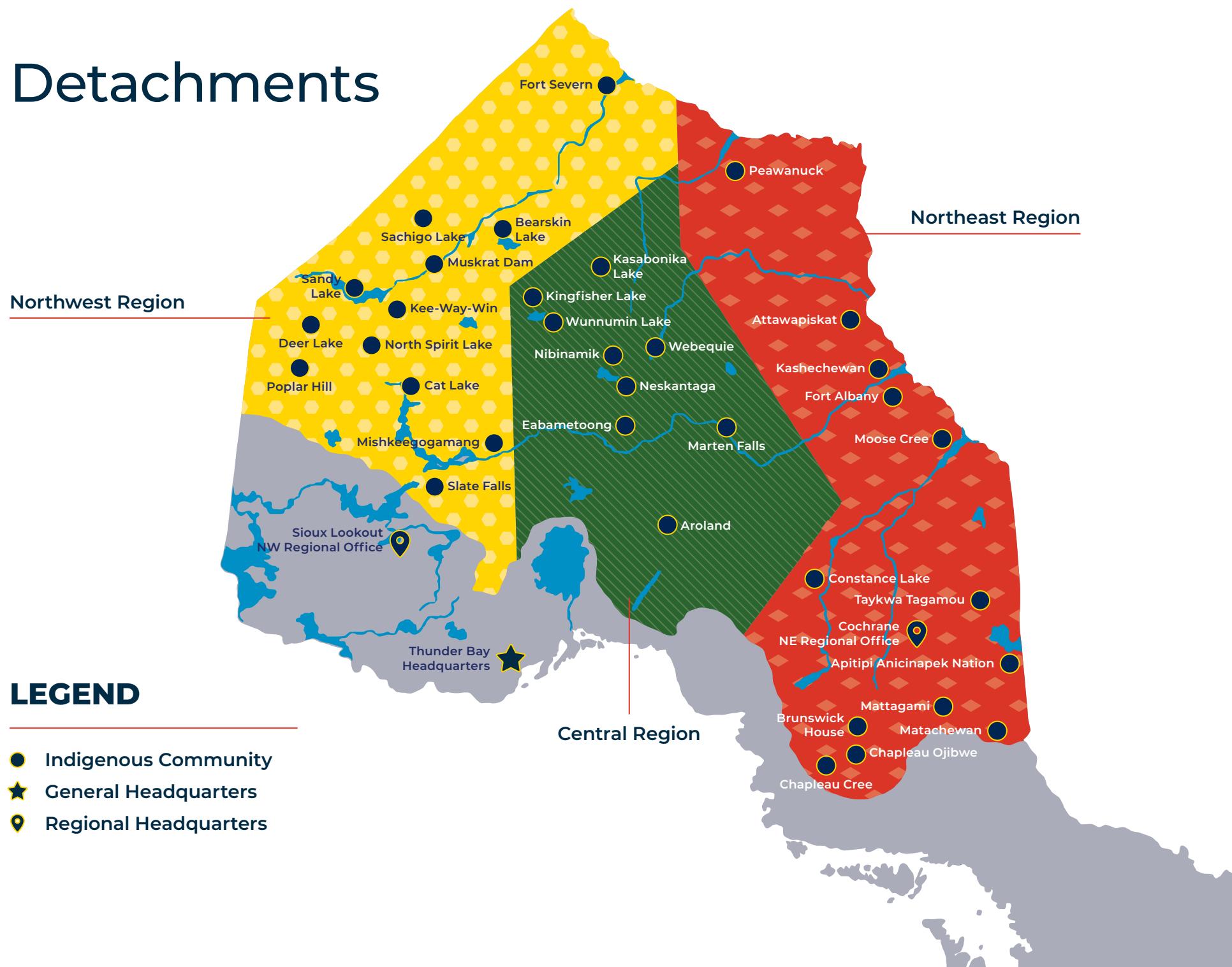
We develop our people to achieve, maintain or exceed the Provincial Standard of quality in Policing. Our people are dedicated and committed to the communities they police.

Communication:

We are committed to a two-way flow of communication with our membership and the community, fostering a sense of belonging and unity of the two entities.



Detachments







Message from the Chief

It's an honour to be back working with the communities in the Nishnawbe Aski Nation and the Nishnawbe Aski Police service. Although I assumed my role beginning in the second quarter of 2024, Nishnawbe Aski Police Service (NAPS) experienced—and continues to experience—a profound paradigm shift toward becoming a fully legislated policing entity. In December 2024, the Nishnawbe Aski Police Board received its long-awaited legislative designation, the result of many years of effort and advocacy.

This transition brings significant change, including the way in which we prepare and present our Annual Report. Under the new legislation, reporting will more strictly follow the calendar year. Accordingly, this report reflects activities across all of 2024, but does not capture the ongoing work taking place in the current year.

The data demonstrates NAPS was highly active across all three regions in 2024, with a notable rise in calls for service compared to the previous year. NAPS continues a clear trajectory of growth—both in human resources and infrastructure—a trend that will carry forward into 2025 and beyond.

Our Opt-In Plan sets a goal of 517 sworn officers, though we remain more than 200 officers short of that target. This is a multi-year process, dependent on recruitment, hiring, and the training capacity available to us. We currently have 20 training seats per class across four annual intakes, and we are balancing this with the recruitment of experienced officers to ensure a healthy mix of seasoned and newly trained members.

NAPS has long been recognized as the largest Indigenous police service in Canada by sworn membership. Today, with continued growth, we can also proudly affirm that NAPS is the largest Indigenous police service in North America—a milestone achievement. Growth, however, is not an end in itself; our foremost priority remains strengthening frontline policing, followed by the expansion of specialized units, including Drugs, Crime, Intelligence, Emergency Response Team (ERT), and Missing Persons.

To maintain high standards, NAPS delivers in-service training to meet provincial requirements with highly qualified instructors, while also hosting legislated policing courses in collaboration with the Ontario Police College. By inviting outside agencies to join these sessions, we strengthen our networks, encourage intelligence sharing, and promote the exchange of best practices.

In direct response to the number one concern voiced by our communities—drug activity—NAPS continues to expand its drug enforcement and intelligence units. With the strong support of our communities, we have carried out several successful drug seizures and projects, with results that continue to increase year over year. Still, the scope of the challenge remains significant. We will not relent in this work. Together with our communities, legal partners, and Nishnawbe Aski Nation (NAN), we are committed to developing new and innovative approaches to combat the drug crisis.

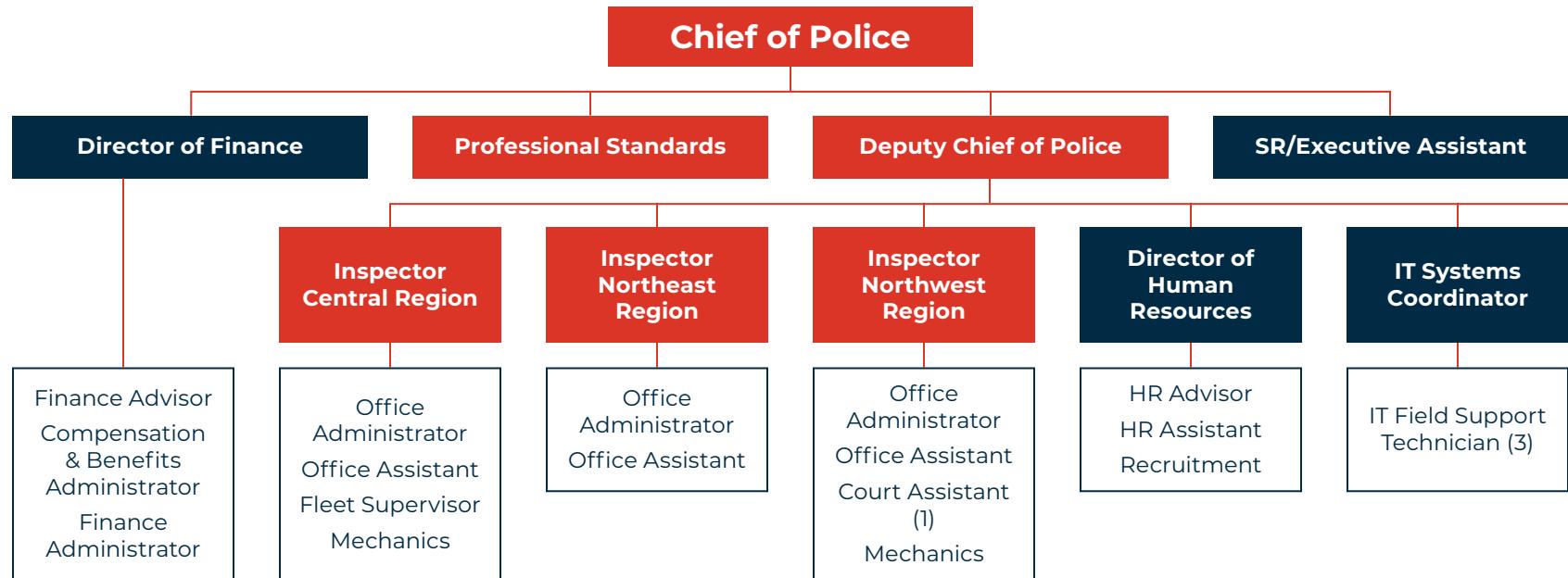
The Community Safety and Policing Act (CSPA), collaborated on by NAN, NAPS, and the Government of Ontario, will further strengthen legislated powers to deliver adequate and effective policing across NAN communities. These are exciting and transformative times for NAPS, as we continue to lead the way in Indigenous policing.

