



**SOUTH GRENVILLE OPP DETACHMENT
AGENDA**

Town of Prescott
Wednesday, May 28, 2025
7:00 p.m.

- 1. Call to Order**
- 2. Land Acknowledgement**
- 3. Disclosure of Pecuniary Interest and General Nature Thereof**
- 4. Oath of Office – Brian Purcell, Township of Augusta**
- 5. Approval of the Agenda**
- 6. Minutes of the Previous Meeting**
 - a) January 14, 2025**
- 7. Delegations & Presentations**
 - Graham White, Police Services Advisor**
- 8. Reports**
 - a) OPP Report – May 28, 2025**
 - b) South Grenville OPP Detachment Board – 2025 Budget**
- 9. Items of Business**
 - a) OPP Detachment Name Change By-Law**
 - b) OPP Detachment Board Terms of Reference**
 - c) OPP Detachment Secretary Terms of Reference**
 - d) OPP Detachment Insurance – Verbal Update**
- 10. Correspondence**
 - a) OAPSB – Quarterly Newsletter**
- 11. New Business**
- 12. Adjournment**



**EDWARDSBURGH
CARDINAL**



**SOUTH GRENVILLE OPP DETACHMENT
MINUTES**

Town of Prescott

Tuesday, January 14, 2025

6:30 p.m.

Present	Mayor Jeff Shaver, Township of Augusta, Mayor Tory Deschamps, Township of Edwardsburgh Cardinal, Mayor Gauri Shankar, Town of Prescott, Marina Laker, and Rob Samojillo
Staff	Shannon Geraghty, CAO Township of Augusta, Sean Nickolson, CAO Township of Edwardsburgh Cardinal, Matthew Armstrong, CAO/Treasurer Town of Prescott, Lindsey Veltkamp, Clerk Town of Prescott
Guests	Lisa Nicholas, Grenville OPP Detachment Commander and Cory Briscoe, Grenville OPP Staff Sergeant
Regrets	Brian Purcell, Township of Augusta

1. Welcome and Introductions

Mayor Shaver welcomed members, staff, and OPP representatives to the meeting.

2. Oath of Office

Mayor Shaver spoke to the required Oaths of Office to be made by each member of the Board.

3. Call to Order

Mayor Shaver called the meeting to order at 6:31 p.m.

4. Land Acknowledgement

Mayor Shaver acknowledged that we are meeting on aboriginal land that has been inhabited by Indigenous peoples.

In particular, we acknowledge the traditional territory of the Huron-Wendat, Anishinaabeg, Haudenosaunee, Anishinabek, and the Oneida and Haudenosaunee Peoples.

5. Disclosure of Pecuniary Interest and General Nature Thereof

Brief introductions were issued from each member of the board, staff, and OPP representatives.

There were no items of pecuniary interest and general nature thereof to disclose.

6. Approval of the Agenda

Moved by: G. Shankar

Seconded by: T. Deschamps

That the agenda for the South Grenville OPP Detachment Police Services Board be approved as presented.

Carried

7. Opening Statements from Mayor Deschamps, Mayor Shankar, and Mayor Shaver

Mayor Deschamps, Mayor Shankar, and Mayor Shaver each provided opening statements.

Mayor Shankar spoke to a potential recess for a photo opportunity with local youth, Eric Henry, for his second-place award from the Royal Canadian Legion in the Remembrance Day Literary Contest.

8. Items of Business

Prior to proceeding with the items of business Mayor Deschamps, Mayor Shaver, Rob Samojllo, Marina Laker, and Mayor Shankar read their Oaths of Office.

Discussion was held regarding the appointment of provincial appointees.

a. Appointments for Chair & Vice-Chair

Lindsey Veltkamp, Clerk, called for nominations for the position of Chair.

Mayor Deschamps nominated Mayor Jeff Shaver; Marina Laker seconded the nomination.

Lindsey Veltkamp, Clerk, called for nominations for the position of Vice-Chair.

Mayor Shankar nominated Mayor Tory Deschamps; Mayor Shaver seconded the nomination.

b. Terms of Reference – OPP Detachment

Shannon Geraghty, CAO of the Township of Augusta, spoke to the draft Terms of Reference, the interest in meeting frequency, and remuneration.

Discussion was held regarding the Code of Conduct, having copies distributed and bringing the draft version to the Board for discussion.

Further discussion was held regarding the listed term of membership not exceeding the term of Council versus a two-year appointment, the expectation for members to attend every meeting, and clarity surrounding the review of the composition of the OPP Detachment Board.

The Board discussed the process for reviewing the Board's composition by each municipality, the responsibility of each municipality to name members for each municipality and stipulating the timing for the review at the end of the term of the members.

Matthew Armstrong, CAO/Treasurer of the Town of Prescott, spoke to potential inconsistencies in composition and handling requests for members to resign.

Further discussion was held regarding adding clarity around the responsibility of who reviews the Boards composition, receiving guidance from the Minister of the Solicitor General, and the responsibility for each individual municipality to appoint their own Board members.

The Board discussed changing the language of the section under filing vacancies to remove the requirements to fill a vacancy within three months so long as quorum is met.

Shannon Geraghty spoke to the requirement to review remuneration.

The Board discussed bringing back the terms of reference to the next meeting for further consideration, appointing Shannon Geraghty as the Secretary-Treasurer, and bringing back terms of reference for the Secretary-Treasurer for review and consideration.

c. 2025 Budget – Allocation of Funds

Mayor Shaver provided background on the remuneration of the Police Services Board with the Township of Augusta and past donations of funds.

Mayor Shankar spoke to the remuneration of citizen Police Services Board members only and not members of Council.

The Board discussed opening a new joint bank account for the Grenville OPP Detachment Board, contributions from each municipality to the joint account.

Moved by: G. Shankar

Seconded by: T. Deschamps

That each municipality contribute \$10,000 to a joint account for the Grenville OPP Detachment Board for 2025 to be reviewed in the third quarter.

Carried

Discussion was held regarding remuneration amounts for Board members, ensuring the remuneration rate is equal for all, and bringing back the provincial rate to the next meeting for discussion.

Moved by: R. Samojllo

Seconded by: G. Shankar

That all Board members be paid equally to the public appointee remuneration amount about as outlined in the *Community Safety and Policing Act, 2019*.

Carried

Shannon Geraghty, spoke to the requirement for insurance coverage for the Board.

The Board discussed the possibility of using current insurance, the impact the insurance could have on the Board's budget, and discussions with OAPSB regarding current negotiations with insurance policies.

Mayor Shaver provided an overview of the OAPSB and the benefits of its membership.

Lisa Nicholas, Grenville OPP Detachment Commander, spoke to past discussions at the North Grenville/Merrickville Grenville OPP Detachment Board regarding insurance options and their remuneration per meeting.

Moved by: T. Deschamps

Seconded by: G. Shankar

That the Grenville OPP Detachment Board direct Staff to pay the 2025 Membership to the OAPSB Zone 2.

Carried

d. Meeting Scheduling for 2025

Discussion was held regarding the requirement to meet four times per year.

Further discussion was held regarding holding the meeting in Prescott as a central location and scheduling the next meeting date for Wednesday, April 23, 2025 at 6:30 p.m.

e. Training & Membership

Discussion was held regarding the required training.

9. Delegations & Presentations

a. Lisa Nicholas, Detachment Commander & Staff Sergeant Cory Briscoe

Lisa Nicholas, Grenville OPP Detachment Commander, spoke to the change in reporting requirements that now provide an overview of the statistics for the whole county rather than each individual municipality and the purpose behind the change.

Lindsey Veltkamp, Clerk, left the meeting at 7:32 p.m.

Lindsey Veltkamp, Clerk, returned to the meeting at 7:34 p.m.

Detachment Commander Nicholas provided an overview of the statistic report for 2024. She referenced the statistics from collision reports, violent crimes, theft, and highlights of the work of the Community Street Crime Unit.

She spoke to the trafficking charges issued, the ability to collect clearance rates, public complaints received and referrals to victim services.

Discussion was held regarding the requirement to record Board meetings, future distribution of the report for upcoming meetings, and appropriate subject matter when moving into closed session.

Further discussion was held regarding the positive work of the Detachment in the three municipalities, the 2023-2025 Action Plan and the process for approval for the Action Plan.

10. New Business

The Board expressed their gratitude for the work of the OPP and offered assistance in communicating with residents, issuing PSA's and highlighting positive stories.

11. Adjournment

Moved by: G. Shankar

Seconded by: T. Deschamps

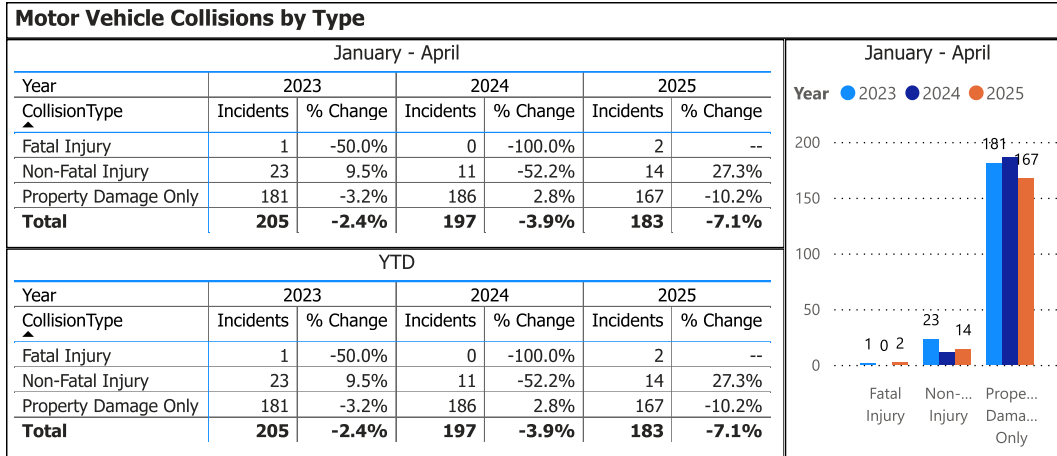
That the meeting be adjourned. (Time: 7:52 p.m.)

