



# LAKEHEAD OPP DETACHMENT BOARD CONSEIL DU DÉTACHEMENT DE LAKEHEAD DE LA POLICE PROVINCIALE

THUNDER BAY OPP DETACHMENT  
DÉTACHEMENT DE THUNDER BAY DE LA POLICE PROVINCIALE

Agenda for Meeting: Thursday, November 20, 2025 at 5:30 p.m.  
OPP Detachment Office  
3267 Highway 130, Rosslyn, ON

## 1. Preliminary Matters

- 1.1 Call to Order by Chair
- 1.2 Approval and/or Amendment of the Agenda
- 1.3 Request/Receive Declarations of Pecuniary Interests (if any)

## 2. Minutes from Previous Meeting

- 2.1 Minutes of the Meeting held October 16, 2025 1-3
- 2.2 Matters Arising from the Minutes -

## 3. Reports and Items for Discussion

- 3.1 Police Report – October 2025 4-19
- 3.2 Local Action Plan 20-22
- 3.3 Detachment Commander Performance Management 23-40
- 3.4 2026 Meeting Schedule 41
- 3.5 OAPSB Membership Renewal 42-44

## 4. Correspondence

- 4.1 November 4, 2025: Email from OAPSB – Critical Thinking for Police Governance Resources 45-47
- 4.2 October 29, 2025: Email from OAPSB – Announcing 2026 Membership Renewals 48-50
- 4.3 October 27, 2025: Email from OAPSB – New Resource – Board Communication Policy Template 51-52

## 5. By-laws

## 6. New Business

## 7. Closed Session

## 8. Next Meeting

## 9. Adjournment

# Lakehead OPP Detachment Board

## MINUTES OF THE REGULAR MEETING OF THE BOARD

September 18, 2025 at 5:30 p.m.

Location: 3267 Highway 130, Rosslyn, ON

**PRESENT:** Councillor Don Smith, Municipality of Shuniah  
 Councillor Brian Wright, Municipality of Neebing  
 Councillor John Sobolta, Township of O'Connor  
 Reeve Wendy Wright, Township of Gillies  
 Lisa Laitinen-Egbuchulam, Community Representative  
 Ralph Falcioni, Community Representative  
 Rox-Anne Moore, Community Representative  
 Caleb Garrow-Ledoux, Provincial Representative  
 Christopher Bortolin, O.P.P. Thunder Bay Detachment  
 Erika Kromm, Board Secretary

**REGRETS:** Chief Wilfred King, Kiashke Zaaging Anishinaabek (Gull Bay)  
 Clarke Chapman, Lac Des Mille Lacs  
 Beth Boon, Kiashke Zaaging Anishinaabek (Gull Bay)  
 Councillor David Halvorsen, Township of Conmee

### 1. **Preliminary Matters**

#### 1.1. **Call to Order**

The Chair called the meeting to order at 5:30 pm and provided a land acknowledgement.

#### 1.2. **Approval and/or Amendment of the Agenda**

Chair Smith asked whether any members wished to make any additions or adjustments to the agenda.

##### **Resolution No. 2025-014**

Moved by: Member Rox-Anne Moore

Seconded by: Member John Sobolta

BE IT RESOLVED THAT the agenda for tonight's meeting be approved, as presented.

**CARRIED ✓**

#### 1.3. **Request/Receive Declarations of Pecuniary Interests (if any)**

No declarations of pecuniary interest were received.

## 2. Minutes from Previous Meeting

### 2.1. Minutes of the Meeting held September 18, 2025

Members present reviewed the minutes.

#### Resolution No. 2025-015

Moved by: Member Caleb Garrow-Ledoux

Seconded by: Member Ralph Falcioni

BE IT RESOLVED THAT the minutes for the meetings held on September 18, 2025 be approved, as presented.

**CARRIED ✓**

### 2.2. Matters Arising from the Minutes

Members present reviewed the report.

## 3. Reports and Items for Discussion

### 3.1. Police Report

Members reviewed the police reports. Insp. Chris Bortolin responded to questions about the reports. There was some discussion about an increase in impaired driving and the patrol hours in Shuniah seemed a bit low. Chris Bortolin advised that he felt the numbers reported were not an accurate representation and would follow up to confirm.

Members were advised that the new Local Action Plan was in progress and it will be brought forward for review and for the Board to include comments in the plan.

### 3.2. OPP Reporting Statistics Resolution

Members present reviewed the report.

#### Resolution No. 2025-016

Moved by: Member Rox-Anne Moore

Seconded by: Member John Sobolta

WHEREAS the Thunder Bay OPP Detachment Board (operating as the Lakehead OPP Detachment Board) receives monthly reports relating to detachment crime statistics;

AND WHEREAS the reports are generated using a standardized format that is used across all OPP detachments in the province;

AND WHEREAS some categories such as assault offences and firearm offences, are grouped together and reported as a single statistic;

AND WHEREAS firearm-related offences are generally perceived by the public as more serious in nature;

AND WHEREAS transparency and clarity in public safety reporting are essential to maintaining public trust and supporting informed community dialogue;

AND WHEREAS accurate reporting of firearm-related offences is particularly important in the context of provincial and federal firearms policies, including the firearms registry and related

legislation, which rely on reliable data to inform decisions and public discourse;

THEREFORE BE IT RESOLVED THAT the members of the Thunder Bay OPP Detachment Board (operating as the Lakehead OPP Detachment Board) respectfully requests that the Province revise the statistical reporting template to clearly separate assault offences from firearm-related offences;

AND FURTHER THAT this resolution be forwarded to the Solicitor General, Inspectorate of Policing, MPP Kevin Holland, the Ontario Association of Police Service Boards, and to all Detachment Boards and Police Service Boards.

**CARRIED ✓**

#### **4. Correspondence**

- 4.1. September 16, 2025: Email from OAPSB – Insurance Portal is Live
- 4.2. September 25, 2025: Letter from Inspector General – IG Memo #7: Release of the Inspectorate of Policing’s Risk Based Compliance and Enforcement Framework
- 4.3. September 30, 2025: Email from OAPSB – Quarterly Newsletter
- 4.4. October 10, 2025: Email from OAPSB – October Updates

Members reviewed the correspondence in 4.1 to 4.4. No resolutions were passed.

There was some discussion regarding Item 4.2 and the requirement to keep meetings open to the public. There was concern on whether the detachment office was too secure for the public to attend.

#### **5. By-laws**

There were no by-laws presented at this meeting.

#### **6. New Business**

There was some discussion regarding the frequency of the meetings for 2026. The Board Secretary was directed to bring forward a report proposing a quarterly meeting schedule for 2026.

#### **7. Closed Session**

There were no closed session items for this meeting.

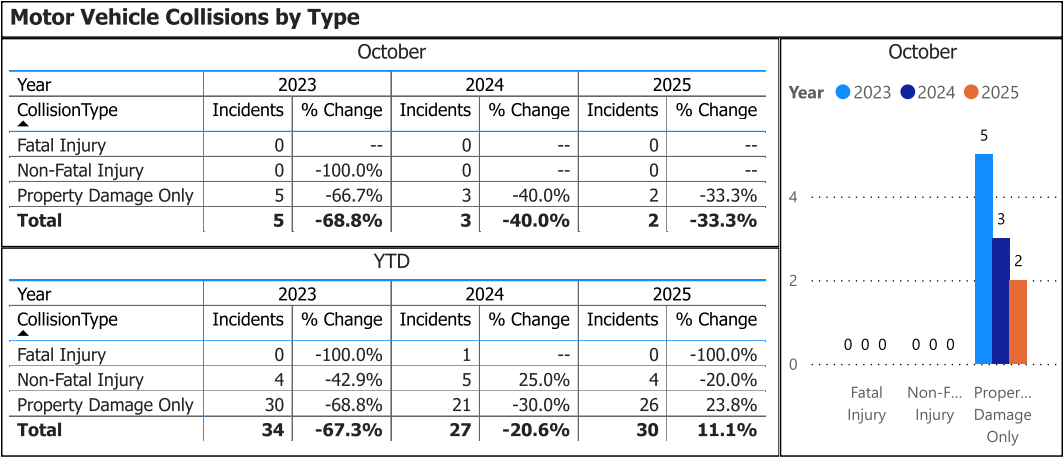
#### **8. Next Meeting**

The next meeting will be held on November 20, 2025 at 5:30 pm.

#### **9. Adjournment**

There being no further business to attend to, the meeting was adjourned at 6:45 pm.

OPP Detachment Board Report  
Collision Reporting System  
October 2025



Data source (Collision Reporting System) date:  
13-Nov-2025

Detachment: 2M - THUNDER BAY

Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

Area(s): 2029 - Conmee, 2032 - Gillies, 2037 - Neebing, 2039 - O'Connor, 2044 - Municipality of Shuniah, 2513 - [Gull Bay] Kiashke Zaaging Anishinaabek FN, 2660 - Lac Des Mille Lacs FN

Data source date:  
13-Nov-2025

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OPP Detachment Board Report  
Collision Reporting System  
October 2025

Fatalities in Detachment Area - Incidents

October									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	0	--	0	0	--	0	0	--
2024	0	0	--	0	0	--	0	0	--
2025	0	0	--	0	0	--	0	0	--

YTD									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	0	-100.0%	0	0	--	0	0	--
2024	1	1	--	0	0	--	0	0	--
2025	0	0	-100.0%	0	0	--	0	0	--

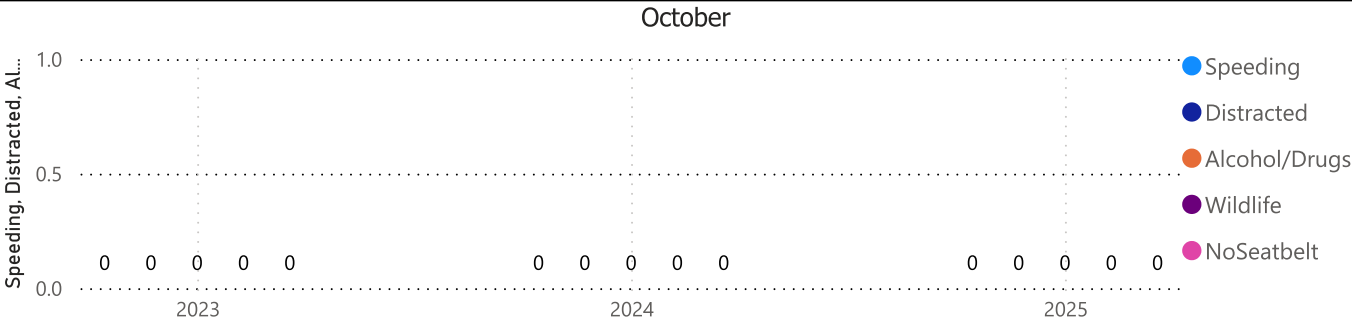
Fatalities in Detachment Area - Persons Killed

October							
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle		
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change	
2023	0	--	0	--	0	--	
2024	0	--	0	--	0	--	
2025	0	--	0	--	0	--	

YTD							
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle		
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change	
2023	0	-100.0%	0	--	0	--	
2024	1	--	0	--	0	--	
2025	0	-100.0%	0	--	0	--	

Primary Causal Factors in Fatal Motor Vehicle Collisions

October				YTD			
	2023	2024	2025		2023	2024	2025
Speeding	0	0	0	Speeding	0	0	0
Speeding % Change	--	--	--	Speeding % Change	-100.0%	--	--
Distracted	0	0	0	Distracted	0	0	0
Distracted % Change	--	--	--	Distracted % Change	--	--	--
Alcohol/Drugs	0	0	0	AlcoholDrugs	0	1	0
Alcohol/Drugs % Change	--	--	--	AlcoholDrugs % Change	-100.0%	--	-100.0%
Wildlife	0	0	0	Wildlife	0	0	0
Wildlife % Change	--	--	--	Wildlife % Change	--	--	--
NoSeatbelt	0	0	0	NoSeatbeltYTD	0	0	0
NoSeatbelt YoY%	--	--	--	NoSeatbeltYTD YoY%	--	--	--



Data source (Collision Reporting System) date:  
13-Nov-2025

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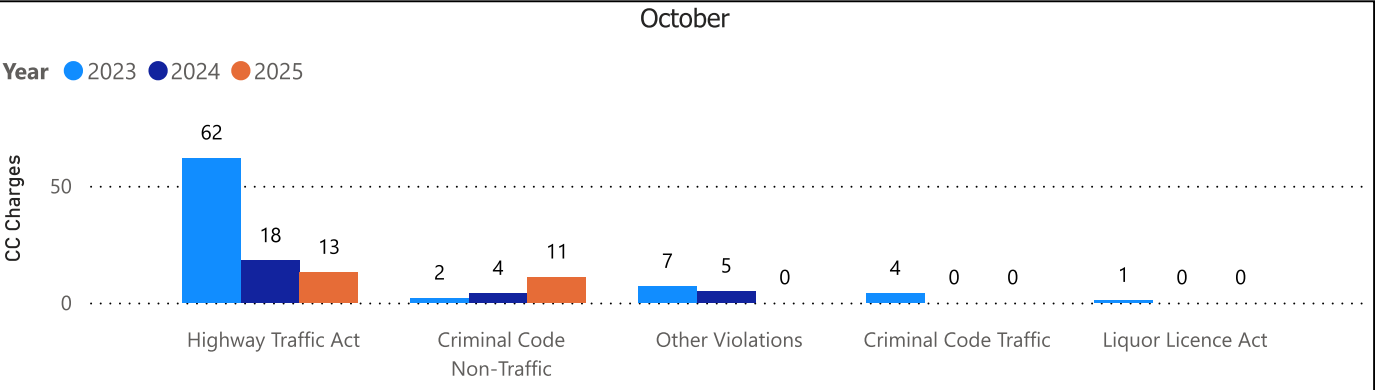
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OPP Detachment Board Report  
Records Management System  
October 2025