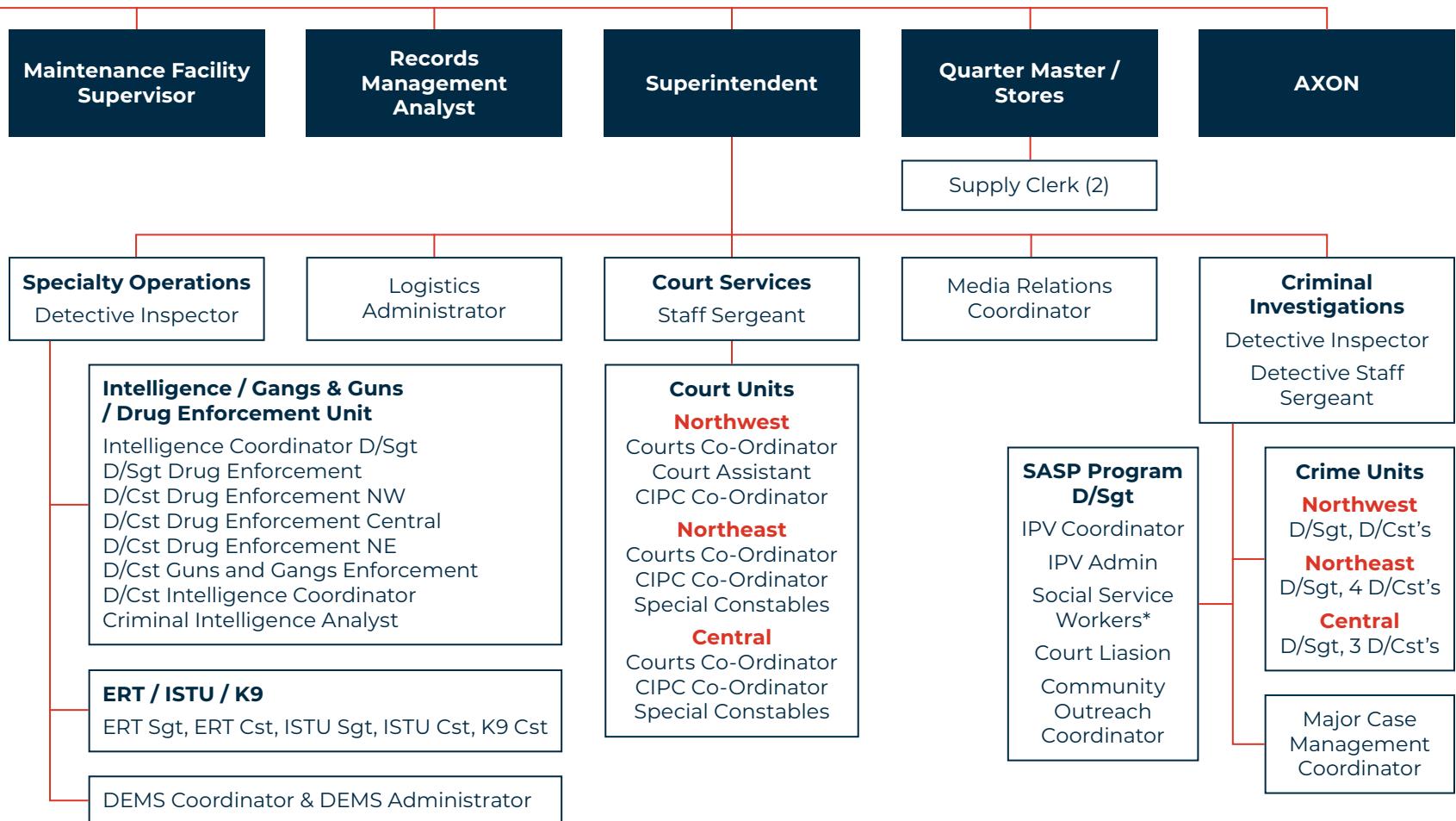
Finally, I wish to extend my sincere appreciation to the Nishnawbe Aski Police Service Board for their guidance and support throughout 2024. I also want to thank every member of our Service for their continued hard work, resilience, and dedication. It is through your commitment that we can uphold the highest standards of safety and service for our communities.

Together, we will continue to strengthen NAPS and build a safer future for the people we serve.



Organizational Chart





Police Act Opt In

In December of 2024 the Nishnawbe Aski Police Service made history at Queen's Park in Toronto when it became the first ever Indigenous police service in Canada to be legislated. Prior to this moment, NAPS was recognized as a police program, but by opting in to Ontario's Community Policing and Safety Act (CSPA) NAPS formally becomes recognized as a fully-functioning police service.

Being brought into Ontario's police legislation is more than a simple designation. As an official police service, NAPS will receive more appropriate levels of funding to help ensure it provides the best possible community safety and law enforcement services to its 34 First Nation communities. The service will go through tremendous growth as a result, meaning the now-260 officer compliment will grow to an estimated 517 uniformed officers. The civilian compliment will also undergo tremendous growth to help ensure the front-line services are fully supported.

There was an incredible amount of work required to reach this moment. NAPS, as Canada's largest Indigenous police service, demonstrated incredible leadership in preparing itself to be fully brought into Ontario's CSPA.

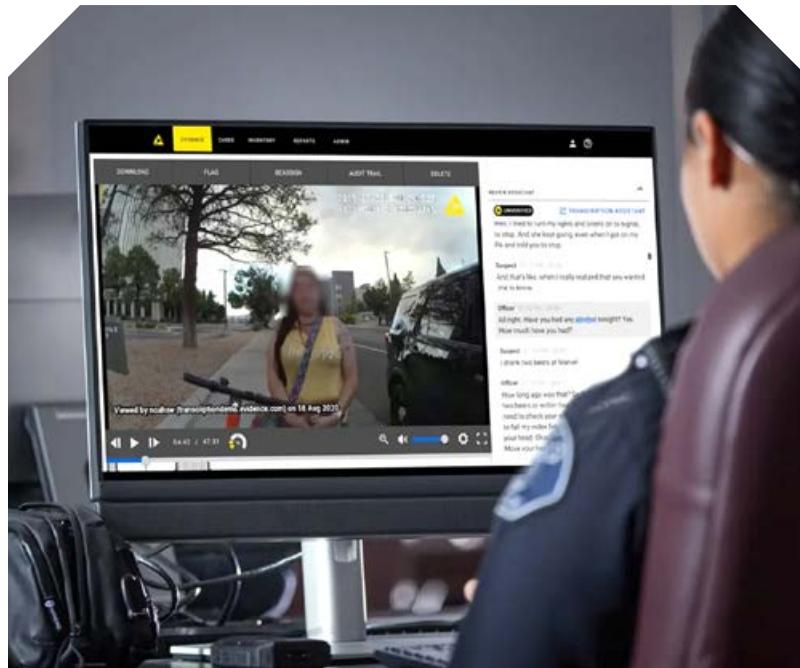


DEMS Update

AXON: DIGITAL EVIDENCE MANAGEMENT SYSTEM (DEMS)

In 2024, NAPS continued moving forward with the implementation of its Digital Evidence Management System (DEMS). Among the key features of DEMS is the body-worn cameras and detachment interview systems.

Due to the logistical challenges faced by NAPS, the Axon DEMS will improve how important evidence is shared while increasing efficiency and accountability. The DEMS leaves a complete audit trail as to who viewed, edited, or distributed a piece of evidence, and leaves a timestamp.



DEMS is the beginning as to how NAPS will be able to conduct business more professionally. It opens additional opportunities and abilities to collect evidence and important information through secure portals by utilizing such technology as citizen and capture applications, where communities' members can simply download an application and send digital pictures, videos and audio recordings directly to police with the option of remaining anonymous.

NAPS hired two DEMS administrators to work along side the DEMS Coordinator, their role is to review, manage, and redact audio and video evidence to protect witnesses, innocent bystanders, children, identities of persons, and sensitive information.

 AXON

AXON: BODY WORN CAMERAS (BWC'S)

NAPS has always been committed to providing fair, effective, efficient, equitable and accountable policing services to our community members in accordance with the fundamental rights guaranteed by the Charter of Rights and Freedoms and the Human Rights Code of Ontario.



NAPS is also committed to ensuring the inherent worth and dignity of all individuals who encounter police are respected. By recording interactions with members of the public, body-worn cameras (BWC) enable the NAPS to:

- ▶ capture an accurate record of officer interactions with the members of the public;
- ▶ enhance public trust, confidence in the police and police accountability;
- ▶ enhance public and officer safety;
- ▶ ensure fair and timely resolution of complaints and reduce unwarranted accusations of misconduct;
- ▶ provide improved evidence for investigative, judicial and oversight purposes;
- ▶ provide information as to the effectiveness of NAPS procedures and training;
- ▶ provide additional supervisory and leadership tools; and
- ▶ strengthen the commitment to bias-free service delivery by the NAPS to members to the public.

The roll out process of the BWC continues and will be completed by end of 2025. As members cycle in for their annual block training, each member will be equipped with a BWC accordingly.

AXON: INTERVIEW

The Installation of the detachment interview systems is complete, and members have been trained on the functionality and usage of the system.

Benefits of this NEW Technology:

- ▶ Less confusion for officers, more user friendly;
- ▶ Professional equipment, that has been tried and tested;
- ▶ Enhanced security measures that include Backup systems, in the event a recording goes wrong or if there are any issues with uploading to DEMS.
- ▶ Ability to view detachment Interviews remotely from anywhere in the world, especially effective if specialized units are weathered out;
 - Crime, supervisors can support members without being at the location.
 - Provide information or guidance preventing interviewer from asking wrong or inappropriate questions etc.
- ▶ Centralized storage location, which will allow for viewing all interviews and evidence.
 - Removal of old technology (i.e. DVDs).



NAPS will continue to strive and evolve to meet the communities' needs, by looking toward and assessing the future of policing obligations and technologies, which include but are not limited to the following:

- ▶ **Axon Draft One;** which is a tool that designed to assist officers in completing reports, and get them back to the road, on average 67 per cent faster;
- ▶ **Axon Policy Chat;** is a new function added to BWC's that allows officers to receive information regarding policies, case law, provincial and federal states almost instantaneously with a click of a button;
- ▶ **Axon Notes;** Axon is in the trial stages of having officer notes go completely digital, which will be greatly beneficial for officers throughout the course of their duties to quickly dictate actions into a handheld device or cell phone concluding a call for service;
- ▶ **Taser 10;** is the NEWEST of Taser line, which includes added safety features, ability to shoot at farther distances, and increased likelihood of neuromuscular incapacitation.
- ▶ **Axon Virtual Reality Training;** is a great NEW product which will increase the frequency and repetitions to which members can train, which includes mental health training, and NEW AI generated communication technology which hones the KSA's of the officer's ability to de-escalate incidents effectively, efficiently, and safely.

NAPS has chosen Axon products and their technology with aim at enhancing officer safety and service capabilities, allowing members to quickly and effectively complete their tasks, and get back to the road to their police duties within our communities.





In-Service Training Unit (ISTU)

IN-SERVICE TRAINING UNIT (ISTU):

The In-Service Training Unit is comprised of one sergeant and three constables, holding four vacancies. ISTU officers bring a wealth of knowledge and experience to the organization, ensuring officers are held to the highest standards, and test their abilities in evolving dynamic high stress situations, with aim at building confident, professional and proficient operators, who in turn will deliver exceptional values and quality of service to our NAN communities.