South Grenville Detachment Board Meeting



May 28th, 2025

**OPP Detachment Board Report
Collision Reporting System
January - April 2025**



Data source (Collision Reporting System) date:
12-May-2025

Detachment: 3P - GRENVILLE COUNTY (Prescott)
Location code(s): 3P00 - GRENVILLE COUNTY (Prescott), 3P10 - GRENVILLE COUNTY (Kemptville)

Area(s): ALL
Data source date:
12-May-2025

Report Generated on:
20-May-2025 9:29:59 AM

**OPP Detachment Board Report
Collision Reporting System
January - April 2025**

Fatalities in Detachment Area - Incidents

January - April

Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	1	-50.0%	0	0	--	0	0	--
2024	0	0	-100.0%	0	0	--	0	0	--
2025	0	1	--	0	0	--	0	1	--

YTD

Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	1	-50.0%	0	0	--	0	0	--
2024	0	0	-100.0%	0	0	--	0	0	--
2025	0	1	--	0	0	--	0	1	--

Fatalities in Detachment Area - Persons Killed

January - April

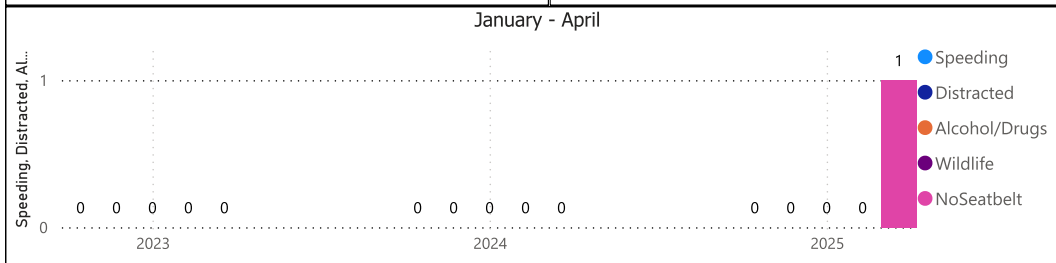
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle	
	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change
2023	1	-75.0%	0	--	0	--
2024	0	-100.0%	0	--	0	--
2025	1	--	0	--	1	--

YTD

Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle	
	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change
2023	1	-75.0%	0	--	0	--
2024	0	-100.0%	0	--	0	--
2025	1	--	0	--	1	--

Primary Causal Factors in Fatal Motor Vehicle Collisions

	January - April			YTD		
	2023	2024	2025	2023	2024	2025
Speeding	0	0	0	0	0	0
Speeding % Change	--	--	--	--	--	--
Distracted	0	0	0	0	0	0
Distracted % Change	-100.0%	--	--	-100.0%	--	--
Alcohol/Drugs	0	0	0	0	0	0
Alcohol/Drugs % Change	--	--	--	--	--	--
Wildlife	0	0	0	0	0	0
Wildlife % Change	--	--	--	--	--	--
NoSeatbelt	0	0	1	0	0	1
NoSeatbelt YoY%	-100.0%	--	--	-100.0%	--	--



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12-May-2025

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Location code(s): 3P00 - GRENVILLE COUNTY (Prescott), 3P10 - GRENVILLE COUNTY (Kemptville)

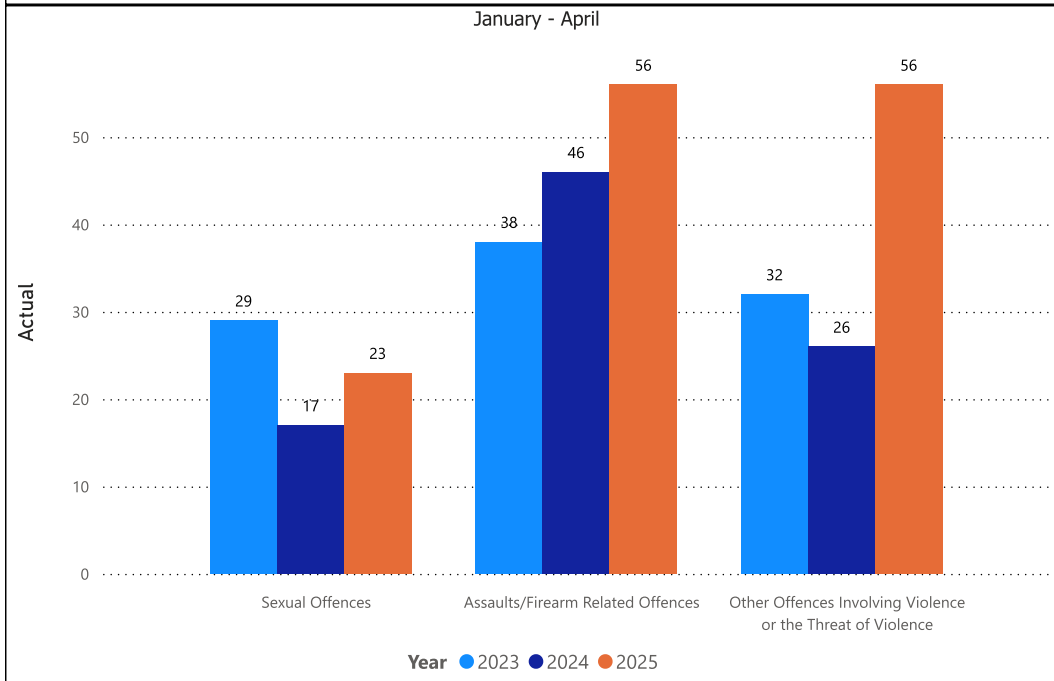
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**OPP Detachment Board Report
Records Management System
January - April 2025**

Violent Crime						
January-April						
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	-100.0%	0	--	0	--
Sexual Offences	29	0.0%	17	-41.4%	23	35.3%
Assaults/Firearm Related Offences	38	46.2%	46	21.1%	56	21.7%
Offences Resulting in the Deprivation of Freedom	0	--	0	--	0	--
Robbery	0	--	0	--	0	--
Other Offences Involving Violence or the Threat of Violence	32	-20.0%	26	-18.8%	56	115.4%
Offences in Relation to Sexual Services	0	--	0	--	0	--
Total	99	3.1%	89	-10.1%	135	51.7%

YTD						
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	-100.0%	0	--	0	--
Sexual Offences	29	0.0%	17	-41.4%	23	35.3%
Assaults/Firearm Related Offences	38	46.2%	46	21.1%	56	21.7%
Offences Resulting in the Deprivation of Freedom	0	--	0	--	0	--
Robbery	0	--	0	--	0	--
Other Offences Involving Violence or the Threat of Violence	32	-20.0%	26	-18.8%	56	115.4%
Offences in Relation to Sexual Services	0	--	0	--	0	--
Total	99	3.1%	89	-10.1%	135	51.7%



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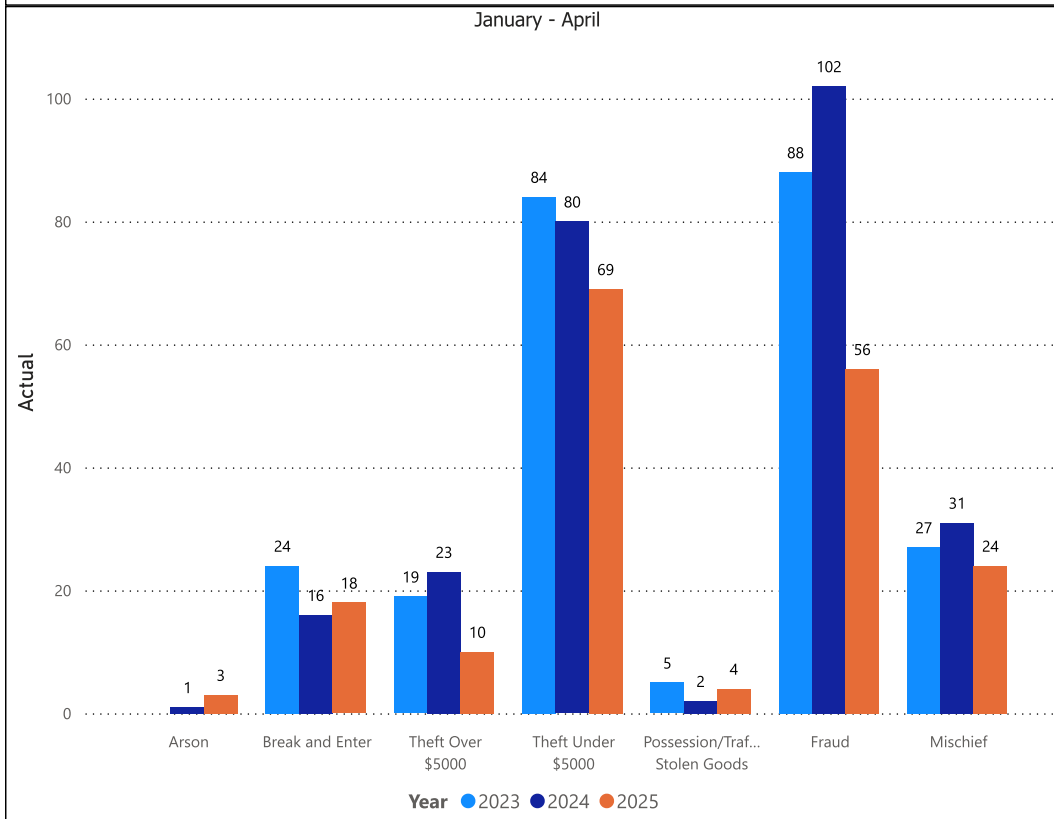
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OPP Detachment Board Report Records Management System January - April 2025