Criminal Code and Provincial Statute Charges Laid

October						
Year	2023		2024		2025	
ChargeCategory1	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Criminal Code Non-Traffic	2	-66.7%	4	100.0%	11	175.0%
Criminal Code Traffic	4	-33.3%	0	-100.0%	0	--
Highway Traffic Act	62	463.6%	18	-71.0%	13	-27.8%
Liquor Licence Act	1	0.0%	0	-100.0%	0	--
Other Violations	7	600.0%	5	-28.6%	0	-100.0%
Total	76	204.0%	27	-64.5%	24	-11.1%

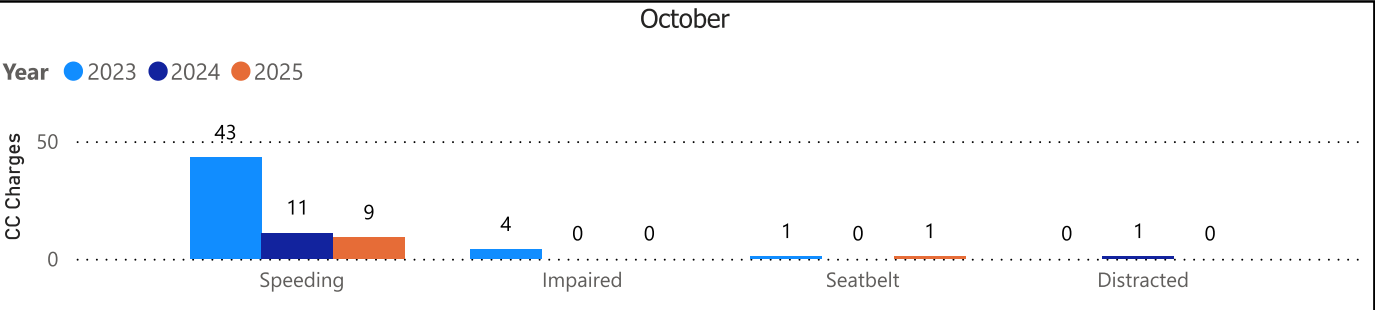
YTD						
Year	2023		2024		2025	
ChargeCategory1	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Criminal Code Non-Traffic	55	-37.5%	69	25.5%	136	97.1%
Criminal Code Traffic	6	-73.9%	22	266.7%	25	13.6%
Highway Traffic Act	398	552.5%	121	-69.6%	195	61.2%
Liquor Licence Act	4	-20.0%	3	-25.0%	2	-33.3%
Other Violations	33	175.0%	19	-42.4%	27	42.1%
Total	496	162.4%	234	-52.8%	385	64.5%



Traffic Related Charges

October						
Year	2023		2024		2025	
ChargeCategory2	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Speeding	43	2050.0%	11	-74.4%	9	-18.2%
Seatbelt	1	--	0	-100.0%	1	--
Impaired	4	0.0%	0	-100.0%	0	--
Distracted	0	--	1	--	0	-100.0%

YTD						
Year	2023		2024		2025	
ChargeCategory2	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Speeding	279	615.4%	61	-78.1%	106	73.8%
Seatbelt	7	--	4	-42.9%	4	0.0%
Impaired	6	-64.7%	16	166.7%	19	18.8%
Distracted	1	--	1	0.0%	0	-100.0%



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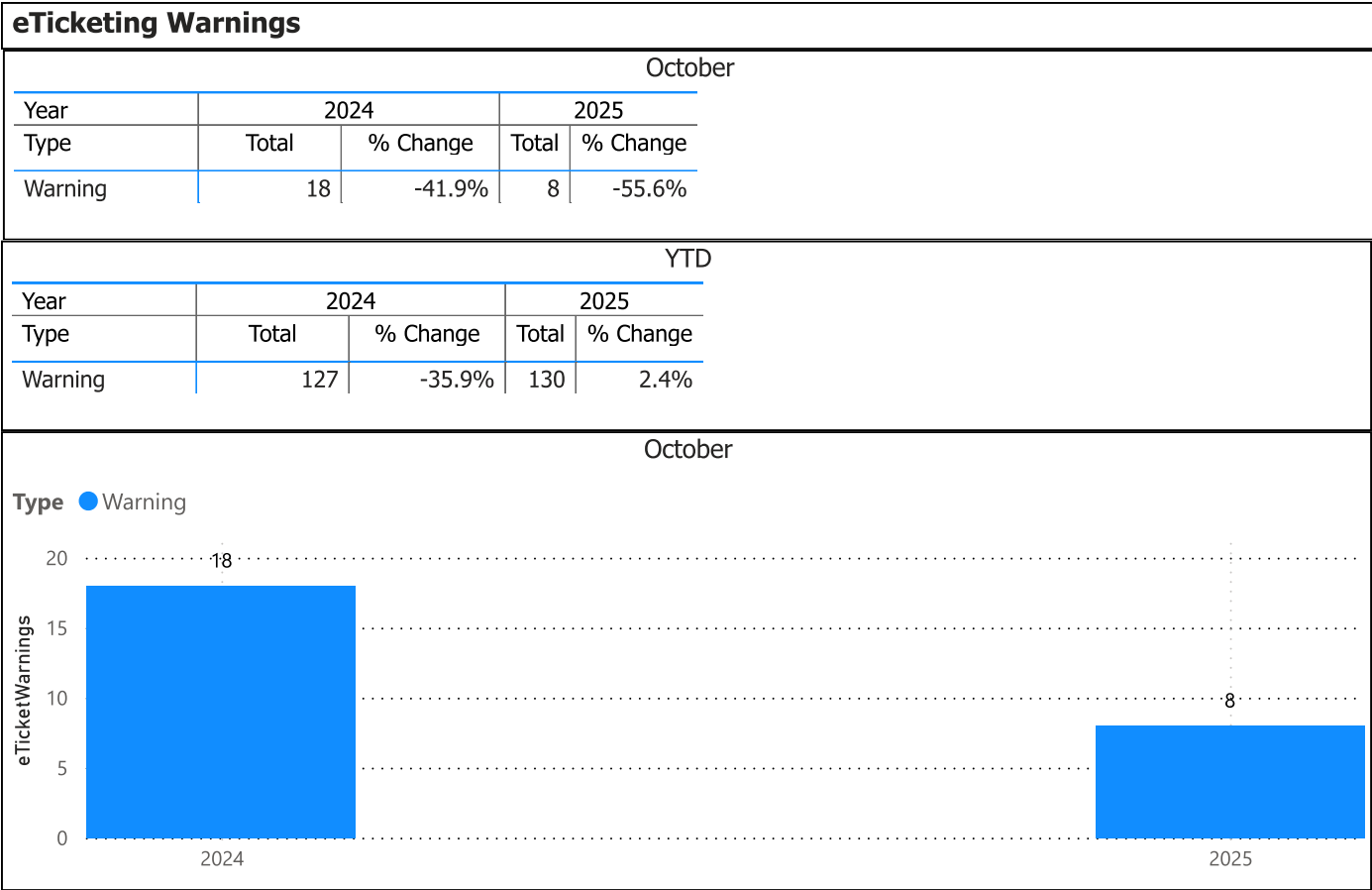
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OPP Detachment Board Report  
Records Management System  
October 2025



Note: The eTicketing system was not fully implemented until the end of 2022, therefore data is only available beginning in 2023. % Change in 2023 may appear higher in this report due to the incomplete 2022 data.

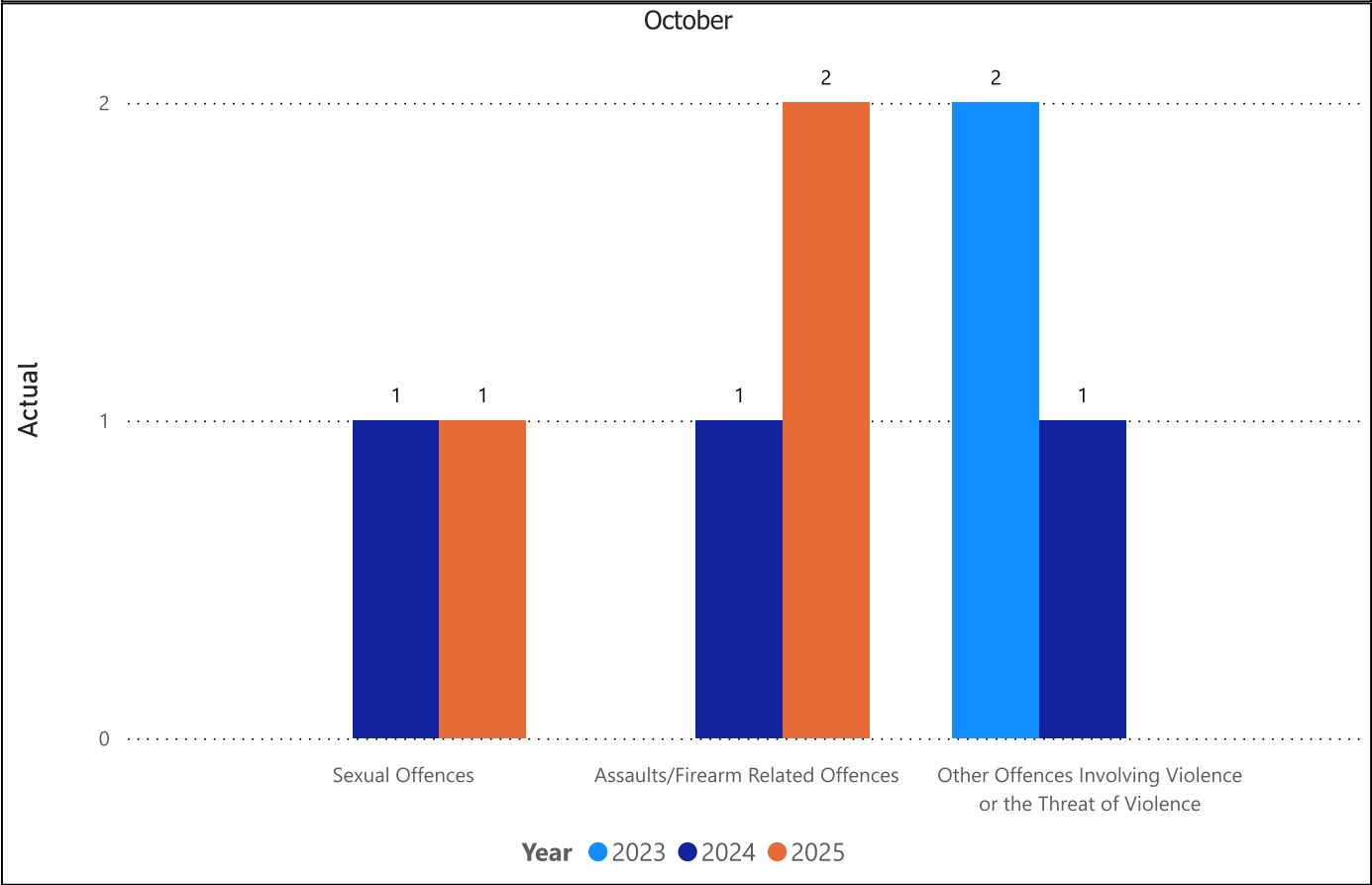
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OPP Detachment Board Report  
Records Management System  
October 2025

Violent Crime						
October						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Homicides	0	--	0	--	0	--
Other Offences Causing Death	0	--	0	--	0	--
Attempted Murder	0	--	0	--	0	--
Sexual Offences	0	--	1	--	1	0.0%
Assaults/Firearm Related Offences	0	-100.0%	1	--	2	100.0%
Offences Resulting in the Deprivation of Freedom	0	--	0	--	0	--
Robbery	0	--	0	--	0	--
Other Offences Involving Violence or the Threat of Violence	2	--	1	-50.0%	0	-100.0%
Offences in Relation to Sexual Services	0	--	0	--	0	--
Total	2	0.0%	3	50.0%	3	0.0%

YTD						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Homicides	0	--	0	--	1	--
Other Offences Causing Death	0	--	0	--	0	--
Attempted Murder	0	--	0	--	0	--
Sexual Offences	2	-71.4%	2	0.0%	3	50.0%
Assaults/Firearm Related Offences	12	-7.7%	17	41.7%	32	88.2%
Offences Resulting in the Deprivation of Freedom	0	--	1	--	0	-100.0%
Robbery	0	--	0	--	0	--
Other Offences Involving Violence or the Threat of Violence	9	50.0%	5	-44.4%	7	40.0%
Offences in Relation to Sexual Services	0	--	0	--	0	--
Total	23	-11.5%	25	8.7%	43	72.0%