SENIOR ADMINISTERED TRAINING COURSES:

The 2024-2025 Training schedule has the NAPS ISTU working in-conjunction with the Ontario Police College (OPC) and OPP, to bring a wide array of senior administered courses to Thunder Bay, which in turn not only allows our organization to increase the number of members trained, but provide opportunities to our respected partnering agencies as well, such as Treaty 3, Lac Seul, Anishinabek Police Service, Thunder Bay Police Service, and OPP.



NAPS HOSTED VENUES

Special Constable Training Course	7 weeks
Scenes of Crime Officer Course	2 weeks
Provincial Liaison Team	2 weeks
Basic Tactical Operators Course	8 weeks
Sexual Assault Investigation	2 weeks
Investigative Interviewing Techniques	1 week
Investigating Offences Against Children	2 weeks
OACP Leadership in Police Organizations	3 weeks
Total Training	27 weeks

RECRUIT TRAINING

Post-OPC	December 16 th – 31 st
Pre-OPC	March 6 th – 12 th
Post-OPC	March 24 th – April 11 th
Pre-OPC	June 4 th – 10 th
Post-OPC	June 23 rd – July 11 th
Pre-OPC	September 3 rd – 9 th
Post-OPC	September 22 nd – October 10 th
Pre-OPC	December 9 th – 16 th
Post-OPC	December 20 th – January 9 th 2025
Total Training	19 weeks

Recruitment Unit & Human Resources

NEW CONSTABLE RECRUITMENT

In 2024, the Nishnawbe Aski Police Service's Recruitment Unit processed 156 applications and interviewed 91 candidates for new police constable positions. NAPS hired 50 new constables who attended three sessions at Ontario Police College.

The Recruitment Unit and the Human Resources Branch continued to focus on Indigenous community outreach, including attending and participating in Indigenous high school career fairs, local Nishnawbe Aski Nation community events, career fairs hosted in the communities that we serve, as well as attending Little NHL in Markham, Ont., and the Tournament of Hope in Thunder Bay, Ont.

The Recruitment Unit continued regular outreach, presenting to various educational institutes throughout Northwestern Ontario and Manitoba, as well as attending the Minto Armoury in Winnipeg, MB.



Events participated in:

February 7	Pelican Falls Career Fair (Sioux Lookout/Pelican Falls, ON)
February 9	NAN Youth Gathering (Best Western Nor'wester Hotel Thunder Bay, ON)
February 16	Hockey Tournament (Timmins, ON)
February 28	Pink Shirt Day with NAN (Thunder Bay, ON)
March 5	Dennis Franklin Cromarty High School Career Fair (Thunder Bay, ON)
March 11-14	Little Native Hockey League Career Fair/IPCO and IPB (Markham, ON)
March 21	Sachigo Lake FN Career Fair
March 25-28	Winnipeg Career Fair (University of Manitoba)
March 28	Opportunities Northwest Job Fair (Thunder Bay, ON)
April 8-10	Tournament of Hope (Thunder Bay, ON)
April 27-29	Northwest Law Academy Presentation

October 17	NAN Student Safety Meeting
October 30	Coffee with the COPS at Confederation College (Thunder Bay, ON)
November 5-6	NNADAP Presentation Booth (Nor'wester Hotel)
November 13	St. Ignatius High School
November 19	Online Career Info Session Thomas Fiddler Memorial High School
November 20	Westgate High School Presentation
November 26	Cambrian College Presentation
November 27	Sault College Presentation
November 28	Canadore College Presentation
December 3	Assiniboine College (Brandon, MB)
December 3	Minto Armories Presentation
December 4	Northwest Law Academy
December 10	Superior High School Presentation
December 13	St. Ignatius High School Presentation

INDIGENOUS RECRUITMENT ROADMAP – 2024 & BEYOND

NAPS has created an Indigenous roadmap to recruitment focusing on the following four (4) areas:

- ▶ Hosting information sessions/presentations in NAN communities throughout 2024/25.
- ▶ Attending Indigenous high schools to attend career fairs and present on NAPS careers – Dennis Franklin Cromarty, Pelican Falls, Mattawa, Seven Generations Education Institute (Fort Frances, Kenora, Sioux Lookout), etc.
- ▶ Expanding advertising throughout Indigenous media and job portals – Wawatay News, Indigenous Link, etc.
- ▶ Attending Indigenous events throughout Ontario and in nearby provinces (Indigenous First Responders Recruitment Fair North Battleford Sask., Timmins Hockey Tournament, etc.).

LABOUR RELATIONS

Officer bargaining came to conclusion via interest arbitration on February 21, 2024.

On December 10, 2024 NAPS became the first legislated Indigenous police force in Ontario. Our PSAC unions dissolved and became the NAPS First Nations Police Association.

NEW HRIS/PAYROLL SYSTEM

In conjunction with Finance, HR continues to support the implementation of ADP becoming the new payroll, HRIS, recruitment, performance management and scheduling system for NAPS.

OTHER HUMAN RESOURCES TOPICS

This year we had twenty-two (22) internal officer competitions to fill twenty-seven (27) vacancies. We also facilitated sixteen (16) civilian competitions to fill thirty (30) vacancies.

HR has continued to provide regular guidance and support to management, frontline officers and civilians around labour relations among other things. Additionally, HR facilitates the Return-to-Work Process for Short Term Disability, Long Term Disability and WSIB claims.

Community Resource Team (CRT)

The Nishnawbe Aski Police Service implemented and streamlined a structured process to enhance the ability to educate, serve, and strengthen partnerships within our communities more efficiently.

The service has recently seen several members trained to administer the Drug Awareness Resistance Education (DARE) program and recently trained six additional members – two per region.

THE RATIONALE

The organization has seen a continuous upward trend and influx of requests from not only our respective community stakeholders, (Chief and Council, school educators, parents, etc.) but our Indigenous partnering agencies as well, all of whom have asked for similar action, in being provided education, drug awareness and expertise on a wide array of issues and topics.

THE MANDATE

The CRT has the capacity and credentials to develop, deliver and provide curriculum and materials for educational presentations on about 150 topics, some of which will work in-conjunction with subject matter experts, depending on the request.

For example, with respect to drugs or firearm's presentations, those subject matter experts will be able to provide valuable and accurate information, allowing CRT to tailor program delivery specific to the community's needs, in return provide a more accurate product.

THE PROCESS

Requests can be initiated by contacting the local community detachment, who will in-turn contact CRT who will work with the organization, or community leaderships to arrange and schedule a date to travel and conduct a presentation(s).

Currently, NAPS have a designated CRT lead assigned to each region:

Northwest Region CRT Lead

Mason Morriseau (temp)

Northwest CRT

Cst. Tyler Moskalyk
Cst. Sebastian Vermeire

Central Region CRT Lead

Mason Morriseau

Central CRT

Cst. Troy Wlodarek
Cst. Dakota Vacca

Northeast Region CRT Lead

Nick Farray

Northeast CRT

Cst. Jeff Fahey
Cst. Maurice Belec



Crime Unit

In 2024 the Criminal Investigations Unit was involved in 631 Major Cases. Recognizing the significant call volume, NAPS developed the Crime Unit Support Program (CUSP), which allowed for Crime Units to utilize frontline members and have them attend regional headquarters during their scheduled rest days to gain experience and assist with ongoing cases.

staffing shortages remain a primary concern; however, a staffing plan was developed, and key positions were added and will continue to be added in 2025 to fill the vacancies. One of these key positions was a Major Case Management (MCM) Coordinator, which has allowed NAPS to be compliant with legislative requirements. To provide our members with balance we transitioned to an on-call system for weekends, which allows in most situations two of the three regions to have the weekends off. This keeps one region as on-call for the service should investigative needs be required.

The Criminal Investigations Unit is broken into three regional units. The Northwest Crime Unit consists of a detective sergeant and two detective constables. They are responsible for twelve communities in their catchment area to oversee major cases. The Central Crime Unit consists of a detective sergeant and three detective constables and is responsible for nine communities. The Northeast Crime Unit consists of a detective sergeant and four detective constables responsible for thirteen communities.

Increasing community trust and improving police efficiency were two key areas of focus in 2024. NAPS trained approximately twelve members to act as a community liaison officers. Their primary role during major events is to maintain communication with families, community leadership and provide timely updates to evolving matters. NAPS has added several additional positions of oversight, and this allows the service to ensure timely response to major cases and increases its capacity to respond.



KEY PERFORMANCE HIGHLIGHTS

A key objective in 2024 was to provide frontline members with additional training opportunities that will assist them with day-to-day interviews and statement taking. A single-day presentation was created to provide this additional training during each block session. This training touches on several key elements including admissibility, case law and overall structure of how interviews should be completed at the frontline level. Additionally, NAPS revised its review process for all major cases to allow for effective and efficient reviews, which addresses delays for follow-ups.

With the addition of the MCM Coordinator role, NAPS has streamlined the ViCLAS and PowerCase processes and are now fully compliant with legislative requirements.

The Northeast Region continues to be the busiest of the three. One incident to highlight is the successful investigation of a fraud involving numerous parties and payment totalling more than \$1 million. Officers obtained production orders, financial records and fraudulent company information to bring the case to a positive resolution.

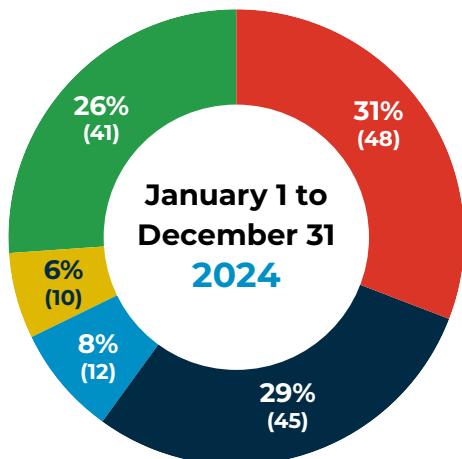
Central Region often assists the other two regions due to shortages. In 2024, central region members efficiently investigated a particularly aggressive aggravated assault. The crime unit worked closely with frontline officers to obtain statements, process the scene, obtain a warrant to search and recover the weapon used in the offence. Officers engaged the Centre of Forensic Science to forensically test the assault weapon, all which resulted in the prompt arrest of the accused.