Property Crime						
January - April						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Arson	0	--	1	--	3	200.0%
Break and Enter	24	-11.1%	16	-33.3%	18	12.5%
Theft Over \$5000	19	72.7%	23	21.1%	10	-56.5%
Theft Under \$5000	84	37.7%	80	-4.8%	69	-13.8%
Possession/Trafficking Stolen Goods	5	150.0%	2	-60.0%	4	100.0%
Fraud	88	37.5%	102	15.9%	56	-45.1%
Mischief	27	0.0%	31	14.8%	24	-22.6%
Total	247	28.6%	255	3.2%	184	-27.8%

YTD						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Arson	0	--	1	--	3	200.0%
Break and Enter	24	-11.1%	16	-33.3%	18	12.5%
Theft Over \$5000	19	72.7%	23	21.1%	10	-56.5%
Theft Under \$5000	84	37.7%	80	-4.8%	69	-13.8%
Possession/Trafficking Stolen Goods	5	150.0%	2	-60.0%	4	100.0%
Fraud	88	37.5%	102	15.9%	56	-45.1%
Mischief	27	0.0%	31	14.8%	24	-22.6%
Total	247	28.6%	255	3.2%	184	-27.8%



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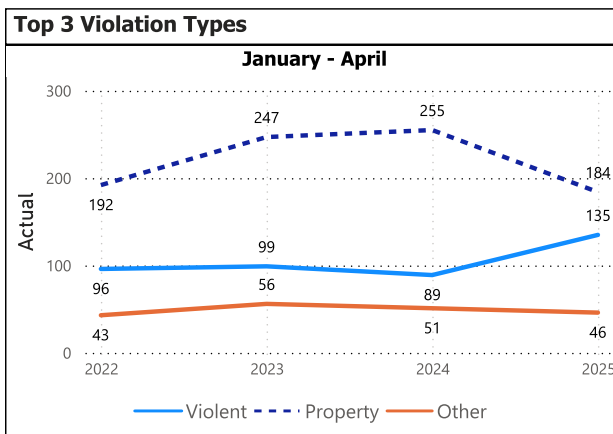
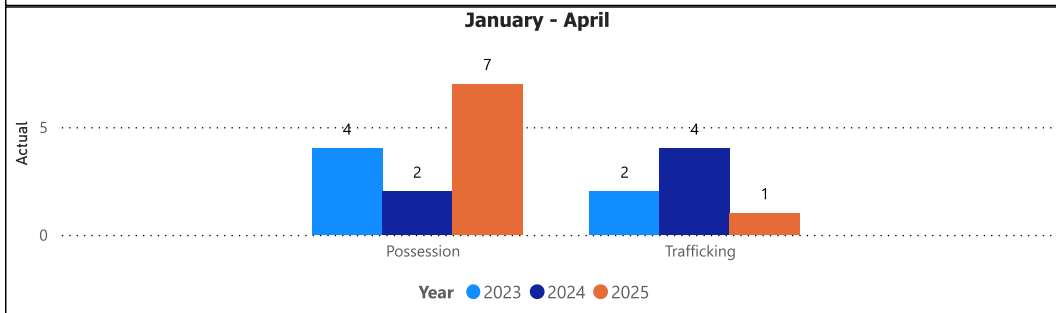
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**OPP Detachment Board Report
Records Management System
January - April 2025**

Drug Crime						
January - April						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	4	-20.0%	2	-50.0%	7	250.0%
Trafficking	2	-66.7%	4	100.0%	1	-75.0%
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	6	-45.5%	6	0.0%	8	33.3%

YTD						
Year	2023		2024		2025	
ViolationGrp	Actual	% Change	Actual	% Change	Actual	% Change
Possession	4	-20.0%	2	-50.0%	7	250.0%
Trafficking	2	-66.7%	4	100.0%	1	-75.0%
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	6	-45.5%	6	0.0%	8	33.3%



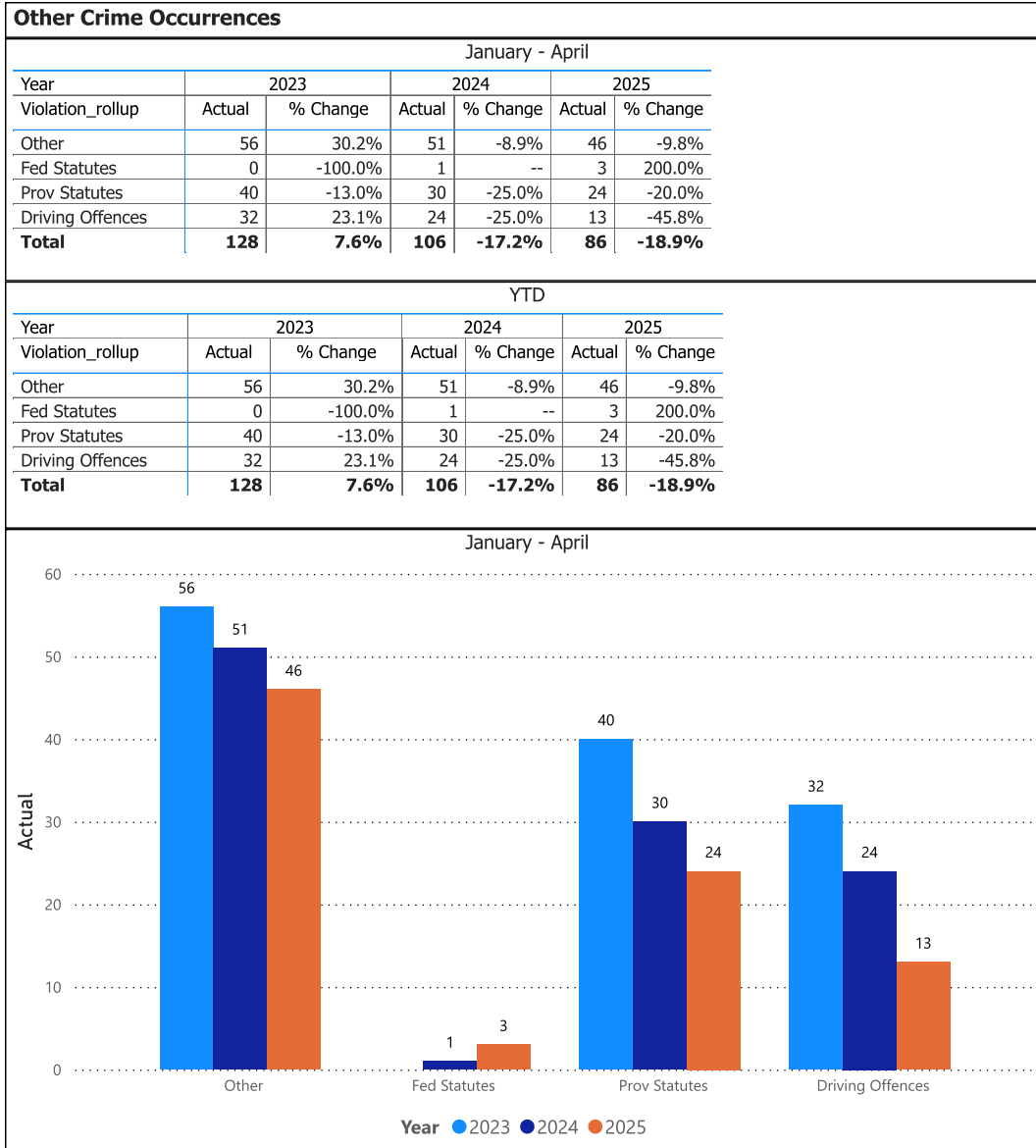
Top 5 Violation Groups					
January - April					
ViolationGrp	2022	2023	2024	2025	Total
Fraud	64	88	102	56	310
Theft Under \$5000	61	84	80	69	294
Assaults/Firearm Related Offences	26	38	46	56	166
Other Offences Involving Violence or the Threat of Violence	40	32	26	56	154
Provincial Statutes	46	40	30	24	140

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OPP Detachment Board Report Records Management System January - April 2025



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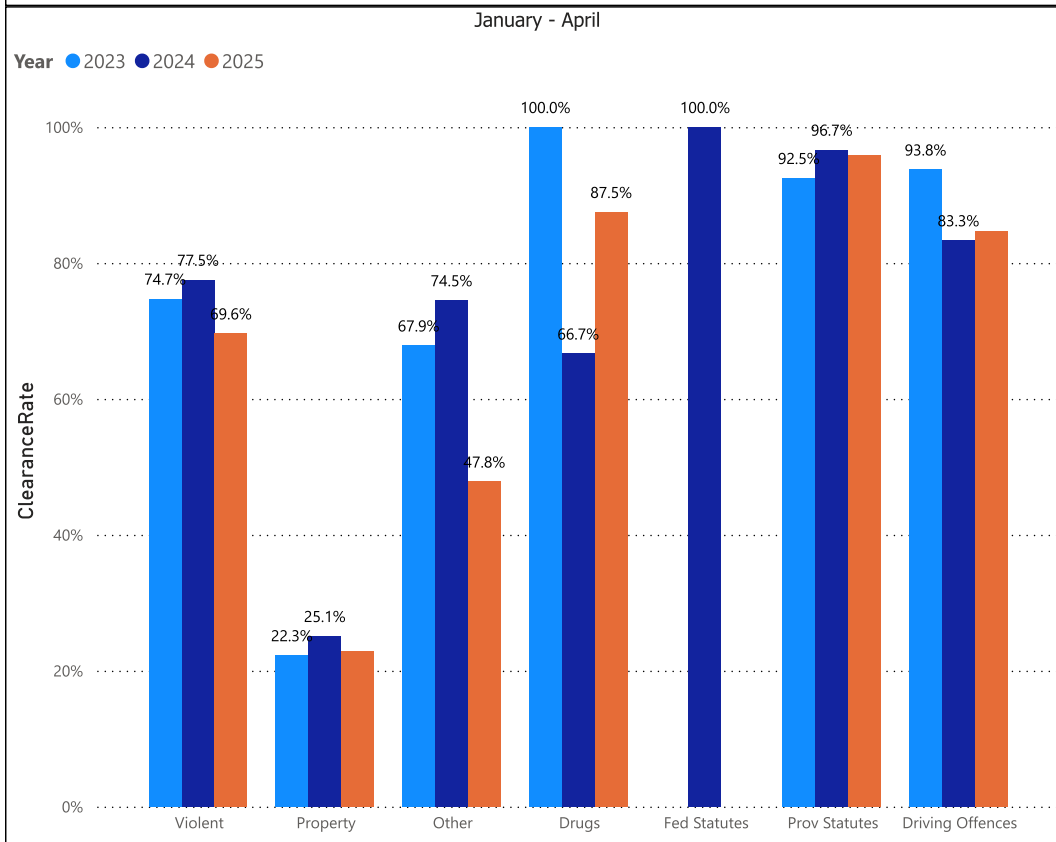
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OPP Detachment Board Report Records Management System January - April 2025