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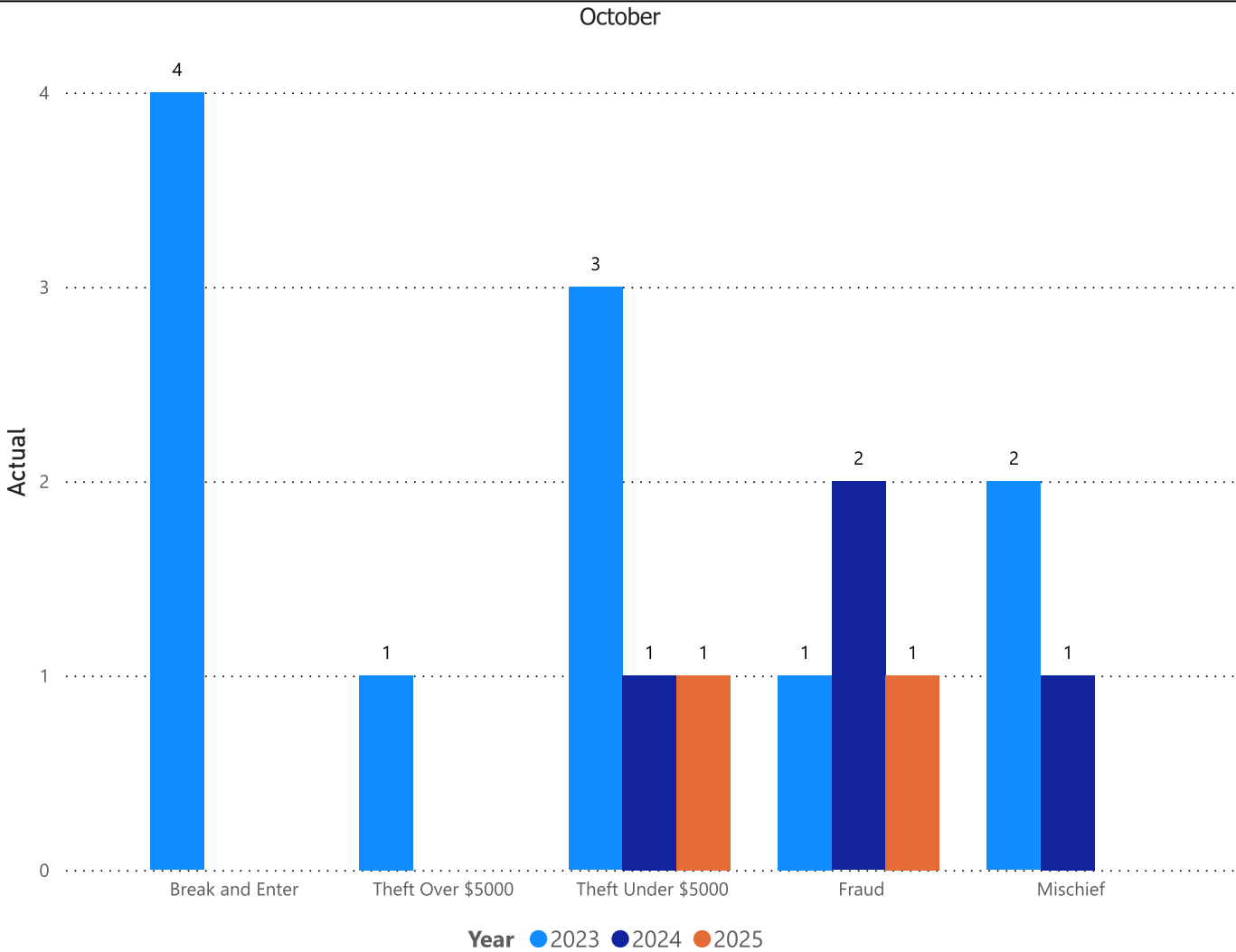
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OPP Detachment Board Report  
Records Management System  
October 2025

Property Crime

October						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Arson	0	--	0	--	0	--
Break and Enter	4	--	0	-100.0%	0	--
Theft Over \$5000	1	--	0	-100.0%	0	--
Theft Under \$5000	3	200.0%	1	-66.7%	1	0.0%
Possession/Trafficking Stolen Goods	0	-100.0%	0	--	0	--
Fraud	1	0.0%	2	100.0%	1	-50.0%
Mischief	2	0.0%	1	-50.0%	0	-100.0%
Total	11	120.0%	4	-63.6%	2	-50.0%

YTD						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Arson	0	--	0	--	0	--
Break and Enter	16	220.0%	1	-93.8%	2	100.0%
Theft Over \$5000	7	40.0%	2	-71.4%	2	0.0%
Theft Under \$5000	15	87.5%	4	-73.3%	6	50.0%
Possession/Trafficking Stolen Goods	0	-100.0%	0	--	0	--
Fraud	11	57.1%	17	54.5%	11	-35.3%
Mischief	11	0.0%	17	54.5%	9	-47.1%
Total	60	53.8%	41	-31.7%	30	-26.8%



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OPP Detachment Board Report  
Records Management System  
October 2025

Drug Crime						
October						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	0	--	0	--	0	--
Trafficking	0	--	0	--	0	--
Importation & Production	0	--	0	--	0	--
Cannabis Possession	0	--	0	--	0	--
Cannabis Distribution	0	--	0	--	0	--
Cannabis Sale	0	--	0	--	0	--
Cannabis Importation & Exportation	0	--	0	--	0	--
Cannabis Production	0	--	0	--	0	--
Other Cannabis Violations	0	--	0	--	0	--
Total	0	--	0	--	0	--

YTD						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	1	-50.0%	0	-100.0%	1	--
Trafficking	0	-100.0%	0	--	2	--
Importation & Production	0	--	0	--	0	--
Cannabis Possession	0	--	0	--	0	--
Cannabis Distribution	0	--	0	--	0	--
Cannabis Sale	0	--	0	--	0	--
Cannabis Importation & Exportation	0	--	0	--	0	--
Cannabis Production	0	--	0	--	0	--
Other Cannabis Violations	0	--	0	--	0	--
Total	1	-66.7%	0	-100.0%	3	--

No Data for selected filters

Top 3 Violation Types

October

Year	Violent	Property	Driving Offences
2022	2	5	3
2023	1	11	2
2024	3	4	0
2025	3	3	2

Violent

Property

Driving Offences

Top 5 Violation Groups

October

ViolationGrp	2022	2023	2024	2025	Total
Theft Under \$5000	1	3	1	1	6
Assaults/Firearm Related Offences	2	0	1	2	5
Fraud	1	1	2	1	5
Mischief	2	2	1	0	5
Break and Enter	0	4	0	0	4

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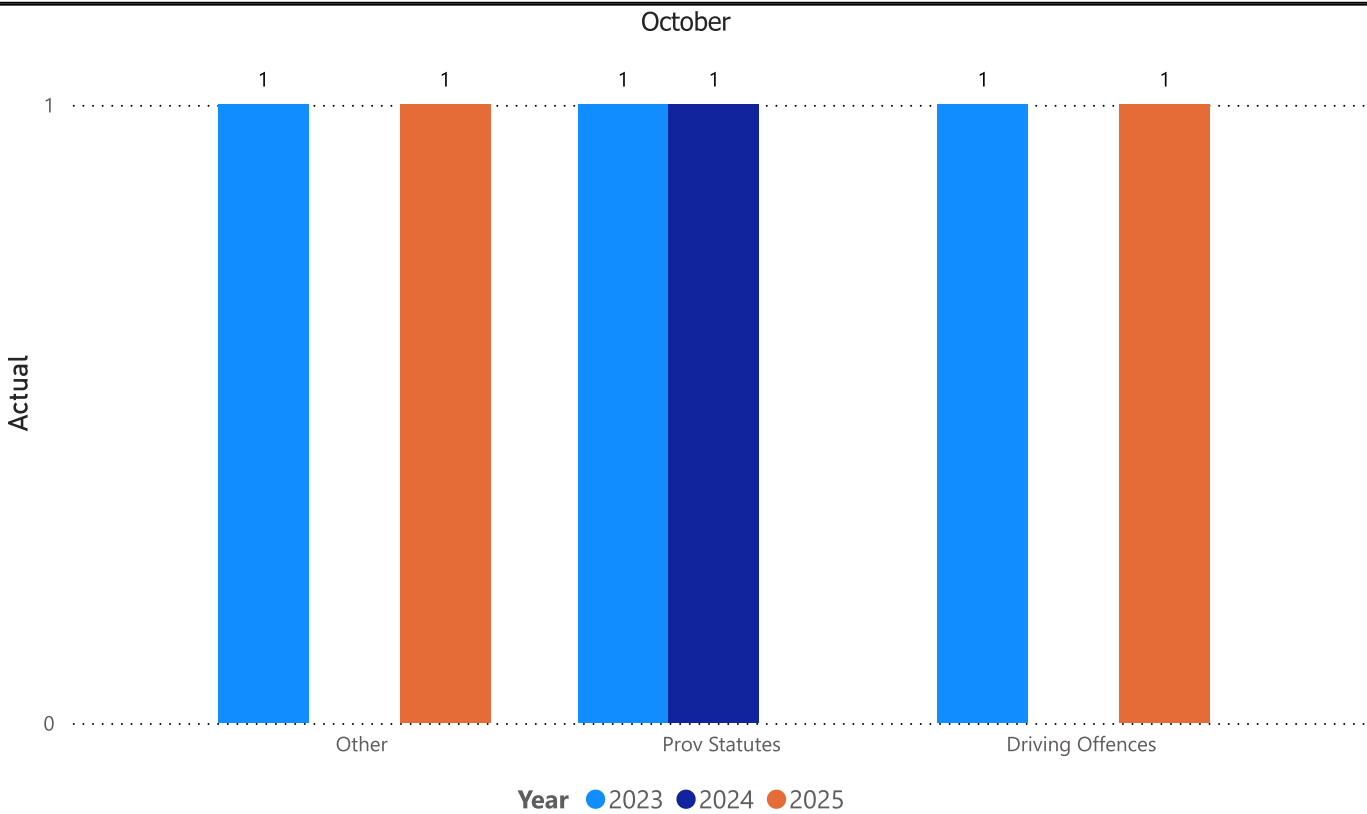
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OPP Detachment Board Report  
Records Management System  
October 2025

Other Crime Occurrences

October						
Year	2023		2024		2025	
Violation_rollup	Actual	% Change	Actual	% Change	Actual	% Change
Other	1	--	0	-100.0%	1	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	1	0.0%	1	0.0%	0	-100.0%
Driving Offences	1	-66.7%	0	-100.0%	1	--
Total	3	-25.0%	1	-66.7%	2	100.0%

YTD						
Year	2023		2024		2025	
Violation_rollup	Actual	% Change	Actual	% Change	Actual	% Change
Other	11	83.3%	11	0.0%	12	9.1%
Fed Statutes	1	0.0%	1	0.0%	1	0.0%
Prov Statutes	4	-71.4%	9	125.0%	6	-33.3%
Driving Offences	3	-78.6%	10	233.3%	17	70.0%
Total	19	-45.7%	31	63.2%	36	16.1%



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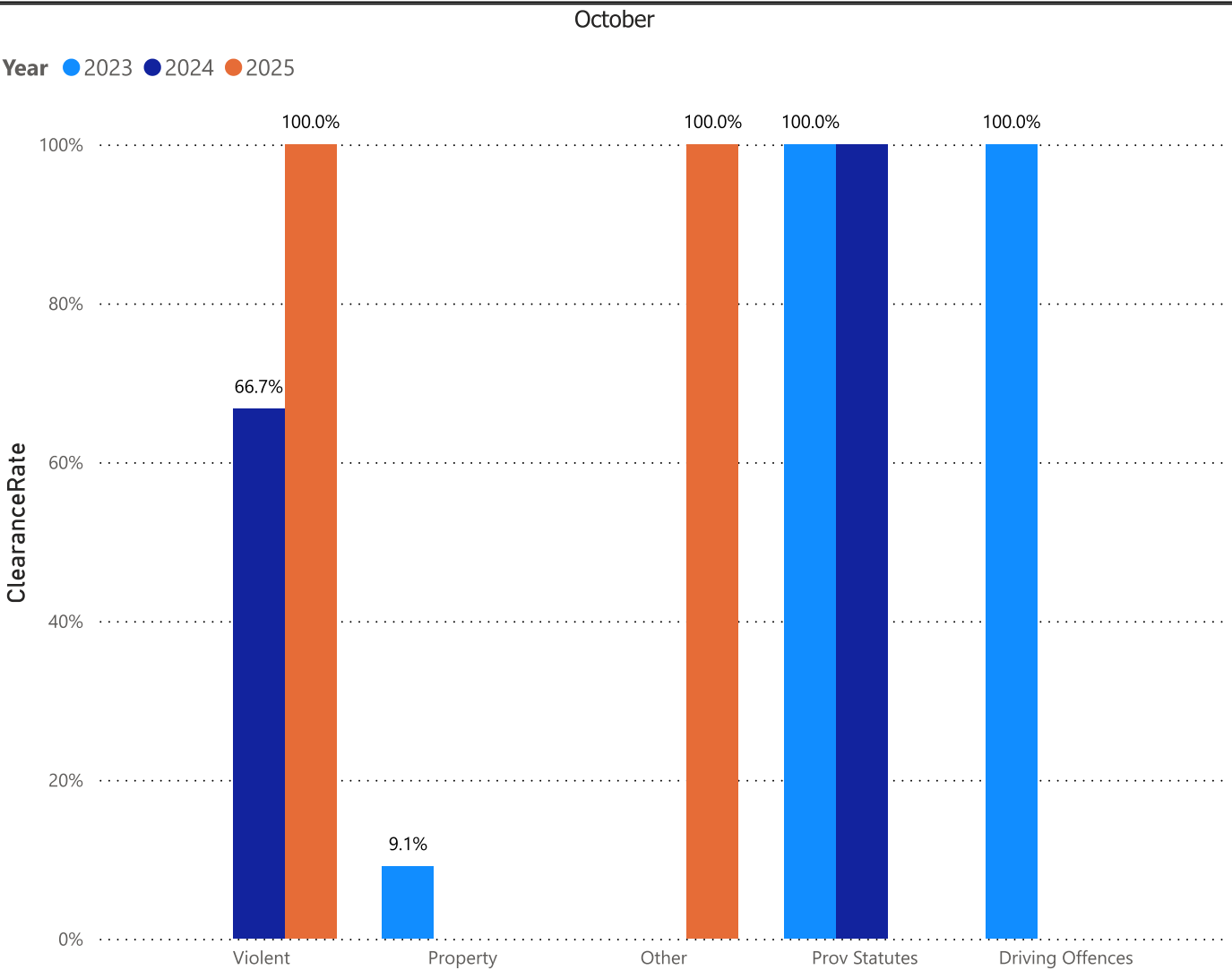
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OPP Detachment Board Report  
Records Management System  
October 2025