Northwest Region has seen an increase in call volume in 2024, namely sudden death investigations. Investigating benchmark occurrences including homicides, arsons, attempted homicides, aggravated assaults, and sexual assaults has kept the unit busy. Officers have developed an excellent working relationship with other law enforcement agencies, the Office of the Chief Coroner, the Office of the Fire Marshall and Band Councils allowing for efficient and successful investigations.

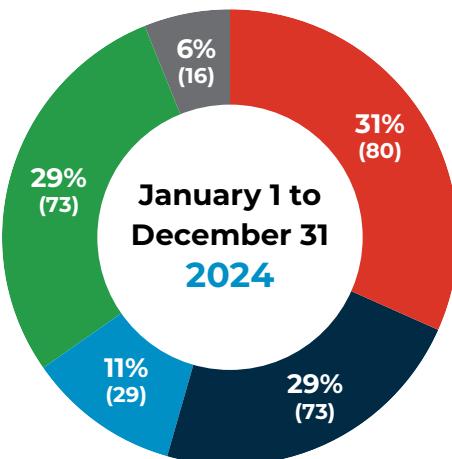
CRIME UNIT SUMMARY REPORT - BENCHMARK OCCURRENCES

● Sexual Assault ● Assault ● Sudden Death ● Arson ● Other Criminal Code ● Weapons ● Fire

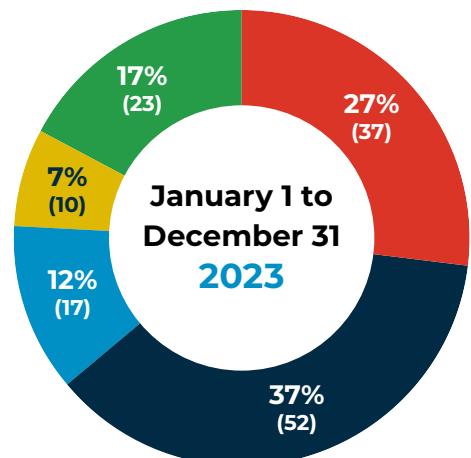
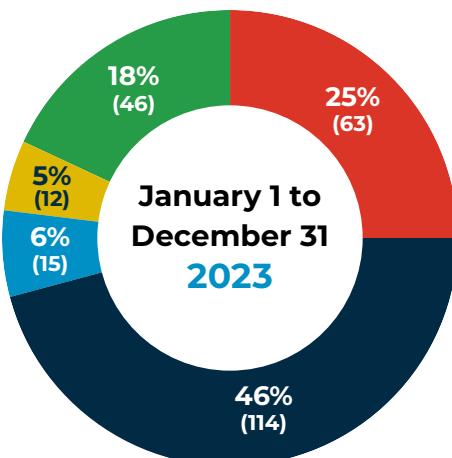
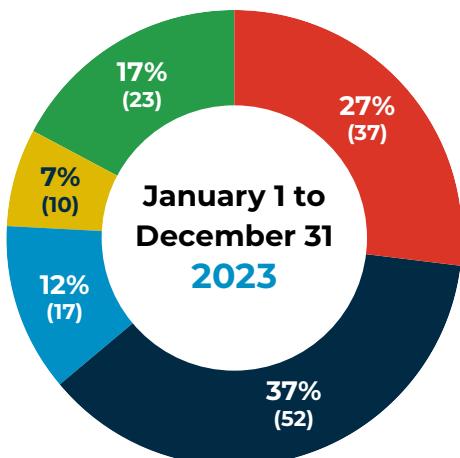
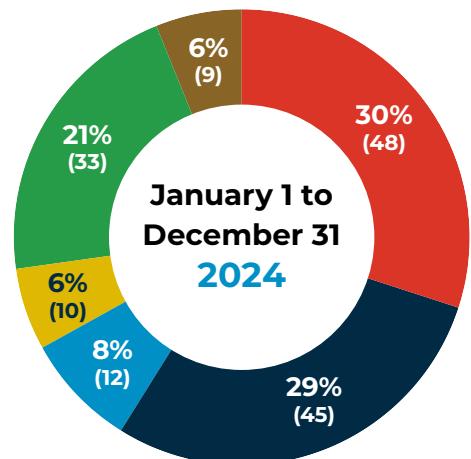
Central Region



Northeast Region



Northwest Region



STAFFING CHALLENGES

To address the staffing shortages, a staffing plan was developed, and additional resources have been allocated to the Crime Units in the interim on acting positions to fill voids until permanent positions can be filled. A survey was developed with specific questions to all members pertaining to attraction to specialty units and what would motivate individuals to apply. Furthermore, the Crime Units met with command and discussed areas that as a service we can improve to meet the daily needs and assist with work-life balance. One key component was switching to a rotational schedule, which is expected to be implemented in 2025.



PLANNED PROJECTS & INITIATIVES

Digital Forensics Unit

The Criminal Investigations Unit is in the preliminary stages of the development of a digital forensic unit. Increasingly, cell phones and other electronic devices are relied on heavily for evidence. The Crime Unit is working to create a unit to handle the processing of primary digital evidence with the goals of reducing reliance on the OPP DFAU, shortening investigation times and reducing the loss of evidence.

SOCO Coordinator

In 2024, the crime unit trained 14 new Scene of Crime Officers (SOCO). The recent addition of a forensic trained officer, will assume responsibility of the SOCO unit, ensuring training, and a compliment of officers is available to attend incidents as required.

Non-suspicious Death occurrences

The Crime Unit is working with frontline officers to have the officers trained and proficient in completing non-suspicious death occurrences. This will alleviate the strain on the Crime Unit and allow for faster closing of the incidents for the families and communities. To begin phase one NAPS has begun integrating interview and statement training into its 2025 block sessions.



SASP

The Survivor Assistance Support Program (SASP) is an internal “victim service” within NAPS. Its mandate focuses on the immediate needs of a survivor pertaining to sexual assaults, child abuse, human trafficking, intimate partner violence (IPV), and to provide services to support their needs. Services include safety planning, help navigating the court system, providing immediate essential resources and placing referrals to outside agencies that will provide long term services to survivors to help them along with their healing journey. As we continue to grow as to will the services we are able to provide.

In 2024 SASP underwent significant changes adding in critical roles, policy, procedures and a roadmap to better serve survivors. Currently a Detective Sergeant oversees the Unit under the Criminal Investigations umbrella. There are three full time Survivor Support workers that are focused daily on meeting the needs of the survivor

To meet the funding model and provide additional support to community members, the Survivor Assistance Support Program developed further roles that it aims to fill in early 2025. An IPV Coordinator to oversee all IPV investigations and provide expert advice to frontline officers and a community outreach worker to provide educational presentations and awareness of current issues to our communities. Additionally, SASP also began to expand the portfolios of its existing members to allow for greater service in navigating through the court process. The program also hopes to add another full-time survivor services worker to enhance capacity and provide more in-depth, personalized support.



ACHIEVEMENTS

Throughout 2024, the SASP program has helped empower an immense number of individuals within NAPS communities. Through culturally grounded support, compassionate care, and trauma-informed services, SASP has witnessed moments of deep healing, resilience, and reconnection. Our team remains committed to walking alongside survivors on their journey—offering not only resources and advocacy, but also a sense of hope, safety, and unwavering support.

Members attend numerous events, deliver presentations, participate in working groups, and collaborate with external agencies to better strategize around the daily challenges faced by survivors. This year, SASP has been involved in a range of initiatives, including but not limited to

- ▶ High Risk IPV Coordinators
- ▶ Coalition to End Human Trafficking
- ▶ Youth Tragic Events Response Committee
- ▶ Ontario Women in Law Enforcement Member

This year, SASP has been involved in a range of initiatives that support the individuals of the Nishnawbe Aski Nation, within the communities we serve as well as those that have departed their homes. The most notable initiative of 2024 was during Victims and Survivors of Crime Week. The week began with internal educational emails for NAPS employees as well as external educational social media posts for the public. The second part of this initiative included purchasing and providing basic necessities and self care items to six women shelters across the three regions.

In addition to this initiative, SASP created and produced pamphlets, to be handed out in communities, that provide extensive information on sexual assaults and the investigations that follow called “What Happens Next.” The intention of this initiative was to provide individuals, who may not want to ask questions, information on procedures, next steps, their own right, and NAPS responsibilities.

SASP has observed a measurable increase in the number of referrals and client engagements compared to previous years, indicating growing awareness and trust in the program. In 2024 SASP was involved in approximately 479 occurrences in comparison to 2023 which was 335. It is important to note the increase in occurrences is has also been completed with less staffing.

FUTURE PLANS AND STRATEGIES

In recognizing the need for more roles within the program, the workers have developed further positions to ensure SASP is addressing every aspect of its funding. With plans to add more social navigators, a community outreach worker, and an Intimate Partner Violence Clerk, the identified challenges are looking to be addressed. These positions will ensure that survivors are supported in a timely manner, communities have educational programming, and to ensure that Intimate Partner Violence (IPV) occurrences are responded to thoroughly, with no critical steps missed, and that investigations are conducted with the highest standard of care and quality.

PLANNED PROJECTS & INITIATIVES

In the upcoming year, SASP has a wide range of initiatives planned to better serve members of NAPS communities. A key focus of the program will be on providing continued care for individuals who have experienced trauma.

One planned initiative involves the creation and distribution of care packages, which will be provided to officers and shared at their discretion with individuals who may benefit from a moment of self-care and support. This effort reflects our belief in meeting people where they are, with compassion and dignity.

SASP is in the planning stages of developing a self-referral process for individuals who have experienced sexual assault. This initiative is designed to provide a safe and confidential way for survivors to access support and services without requiring police involvement, if that is their preference.





At Rogers, we're proud to continue the legacy that began more than 60 years ago.

With our dedicated team, we're committed to connecting Canadians and delivering the best from coast to coast.

As a proud Canadian company, we are deeply committed to building a more connected, more competitive Canada. Our impact strategy focuses on reducing our impact on climate change and helping Canadians in need reach their full potential.



In response to the IPCO Mental Health Review, we are acting on the recommendation made to provide a cross-service Women in Policing Group to provide mentorship, leadership development opportunities and ongoing wellness support. We are honoured to be a part of the First Annual Women in Indigenous Policing Conference.

Drug - Intel Unit

The Intel Unit has seen a steady increase in drug activity across all three regions. Units are fixated on evolving and adapting to the changing methods of traffickers, by employing advanced investigative means to specifically target the distribution of drugs within our vulnerable communities and targeting organized crime groups responsible for the supply.