Clearance Rate						
January - April						
Year	2023		2024		2025	
	%	% Change	%	% Change	%	% Change
Violent	74.7%	-5.6%	77.5%	3.7%	69.6%	-10.2%
Property	22.3%	15.5%	25.1%	12.7%	22.8%	-9.1%
Other	67.9%	-11.6%	74.5%	9.8%	47.8%	-35.8%
Drugs	100.0%	37.5%	66.7%	-33.3%	87.5%	31.3%
Fed Statutes		-100.0%	100.0%	--	0.0%	-100.0%
Prov Statutes	92.5%	1.3%	96.7%	4.5%	95.8%	-0.9%
Driving Offences	93.8%	-6.3%	83.3%	-11.1%	84.6%	1.5%

YTD						
Year	2023		2024		2025	
	%	% Change	%	% Change	%	% Change
Violation_rollup						
Violent	74.7%	-5.6%	77.5%	3.7%	69.6%	-10.2%
Property	22.3%	15.5%	25.1%	12.7%	22.8%	-9.1%
Other	67.9%	-11.6%	74.5%	9.8%	47.8%	-35.8%
Drugs	100.0%	37.5%	66.7%	-33.3%	87.5%	31.3%
Fed Statutes		-100.0%	100.0%	--	0.0%	-100.0%
Prov Statutes	92.5%	1.3%	96.7%	4.5%	95.8%	-0.9%
Driving Offences	93.8%	-6.3%	83.3%	-11.1%	84.6%	1.5%



Detachment: 3P - GRENVILLE COUNTY (Prescott)

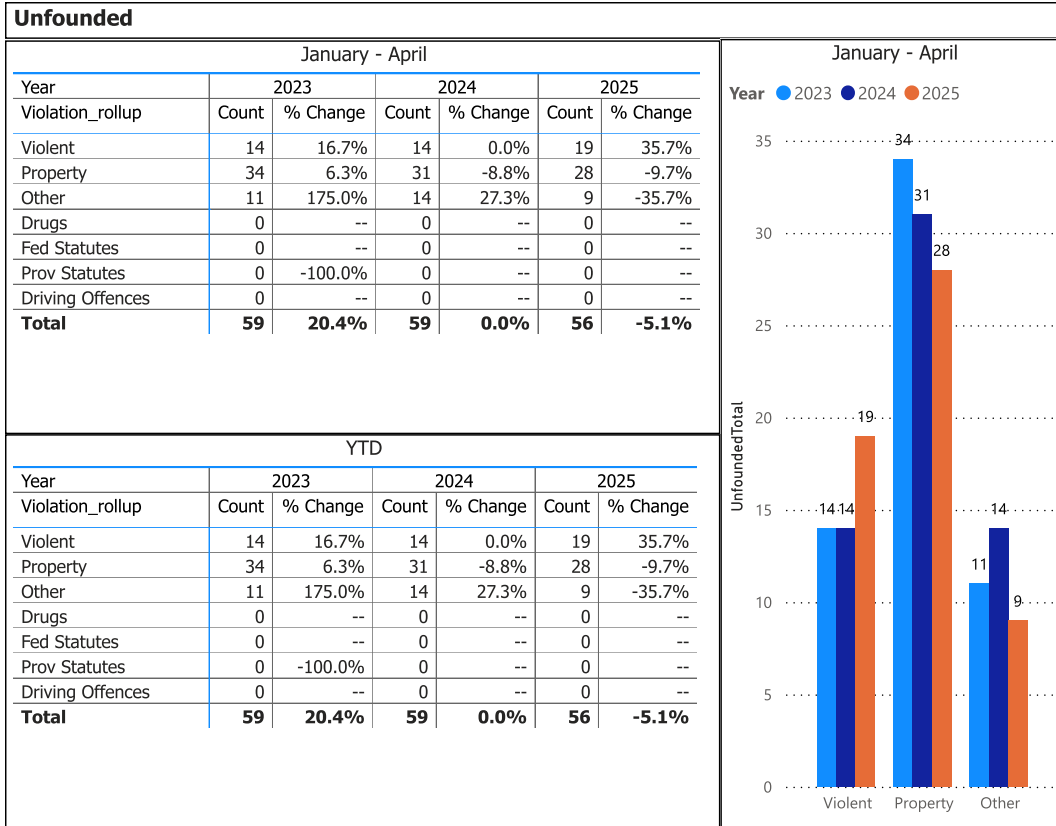
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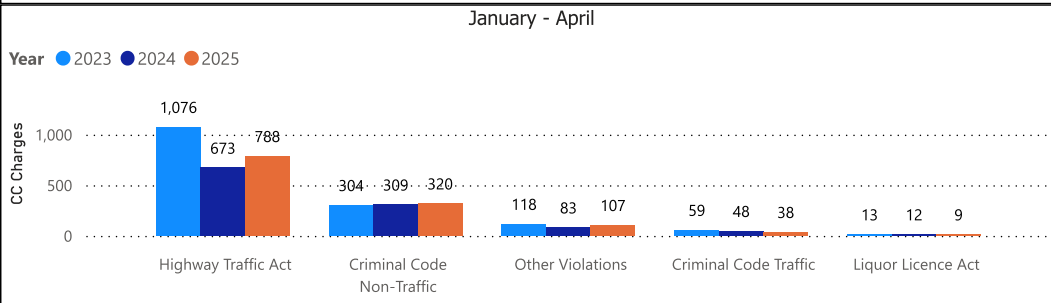
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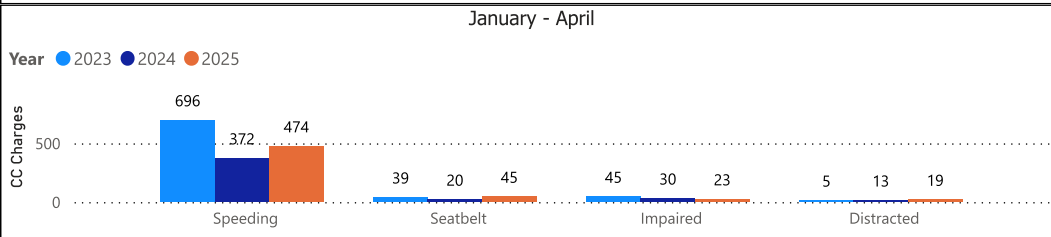
Criminal Code and Provincial Statute Charges Laid						
January - April						
Year	2023		2024		2025	
ChargeCategory1	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Criminal Code Non-Traffic	304	37.6%	309	1.6%	320	3.6%
Criminal Code Traffic	59	31.1%	48	-18.6%	38	-20.8%
Highway Traffic Act	1,076	42.3%	673	-37.5%	788	17.1%
Liquor Licence Act	13	-43.5%	12	-7.7%	9	-25.0%
Other Violations	118	-7.1%	83	-29.7%	107	28.9%
Total	1,570	34.0%	1,125	-28.3%	1,262	12.2%

YTD						
Year	2023		2024		2025	
ChargeCategory1	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Criminal Code Non-Traffic	304	37.6%	309	1.6%	320	3.6%
Criminal Code Traffic	59	31.1%	48	-18.6%	38	-20.8%
Highway Traffic Act	1,076	42.3%	673	-37.5%	788	17.1%
Liquor Licence Act	13	-43.5%	12	-7.7%	9	-25.0%
Other Violations	118	-7.1%	83	-29.7%	107	28.9%
Total	1,570	34.0%	1,125	-28.3%	1,262	12.2%



Traffic Related Charges						
January - April						
Year	2023		2024		2025	
ChargeCategory2	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Speeding	696	40.0%	372	-46.6%	474	27.4%
Seatbelt	39	-15.2%	20	-48.7%	45	125.0%
Impaired	45	32.4%	30	-33.3%	23	-23.3%
Distracted	5	-61.5%	13	160.0%	19	46.2%

YTD						
Year	2023		2024		2025	
ChargeCategory2	Offence Count	% Change	Offence Count	% Change	Offence Count	% Change
Speeding	696	40.0%	372	-46.6%	474	27.4%
Seatbelt	39	-15.2%	20	-48.7%	45	125.0%
Impaired	45	32.4%	30	-33.3%	23	-23.3%
Distracted	5	-61.5%	13	160.0%	19	46.2%



Detachment: 3P - GRENVILLE COUNTY (Prescott)