Clearance Rate

October						
Year	2023		2024		2025	
	%	% Change	%	% Change	%	% Change
Violent	0.0%	-100.0%	66.7%	--	100.0%	50.0%
Property	9.1%	-54.5%	0.0%	-100.0%	0.0%	--
Other	0.0%	--		--	100.0%	--
Drugs		--				
Fed Statutes						
Prov Statutes	100.0%	0.0%	100.0%	0.0%		-100.0%
Driving Offences	100.0%	0.0%		-100.0%	0.0%	--

YTD						
Year	2023		2024		2025	
Violation_rollup	%	% Change	%	% Change	%	% Change
Violent	69.6%	-17.8%	88.0%	26.5%	88.4%	0.4%
Property	6.7%	-71.1%	17.1%	156.1%	26.7%	56.2%
Other	36.4%	-56.4%	72.7%	100.0%	91.7%	26.0%
Drugs	100.0%	0.0%		-100.0%	100.0%	--
Fed Statutes	100.0%	0.0%	100.0%	0.0%	0.0%	-100.0%
Prov Statutes	100.0%	27.3%	100.0%	0.0%	100.0%	0.0%
Driving Offences	100.0%	7.7%	90.0%	-10.0%	88.2%	-2.0%



Detachment: 2M - THUNDER BAY

Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

Area(s): 2029 - Conmee, 2032 - Gillies, 2037 - Neebing, 2039 - O'Connor, 2044 - Municipality of Shuniah, 2513 - [Gull Bay] Kiashke Zaaging Anishinaabek FN, 2660 - Lac Des Mille Lacs FN

Data source date:  
13-Nov-2025

Report Generated on:  
13-Nov-2025 8:28:50 AM

OPP Detachment Board Report  
Records Management System  
October 2025

Unfounded						
October						
Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	0	--	0	--	0	--
Property	0	-100.0%	0	--	0	--
Other	0	--	0	--	0	--
Drugs	0	-100.0%	0	--	0	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	0	--	0	--	0	--
Driving Offences	0	--	0	--	0	--
Total	0	-100.0%	0	--	0	--
YTD						
Year	2023		2024		2025	
Violation_rollup	Count	% Change	Count	% Change	Count	% Change
Violent	4	100.0%	1	-75.0%	0	-100.0%
Property	9	-10.0%	2	-77.8%	2	0.0%
Other	1	0.0%	0	-100.0%	4	--
Drugs	0	-100.0%	0	--	0	--
Fed Statutes	0	--	0	--	0	--
Prov Statutes	1	--	2	100.0%	0	-100.0%
Driving Offences	0	--	0	--	0	--
Total	15	7.1%	5	-66.7%	6	20.0%

No Data for selected filters

Detachment: 2M - THUNDER BAY

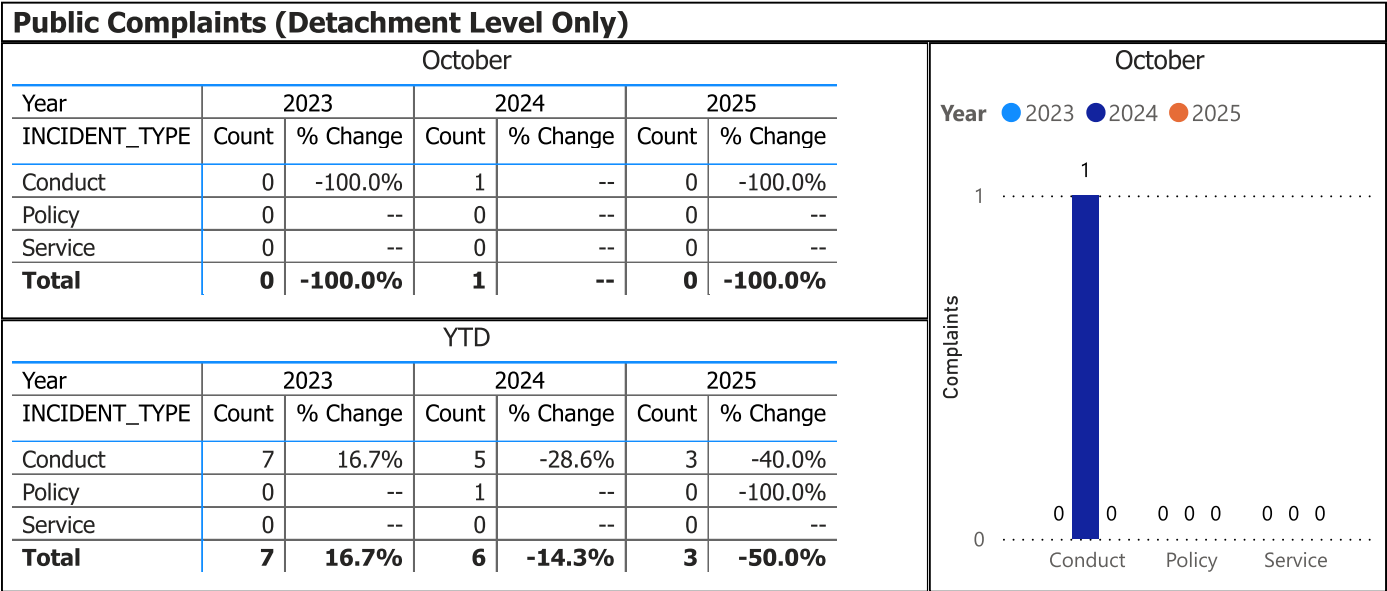
Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

Area(s): 2029 - Conmee, 2032 - Gillies, 2037 - Neebing, 2039 - O'Connor, 2044 - Municipality of Shuniah, 2513 - [Gull Bay] Kiashke Zaaging Anishinaabek FN, 2660 - Lac Des Mille Lacs FN

Data source date:  
13-Nov-2025

Report Generated on:  
13-Nov-2025 8:28:50 AM

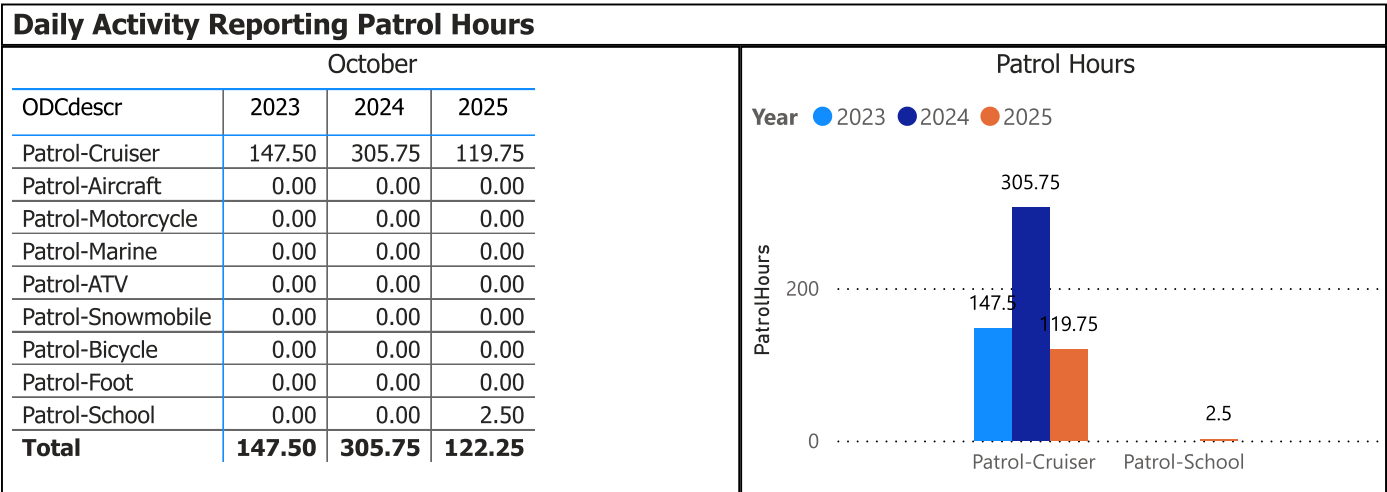
OPP Detachment Board Report  
Records Management System  
October 2025



Data source: RMS Data Feed  
Ontario Provincial Police, Professional Standards Bureau Commander Reports - File Manager System

Data source date:  
13-Nov-2025

Daily Activity Reporting



Data source (Daily Activity Reporting System) date:  
13-Nov-2025

Detachment: 2M - THUNDER BAY  
Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

Data source date:  
13-Nov-2025

Report Generated on:  
13-Nov-2025 8:28:50 AM

OPP Detachment Board Report  
Records Management System  
October 2025

Youth Charges by Disposition Type				
October				October
Disposition_Type	2023	2024	2025	
Bail	0	0	0	
Conference	0	0	0	
Conviction	0	0	0	
Diversion	0	0	0	
NonConviction	0	0	0	
NotAccepted	0	0	0	
Total	0	0	0	
YTD				
Disposition_Type	2023	2024	2025	
Bail	0	0	0	
Conference	0	0	0	
Conviction	0	0	0	
Diversion	0	0	0	
NonConviction	0	4	0	
NotAccepted	0	0	0	
Total	4	6	2	

Youth Charges by Disposition and Occurrence Type				
October				
Year	2025	Total		
OccType				
Total		0		

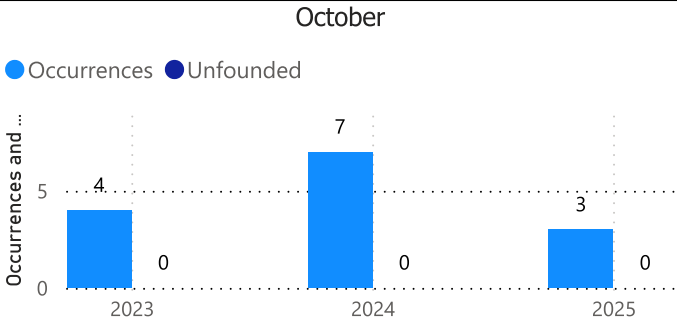
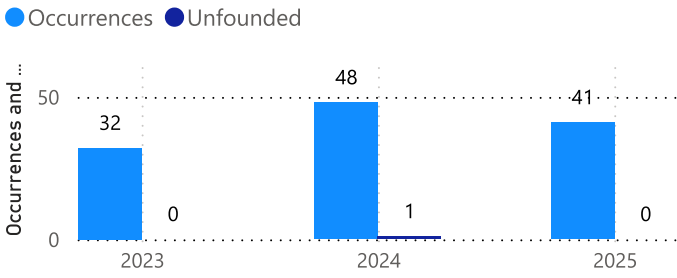
YTD						
Year	2025					Total
OccType	Conviction	Diversion	NonConviction	NotAccepted	POATicket	
eTicket - Vehicle	0	0	0	0	2	2
Total	0	0	0	0	2	2

The tables and chart on this page present summarized youth charges by disposition and occurrence type that have been recorded in the OPP Niche RMS application. Of note... the Niche data sourced for this report page only lists youth charges that have had a disposition type entered against them. Therefore, please be aware that the counts of youth charges entries on this report page are under stating the potential sum of youth charges that are in OPP Niche RMS.

Detachment: 2M - THUNDER BAY  
Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN



OPP Detachment Board Report  
Records Management System  
October 2025

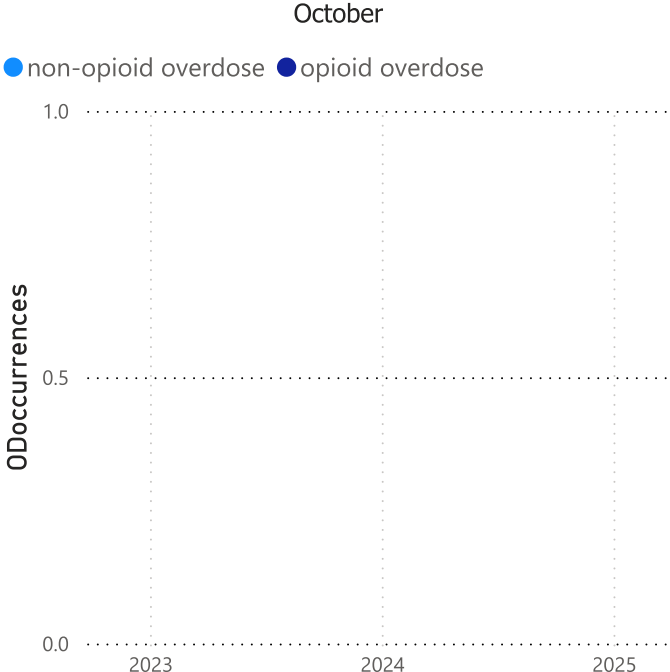
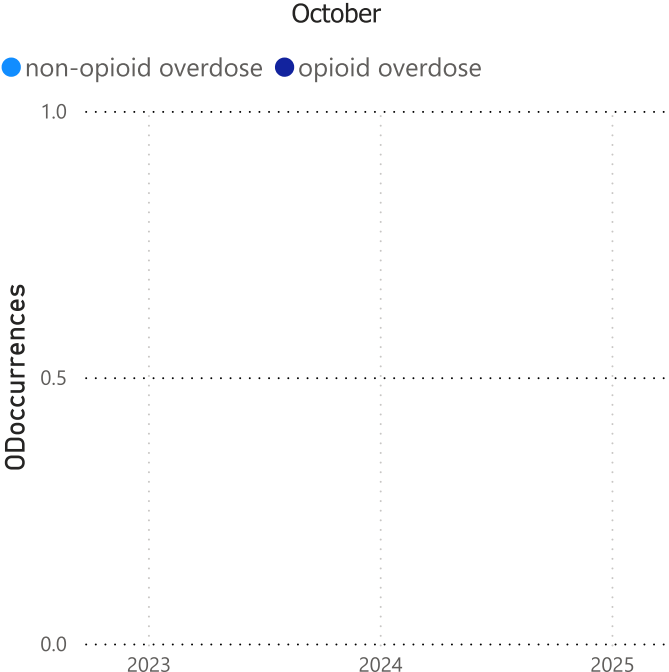
Mental Health Act Occurrences																				
<table><tr><th colspan="3">October</th></tr><tr><th>Year</th><th>Occurrences</th><th>Unfounded</th></tr><tr><td>2023</td><td>4</td><td>0</td></tr><tr><td>2024</td><td>7</td><td>0</td></tr><tr><td>2025</td><td>3</td><td>0</td></tr></table>			October			Year	Occurrences	Unfounded	2023	4	0	2024	7	0	2025	3	0			
October																				
Year	Occurrences	Unfounded																		
2023	4	0																		
2024	7	0																		
2025	3	0																		
																				