The continued mandate of these officers is to focus on regional drugs, guns and gang activity. Members will evaluate trends, assisting regional crime units and frontline members. Since September 2024, the Intelligence Unit posted and filled two Drug Enforcement Unit positions within the Central Region, and is looking to further expand in 2025 by hiring an additional Drug Enforcement Unit member for the northwest and northeast regions.

Compared to 2023, the increase in drug seizures was significant in 2024. NAPS intelligence Units statistics show a more than 300 per cent increase in cocaine and fentanyl seizures. This represents 35,316 grams of cocaine and 2,780 grams of fentanyl seized in 2024, compared to 10,709 grams and 816 grams seized respectively in 2023.

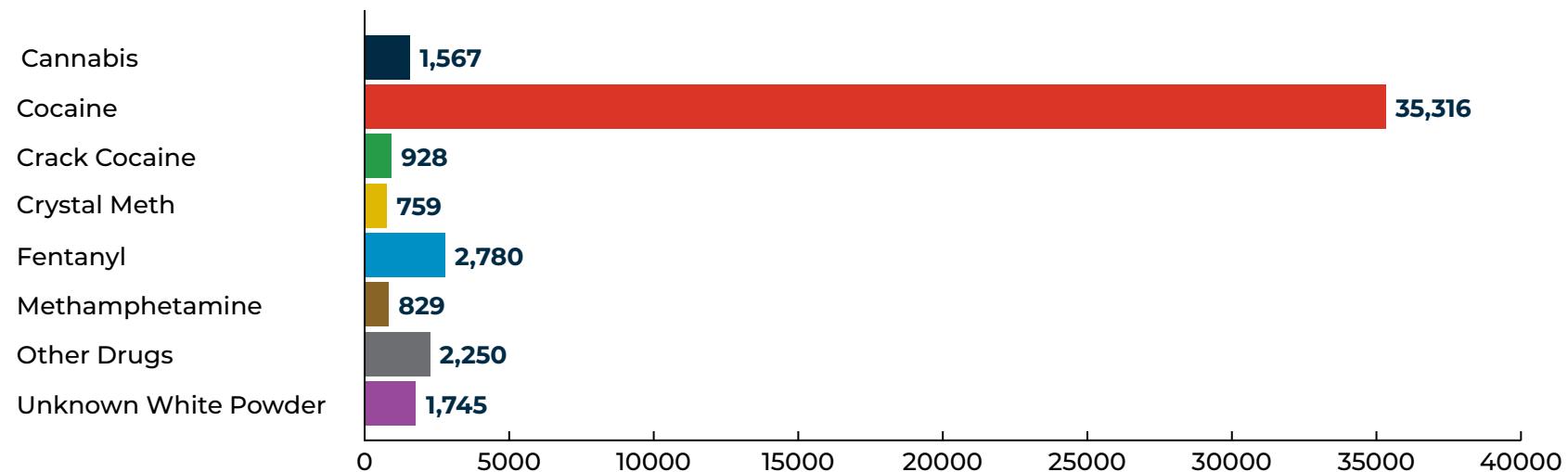
Intelligence Unit data also shows a notable increase in the number of Hydromorphone and Oxycodone pills seized in 2024. NAPS seized 3,077 Hydromorphone pills in 2024, a significant increase from the 430 seized in the previous year. Investigations also led to the seizure of 8,557 Oxycodone pills, which represents a 316 per cent increase over the 2,055 seized in 2023. This is significant because Hydromorphone and Oxycodone are both opioids.

Currency seized as a result of drug trafficking investigations also saw a notable rise – \$1.15 million in 2024 compared to \$505,000 in 2023. This, combined with the seizure of illicit drugs, represents a significant impact and disruption to drug trafficking activities across our communities.

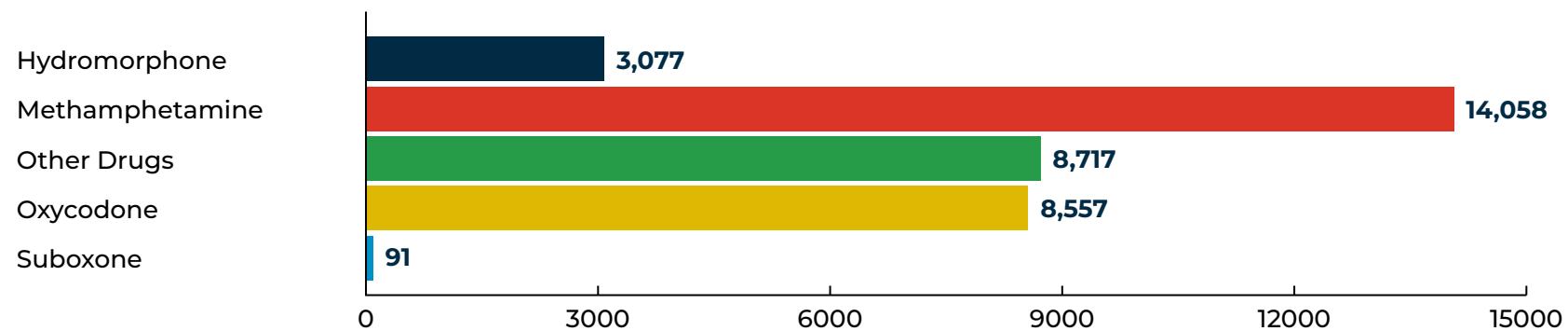


DRUG INVESTIGATIONS 2024 HAVE RESULTED IN:

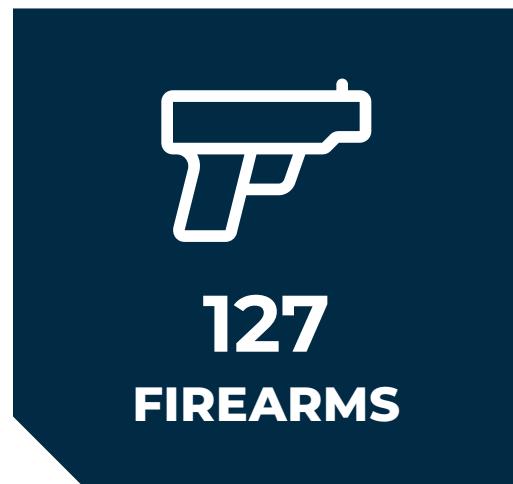
Intel Unit Seizures - Drugs (grams)



Intel Unit Seizures - Drugs (pills)



INTELLIGENCE UNIT SEIZURES



INTELLIGENCE UNIT STATS



253
ARRESTS



889
CHARGES



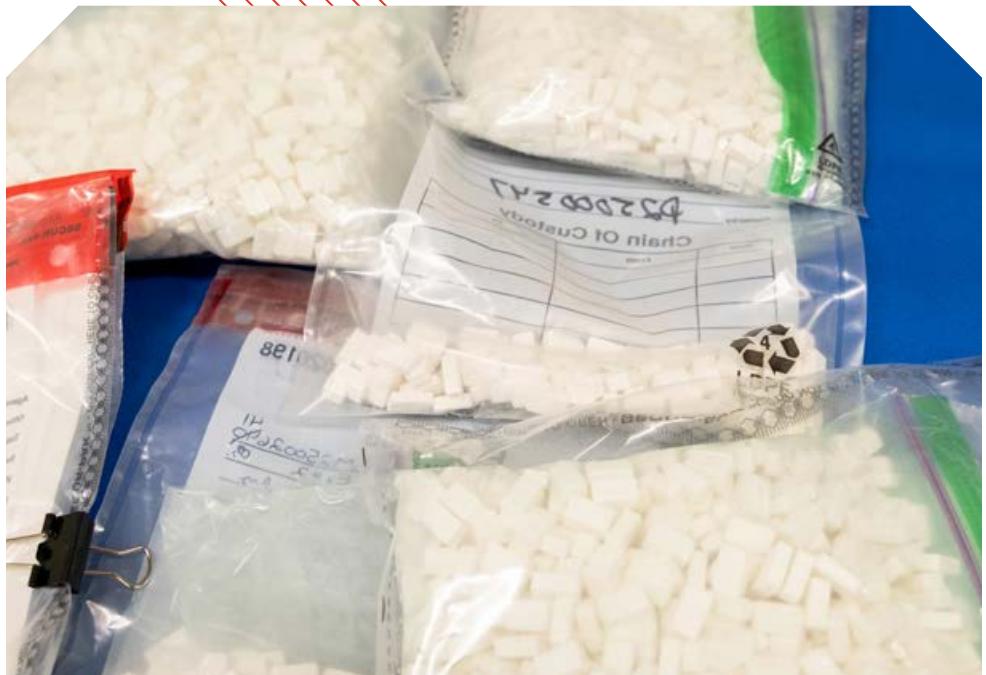
211
INVESTIGATIONS



94
WARRANTS
NAPS



62
WARRANTS
Assisting other agencies



Central Region

INTRODUCTION

My name is Michael Ceci and I am the Inspector for the Central Region, based out of the general headquarters in Thunder Bay.

I am pleased to share with you the Central Region Annual Report, which provides an overview of our operations within the NAPS Central Region, highlighting key developments in staffing, as well as a summary of occurrence statistics that reflect the work being done across our communities.

In my role as Inspector, I am responsible for the operational and administrative oversight of policing services in six Matawa communities and three Shibogama communities. I remain committed to building strong, respectful relationships with Chiefs and Councils, community organizations, frontline officers, and—most importantly—the community members we serve. Our continued progress is rooted in collaboration, accountability, and a shared commitment to safety and well-being across the region.



CURRENT ISSUES

Staffing levels in the Central Region have shown marked improvement and continued stabilization in 2024. This progress is a direct result of the unwavering commitment and strategic efforts of our recruiting team, whose persistence and innovation have greatly strengthened our workforce. Additionally, the return of several valued officers from various types of leave has not only bolstered our numbers but also brought back critical experience and leadership to the field. Together, these developments reinforce our operational capacity and position us for continued success in meeting the demands of our mission.

Despite ongoing efforts to address them, drugs and alcohol continue to pose significant challenges to the health, safety, and well-being of communities and their people across the Central Region. Alcohol remains a key factor in major incidents and property-related crimes, while drug abuse continues to erode trust and strain relationships within our communities. In response to these persistent issues, the NAPS Drug Unit has expanded significantly over the past year and now includes two dedicated detectives assigned exclusively to the Central Region.



KEY REGIONAL ACCOMPLISHMENTS

Central region saw further improvements to its court section and has enhanced its judicial operations by establishing a dedicated court section through the appointment of a court Staff Sergeant who oversees all court activity. Several new court staff have been hired in the form of special constables who are tasked with transporting prisoners, as well as assisting with court filing and paperwork.