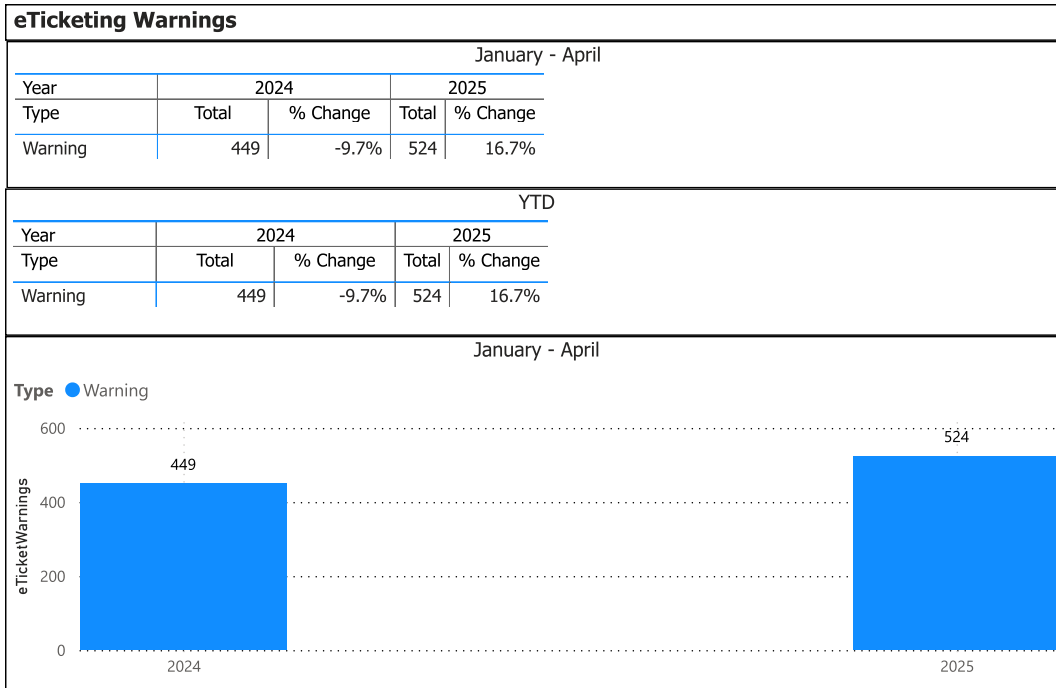
Location code(s): 3P00 - GRENVILLE COUNTY (Prescott), 3P10 - GRENVILLE COUNTY (Kemptville)

Area(s): ALL

Data source date:
12-May-25

Report Generated on:
20-May-2025 9:29:59 AM

**OPP Detachment Board Report
Records Management System
January - April 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.

Detachment: 3P - GRENVILLE COUNTY (Prescott)

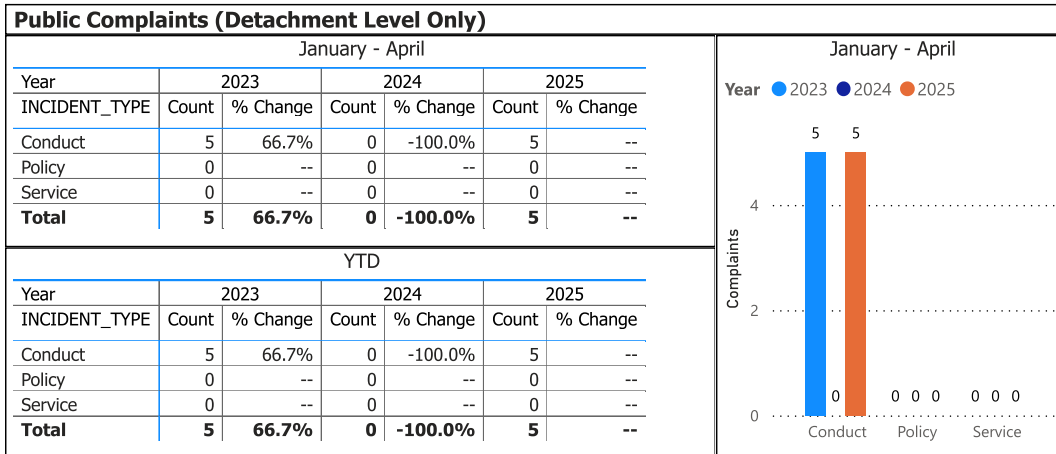
Location code(s): 3P00 - GRENVILLE COUNTY (Prescott), 3P10 - GRENVILLE COUNTY (Kemptville)

Area(s): ALL

Data source date:
12-May-25

Report Generated on:
20-May-2025 9:31:07 AM

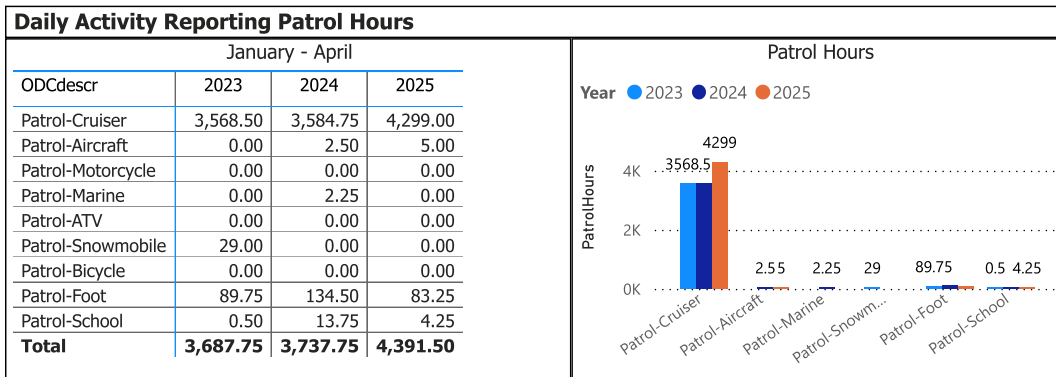
OPP Detachment Board Report Records Management System January - April 2025



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

Data source date:
12-May-2025

Daily Activity Reporting



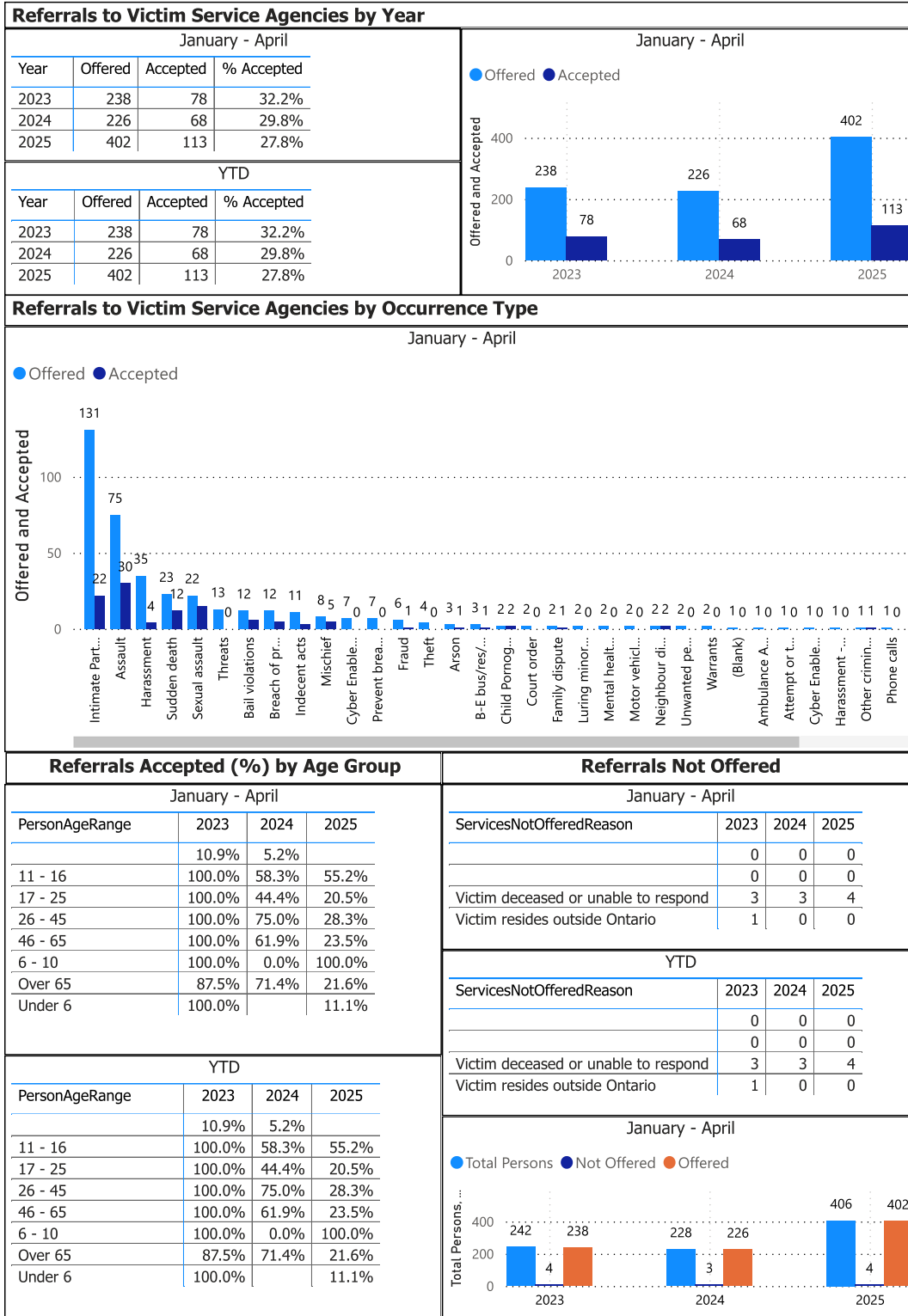
Data source (Daily Activity Reporting System) date:
12-May-2025

Detachment: 3P - GRENVILLE COUNTY (Prescott)
Location code(s): 3P00 - GRENVILLE COUNTY (Prescott), 3P10 - GRENVILLE COUNTY (Kemptville)

Data source date:
12-May-2025

Report Generated on:
20-May-2025 9:29:59 AM

OPP Detachment Board Report Records Management System January - April 2025



Detachment: 3P - GRENVILLE COUNTY (Prescott)

Location code(s): 3P00 - GRENVILLE COUNTY (Prescott), 3P10 - GRENVILLE COUNTY (Kemptville)