<table><tr><th colspan="3">YTD</th></tr><tr><th>Year</th><th>Occurrences</th><th>Unfounded</th></tr><tr><td>2023</td><td>32</td><td>0</td></tr><tr><td>2024</td><td>48</td><td>1</td></tr><tr><td>2025</td><td>41</td><td>0</td></tr></table>			YTD			Year	Occurrences	Unfounded	2023	32	0	2024	48	1	2025	41	0			
YTD																				
Year	Occurrences	Unfounded																		
2023	32	0																		
2024	48	1																		
2025	41	0																		
																				
Mental Health Act Occurrences by Occurrence Type																				
<table><tr><th colspan="3">October</th></tr><tr><th>Year</th><th colspan="2">2025</th></tr><tr><th>OccurrenceType</th><th>Occurrences</th><th>Unfounded</th></tr><tr><td>Mental health act</td><td>2</td><td>0</td></tr><tr><td>Police information</td><td>1</td><td>0</td></tr><tr><td>Total</td><td>3</td><td>0</td></tr></table>			October			Year	2025		OccurrenceType	Occurrences	Unfounded	Mental health act	2	0	Police information	1	0	Total	3	0
October																				
Year	2025																			
OccurrenceType	Occurrences	Unfounded																		
Mental health act	2	0																		
Police information	1	0																		
Total	3	0																		

Detachment: 2M - THUNDER BAY

Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

OPP Detachment Board Report  
Records Management System  
October 2025

Overdose Occurrences							
October				YTD			
Fatal	2023	2024	2025	Fatal	2023	2024	2025
<input type="checkbox"/> Fatal	0	0	0	<input type="checkbox"/> Fatal	4	0	0
non-opioid overdose	0	0	0	non-opioid overdose	2	0	0
opioid overdose	0	0	0	opioid overdose	2	0	0
<input type="checkbox"/> non-Fatal	0	0	0	<input type="checkbox"/> non-Fatal	1	1	0
non-opioid overdose	0	0	0	non-opioid overdose	0	0	0
opioid overdose	0	0	0	opioid overdose	1	1	0
Total	0	0	0	Total	5	1	0

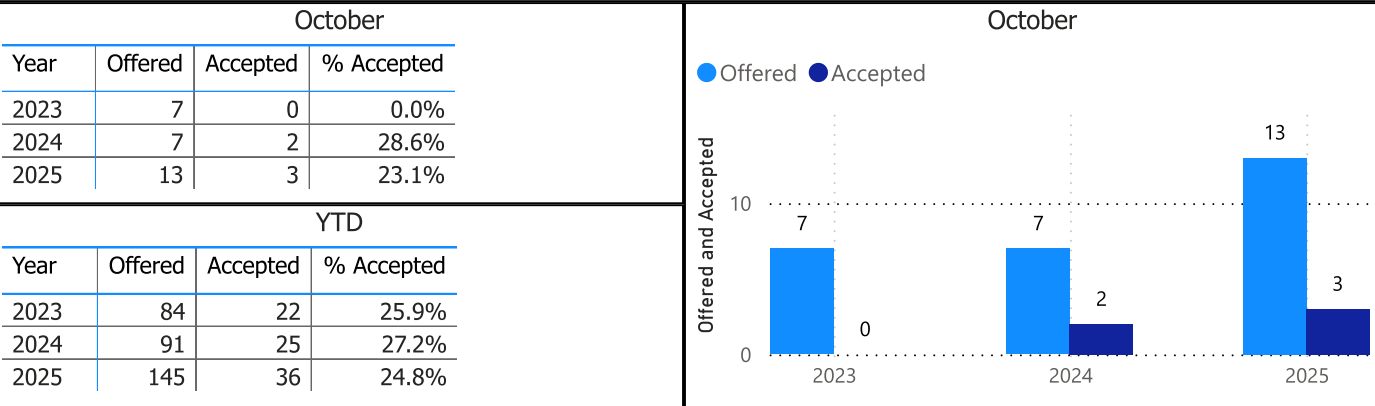
Fatal Overdose Occurrences				Non-Fatal Overdose Occurrences			
<p>October</p> <p>● non-opioid overdose ● opioid overdose</p>  <p>Y-axis: OOccurrences (0.0 to 1.0). X-axis: 2023, 2024, 2025.</p>				<p>October</p> <p>● non-opioid overdose ● opioid overdose</p>  <p>Y-axis: OOccurrences (0.0 to 1.0). X-axis: 2023, 2024, 2025.</p>			

Detachment: 2M - THUNDER BAY

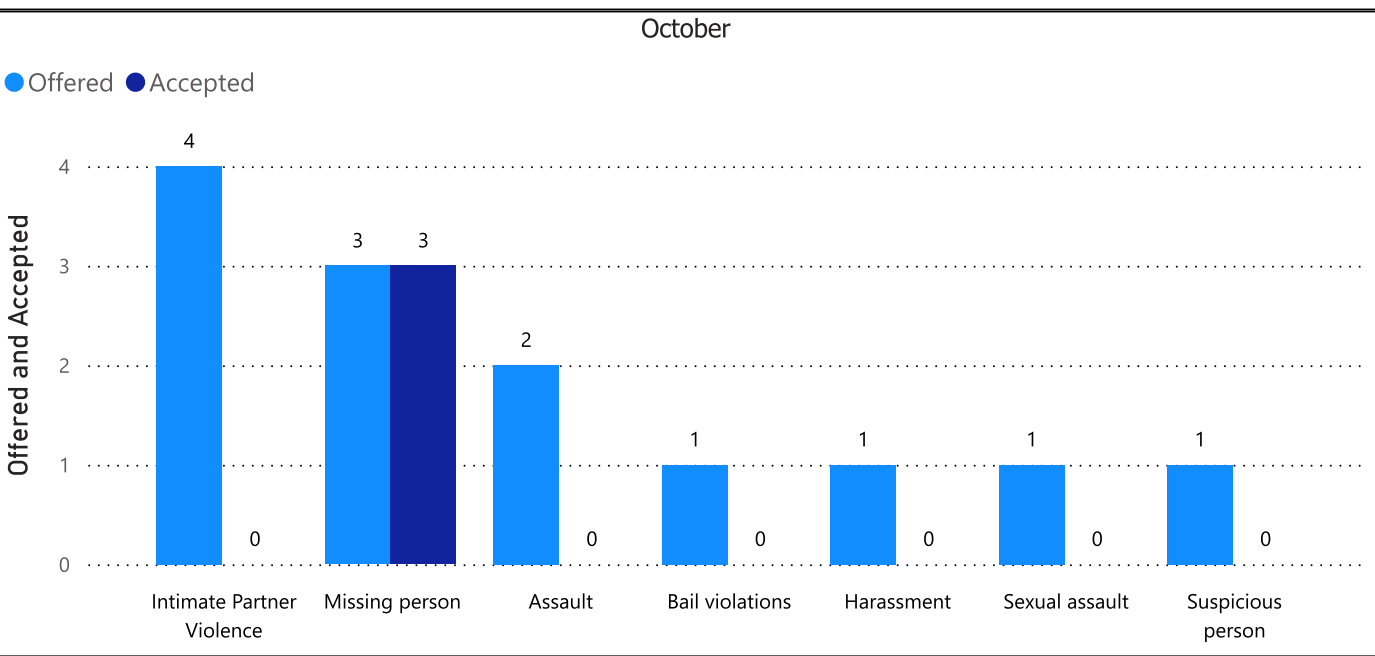
Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

OPP Detachment Board Report  
Records Management System  
October 2025

Referrals to Victim Service Agencies by Year



Referrals to Victim Service Agencies by Occurrence Type



Referrals Accepted (%) by Age Group

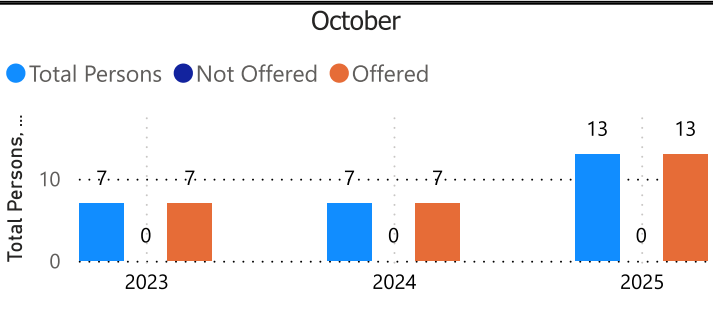
October			
PersonAgeRange	2023	2024	2025
	0.0%		
17 - 25		0.0%	0.0%
26 - 45		100.0%	0.0%
46 - 65	0.0%	33.3%	37.5%
Over 65		0.0%	

YTD			
PersonAgeRange	2023	2024	2025
	6.2%	0.0%	
11 - 16		100.0%	42.9%
17 - 25	100.0%	50.0%	17.6%
26 - 45	90.9%	33.3%	21.0%
46 - 65	85.7%	34.6%	31.9%
6 - 10			0.0%
Over 65	100.0%	0.0%	22.2%
Under 6		0.0%	0.0%

Referrals Not Offered

October			
ServicesNotOfferedReason	2023	2024	2025
	0	0	0
	0	0	0
Victim deceased or unable to respond	0	0	0
Victim resides outside Ontario	0	0	0

YTD			
ServicesNotOfferedReason	2023	2024	2025
	0	0	0
	0	0	0
Victim deceased or unable to respond	1	1	0
Victim resides outside Ontario	0	0	0



Detachment: 2M - THUNDER BAY

Location code(s): 2M00 - THUNDER BAY, 2M71 - LAC DES MILLE LACS FN, 2M72 - [GULL BAY] KIASHKE ZAAGING ANISHINAABEK FN

OPP Detachment Board Report  
Report Information Page

Report Data Source Information:

Data Sources Utilized

- Niche RMS – CTSB Data Feed
- Collision Reporting System (eCRS)
- POIB File Manager
- Daily Activity Reporting System

Niche RMS

RMS data presented in this report is dynamic in nature and any numbers may change over time as the OPP continue to investigate and solve crime.

The following report tabs acquire their data from the OPP Niche RMS – CTSB Data Feed

- Complaints (Public Complaints Section Only)
- Charges
- Warnings
- Violent Crime
- Property Crime
- Drug Crime
- Clearance Rate
- Unfounded
- Other Crime
- Youth Charges
- MHA – Mental Health Act
- Overdose
- Victim Services

Collision Reporting System (eCRS)

Traffic related data for Collisions and Fatalities are collected from the OPP eCRS application.

The following report tabs acquire their data from the OPP eCRS (Collision Reporting System)

- Collisions
- Fatalities

DAR (Daily Activity Reporting)

Patrol hours are collected from the OPP DAR application.

The following report tabs acquire their data from the OPP DAR (Daily Activity Reporting)

- Complaints (Patrol Hours Section Only)

**LAKEHEAD OPP DETACHMENT BOARD  
Administrative Report**

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**Date:** November 14, 2025 (For Meeting on November 20, 2025)  
**To:** Members of Lakehead OPP Detachment Board  
**Subject:** Local Action Plan  
**Submitted by:** Erika Kromm, Board Secretary

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**RECOMMENDATION:**

The Board Secretary is seeking direction from the board with regards to contributing the 2026-2029 Local Action Plan and providing feedback to the Detachment Commander.

**BACKGROUND/DISCUSSION:**

Under the *Community Safety and Policing Act*, 2019, the Detachment Commander is required to create a Local Action Plan and update it every four years. Attached is the relevant section of the Act which outlines what is required to be in the report.

The Detachment Commander is required to consult with the Board relating to the priorities to be included in the plan. In Addition, there is also a section in the plan that allows the Board to include a "Message from the Board", if they choose. The Board Secretary requires some input regarding any messaging the Board wishes to include.

This report is being provided as reminder of the requirements for a Local Action Plan. The draft plan will be circulated separately.