The management of court cases within Central Region is much more efficient and up to date. As a result, service delivery has improved, communication with detachments is more responsive, and court-related tasks are being completed in a timelier manner—contributing to better outcomes for officers, communities, and the justice system overall.

Although no new police cruisers were allocated to Central Region in 2024/25, the existing fleet remains in excellent condition, thanks to consistent maintenance by our dedicated mechanics.

Winter road patrols continued to be seamlessly integrated into daily routine operations throughout the region. Importantly, no major issues were reported on the winter road network serving Central Region, reflecting both effective planning and a reliable network.

Two new modular officer residences were delivered to Webequie and Nibinamik by winter road, the communities are actively preparing for their installation in spring of 2025.

A weekly email distributed to all officers includes key updates on outstanding arrest warrants, Ontario Sex Offender Registry compliance, and DNA order obligations. This proactive communication has led to the successful resolution of numerous outstanding tasks over the past year, significantly reducing the backlog of warrants and administrative duties that had previously challenged Central Region.

The new Marten Falls detachment has been completed and the Nishnawbe Aski Police has since began operating from the new building, a grand opening is being planned for summer 2025.

The new Neskantaga detachment has been completed and the Nishnawbe Aski Police are transitioning to the new building, while decommissioning the old detachment, a grand opening is being planned for fall 2025.

In 2024/25, Central Region welcomed twelve new recruits who successfully completed their coach officer training. Each recruit has since been assigned to their permanent location within the region.

Central Region Headquarters has relocated to 973 Balmoral Street, now serving as the fully operational Nishnawbe Aski Police Headquarters. All Central region command staff, administrative personnel, and court staff can be reached at 807-623-2161.

COMMUNITY OUTREACH PERFORMED

Community visits are conducted monthly, typically involving a three-day stay in a single location. During these visits, the Staff Sergeant and/or Inspector spend valuable time connecting with on-duty officers and, when possible, meeting with the local Chief and Council. These visits strengthen relationships, support frontline staff, and foster meaningful engagement with community leadership.

Central region successfully conducted its annual festive ride check campaign throughout December 2024. During the campaign, a total of 102 ride checks were performed, resulting in the inspection of 1,161 vehicles. Impressively, no infractions were noted, highlighting the effectiveness of the initiative in promoting safe driving practices.

The campaign also served to reinforce the region's commitment to public safety during the holiday season, ensuring a positive and responsible experience for drivers and communities alike.

Throughout 2024, Central Region officers conducted 1,170 Community Service Occurrences, actively participating in community events and engagements such as sporting events and celebrations. These interactions serve as a proactive measure in crime prevention, enhancing police visibility within the community.

Additionally, officers conducted 2,323 focused patrols, maintaining visibility and conducting property checks to safeguard community infrastructure.



REGIONAL ISSUES

In recent years, frontline policing has faced significant challenges due to resignations and injuries, resulting in increased reliance on overtime coverage.

The Central Region strives to ensure that each community has a minimum of two officers available by issuing calls for overtime to off-duty members and rotating officers to address more urgent matters.

Alcohol and narcotics remain pervasive issues in our communities. The Nishnawbe Aski Police Service remains committed to tackling these challenges by collaborating with community stakeholders and gathering intelligence to apprehend offenders.

Mental health concerns persist, with 528 service calls related to mental health or suicide attempts. NAPS officers will continue to collaborate closely with local authorities and medical professionals to support individuals grappling with mental health issues.

Between January 1 and December 1 2024 Central Region has recorded 11,700 occurrences under several different occurrence types with the following are considered more serious in nature and require much more attention.

Arson	13
Assaults	269
Intimate Partner Violence	93
Drug Offences	43
Family Disputes	102
Fire	26
Fraud	8
Impaired Operation of Motor Vehicle	50
Mental Health	212
Missing Person	30
Person Well Being Check	165
Robbery	5
Sexual Assault	50
Sudden Death	13

There were a total of 2101 criminal charges laid in the Central Region between January 1, and December 31 2024.

CLOSING

The Mission of the Nishnawbe Aski Police Service is to provide a unique, effective, efficient and culturally appropriate service to all the people of the Nishnawbe Aski Nation that will promote harmonious and healthy communities.

In order to achieve this mission, we must consider how we as a team (both frontline and command staff) can offer a better service to the communities we have sworn to protect, by employing a community-oriented style of police service, which includes the protection of persons and property through crime prevention, community education and provide appropriate law enforcement.





Northeast Region

INTRODUCTION

The Northeast Region is made up of 13 communities. Five communities – Weenusk, Attawapiskat, Kashechewan, Fort Albany and Moose Factory – are isolated. The other eight communities are accessible by road.

Through 2024, the Northeast received 19 new recruits who have been deployed to the communities of Attawapiskat, Kashechewan, Fort Albany, Mattagami, Constance Lake, and Apitipi First Nation.

The Northeast Regional command is committed to fostering trust and strong community relationships, working together operationally and administratively to ensure that the service provides healthy, safe and harmonious communities. Our footprint and advancements are primarily due to forward thinking, collaboration, accountability, and a shared commitment to safety and well-being of all our community members across the region.



CURRENT ISSUES

The Northeast Region continues to work with Internal specialty services and external partnering agencies to battle several plaguing issues within our respective communities.

Drugs and alcohol remain a major factor in the health and wellbeing of our First Nations and continues to fuel most major occurrences, as well as property crime. The commitment of our officers continues to be maintaining and sourcing information to our Intelligence unit as well as investigating jointly any information related to drugs, intercepting small to large amounts of substances defined by the Controlled Drugs and Substances Act (CDSA).

Specialty Units such as Intel, the Emergency Response Team (ERT), and Crime work alongside our local officers to combat trafficking and distribution. Specialty units have continued to increase their compliments allowing NAPS to target these issues on several fronts. Additionally, the region has taken a proactive approach against drug trafficking and awareness, in creating the Community Resource Team (CRT), which consists of three DARE officers regionally, that are engaged through in the DARE program to deliver valuable presentations across the region.

RIDE programs continue to run throughout the year to discourage impaired operation as well as trafficking of CDSA and alcohol coming into our remote locations. Officers will incessantly engage in keeping the peace, while band councillors, and appointed personnel, search people coming into the community by charter and scheduled flights.

Staffing levels in the Northeast continue to improve and stabilize as the focus of the organization is to strengthen recruitment and retention strategies aiming to hire approximately 60-80 officers annually. Furthermore, there has been emphasis placed on the health and wellness of the officers, ensuring that they not only remain working, but safeguarding those off on leave, developing and implementing plans for members to return to work in a timely manner.

Succession planning is crucial and integral piece to success, the focus has centered around the development of leaders amongst all levels, from coach officer to regional command, and is being achieved through proper training, and mentorship.

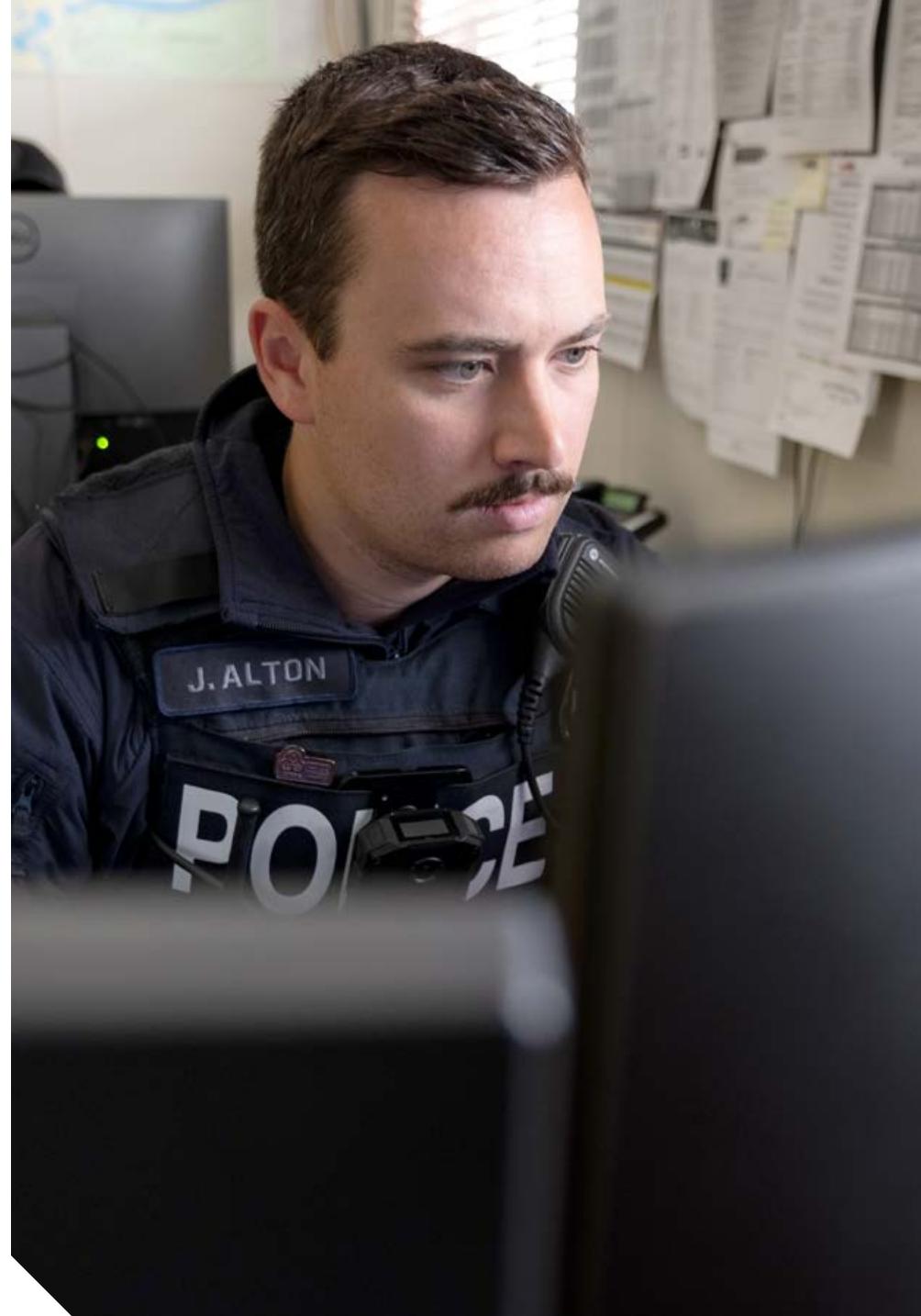
REGIONAL STATISTICS AND CHARGES - NORTHEAST REGION