Area(s): ALL

Data source date:
12-May-2025

Report Generated on:
20-May-2025 9:29:59 AM

South Grenville OPP Detachment Board Budget - Draft

Total 2025 Budget	\$30,123.00
Actual	\$0.00
<hr/>	
Remaining	\$30,123.00

Member Remuneration

Item	Budget	Actual	Difference
\$150 per meeting x 4 meetings per year x 8 members	\$4,800.00	\$0.00 ✓	\$4,800.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
Total	\$4,800.00	\$0.00 ✓	\$4,800.00

Community Outreach

Item	Budget	Actual	Difference
Bursary - South Grenville District High School	\$1,000.00	\$0.00 ✓	\$1,000.00
Bursary - St. Mary	\$1,000.00	\$0.00 ✓	\$1,000.00
Remembrance Day - Wreathes x 2	\$300.00	\$0.00 ✓	\$300.00
			\$0.00
			\$0.00
			\$0.00
Total	\$2,300.00	\$0.00 ✓	\$2,300.00

Public Campaigns

Item	Budget	Actual	Difference
Social Media Advertising	\$200.00	\$0.00 ✓	\$200.00
Newspaper Advertising - Beacon 1/8 page 12 months	\$1,300.00	\$0.00 ✓	\$1,300.00
Newspaper Advertising - Recorder EMC 6 times	\$3,000.00	\$0.00 ✓	\$3,000.00
			\$0.00
Total	\$4,500.00	\$0.00 ✓	\$4,500.00

Memberships and Training

Item	Budget	Actual	Difference
Ontario Association of Police Service Boards - Membership	\$3,052.80	\$0.00 ✓	\$3,052.80
OAPSB - Zone 2 Membership	\$100.00	\$0.00 ✓	\$100.00
OAPSB - Zone 2 Meetings Registration 3 meetings x 2 members	\$240.00	\$0.00 ✓	\$240.00
Travel to OAPSB Zone Meetings 3 meetings x 2 members x 750 km x \$0.70	\$755.70	\$0.00 ✓	\$755.70
OAPSB Provincial Conference Reg & Travel	\$3,000.00	\$0.00 ✓	\$3,000.00
Board Training	\$2,500.00	\$0.00 ✓	\$2,500.00
Total	\$9,648.50	\$0.00 ✓	\$9,648.50

Organizational Costs

Item	Budget	Actual	Difference
Board Insurance	\$5,123.00	\$0.00 ✓	\$5,123.00
			\$0.00
			\$0.00
			\$0.00
			\$0.00
Total	\$5,123.00	\$0.00 ✓	\$5,123.00

Specific Initiatives

Item	Budget	Actual	Difference
To Be Determined	\$3,751.50	\$0.00 ✓	\$3,751.50
			\$0.00
			\$0.00
Total	\$3,751.50	\$0.00 ✓	\$3,751.50

Grenville O.P.P Detachment Board 2
Augusta Township, Edwardsburgh Cardinal Township, and Town of Prescott

By-Law Number 2025-01

Being a by-law to affirm the name of the South Grenville O.P.P. Detachment Board

WHEREAS The Grenville O.P.P. Detachment Board was established by the Community Safety and Policing Act, 2019 as of April 1,2024.

AND WHEREAS an O.P.P. Detachment Board shall make rules and procedures in performing its duties under the *Community Safety and Policing Act, 2019*, SO 2019, c 1 and amendments;

AND WHEREAS O.P.P. Detachment Boards are permitted to name their Board's in accordance with the *Community Safety and Policing Act, 2019*;

AND WHEREAS subject to O.Reg. 135/24 of the *Community Safety and Policing Act, 2019*, the Board is deemed an OPP Detachment Board within the jurisdiction of the Grenville area;

AND WHEREAS O.Reg. 135/24 named the Grenville O.P.P. Detachment Board in the Augusta Township, Edwardsburgh Cardinal Township, and Town of Prescott geographical area, served by the Grenville Detachment;

AND WHEREAS through the *Community Safety and Policing Act, 2019* under O.Reg 135/24 two municipal OPP detachment boards for Grenville County were named, both bearing the official name Grenville O.P.P. Detachment Board and served by the Grenville O.P.P. Detachment, one for the combined municipalities of North Grenville and Merrickville-Wolford (generally referred to as Grenville O.P.P. Detachment Board 1) and another for the combined Townships of Augusta and Edwardsburgh Cardinal and the separated Town of Prescott (generally referred to as Grenville O.P.P. Detachment Board 2);

AND WHEREAS the Grenville O.P.P. Detachment Board for Augusta Township, Edwardsburgh Cardinal Township and the Town of Prescott deems it desirable to rename the Board to provide differentiation and delineation between the two boards within Grenville County;

AND WHEREAS until such time as the *Community Safety and Policing Act, 2019*, or O.Reg 135/24 is amended to reflect the name of our Detachment Board in the

corresponding table within O. Reg. 135/24, the Board shall be operating as the South Grenville O.P.P. Detachment Board.

NOW THEREFORE the South Grenville O.P.P Detachment Board enacts as follows:

1. THAT the Grenville O.P.P Detachment Board now be referred to as the South Grenville O.P.P. Detachment Board.
2. THAT the term 'South Grenville' shall include the Township of Augusta, Township of Edwardsburgh Cardinal, and Town of Prescott for the purposes of the O.P.P Detachment Board.
3. THAT the provisions of this By-Law shall come into force and effect following a resolution approving the change by each municipal Council of the Board.

READ AND PASSED, SIGNED AND SEALED THE 28 DAY OF MAY, 2025.

CHAIR

O.P.P DETACHMENT BOARD
SECRETARY-TREASURER



South Grenville OPP Detachment Board Terms of Reference

1. Purpose

While it is the legislative mandate of the OPP Detachment Board to work with the Detachment Commander to make decisions where appropriate and submit information to the Municipal Councils in other matters in accordance with the Community Safety and Policing Act (CSPA), the purpose of the OPP Detachment Board is to:

1. comply with the prescribed standards, if any, with respect to the exercise of its powers and the performance of its duties under the Act;
2. make decisions on matters within their jurisdiction and provide advice and information to Municipal Councils on specialized matters as outlined in the Act;
3. facilitate public input on programs and ideas when appropriate and approved by the OPP Detachment Board to ensure the work of the Board is representative of the communities it serves;
4. make decisions in enhancing the quality of life and ensuring the safety and security of all persons and property in the community, in keeping with the Minister's Strategic Plan and the OPP Detachment Board strategic plan or the annual objectives and principles as established by the OPP Detachment Board; and
5. conduct itself in keeping with the prescribed Code of Conduct under the CSPA (Section 67(4)) and in keeping with the OPP Detachment Board's Procedural By-law.

2. Roles and Responsibilities

Per Section 68(1) of the Community Safety and Policing Act, the OPP Detachment Board's roles shall include:

1. consulting with the Commissioner regarding the selection of a detachment commander and otherwise participate in accordance with the regulations in the selection of the detachment commander;
2. determining objectives and priorities for the detachment, not inconsistent with the strategic plan prepared by the Minister, after consultation with the detachment commander or his or her designate;
3. advising the detachment commander with respect to policing provided by the detachment;
4. monitoring the performance of the detachment commander;
5. reviewing the reports of the detachment commander regarding policing provided by the detachment; and
6. on or before June 30th each year, providing an annual report to the municipalities regarding the policing provided by the detachment in their municipalities.

3. **Authority**

1. Authority delegation is restricted to the scope described in Section 42 of the CSPA.
2. The OPP Detachment Board members shall:
 - a. ensure that all outgoing communications are in accordance with the OPP Detachment Board's policies;
 - b. not communicate externally on behalf of the OPP Detachment Board except as authorized by the OPP Detachment Board;
 - c. not post independently to social media but rather social media postings shall be forwarded to the OPP Detachment Board Secretary-Treasurer for distribution which may be shared by the OPP Detachment Board members;
 - d. not authorize any expenditures outside the OPP Detachment Board's approved budget unless authorized by each of the Municipal Councils of the OPP policed communities comprised by the Board;
 - e. have the authority to undertake special projects, or research matters that arise and that are within the scope of these Terms of Reference. The responsibility for these assignments remains with the OPP Detachment Board or designate.

4. **Reports To**

The OPP Detachment Board reports to the respective Municipal Councils comprising the OPP Detachment Board as required in accordance with the CSPA.

5. **Composition**

1. Unless otherwise determined by Provincial Legislation, membership shall be comprised of eight (8) members. Board representation includes three (3) Council representatives based on one (1) per OPP policed municipality, three (3) community representatives based on one (1) per OPP policed municipality, and two (2) provincial representatives.

- a. **Qualifications of the Community Representatives**

To qualify for the Community Representative on the OPP Detachment Board, applicants must be eligible to vote in the respective municipality they are appointed from.

Community Representatives shall not be employees of their respective municipality.

Preference will be given to people demonstrating knowledge or experience specific to the subject Committee / Board.

- b. **Appointments to the OPP Detachment Board**

- i. Appointments to the OPP Detachment Board shall be made in accordance with the provisions of Section 33 of the Act.

- ii. Council Appointments to the OPP Detachment Board shall be made by the respective municipal Council; one (1) per municipality.
 - iii. Community Appointments to the OPP Detachment Board shall be made by the respective municipal Council; one (1) per municipality. In considering Community Appointments, preference should be given to persons demonstrating knowledge or experience in one (1) or more of the following areas:
 - a. Finance
 - b. Social Services
 - c. Education
 - d. Governance
 - e. Legal
 - f. Health Care
 - g. Mental Health
 - iv. Provincial Appointments to the OPP Detachment Board shall be made by the Provincial Government.
- c. **Term of Membership**
- The term of office for Council and Community Appointees on the OPP Detachment Board shall be for a minimum of two (2) years and shall not exceed the term of Council during which the appointment was made.

As per O.Reg 135/24, an appointed member shall sit until the earlier of six months after the expiry of their term of office; or the day the member's successor is appointed by the municipality.