**ATTACHMENT:** Section 70 of the *Community Safety and Policing Act*, 2019.

## **ATTACHMENT ONE: Section 70 of the Community Safety and Policing Act, 2019.**

### **Local action plan**

**70** (1) A detachment commander shall, in accordance with the regulations, if any, prepare and adopt a local action plan for the provision of policing provided by the detachment, which shall address at least the following matters:

1. How adequate and effective policing will be provided in the area served by the detachment, in accordance with the needs of the population in the area and having regard for the diversity of the population in the area.
2. The objectives and priorities for the detachment determined by the O.P.P. detachment board and such other objectives and priorities determined by the detachment commander.
3. Quantitative and qualitative performance objectives and indicators of outcomes relating to,
  - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
  - ii. community satisfaction with the policing provided,
  - iii. emergency calls for service,
  - iv. violent crime and clearance rates for violent crime,
  - v. property crime and clearance rates for property crime,
  - vi. youth crime and clearance rates for youth crime,
  - vii. police assistance to victims of crime and re-victimization rates,
  - viii. interactions with persons described in paragraphs 4 and 5 of this subsection,
  - ix. road safety, and
  - x. any other prescribed matters.
4. Interactions with,
  - i. youths,
  - ii. members of racialized groups, and
  - iii. members of First Nation, Inuit and Métis communities.
5. Interactions with persons who appear to have a mental illness or a neurodevelopmental disability.

### **Same**

(2) The local action plan must also provide an overview of the consultations that were conducted under subsection (3) and state whether and, if applicable, how the needs and concerns regarding policing identified during the consultations have been addressed by the plan.

### **Consultations**

- (3) In preparing or revising the local action plan, the detachment commander shall consult with,
- (a) his or her O.P.P. detachment board;
  - (b) the municipal council of any municipalities that receive policing from the detachment;
  - (c) the band councils of any First Nations that receive policing from the detachment;
  - (d) groups representing diverse communities in the area that receives policing from the detachment;
  - (e) school boards, community organizations, businesses and members of the public in the area that receives policing from the detachment; and
  - (f) any other prescribed persons, organizations or groups.

### **Considerations**

(4) In preparing or revising the local action plan, the detachment commander shall consider, at a minimum,

- (a) the results of the consultations conducted under subsection (3);

- (b) any community safety and well-being plans adopted by the municipalities or First Nations that receive policing from the detachment; and
- (c) the needs of members of diverse communities in the area that receives policing from the detachment, including the needs of members of racialized groups and of First Nation, Inuit and Métis communities.

**Submission of draft**

(5) The detachment commander shall submit a draft of the new or amended local action plan to his or her O.P.P. detachment board before it is finalized and allow the board to make comments on the draft within 60 days after the submission.

**Consideration of comments**

(6) The detachment commander shall consider the O.P.P. detachment board's comments on the draft, if any, and revise the plan if he or she determines it to be appropriate.

**Publication**

(7) The local action plan shall be published on the Internet in accordance with the regulations made by the Minister, if any.

**Review and revision**

(8) The detachment commander shall review and, if appropriate, revise the local action plan in accordance with the regulations, if any, at least once every four years and whenever there is an amendment to the strategic plan prepared by the Minister.

**LAKEHEAD OPP DETACHMENT BOARD**  
**Administrative Report**

---

**Date:** November 14, 2025 (For Meeting on November 20, 2025)  
**To:** Members of Lakehead OPP Detachment Board  
**Subject:** Detachment Commander Performance Management  
**Submitted by:** Erika Kromm, Board Secretary

---

**RECOMMENDATION:**

The Board Secretary is seeking feedback regarding the procedures for completing the annual Detachment Commander performance feedback.

**BACKGROUND/DISCUSSION:**

Under Section 68(1)(d) of the *Community Safety and Policing Act*, 2019, one of the required duties of the Board is to monitor the performance of the Detachment Commander.

In order for the Commissioner to include the Board's feedback in their annual performance reviews, Boards need to have their feedback forms in to the Regional Superintendent by January 31 of the following year. Attached to this report is the feedback form to be submitted to the Regional Superintendent.

Ideally, the performance management would be an ongoing process throughout the year and then the Board would submit a final report at the end of the year. However, since many boards are still working to get established, they understand that this task may not be completed for 2025.

If the Board wishes to complete a performance feedback form for 2025, they may wish to schedule a special meeting or establish a smaller committee to draft the document.

Going forward for 2026, the Board should adopt a policy about how they wish to carry out this duty. In the attached framework document is a sample policy that has been drafted by the OAPSB. The Board could choose, to adopt this policy, modify it, or develop a different policy.

**ATTACHMENT:**

1. Detachment Commander Performance Feedback Form
2. Detachment Commander Performance Management Framework





## OPP Detachment Board Detachment Commander Performance Feedback Form

**OPP Detachment Board:**

**OPP Detachment:**

**Detachment Commander:**

**Date (*new or updated*):**

### 1. Legislated Requirements

Considering detachment board reports received and meetings with the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the following?

#### Detachment Commander Duties

#### Feedback

The detachment commander provided the OPP detachment board with reports regarding policing provided by the detachment at the board's request (CSPA s. 68 (2)).

The detachment commander or their designate consulted with their OPP detachment board to determine objectives and priorities for the detachment, not inconsistent with the strategic plan prepared by the Minister (CSPA s. 68 (1)(b)).

The detachment commander ensured that their detachment provided policing in accordance with the local policies of his or her OPP detachment board (CSPA s. 69 (3)).

The detachment commander, in accordance with the regulations, prepared and adopted a local action plan for the provision of policing provided by the detachment (CSPA s. 70 (1)).

#### Comments/Response from the Detachment Commander

#### Response from the OPP Detachment Board (*optional*)

## 2. Legislated Requirements Continued

Considering the data and reports received from the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the Detachment Commander ensuring the following policing functions were provided adequately and effectively by the detachment?

### Detachment Commander Duties

### Feedback

**Crime prevention:** crime prevention shall involve the provision of crime prevention initiatives, including community-based crime prevention initiatives.

**Law enforcement:** community patrol (general and directed), criminal intelligence process, crime analysis, and investigative supports.

**Maintaining the public peace:** maintaining the public peace shall include the functions of a public order unit that shall have the capacity to deploy to a public order incident and be deployed in a reasonable time.

**Emergency response:** response to emergency calls for service shall be provided 24 hours a day including a tactical unit, hostage rescue team, incident commander, crisis negotiator, and explosive disposal, and must be deployed within a reasonable time.

**Assistance to victims of crime:** victims of crime shall be offered assistance as soon as possible and shall be provided with referrals to, as appropriate in the circumstances, emergency services, health care professionals, victim support agencies, social service agencies and other appropriate governmental, non-governmental or community organizations.

### Comments/Response from the Detachment Commander

### Response from the OPP Detachment Board *(optional)*

### 3. Detachment Action Plan Commitments

Considering the data and reports received from the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the Detachment Commander ensuring the detachment met the commitments/goals included in the Detachment Action Plan for this year? *(List up to 5)*

Commitment	Supporting Activities	Feedback
------------	-----------------------	----------

**Comments/Response from the Detachment Commander**

**Response from the OPP Detachment Board *(optional)***

#### 4. Additional Feedback

##### Prompt

##### Feedback

Please provide any **examples of excellence** the Detachment Commander has demonstrated over the evaluation period.

Please describe any **opportunities for development** for the Detachment Commander based on the evaluation period.

Please provide any **other feedback** related to the Detachment Commander from the evaluation period.

#### Comments/Response from the Detachment Commander

*Example: Most impactful ongoing initiatives and projects*

#### Response from the OPP Detachment Board (optional)

#### 5. Digital Signatures

OPP Detachment Board Representative

Detachment Commander

# Detachment Commander Performance Management Framework

## Part I – Governance Resource Guide

### 1. Purpose

This framework provides guidance to OPP Detachment Boards for completing an annual, consistent, and legislatively compliant performance evaluation of the Detachment Commander. It ensures that Boards meet their responsibilities under the Community Safety and Policing Act, 2019 and Ontario Regulation 135/24. The framework supports accountability, transparency, and strong community safety outcomes through effective leadership oversight.

### 2. Policy Statement

Detachment Boards are responsible for monitoring and evaluating the delivery of policing services within their jurisdictions. Under sections 68 to 70 of the Community Safety and Policing Act, 2019, Boards shall monitor service performance, participate in setting detachment objectives, and provide advice to the Commissioner through the Regional Superintendent. Evaluating the Detachment Commander is an essential part of meeting these responsibilities.

The annual performance evaluation demonstrates the Board's commitment to evidence-based governance, links detachment leadership to measurable community priorities, and promotes professional growth and leadership continuity.

Board structures and capacities vary. To ensure flexibility while maintaining compliance:

- Boards may establish a Detachment Commander Evaluation Committee.
- Smaller Boards may opt to complete the responsibility as a full Board.
- Detachments that have more than one Board may decide to form a committee composed of members from all Boards and consolidate their efforts into one performance evaluation.

Regardless of structure, the statutory obligation to evaluate remains with the Board as a whole.

### 3. Legislative and Regulatory Alignment

This framework aligns with:

- Community Safety and Policing Act, 2019, Section 44, which authorizes closed meetings for personal or employment-related matters.
- Community Safety and Policing Act, 2019, Sections 68 to 70, which outline the duties of Detachment Boards to monitor, evaluate, and provide feedback.

- Ontario Regulation 135/24, which sets the composition, operation, and cooperation requirements for Detachment Boards.

Boards shall document and retain evidence that demonstrates compliance with these provisions. Failure to conduct or submit an evaluation may constitute a governance deficiency subject to review by the Inspectorate of Policing.

Historical Note. Before the CSPA, Board participation in Detachment Commander evaluations was inconsistent. The Act now makes this a required governance function. This is being created to establish a framework to set clear expectations, clarify roles, and address gaps that have existed in the past.

#### **4. Scope and Application**

This framework applies to all OPP Detachment Boards established under the Community Safety and Policing Act, 2019. It covers the annual evaluation cycle from January through December and the submission of the finalized evaluation to the Regional Superintendent by January 31 of the following year.

Boards shall use the official OPP Performance Feedback Form and maintain complete records of the process. Boards may adapt their internal procedures to suit local needs, provided that they continue to meet the minimum compliance requirements and timelines.

Where more than one Board serves a detachment, joint participation in the evaluation process is encouraged as a best practice, though not required. Each Board remains accountable for its own evaluation and submission.

#### **5. Roles and Responsibilities**

**Full Board:** Confirms the annual evaluation cycle, approves the committee or advisory group, reviews and adopts the final evaluation, and records public motions acknowledging approval and submission.

**Human Resources Committee:** Leads the evaluation process on behalf of the Board, gathers feedback, meets with the Detachment Commander, and drafts and recommends the evaluation for approval.

**Detachment Commander:** Provides reports, self-assessment, and supporting information. Participates in review meetings and signs the final evaluation to acknowledge receipt.

**Board Administrator or Committee Administrator or Secretary:** Coordinates meetings and documentation, records all resolutions and minutes, and ensures secure storage and timely submission.

**Regional Superintendent:** Receives evaluations, confirms receipt, and supports follow-up where appropriate.

All Boards shall maintain written records of decisions, motions, and submissions as part of their governance file.

## **6. Annual Performance Management Cycle**

January through December

The evaluation cycle follows the calendar year. January is both the closing month for the previous year's evaluation and the start of the new year's cycle. This overlapping structure supports continuity and effective planning.

### **Stage 1. January –Kickoff**

Purpose: Develop the Key Performance Indicators that will provide the foundation of the evaluation and oversight plan in consultation with your Detachment Commander.

Actions for the new year.

1. Confirm the membership and mandate of the committee if applicable.
2. Boards shall establish priorities for the evaluation based on the Detachment Action Plan and community engagement initiatives. These priorities should be reviewed and confirmed with the Detachment Commander to ensure they are relevant and achievable.
3. Set dates for the mid-year check-in and the year-end evidence review.

Compliance Reference. Community Safety and Policing Act, 2019, Sections 44 and 68 to 70.

### **Stage 2. February to March – Baseline and Evidence Build**

Establish baseline and confirm priorities for the current year in consultation with Detachment Commander.

Note: Through the entire calendar year, the Board/Committee collect data for evaluation through relevant oversight opportunities throughout the calendar for the year.

### **Stage 3. April to June – Mid-Year Review**

Boards should hold a structured mid-year discussion with the Detachment Commander. This meeting confirms progress on the Action Plan, identifies challenges, and notes any

resource or community issues. Comments or requests for clarification must be recorded without directing day-to-day operations.

#### **Stage 4. September to October – Pre-Evaluation Preparation**

Boards shall prepare for the year-end review. Tasks include compiling evidence, requesting the Commander's self-assessment (may be provided in writing or as a verbal report) by mid-November, scheduling the December evidence review, and preparing open and closed session motions for January approval.

#### **Stage 5. December – Evidence Lock and Drafting**

The Board locks the evidence record on December 31. The HR Committee or full Board drafts the evaluation using objective and professional language supported by facts and performance data. Comments shall relate to outcomes, leadership, and collaboration consistent with the Board's governance role.

#### **Stage 6. January (Following Year) – Approval and Submission**

The Board conducts its closed-session review, returns to open session to record approval, obtains signatures, and submits the evaluation by January 31. A copy of the submission and proof of receipt shall be kept in the governance record.

Sample Motion.

"That the [Board Name] acknowledges receipt of the finalized Detachment Commander Performance Evaluation for calendar year [Year] and approves its submission to the OPP Regional Superintendent."

Actions:

1. Compile evidence for the period of January to December including kick off meeting, mid-year review the Detachment Commander's self assessment and engagement opportunities with the Detachment Commander.
2. The Committee, or full Board completes the evaluation using the official form provided by the Ontario Provincial Police.
3. The Board reviews the draft in a closed session with the Detachment Commander after passing a public resolution stating the general nature of the discussion.
4. The Detachment Commander provides their final comments on the evaluation prior to finalizing for signatures.
5. Obtain signatures from the Detachment Commander and Board representative.
6. Return to open session to approve the evaluation and authorize submission.
7. Submit the evaluation to the Regional Superintendent by January 31.