Murder/Attempt Murder	0	Mental Health Act	304
Sexual Offences	103	Attempt Suicide	70
Assaults	537	Threat of Suicide	152
Utter Threats	79	Youth Complaint	343
Robberies	4	Criminal Record Checks Employment /Volunteer	442
Arson	19	Patrol/Property Checks	1,153
Break & Enters	114	Animal Complaint	176
Thefts - MV's	21	Community Service	392
Theft & Possession	233	Alarm/Fire Alarm	140
Frauds	22	Property –Lost/Found/Damaged	26
Mischief	494	Missing Person	29
Offensive Weapons	79	Family Dispute	611
Bail Violations/Breach Probation /Fail to Appear	437	Unwanted Persons	1,298
Disturb the Peace	229	Keep the Peace	74
Criminal Code - Other	310	R.I.D.E.	305
Drugs	104	Traffic Related	333
Liquor Acts	217	Motor Vehicle Collision	71
Dangerous Operation	15	Noise Complaint	85
Impaired Operation	48	Person Check-In/ Compliance Checks /Person Well-Being Check	535
Police Assistance	2,456	911 Call/911 Hang Up	31
Escorts – Prisoner	560	Intimate Partner Violence (IPV)	323
Suspicious Activity/Person/Vehicle	154	All Other Local Stats	1,483
Sudden Death	27	Regional Totals	14,638

NORTHEAST REGION CHARGES – 2024/2025

Matachewan	31
Mattagami	46
Apitipi	92
Brunswick House / Chapleau Cree	139
Cochrane	23
Fort Albany	32
Kashechewan	292
Constance Lake	900
Attawapiskat	1,143
Moose Factory	758
Taykwa Tagamou	4
Wenenusk	29
TOTAL CHARGES	4,934

The objectives of the Nishnawbe Aski Police Service, and in particular the Northeast Region, is to provide effective, efficient and culturally appropriate service to all the people within our communities to which we have sworn to service, putting the public safety our number one priority. To achieve our mission, all entities, both internal and external partnerships need to effectively communicate, breaking down previous barriers and working together united to accomplish our short term and long-term goals.





Northwest Region

INTRODUCTION

My name is Jason Gatto and I am the Inspector for the Northwest Region based out of Sioux Lookout, Ontario.

The Northwest Senior Command oversees the administration and daily operations for 12 communities. There have been many positive strides that will be captured in this year's report. I have had the opportunity to visit our Northwest communities and meet with most, if not all of you throughout my time there. Over the years we have grown to become a leader in First Nation Policing throughout Canada. This is a testament to the efforts and dedication of our sworn and civilian staff members who work hard to meet our mission statement and the communities' expectations.

The Northwest Region has a total of 12 communities, 10 of which are remote access and 2 being drive in communities. There is a total of six clusters being overseen by eight Sergeants spread out between four Tribal Councils.



This year was not without challenges for staffing. We are still seeing officers working alone in remote northern communities, which poses a community and officer safety concerns. Fortunately, our dedicated staff covered vacant shifts and shared duties and responsibilities to ensure each community was served appropriately. In 2024 we welcomed 16 new officers who have been posted to Northwest region communities.

The Northwest Region is slated to have a compliment of 76 officers, however we currently have 54. That leaves us with a shortfall of 22, with nine being on various of leaves. Regional Senior Command continues to strategically place officers to best serve your communities as we work towards the goal of being at full compliment.

COMMUNITY ISSUES

Although there have been significant and positive changes, we still face issues within the service and communities. We have all been working hard at tackling these issues daily and continue to learn and grow as we progress.

Despite the great work our specialty units are doing, we still see an influx of drugs and alcohol coming into the communities, which leads to increased call volume for violent crimes. Our Drug Unit, along with the Intelligence, Guns and Gang's and our Emergency Response Team have successfully executed several search warrants resulting in charges. We continue to work hard at combating the drug trafficking within your communities and strive to make your community safer.



In 2024, the northwest region reported one homicide investigation, and a total of 31 sudden death investigations.

The volume of impaired driving cases involving drugs and/or alcohol continues to be a serious community safety concern. We have initiated 232 RIDE checks, laid a total of 12 dangerous operation charges and 56 impaired operation of motor vehicle charges.

Mental Health calls for service continues to rise and our officers continue to work with community programs and Health Canada on ways to help individuals who are struggling. There has been a total of 508 calls for service related to mental health, which includes suicide attempts, and 383 well-being checks.



We observed 10,645 calls for service in 2024, with a total of 2,077 charges laid. The more serious calls for service include:

Arson	10
Missing Persons Located	33
Assault	453
Robbery	2
Domestic / Family Dispute	669
Sexual Offences	68
Drug Offences	82
Sudden Deaths	31
Fraud	12
Homicide	1
Weapons	29

For call volume and charges laid, the following are the North West Region's top five busiest communities:

Mishkeegogamang	2,262 calls	1,097 charges
Sandy Lake	1,265 calls	617 charges
Cat Lake	1,153 calls	608 charges
Sachigo	992 calls	354 charges
Poplar Hill	959 calls	466 charges

REGIONAL ACCOMPLISHMENTS

The Northwest Region has seen many great accomplishments throughout the year. Having officers who are dedicated, caring, and community oriented has helped in achieving these positive goals within your community.

Nishnawbe Aski Police continues to be committed to improving the detachments and residences for the officers. Several positive strides continue to take place in renovations and repairs. Having these updates not only makes it safer for the community members, it has been providing safe and enjoyable working and living conditions for our officers. This has had a positive impact and has increased the morale with your officers.

The northwest region saw three new residences in 2024, which made their way to Fort Severn, North Spirit and Muskrat Dam on the winter road. These residences will replace and upgrade the current living conditions and allow more officers to be posted in the communities.

Construction has begun on a new Regional Headquarters in Sioux Lookout to support the continued growth of our Service. As part of this development, the existing hangar is undergoing a full renovation to make it a modern and structurally improved facility. The construction of the new 16,000-sq.-ft. office space will begin in the coming months where it will assist in providing better support and service to the communities we serve.

Although we had a short winter road season, Bearskin, Poplar and Sachigo received new Police cruisers. Officers in Sandy Lake conducted innovative patrol initiative due to the snowmobiles that were brought to the community this year. Officers were able to patrol Keewaywin, North Spirit, and Sandy Lake by travelling the trails connecting these communities. This initiative not only promoted snowmobile safety but also introduced a new approach to patrolling, enhancing our ability to maintain visibility, cover more ground and ensure the safety of community members throughout the winter months in a more accessible and proactive way.

Throughout 2024, NAPS partnered with Turtle Concepts and completed the second installment of their youth empowerment program in the community of Sandy Lake. The program delivered a range of interactive sessions focused on building confidence, developing leadership skills, and inspiring youth to recognize and reach their full potential.

Cst. Rodney Last, stationed in Bearskin Lake began working on a sauna that he gifted to the "Choose Life Program" using repurposed material throughout the community. In July, NAPS hosted a BBQ for the whole community where the sauna was officially gifted to the community members.

Detachment Complement by Region and Community

(SERGEANTS AND CONSTABLES)

Central Region

Nine communities feature a complement of 44 uniformed constables and 4 uniformed sergeants.

COMMUNITY	COMPLEMENT (CURRENT)	COMPLEMENT (ALLOTED)
Aroland	7	8
Marten Falls	4	5
Webequii	4	4
Fort Hope	9	8
Lansdowne	4	5
Summer Beaver	4	4
Kasabonika Lake	4	5
Kingfisher Lake	4	4
Wunnumin Lake	4	4

Northeast Region

Thirteen communities with a complement of 87 uniformed constables and 11 uniformed sergeants.

COMMUNITY	COMPLEMENT
Apitipi and Taykwa Tagamou	5
Attawapiskat	13
Brunswick House, Chapleau Cree, Chapleau Ojibwe	5
Constance Lake	10
Fort Albany	8
Kashechewan	10
Matachewan	1
Mattagami	2
Moose Factory	15
Peawanuck	4



Northwest Region

Twelve communities feature a complement of 57 uniformed constables and 8 sergeants.

COMMUNITY	COMPLEMENT (CURRENT)	COMPLEMENT (ALLOTED)
Bearskin Lake	4	6
Cat Lake	6	8
Deer Lake	4	4
Fort Severn	4	6
Keewaywin	3	5
Mishkeegogamang	10	14
Muskrat Dam	2	4
North Spirit Lake	4	4
Poplar Hill	6	7
Sandy Lake	6	13
Sachigo Lake	4	4
Slate Falls	4	4



Professional Standards

As of December 2024, Nishnawbe Aski Police Service became a part of the *Community Safety and Policing Act*. As such, Professional Standards is required to conduct misconduct investigations into internal and public complaints in accordance with the new legislation. NAPS Code of Conduct, Professionalism in Policing and Conflict of Interest sections of Police Order are being amended to reflect the changes in legislation.

Personnel changes have taken place, with the addition of a civilian Complaints Intake Administrator and a sworn Detective Sergeant Investigator. These additions will help NAPS continue to ensure accountability and transparency. Professional Standards continues to implement updated process and new tracking software's as NAPS continues to transition with the legislation.

Reported Investigations

Between January 1, 2024, and Dec. 31, 2024, the Professional Standards Bureau reviewed and investigated various internal and public complaints. This includes investigations involving alleged criminal code allegations and code of conduct offences. Of note, incidents that occurred prior to December 10, 2024, were investigated using the Code of Conduct. Any incidents that occurred after the above date, were investigated as per the *Community Safety and Policing Act*.

Internal Complaints	Total
Code of Conduct - Withdrawn	1
Code of Conduct – Unfounded	1
Code of Conduct – Unsubstantiated	1
Code of Conduct – Substantiated	13
Code of Conduct – Ongoing into 2025	8
Assist Outside Agency	2
Criminal Code Allegations – Concluded 2024	1
Criminal Code Allegations – Ongoing into 2025	4
Compliments	1

Public Complaints	Total
Code of Conduct - Withdrawn	1
Code of Conduct – Unfounded	1
Code of Conduct – Unsubstantiated	11
Code of Conduct – Substantiated	5
Code of Conduct – Ongoing into 2025	3

IT Department

The Nishnawbe Aski Police Service's Information and Technology Unit took on a number of major projects throughout 2024. Much of these projects helped strategically place NAPS in a position to enter Ontario Community Safety and Policing Act. Some of these projects included, but were not limited to:

- ▶ Moving and setting up IT infrastructure for the NAPS General Headquarters move
- ▶ New software support to handle increased tech support call volumes
- ▶ Video interview system upgrades
- ▶ Body-worn cameras staged rollout

Moving to the new general headquarters in Thunder Bay meant physically transporting major IT infrastructure, like servers. Due to the complexities of such a move, and service provider restrictions, the move was scheduled on a weekday and involved major digital community downtime.