The Term of office for a member appointed by the Minister to the OPP Detachment Board shall be set out by the Minister in the member's appointment.

- d. **Absence**
- It is the expectation of the Board that members shall attend every meeting. However, any Community Appointee that is absent from three (3) consecutive regular meetings without leave or without satisfactory reason shall forthwith cease to be a member and the Secretary-Treasurer shall advise the Clerk of the respective municipality so that the vacancy may be filled.
- e. **Review**
- The composition of the OPP Detachment Board shall be reviewed once within each term of the Board by each Municipal Council, and any proposed changes shall be brought forward at the next board meeting.

2. Resignation of Representatives:

- a. Any Council or Community Appointee wishing to resign shall provide their resignation in writing to the Chair (or Vice-Chair if the Chair is resigning) with a copy to the Secretary-Treasurer and shall notify the Clerk of their respective municipality so that a replacement may be appointed.
- b. Any Provincial Appointee wishing to resign shall provide their resignation in writing to the Chair with a copy to the Secretary-Treasurer and shall notify the

Provincial Appointments Secretariat so that a replacement may be appointed.

3. Filling Vacancies:

- a. Vacancies of Council and Community Representatives may be filled at the discretion of the respective Municipal Council within a realistic time frame, as agreed upon by the South Grenville Detachment Board members, so long as quorum of the board continues to be met.
- b. Vacancies of Provincial Representatives shall be filled at the discretion of the Province.

4. Responsible Party:

The Secretary-Treasurer appointed by the OPP Detachment Board shall be responsible for all actions and financial undertakings of the OPP Detachment Board unless delegated otherwise by the OPP Detachment Board in accordance with Section 42 of the CSPA.

5. Structure:

a. Chair and Vice-Chair

In accordance with Section 36(1) of the CSPA, the Chair and Vice-Chair shall be elected annually at the first meeting of each year by a vote of the majority of the OPP Detachment Board members.

In the absence of the Chair at a meeting, the Vice-Chair shall Chair the meeting. In the absence of both the Chair and Vice-Chair at a meeting, an Acting Chair shall be elected at the beginning of the meeting for the duration of that meeting.

b. Support Resources

- a. The OPP Detachment Board shall determine the support resources it requires to assist them with fulfilling their roles.
- b. Recording Secretary: The Recording Secretary shall be the Secretary-Treasurer appointed annually by the OPP Detachment Board members at the first meeting each year and shall act as the Recording Secretary for the Board's meetings.

6. Procedures

1. All applicable Federal, Provincial and Municipal legislation and regulations shall be adhered to. This includes, but is not limited to:
 - a. The CSPA and its regulations
 - b. Code of Conduct Regulation
 - c. Robert's Rule of Order
 - d. The OPP Detachment Board's;
 - i. Terms of Reference; and
 - e. The OPP Detachment Board shall review its documents identified in 1.c) once every term in the last year of the term and amend them as necessary.
 - f. Any changes to the Terms of Reference require majority approval of the respective Municipal Councils.

2. The OPP Detachment Board shall meet monthly on the third Wednesday of each month except for the months of July and December, unless otherwise determined by the OPP Detachment Board and shall publish its annual meeting schedule on the respective municipal websites. Meetings will rotate between Prescott, Augusta, and Edwardsburgh-Cardinal which the location will be notified on the agenda and websites. The schedule shall include at least four (4) regular meetings per year with allowances for summer and Christmas breaks.
3. Unless excluded by legislation, all OPP Detachment Board members eligible to vote, including the Chair, shall vote.
4. The OPP Detachment Board may solicit, document, and consider public input where appropriate.
5. The agenda shall be distributed and posted at least ten (10) days before the OPP Detachment Board meetings on the respective municipal websites.
6. The minutes shall be posted once approved by the OPP Detachment Board, in a timely fashion on the respective municipal websites.
7. The approved minutes, signed by the Chair and Secretary-Treasurer, shall be provided to the Clerks of the respective municipalities for official record keeping. With respect to the last meeting prior to an election, the minutes shall be approved per the OPP Detachment Board's Procedural By-law.

7. **Financial**

1. The OPP Detachment Board's annual budget shall be approved by each of the Municipal Councils of the OPP policed communities comprised by the Board in accordance with Section 71(2) of the CSPA.
2. The Secretary-Treasurer shall present a year-end financial report to the OPP Detachment Board, which once approved by the Board, shall be forwarded to each of the Municipal Councils of the OPP policed communities comprised by the Board.

8. **Quorum**

Greater than 50% of the OPP Detachment Board members eligible to vote and not excluded by legislation shall constitute quorum.

South Grenville OPP Detachment Board - Secretary-Treasurer

Description of Role

1. Purpose:

The Secretary-Treasurer shall support the Board through the provision of confidential and high-quality administrative, secretarial and treasury duties, and acts as a resource person and liaison between the Board and its various stakeholders.

2. Roles and Responsibilities

The Secretary-Treasurer shall be responsible for the following:

1. Act as confidential Secretary-Treasurer for the Board in all matters and ensure that the Board Chair is kept informed of urgent issues.
2. In consultation with the Board Chair, prepare all agendas for Board meetings based on correspondence received, scheduled reports, and current issues, and disseminate as required.
3. Distribute agendas and minutes of all Board / Committee meetings to the Clerk of each Member municipality.
4. Record and transcribe minutes of all Board meetings, taking care to capture discussion and decisions accurately and in keeping with legislated requirements.
5. Schedule and coordinate regular and special meetings. Arrange meeting venue and refreshments as required. Coordinate delegations wishing to address the Board in accordance with the Board Procedure By-Law.
6. Maintain electronic and paper records in relation to Board agendas and minutes in accordance with Board policy. Archive agenda packages to electronic files by yearly indices.
7. Monitor Board obligations and request or provide mandatory reports as per legislation or Board policy. Research and prepare reports on topics as directed by the Chair and/or Board motion on topics that may affect Board business.
8. Handle incoming correspondence for the Board in accordance with Board policy. Respond directly to routine matters and prepare responses for approval of the Chair as required. Compose correspondence on the Board's behalf, including letters to government agencies, associations, and the public.
9. Maintain Board records in accordance with the Municipal Freedom of Information and Protection of Privacy Act.

10. Maintain files on all Board members, including dates of appointment, and ensure timely follow up with the Government of Ontario and the municipalities in the catchment area regarding member appointments and reappointments.
11. Monitor Board expenses so as to remain within budget and prepares an annual budget for presentation to the Board.
12. Preparation and presentation of the Board budget.
13. Coordinating financial reporting with the assistance and guidance of the host municipal Treasurer presenting financials to the Board
14. Arrange for payment of Board honoraria and reimbursement of Board expenses.
15. Register Board members for conferences and seminars and arrange accommodation and/or travel as required. Arrange for payment of annual memberships in approved associations.

3. Reports To

The Secretary-Treasurer shall report to the South Grenville OPP Detachment Board Chair.

QUARTERLY NEWSLETTER

WWW.OAPSB/NEWS/NEWSLETTER



January - March 2025

Top Features

- Message from Chair
- Message from Executive Director
- Committee Updates
- Updates from the IoP
- In the News....
- Board Spotlight
- Municipal Board Updates
- OPP Detachment Board Updates
- News from our Partners
- Coming Events



Message from the Chair

Welcome to our first Newsletter under our new and improved format!

I have been a member of your Board of Directors for 9 years and for the past 4 years I have had the privilege of being the Chair. I have not taken this responsibility lightly. My goal from day one has been to restructure the OAPSB into a fully functioning working association for our membership.

I am very proud of the work your board of Directors, our Executive Director and our entire team has accomplished through clear purpose, and conviction to just get it done! For those of you who are not aware, we began the journey of restructuring our association in early 2022. We needed an association that was better equipped to meet the operational needs of all governance boards across Ontario.

We hired a full-time Executive Director and built a strategic Plan and Action Plan for 2023-2025. Over the past two plus years, we have worked to reshape an organization internally while managing the greatest time of change police governance has seen in over 30 years. This is the

last year of our plan, and we are very happy with the progress we have made, but there is still so much work to do.

2025 will be a year of closing out some of our commitments we have made to you for the last three years and setting up our plan for new growth through our 2026-2028 Strategic Plan. We will continue to evolve and strengthen your association. This is no small endeavor, and we have a

small but mighty crew to put our plans into action, but we are committed to success in this regard.

We are currently reviewing and updating our programs and communications to support our growth plan for 2026-2028, so now is the perfect time to review how well our name represents our membership. With Detachment Boards not being defined under **PART IV MUNICIPAL POLICING AND POLICE SERVICE BOARDS** of the **CSPA**, a name change must be considered. It is fiscally prudent for us to make this decision on the naming of our association prior to spending money on programing and system changes. More to come on this in future communications.

I am coming up to the end of my tenure as the Chair of your Board of Directors. It is time. Growth comes from change, and it is time to change

the leadership. Although there is much work still to do, I am confident in the team's collective vision for the future of the OAPSB (or whatever we will be called). I thank you for your trust in me as your Chair and I eagerly await to see the next evolution of this now solid organization.



Patrick J Weaver
Chair, Ontario Association of Police Service Boards



Message from the Executive Director

I am very excited for the launch of our new quarterly Newsletter. The purpose of this newsletter is to share information. Not just information from the OAPSB, but to provide opportunities for others to learn from each of you. Opportunities to share the great work your boards are doing for your communities and for your members. Sector agencies, partners, and service providers will also have opportunities to provide insight into emerging trends and issues impacting policing, police governance and public safety.

By design, we have seen significant growth over the last few years. The plan has always been to grow the OAPSB in a measured, sustainable way. This year will be the first year since our restructure that our fees are aligned to fund the daily operations of your association. I want to thank all of you for recognizing and supporting this required change. We are continuing to explore and develop alternative funding options to help support our growth plan for 2026–2028 and should have some additional information on this soon.