### **Stage 7. February – Post-Cycle Debrief and Continuous Improvement**

Boards should complete a brief debrief to identify lessons learned and note any improvements for the next cycle. Minutes from closed sessions shall be approved at the next closed meeting and retained in accordance with the Board's record retention policy.

## **7. Governance Maturity and Cultural Shift**

The success of this framework depends on culture as much as compliance. Boards and the OPP are transitioning from a discretionary approach to a mandatory standard of transparent governance. We recognize that frequent changes in detachment leadership and legacy practices have caused inconsistency, but the *Community Safety and Policing Act, 2019* provides a clear foundation for improvement. Boards that use this framework consistently will build credibility with their communities, strengthen accountability, and advance police governance across Ontario.

## **Part II – Template Policy and By-law**

### **OPP Detachment Commander Performance Evaluation Policy**

#### **1. Purpose**

The purpose of this policy is to establish a consistent, transparent, and legislatively compliant process for the annual performance evaluation of the OPP Detachment Commander. This policy supports the Board's duties under the *Community Safety and Policing Act, 2019* and *O. Reg. 135/24* to monitor, evaluate, and report on the delivery of policing services.

#### **2. Authority**

This policy is adopted under the authority of:

- Sections 68 to 70 of the *Community Safety and Policing Act, 2019*
- Section 44 of the Act respecting closed (in-camera) meetings
- Ontario Regulation 135/24 (*Detachment Boards and Advisory Councils*)

These provisions require Detachment Boards to monitor and evaluate police-service performance and to conduct their meetings and records in accordance with the Act and regulation.

#### **3. Scope**

This policy applies to all members of the [Board Name] Detachment Board and to any committee designated to carry out the evaluation on behalf of the Board.

It covers the annual evaluation cycle from January through December and the submission of the finalized evaluation to the Regional Superintendent by January 31 of the following year.

#### 4. Definitions

**Act** means the *Community Safety and Policing Act, 2019*.

**Board** means the [Board Name] Detachment Board established under the Act.

**Detachment Commander (DC)** means the OPP officer appointed by the Commissioner to command the detachment serving the Board's jurisdiction.

**Evaluation Cycle** means the twelve-month period from January to December used for assessing the Detachment Commander's performance.

**Committee** means a group appointed by the Board to prepare and coordinate the evaluation process, composed of a majority of Board members.

**Inspectorate of Policing (IoP)** means the provincial entity responsible for oversight and compliance under the Act.

#### 5. Policy Statement

The Board shall monitor and evaluate the performance of the Detachment Commander each calendar year.

The Board shall complete this process in accordance with the timelines and standards set out in this policy and the Detachment Commander Performance Management Framework.

The Board may delegate the preparatory work to a committee or advisory group but remains collectively responsible for the final approval and submission.

The Board shall ensure that a majority of members of any committee are Board members.

This policy is intended to advance accountability and transparency in police governance and to support leadership excellence within the Ontario Provincial Police.

#### 6. Annual Evaluation Cycle

Time Period	Stage	Purpose	Key Actions	Compliance Reference
January	Closeout and Kickoff	Finalize the prior year's evaluation and begin the new year's oversight plan.	<ul style="list-style-type: none"> <li>• Compile evidence for the previous year.</li> <li>• Draft and review the evaluation in closed session.</li> </ul>	CSPA s. 44 and s. 68–70

<b>Time Period</b>	<b>Stage</b>	<b>Purpose</b>	<b>Key Actions</b>	<b>Compliance Reference</b>
			<ul style="list-style-type: none"> <li>• Approve and submit to the Regional Superintendent by January 31.</li> <li>• Confirm committee or advisory group for the new year.</li> <li>• Approve oversight calendar and set evaluation milestones.</li> </ul>	
<b>February – March</b>	<b>Baseline and Evidence Build</b>	Establish baseline and confirm priorities for the current year.	<ul style="list-style-type: none"> <li>• Receive Detachment Commander baseline report.</li> <li>• Confirm evaluation measures and evidence sources.</li> <li>• Update evaluation file and documentation index.</li> </ul>	CSPA s. 69 (Board monitoring duties)
<b>April – June</b>	<b>Mid-Year Review</b>	Assess progress and address emerging issues.	<ul style="list-style-type: none"> <li>• Hold structured discussion with the Detachment Commander.</li> <li>• Review progress against the Action Plan.</li> <li>• Record notes and follow-up actions in governance file.</li> </ul>	CSPA s. 68 and O. Reg. 135/24
<b>September – October</b>	<b>Pre-Evaluation Preparation</b>	Prepare for year-end evaluation and ensure readiness.	<ul style="list-style-type: none"> <li>• Compile evidence and identify gaps.</li> <li>• Request Commander self-assessment by mid-November.</li> <li>• Schedule December evidence reviews and January approval meeting.</li> </ul>	CSPA s. 44 (closed sessions)
<b>December</b>	<b>Evidence Lock and Drafting</b>	Capture the full year's record and prepare draft evaluation.	<ul style="list-style-type: none"> <li>• Lock evidence on December 31.</li> <li>• Draft evaluation using verified data and professional language.</li> <li>• Ensure alignment with Board governance role.</li> </ul>	CSPA s. 68–70
<b>January (Following Year)</b>	<b>Approval and Submission</b>	Complete formal approval and submit the finalized evaluation.	<ul style="list-style-type: none"> <li>• Conduct closed-session review.</li> <li>• Return to open session to record approval motion.</li> <li>• Obtain signatures and submit by January 31.</li> </ul>	CSPA s. 44 and s. 68 (duty to report)

<b>Time Period</b>	<b>Stage</b>	<b>Purpose</b>	<b>Key Actions</b>	<b>Compliance Reference</b>
<b>February</b>	<b>Post-Cycle Debrief and Continuous Improvement</b>	Close administrative records and improve governance practices.	<ul style="list-style-type: none"> <li>• Approve in-camera minutes at next closed session.</li> <li>• Record lessons learned and update procedures.</li> <li>• Link insights to Board education and planning.</li> </ul>	Records Retention By-law and O. Reg. 135/24

## **7. Records and Confidentiality**

The Board shall maintain accurate records of all motions, resolutions, and minutes related to this process.

Closed-session minutes shall be stored separately from public minutes and approved at the next closed meeting.

Completed evaluations shall be retained in accordance with the Board's records retention policy and applicable municipal legislation.

No person shall disclose evaluation content or discussion details except as authorized by the Board or required by law.

## **8. Reporting and Submission**

The Board shall submit the finalized evaluation to the Regional Superintendent by January 31 each year and retain proof of submission.

The Board may include a summary of this process in its annual governance report to demonstrate compliance and transparency.

## **9. Review and Continuous Improvement**

The Board shall review this policy at least once every three years or sooner if the Community Safety and Policing Act or related regulations are amended.

After each evaluation cycle, the Board should conduct a brief debrief session to identify process improvements and training needs.

## **10. Effective Date**

This policy takes effect upon approval by the Board and remains in force until amended or repealed.

## Part III – Tools and Appendices

### Detachment Commander Performance Evaluation Toolkit

#### Appendix A – Annual Evaluation Checklist

Step	Action	Responsible Party	Target Completion	Status / Notes
1	Confirm annual cycle, committee or advisory group membership, and meeting schedule	Full Board	January	
2	Approve oversight calendar and evaluation milestones	Full Board	January	
3	Compile prior year evidence and draft evaluation	Full Board/ Committee	January	
4	Review draft evaluation in closed session and approve submission in open session	Full Board	By January 31	
5	Submit finalized evaluation to Regional Superintendent and retain confirmation	Chair / Administrator	By January 31	
6	Establish baseline report and confirm current year measures	Detachment Commander and Board/Committee	February–March	
7	Hold structured mid-year review meeting	Board and Detachment Commander	April–June	
8	Compile year-end evidence and request self-assessment	Full Board/ Committee	September–November	
9	Lock evidence and draft final evaluation	Full Board/ Committee	December 31	
10	Conduct post-cycle debrief and update records	Full Board	February	

## Appendix B – Board Member Feedback Worksheet

Each Board member completes this worksheet confidentially and returns it to the Committee or Board designate before the drafting stage.

### Instructions:

Provide comments based on the Board’s oversight role, using information from meeting reports, action-plan updates, and community feedback. Avoid operational detail or personal opinion.

### 1. Legislated Duties

How effectively has the Detachment Commander fulfilled legislated responsibilities under the CSPA?

#### Duty (per CSPA s. 68–70)

#### Board Member Comments

Provided required reports on policing services

Consulted with the Board to set detachment objectives

Followed Board direction related to local policies

Developed and reported on local action plan objectives

### 2. Service Delivery

Evaluate overall effectiveness in key policing functions.

#### Function

#### Board Member Comments

Crime prevention

Law enforcement and investigations

Maintaining public peace

Emergency response readiness

Victim assistance and community support

### 3. Leadership and Communication

#### Focus Area

#### Board Member Comments

Engagement with the Board and community

Responsiveness and follow-through on Board requests

Professional conduct and leadership example

**Focus Area****Board Member Comments**

Collaboration with other detachments and agencies

**4. Development and Recognition****Prompt****Board Member Response**

Examples of excellence this year

Opportunities for growth or professional development

Other observations or recommendations

**Appendix C – Detachment Commander Self-Assessment Template**

The Detachment Commander may complete a brief self-assessment each year to support transparency and mutual accountability.

**Suggested Structure:**

1. Summary of key achievements for the review year
2. Progress on Action Plan commitments and measurable outcomes
3. Community engagement and collaboration initiatives
4. Operational challenges or barriers encountered
5. Lessons learned and areas identified for development
6. Objectives for the coming year

**Appendix D – Sample Motions and Resolutions****1. Entering Closed Session**

*Motion:*

“That the [Board Name] move into a closed session to discuss the draft Detachment Commander Performance Evaluation for calendar year [Year], as it relates to personal matters about an identifiable individual, in accordance with Section 44 of the Community Safety and Policing Act, 2019.”

**2. Returning to Open Session**

*Motion:*

“That the Board rise from the closed session and report that the draft Detachment Commander Performance Evaluation was reviewed and that direction was provided to finalize the document for approval.”

### 3. Approval of Final Evaluation

*Motion:*

“That the [Board Name] acknowledges receipt of the finalized Detachment Commander Performance Evaluation for calendar year [Year] and approves its submission to the OPP Regional Superintendent.”

### 4. Acknowledging Submission

*Motion:*

“That the Chair be authorized to sign and submit the finalized Detachment Commander Performance Evaluation to the Regional Superintendent on behalf of the Board.”

### Appendix E – Submission Email Template

**Subject:** Submission – Detachment Commander Performance Evaluation [Year] – [Board Name]

**To:** [Regional Superintendent Email Address]

**Body:**

Please find attached the finalized Detachment Commander Performance Evaluation for [Year], as approved by the [Board Name] on [Date].

This submission reflects the input of the full Board and has been completed in accordance with the Community Safety and Policing Act, 2019 and the OPP Detachment Commander Performance Management Framework.

Please confirm receipt. Should you require further information, contact [Board Chair or Administrator Name] at [email address] or [phone number].

Sincerely,

[Name]

[Title]

[Board Name]

### Appendix F – Annual Compliance Log

Boards may use this log to demonstrate completion of each required step in the evaluation cycle.

Requirement	Yes / No	Evidence / File Reference	Comments
Evaluation cycle confirmed and calendar approved			
Committee or advisory group established (if applicable)			



<b>Requirement</b>	<b>Yes / No</b>	<b>Evidence / File Reference</b>	<b>Comments</b>
Mid-year review conducted			
Year-end evidence compiled			
Closed-session resolutions recorded			
Evaluation approved in open session			
Submission sent to Regional Superintendent			
Proof of submission retained			
Post-cycle debriefs completed			

#### **Appendix G – Good Governance Reminders**

1. The evaluation process is a statutory responsibility, not a courtesy.
2. Boards are encouraged to approach performance management as a learning process for both the Board and the Detachment Commander.
3. The process shall remain professional, fact-based, and consistent from year to year.
4. Participation in this process is a hallmark of governance maturity and Inspectorate readiness.
5. The framework should be reviewed annually to ensure it remains aligned with CSPA obligations and evolving best practices.

## LAKEHEAD OPP DETACHMENT BOARD Administrative Report

**Date:** November 14, 2025 (For Meeting on November 20, 2025)

**To:** Members of Lakehead OPP Detachment Board

**Subject:** 2026 Meeting Schedule

**Submitted by:** Erika Kromm, Board Secretary

### **RECOMMENDATION:**

The Board Secretary seeks direction from the Board regarding the meeting schedule for 2026.

### **BACKGROUND/DISCUSSION:**

The Board had previously decided that the meetings would be held on the third Thursday of each month except for July, August and December. This was to allow for regular discussion as the board gets set up.

At the October 16, 2025 meeting there was discussion about reducing the number of meetings for 2026 to roughly quarterly.

The meeting schedule for 2026 may be impacted by the process the Board uses for the Detachment Commander performance feedback. Below are some possible dates to choose from for 2026.

- January 15, 2026
- February 19, 2026
- April 16, 2026
- June 18, 2026
- September 17, 2026
- November 19, 2026

The factors that need to be considered when choosing dates include:

- The annual report is due on June 30<sup>th</sup> each year.
- The Detachment Commander performance feedback is due January 31<sup>st</sup> each year. In relation to this process, consider the following:
  - Does the Board want to set priorities and targets at the beginning of the year?
  - Does the Board want to do a mid-year check-in?
  - When does the Board want to do the final review? November, December, or January?
  - Will it be the entire board or a subcommittee?