Meanwhile, due to increased call for service volumes, new Helpdesk software was implemented to improve support efficiency and IT response time. The implementation of this new software system required new user training and support as well.

- ▶ Recorded IT Tickets average about 5 to 10 a day during office hours and 1 or 2 after hours to support the evening front-line shifts

Video interview systems were upgraded to the modern Axon interview platform. This upgrade improves reliability, security, and accessibility of recorded interviews. A group of sergeants were selected to pilot the Axon brand body-worn cameras to assess operation impact.

Major projects for 2025

- ▶ CCTV / Video Surveillance System overhaul in Detachments.
- ▶ IT Helpdesk improvements and front-line helpdesk usage. Including a central telephone number instead of just E-Mail.
- ▶ Microsoft 365 Apps – Secure cloud-based accounts including Microsoft Teams.
- ▶ Continue Body Camera rollout to front-line officers.

Crime & Local Statistics

Nishnawbe-Aski Police Service

01 April 2024 - 31 March 2025

All Violations, as Reported

	Northeast Region	Northwest Region	Central Region	Totals
Murder/Attempt Murder	0	1	2	3
Sexual Offences	103	76	49	228
Assaults	537	479	262	1,278
Utter Threats	79	51	21	151
Robberies	4	2	5	11
Arson	19	14	13	46
Break & Enters	114	47	20	181
Thefts - MV's	21	9	6	36
Theft & Possession	233	92	44	369
Frauds	22	12	10	44
Mischief	494	239	101	834
Offensive Weapons	79	63	25	167
Bail Violations/Breach Probation/Fail to Appear	437	116	95	648
Disturb the Peace	229	102	26	357
Criminal Code - Other	310	215	76	601
Drugs	104	99	47	250
Liquor Acts	217	518	108	843
Dangerous Operation	15	10	4	29
Impaired Operation	48	77	46	171
Police Assistance	2,456	2,284	1,914	6,654
Escorts – Prisoner	560	376	276	1212
Suspicious Activity/Person/Vehicle	154	28	22	204
Sudden Death	27	31	13	71

	Northeast Region	Northwest Region	Central Region	Totals
Mental Health Act	304	251	180	735
Attempt Suicide	70	88	180	338
Threat of Suicide	152	217	356	725
Youth Complaint	343	157	77	577
Criminal Record Checks Employment/Volunteer	442	97	52	591
Patrol/Property Checks	1,153	685	3,784	5,622
Animal Complaint	176	210	117	503
Community Service	392	485	1,164	2,041
Alarm/Fire Alarm	140	48	46	234
Property –Lost/Found/Damaged	26	7	10	43
Missing Person	29	9	3	41
Family Dispute	611	365	87	1,063
Unwanted Persons	1,298	1,167	240	2,705
Keep the Peace	74	527	203	804
R.I.D.E.	305	157	251	713
Traffic Related	333	281	154	768
Motor Vehicle Collision	71	65	30	166
Noise Complaint	85	33	12	130
Person Check-In/ Compliance Checks/Person Well-Being Check	535	505	245	1,285
911 Call/911 Hang Up	31	3	5	39
Intimate Partner Violence (IPV)	323	387	97	807
All Other Local Stats	1,483	1,391	1,370	4,244
Regional Totals	14,638	12,076	11,848	
Service-wide Total				38,562

***NOTE** - Total violations count is the methodology that was used in extracting the crime statistics. This methodology differs from Statistics Canada's standard Most Serious Violation (MSV) count. The MSV counts only the first of up to four (4) offences/violations per incident in order of seriousness and out of the four (4) violations only the MSV is published. For violations against the person, Statistics Canada counts are based upon the number of victims in an incident.

Crime Severity Index

According to data collected and published by Statistics Canada, communities policed by the Nishnawbe Aski Police Service saw a 1.9 per cent in 2024 compared to 2023, however, the violent crime severity index showed a rise by about 3.8 per cent in this same timeframe. This increase follows a 10 per cent rise documented in 2023 compared to 2022. Meanwhile, the non-violent crime severity dropped by 8.7 per cent in 2024 compared to the year before.

Crime severity index data for the Nishnawbe Aski Police Service, Ontario, and Canada, is broken down year-by-year from 2021 to 2024 in the table below:

	Nishnawbe Aski Police Service				Ontario ¹				Canada			
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Crime Severity Index	297.48	293.41	330.50	324.23	56.04	58.83	61.54	60.69	74.87	78.77	81.20	77.89
Violent Crime Severity Index	557.69	572.66	634.00	658.15	72.69	78.61	79.78	81.82	93.40	99.07	100.92	99.87
Non-Violent Crime Severity Index	187.99	184.27	211.99	193.50	49.86	51.42	54.77	52.97	68.10	71.32	74.00	59.76

1. Source: Stats Canda – Crime severity index and weighted clearance rates, police services in Ontario:
<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3510018801&pickMembers%5B0%5D=1.1&cubeTimeFrame.startYear=2021&cubeTimeFrame.endYear=2024&referencePeriods=20210101%2C20240101>



Independent Auditor's Report

MNP

To the Board of Directors of Nishnawbe-Aski Police Service:

Qualified Opinion

We have audited the financial statements of Nishnawbe-Aski Police Service (the "Organization"), which comprise the statement of financial position as at March 31, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

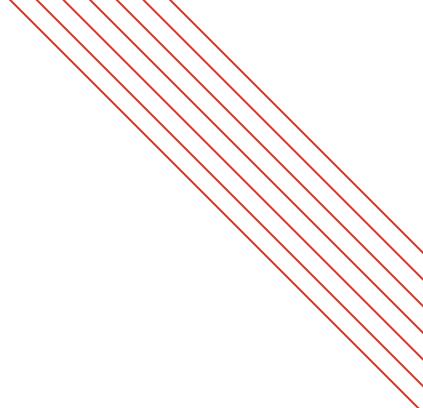
In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at March 31, 2025, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

The Organization records vacation pay on the cash basis. Under Canadian accounting standards for not-for-profit organizations, a liability should be recorded as the vacation pay is earned. As at March 31, 2025 and 2024, had this amount been recorded on the statement of financial position, accounts payable and accruals would have increased and unrestricted net assets would have decreased by \$4,200,526 (2024 - \$3,308,073) and excess of revenue over expenses for the year would have decreased by \$892,453 (2024 - decreased by \$1,193,759).

The audit opinion as at and for the year ended March 31, 2024 was qualified in respect of the matter noted above.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.



Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Thunder Bay, Ontario
August 26, 2025

MNP LLP

Chartered Professional Accountants
Licensed Public Accountants

MNP

Nishnawbe Aski Police Service

STATEMENT OF FINANCIAL POSITION

As at March 31, 2025

	2025	2024
Assets		
Current		
Cash	85,755,661	3,002,341
Accounts receivable	6,624,100	6,163,087
Prepaid expenses	915,776	339,741
	93,295,537	9,505,169
Tangible capital assets	21,108,152	14,585,462
Restricted cash	73,679	81,179
	114,477,368	24,171,810
Liabilities		
Current		
Accounts payable and accruals	105,906,377	13,606,049
Deferred revenue	-	1,981,450
	105,906,377	15,587,499
Funds held in trust	73,679	81,179
Deferred contributions related to tangible capital assets	4,155,077	5,285,361
Contingent liabilities	110,135,133	20,954,039
Net Assets		
Unrestricted	(12,610,840)	(6,082,330)
Investment in tangible capital assets	16,953,075	9,300,101
	4,342,235	3,217,771
	114,477,368	24,171,810

**Approved on behalf
of the Board**



Director



Director

Nishnawbe Aski Police Service**STATEMENT OF OPERATIONS**

For the year ended March 31, 2025

	2025	2024
Revenue		
Operations (Schedule A)	85,630,357	59,042,883
Police Board (Schedule C)	1,251,639	1,228,664
Other projects (Schedule D)	7,483,378	5,661,724
One-time funding (Schedule E)	1,130,284	1,090,089
	95,495,658	67,023,360
Expenses		
Operations (Schedule A)	84,341,219	64,640,767
Police Board (Schedule C)	1,375,664	1,186,865
Other projects (Schedule D)	7,524,027	5,750,045
One-time funding (Schedule E)	1,130,284	1,090,089
	94,371,194	72,667,766
Excess (deficiency) of revenue over expenses for the year	1,124,464	(5,644,406)

Nishnawbe Aski Police Service

STATEMENT OF CHANGES IN NET ASSETS

For the year ended March 31, 2025

	<i>Unrestricted</i>	<i>Investment in tangible capital assets</i>	2025	2024
Net assets, beginning of year	(6,082,330)	9,300,101	3,217,771	8,862,177
Excess (deficiency) of revenue over expenses for the year (Note 11)	7,652,974	1,124,464	(5,644,406)	(6,528,510)
Net assets, end of year	(12,610,840)	16,953,075	4,342,235	3,217,771

Nishnawbe Aski Police Service

STATEMENT OF CASH FLOWS

For the year ended March 31, 2025

	2025	2024
Cash provided by (used for) the following activities		
Operating		
Cash received from customers and funding agencies	91,264,931	67,595,175
Interest received	657,980	428,206
Cash paid to suppliers	53,744,703	(24,828,819)
Cash paid to employees	(51,845,686)	(40,528,618)
	93,821,928	2,665,944
Financing		
Deferred capital contributions received	-	2,927,118
Increase in funds held in trust	-	36,659
Decrease in funds held in trust	(7,500)	-
	(7,500)	2,963,777
Investing		
Purchase of tangible capital assets	(11,068,608)	(9,029,990)
Advances of restricted cash	-	(36,659)
Restricted cash used in the year	7,500	-
	(11,061,108)	(9,066,649)
Increase (decrease) in cash resources	82,753,320	(3,436,928)
Cash resources, beginning of year	3,002,341	6,439,269
Cash resources, end of year	85,755,661	3,002,341





**973 Balmoral St
Thunder Bay, ON P7B 0E2**