**ATTACHMENTS:** None

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**From:** Lisa Darling <lisadarling@oapsb.ca>  
**Sent:** October 31, 2025 8:06 AM  
**To:** Erika Kromm  
**Subject:** OAPSB Membership Renewal Invoice  
**Attachments:** Ontario Association of Police Services Boards Invoices.pdf

Dear ,

As we end 2025 and look forward to 2026, the Ontario Association of Police Service Boards is proud to continue standing beside you as a trusted partner in governance, leadership, and community safety. Your enclosed membership invoice represents more than renewal; it reflects your continued commitment to effective and informed police governance across Ontario.

The past year has been one of significant progress. As boards across the province adapt to the Community Safety and Policing Act, the OAPSB has focused on expanding the tools, training, and advocacy that help members meet these new expectations with confidence. We have introduced new online learning opportunities, updated governance templates, and enhanced support for all board types including municipal, First Nation, and OPP detachment boards.

**Your membership provides you with access to practical supports such as:**

- Exclusive governance training sessions and webinars that help members interpret legislation, improve board performance, and manage complex issues
- Customizable governance templates, evaluation tools, and sample policies to strengthen your board's structure and effectiveness
- The Medallion Group Insurance Program, offering members access to affordable and flexible coverage options
- The OPP Detachment Board Group Insurance Plan, providing consistent and fair access to insurance benefits for detachment boards across Ontario
- A growing online resource library filled with board handbooks, policy tools, and research materials
- Member-only discussion sessions, roundtables, and networking opportunities that connect boards and share best practices
- Regular advocacy updates and information briefs that ensure your board's voice is represented in provincial decision-making

Your membership also strengthens our collective influence. The OAPSB continues to represent members in discussions with government and policing partners, ensuring that civilian governance remains strong, informed, and respected. Each membership renewal helps build the tools, data, and resources that support boards across the province.

New this year we have also attached invoices for your zone fees that you can now start paying to OAPSB direct. This new process has been added for the convenience of all boards and all funding will be redistributed to the zone as received.

**Looking ahead to 2026**, and the rebranding of our organization to Police Governance Ontario, members can expect new and improved digital resources, additional governance thought leadership and insights, and continued access to training, advocacy, and events. We are also expanding opportunities for conferences and engagement for collaboration to make it easier to stay connected throughout the year.

We encourage you to renew promptly to maintain uninterrupted access to all benefits and resources. Please find your invoice enclosed. Payment can be made via online payment or you can pay by mail by January 31, 2026. Should you have any questions or require further assistance, please do not hesitate to contact us.

Thank you for your ongoing commitment to effective police governance and safer communities. Together, we continue to strengthen the voice and impact of civilian oversight in Ontario.

Ontario Association of Police Services Boards  
 PO Box 43058  
 London RPO Highland, ON N6J 0A7  
**Tel** 1-800-831-7727  
**E-Mail** oapsb@oapsb.ca



Ontario  
 Association of  
 Police Services  
 Boards

INVOICE 441	PO NUMBER	2025-10-30
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## BILL TO

## MESSAGE

Lakehead O.P.P. Detachment Board  
 Erika Kromm  
 4766 Highway 61  
 Neebing, ON P7L 0B5

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	Zone 1 fees	150.00	150.00
	SUBTOTAL		150.00
	SALES TAX		0.00
	SHIPPING & HANDLING		0.00
	<b>TOTAL</b>		<b>150.00</b>
	PAYMENT/CREDIT/WRITE OFF/DISCOUNTS APPLIED		(0.00)
	<b>TOTAL DUE BY 2026-01-31</b>		<b>150.00</b>

Thank you for your business!

CURRENT	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	TOTAL OPEN INVOICE
1,201.71	0.00	0.00	0.00	1,201.71

[Submit payment online here](#)

Ontario Association of Police Services Boards  
 PO Box 43058  
 London RPO Highland, ON N6J 0A7  
**Tel** 1-800-831-7727  
**E-Mail** oapsb@oapsb.ca



Ontario  
 Association of  
 Police Services  
 Boards

INVOICE 668	PO NUMBER	2025-10-31
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## BILL TO

## MESSAGE

Lakehead O.P.P. Detachment Board  
 Erika Kromm  
 4766 Highway 61  
 Neebing, ON P7L 0B5

QUANTITY	DESCRIPTION	UNIT PRICE	TOTAL
1	OPP Detachment Board Membership Annual	930.72	930.72
	SUBTOTAL		930.72
	SALES TAX		120.99
	SHIPPING & HANDLING		0.00
	<b>TOTAL</b>		<b>1,051.71</b>
	PAYMENT/CREDIT/WRITE OFF/DISCOUNTS APPLIED		(0.00)
	<b>TOTAL DUE BY 2026-01-31</b>		<b>1,051.71</b>

Thank you for your business!

CURRENT	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	TOTAL OPEN INVOICE
1,201.71	0.00	0.00	0.00	1,201.71

[Submit payment online here](#)

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**From:** OAPSB Training and Communications Team <communications@oapsb.ca>  
**Sent:** November 4, 2025 11:16 AM  
**To:** Erika Kromm  
**Subject:** Critical Thinking for Police Governance – Follow up and resources  
**Attachments:** Critical Thinking for Police Governance Participant Summary.docx

Hello Everyone

Thank you for joining our recent sessions on Critical Thinking for Police Governance. We had strong participation and thoughtful discussion. It is clear there is a growing commitment across boards to strengthen decision making, ask stronger questions, and apply evidence based thinking to governance responsibilities.

Attached you will find a session summary to support your ongoing learning and reflection. Please feel free to use it as a reminder of key concepts or share it with fellow board members who may benefit. It has also been saved to the members portal under Education and Training and then under the Training Resources 2025. Here is a link but you will need to be logged into the members portal first in order for the link to work; <https://oapsb.ca/education-training/training-resources/>

We look forward to continuing this work together as we build strong practices in modern police governance.

Thank you again for your time and continued engagement.

Warm regards,

The Training and Communications Team

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here.](#) If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at [oapsb@oapsb.ca](mailto:oapsb@oapsb.ca).

## **Critical Thinking for Police Governance Participant Summary**

### **Session Summary**

This session focused on how deliberate, reflective thinking strengthens the work of police governance boards. Critical thinking supports fair, informed, and transparent decision making, especially when information is incomplete, complex, or influenced by emotion or public pressure.

Board members play a unique role. They must interpret information from multiple sources, understand community expectations, and guide strategic decision making without stepping into operational duties. Critical thinking gives boards the discipline and confidence to navigate this environment.

### **Key Learning Themes**

#### **What critical thinking is**

Critical thinking is the practice of analyzing facts, questioning assumptions, and forming decisions based on evidence. It is not instinct or common sense. It is a learned skill that requires intention.

#### **Why it matters in police governance**

Governance requires decisions that affect public trust, organizational culture, and community safety. Boards benefit from slowing down, asking better questions, and linking decisions to data and outcomes rather than opinions or habits.

#### **Bias and blind spots**

Everyone holds biases, including confirmation bias, tribal thinking, and inference bias. Recognizing these patterns helps boards avoid assumptions, group think, and decisions driven by personal belief rather than evidence.

#### **Asking stronger questions**

Boards strengthen oversight by asking questions such as

- What do we know and how do we know it
- What information is missing
- Is this data reliable and complete
- What other perspectives should we consider

#### **Interpreting information and data**

Data in policing and governance can be complex. Participants explored how to look beyond surface numbers and understand context, definitions, collection methods, and trends over time. Good governance requires interpreting the story behind the data.

#### **Scenario practice**

Participants worked through real-world examples such as

- Officer morale measurement
- Misinterpretation of survey results

- Community complaints and accountability
- Cultural and gender considerations in policing
- Public perception versus internal explanation

These scenarios reinforced that critical thinking requires curiosity, objectivity, and a willingness to test assumptions before forming conclusions.

### **Building a culture of inquiry**

Boards set the tone by modeling thoughtful questioning, welcoming diverse views, and encouraging evidence-based discussion. The goal is not to be right first, but to reach the most reasoned and defensible decision.

### **Personal reflection prompts**

Participants were encouraged to consider

- How do I challenge my assumptions before forming an opinion
- What tools or data sources can support better decision making
- How do I model inquiry and fairness during board discussions
- How can I encourage reflection and learning within the board

### **Looking forward**

The OAPSB will continue developing expanded training on critical thinking. Future offerings will include more in-depth scenarios, cohort based learning, and continued focus on strong governance principles as the organization transitions to Police Governance Ontario.



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**From:** Holly Doty <oapsb@oapsb.ca>  
**Sent:** October 29, 2025 7:40 PM  
**To:** Erika Kromm  
**Subject:** Announcing 2026 OAPSB Membership Renewals



**Dear OAPSB Members,**

As we end 2025 and look forward to 2026, the Ontario Association of Police Service Boards is proud to continue standing beside you as a trusted partner in governance, leadership, and community safety. Your membership invoice represents more than renewal; it reflects your continued commitment to effective and informed police governance across Ontario.

Your invoice for your 2025-2026 Membership will be distributed starting tomorrow. Payments can be made via online payment or you can pay by mail by January 31, 2026. Memberships are valid from January 1, 2026 to December 31, 2026.

---

## New This Year: Zone Fees Invoice

Along with your Membership invoice, will also be attaching invoices for your zone fees. These fees can now be paid directly to OAPSB.

This new process has been added for convenience of all boards and all funding will be redistributed to the zone as received.

## Benefits of Renewing Your Membership

Your membership provides you with access to practical supports such as:

- Exclusive governance training sessions and webinars that help members interpret legislation, improve board performance, and manage complex issues
- Customizable governance templates, evaluation tools, and sample policies to strengthen your board's structure and effectiveness
- The Medallion Group Insurance Program, offering members access to affordable and flexible coverage options
- The OPP Detachment Board Group Insurance Plan, providing consistent and fair access to insurance benefits for detachment boards across Ontario
- A growing online resource library filled with board handbooks, policy tools, and research materials
- Member-only discussion sessions, roundtables, and networking opportunities that connect boards and share best practices
- Regular advocacy updates and information briefs that ensure your board's voice is represented in provincial decision-making

**Looking ahead to 2026**, and the rebranding of our organization to Police Governance Ontario, members can expect new and improved digital resources, additional governance thought leadership and insights, and continued access to training, advocacy, and events. We are also expanding opportunities for conferences and engagement for collaboration to make it

easier to stay connected throughout the year.

Thank you for your ongoing commitment to effective police governance and safer communities. Together, we continue to strengthen the voice and impact of civilian oversight in Ontario.

Best Regards,

**Lisa Darling, M.O.M.**

Executive Director, Ontario Association of Police Service Boards

P.O. Box 43058

London RPO Highland ON N6J 0A7

[lisadarling@oapsb.ca](mailto:lisadarling@oapsb.ca)

705-238-9439

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This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here.](#) If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at [oapsb@oapsb.ca](mailto:oapsb@oapsb.ca).

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**From:** OAPSB Training and Communications Team <communications@oapsb.ca>  
**Sent:** October 27, 2025 12:01 AM  
**To:** Erika Kromm  
**Subject:** New Resource: Board Communication Policy Template – Strengthening Transparency and Public Trust

## Dear Board Members,

Clear and consistent communication is one of the most visible measures of strong police governance. In recent months, several situations across Ontario have highlighted a common challenge: when Boards do not communicate proactively, the silence is often interpreted by the public and the media as secrecy or inaction.

To help address this, the Ontario Association of Police Services Boards has developed a **Board Communication Policy Template**, now available in the **Members' Portal**.

## Why This Matters

While the Community Safety and Policing Act, 2019 (CSPA) does not explicitly prescribe how Boards must communicate, it does establish a clear expectation for transparency, accountability, and community engagement. The way a Board communicates is fundamental to fulfilling those obligations.

This policy template translates those principles into practical, proactive governance, helping Boards move from reactive responses to strategic communication that builds confidence and trust.

Strong communication practices are not just about crisis management. They are about:

- **Transparency:** Ensuring the community understands how decisions are made and why.
- **Accountability:** Demonstrating that Boards are active, informed, and independent.
- **Engagement:** Building credibility by closing the feedback loop with the communities you serve, especially after town halls or consultations.
- **Consistency:** Providing clarity on who speaks for the Board and how sensitive information is managed.

## About the New Template

The Board Communication Policy Template establishes a foundation for effective communication and includes:

- Clear roles and responsibilities for authorized spokespersons and handling of public inquiries.
- Guidance for managing communication during critical or sensitive incidents, including coordination with Chiefs of Police or Detachment Commanders while respecting operational independence.
- A definition and structured response model for “critical events,” informed by guidance from the Inspectorate of Policing, the Toronto Police Service Board, and national best practices.
- Privacy and data-handling protocols to ensure compliance with MFIPPA and Regulation 408/23.

- A visual flowchart to help Boards manage communication quickly and consistently during sensitive situations.

This policy is not intended to limit dialogue; it is meant to support Boards in communicating responsibly, confidently, and consistently, even when the issues are complex.

It should be adopted as a baseline framework and adapted to reflect each Board's local needs, communication channels, and community expectations.

## Looking Ahead

Good communication is both a compliance and a culture issue. It is how Boards demonstrate that they are not only governing, but leading with integrity, openness, and respect.

We encourage Boards to:

- Review the new policy together at an upcoming meeting.
- Consider adding communication practices to your annual Board development or orientation program.
- Plan for follow-up communications after community meetings or town halls to demonstrate accountability and responsiveness.

This is the starting point of a broader effort to strengthen public confidence in police governance across Ontario.

## Access the Template

The **Board Communication Policy Template** and flowchart are now available for download in the [Members' Portal](#). Remember you will need to be signed in to the portal for the link to work.

Thank you for your continued commitment to good governance, transparency, and community trust.

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here](#). If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at [oapsb@oapsb.ca](mailto:oapsb@oapsb.ca).