As your Chair indicated in his comments, the rebranding and growth of the association is expected to include a name change. This change is being explored by your Communications Committee and will be brought to your Board of Directors for input and recommendations. These recommendations will be presented to the membership at our AGM on June 3rd.

Our AGM and Spring Conference is taking place from June 3rd to the 5th in London Ontario. This year, we are doing something a bit different. As part of the agenda, we are including 6 workshop opportunities. (Each attendee may attend up to 4). These sessions are designed to be more interactive and provide you with tangible take-aways to implement when you go back to your boards, as well as in other areas of your life. It is also an opportunity for you to be introduced to topics that will later be further developed and available to board members and staff in our training program. The list of workshops is available with the Spring Conference registration. We urge you to submit your selections as soon as possible as there is limited space for each topic.

Finally, I want to take a moment to thank your Chair and my boss, Mr. Patrick Weaver. When I was hired, my primary reason for accepting the position was the commitment Patrick Weaver and your Board of Directors had to change the OAPSB into a stronger, more relevant organization for all of you. Patrick's vision and conviction to forge ahead and the support he gave me to create the plan to make it happen is what leadership is all about! I know I have a few more months to say this to you personally Pat, but I wanted everyone to hear from me what a strong advocate you have been for every board in Ontario. I know we will continue to grow the OAPSB because of the strong foundation you have put in place.



Lisa Darling, M.O.M.
Executive Director,
Ontario Association of Police Service Boards

Board Spotlight

Does your board want to be featured in an upcoming Newsletter?

In coming editions of this newsletter, we will be featuring a Member Board!

contact:
media@oapsb.ca

Board Spotlight

The **North Bay Police Service Board** (NBPSB) is made up of five members: two Provincial appointees, two City of North Bay Council appointees, and one member of the community who is appointed by City Council.

Members of the Board:

- Richard Stivrins, Chair, Provincial Appointee
- Patricia Cliche, Vice Chair, Provincial Appointee
- Peter Chirico, Mayor, City of North Bay
- Maggie Horsfield, Deputy Mayor & Councillor, City of North Bay
- Bill Hagborg, Municipal Appointee
- Susan Foster-Fulton - Executive Assistant to the Board

Over the past year, the Board has been actively engaging with their community to enhance public safety and foster trust. Key initiatives included hosting town halls to gather community input for strategic planning, supporting youth engagement programs to prevent crime, and collaborating with local organizations to address mental health and addiction challenges. We also heard that a few members of the Board may have participated in the local Polar Plunge for Special Olympics!

These efforts reflect the board's commitment to transparency and inclusivity, ensuring that the needs of North Bay residents remain at the forefront of their mission.



OAPSB Committees:

Driving Progress Through Collaboration

Did you know that the Ontario Association of Police Service Boards (OAPSB) has several dedicated committees working tirelessly behind the scenes? These committees play a vital role in addressing special projects, advancing strategic initiatives, and strengthening police governance across Ontario.

Our committees bring together knowledgeable and passionate members to focus on key areas that align with the OAPSB's mission. Whether it's policy development, training and education, advocacy, or fostering meaningful connections between police boards and their communities, these working groups are essential to our shared success.

Through their collaborative efforts, the committees tackle challenges, brainstorm innovative ideas, and implement strategies that elevate the quality of civilian police governance. For those new to this aspect of the OAPSB, these committees exemplify how teamwork and vision translate into impactful results for our members and the communities we serve.

Committees Include:

Communications Committee

HR Committee

[Advocacy Committee](#) (member's portal link)

Omers Committee

Stay tuned for future updates on our committees' initiatives, and if you're interested in getting involved, feel free to connect with us.

Updates for Boards

Municipal Police Service Boards: Key Updates for Compliance and Best Practices

- Website Updates: Review and update website content to align with the Community Safety and Policing Act (CSPA). Ensure all references to the now-repealed Police Services Act are removed.
- Board Name Correction: Update all documents, communications, and online references to reflect "**Police Service Board**" instead of "Police Services Board."
- Diversity Plan Creation: Develop and adopt a Diversity Plan to promote equity, inclusion, and representation within board governance and community initiatives.
- Strategic Planning: Create or refresh the board's Strategic Plan to align with modern governance practices and community safety objectives.
- Policy and Governance Review: Conduct a thorough review of policies, procedures, bylaws, and protocols to ensure compliance with CSPA requirements and reflect updated board practices.
- Critical Points Policy Directive: Implement the new Critical Points Policy directive from the Inspectorate of Policing. Establish clear protocols for information exchange between the board and Chief of Police during significant policing events.
- Processes for Public and Internal Complaints: Ensuring the Public has the process and links to the Inspectorate of Policing.
- Boards should also consider a Communications Policy that includes who is the point of contact for the board, who is able to speak on behalf of the board and situational protocols for communicating with the public and media.

Have questions about other board activities?

Join our discussion group sessions or send us an email: training@oapsb.ca

OPP Detachment Boards: Key Updates for Compliance and Best Practices

We know there are still a lot of work being done by OPP Detachment Boards in Ontario.

- Board member mandatory training and criminal record checks are ongoing but need to be completed for compliance.
- Website Updates: Review and update website content to align with the Community Safety and Policing Act (CSPA). Ensure all references to the now-repealed Police Services Act are removed.
- Board Name: The OPP will be issuing Board Logo's soon. If you have changed your name, you need to contact the OPP
- Policy and Governance Review: Conduct a thorough review of policies, procedures, bylaws, and protocols to ensure compliance with CSPA requirements and reflect updated board practices.
- Processes for Public Complaints: Ensuring the Public has the process and links to the Inspectorate of Policing.
- Start preparing now for the **Annual Report** due in June

We know that boards are starting to prepare their annual reports and thinking about board budgets.

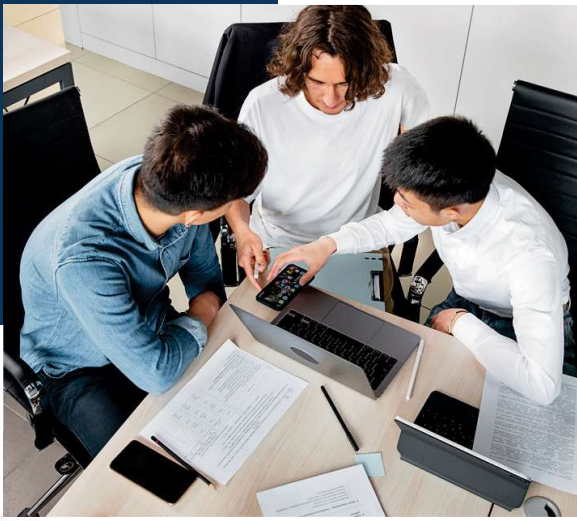
For more guidance or support, contact the OAPSB Team at training@oapsb.ca!

*Our member's portal continues to evolve and grow. There are *lots of tips and tools to help boards with their activities.**

From the Inspectorate of Policing

The Inspector General, supported by staff at the Inspectorate of Policing, strives to improve sector performance and accountability by ensuring compliance with Ontario's policing legislation and regulations.

<https://www.iopontario.ca/en>



Welcome to the inaugural edition of Inspectorate of Policing Spotlight, a dedicated space within the OAPSB's newsletter. I would like to extend my gratitude to the OAPSB for this generous opportunity, allowing the Inspectorate of Policing to communicate directly with police service board members across Ontario. This section will serve as a hub for highlighting updates and insights from the Inspectorate of Policing, aimed at supporting you in your roles and enhancing your governance and oversight work.

In the coming months, you can anticipate a variety of content, including:

- Details about our first-ever Strategic Plan, outlining the strategic priorities and bodies of work for the Inspectorate of Policing over the next three years.
- Insight into our operations, including progress on major initiatives currently underway.
- Information regarding our upcoming Annual Report and future spotlight reports that will explore thematic issues in Ontario policing.

We look forward to engaging with you through this platform and providing valuable information to assist you in your important work.

Our goal with Inspectorate of Policing Spotlight is to provide you with content that is informative, engaging and reflective of our vision of improving policing performance to make everyone in Ontario safer. On March 20, 2025, I issued my third Inspector General Memo to share information and advice regarding the Toronto Police Service Board's recently approved policy on "critical points", first recommended by the Honourable John W. Morden in his 2012 report arising from the Independent Civilian Review into Matters Relating to the G20 Summit (for full disclosure, I was lead counsel to Judge Morden in this Review). This policy seeks to enhance the definition and clarity of the role of police service boards in civilian oversight leading up to, and during significant events. It establishes a reciprocal information exchange between police chiefs and boards, ensuring that both parties are well-informed and capable of adjusting policies and operations as necessary during critical public safety incidents. This policy supports both the governance and accountability aspects of oversight.

The complete IG Memo and policy can be accessed on our website: www.iopontario.ca.

Policies such as TPSB's Critical Points are instrumental in modernizing governance and enhancing Ontario's policing system. I strongly advise municipal police service boards to review this policy and develop their own, in consultation with chiefs of police and incorporating input from relevant stakeholders to address local policing needs. Our Police Services Advisors are always available to provide guidance and support as needed, on the development of a "critical points" policy, or on other matters.

Together, we can ensure effective and responsive policing governance framework for our communities.

You can also find the memo and policy information on the OAPSB website, but you need to be logged into the [members portal](#)!

In the News ... Celebrating Women in Policing: International Women's Day Highlights

International Women's Day was celebrated across Ontario with a variety of impactful events and initiatives aimed at advancing the role of women in policing. The Ottawa Police Service hosted the "**Advancing WE in Policing**" forum, which provided mentorship, leadership development, and networking opportunities for female officers and aspiring recruits. **The Ontario Women in Law Enforcement** (OWLE) organization also held events to recognize and support women in law enforcement, emphasizing advocacy and professional growth.

Additionally, the **Canadian Coalition for Police Reform** organized the event "**Her Badge, Her Voice: Women Leading Change in Policing**," which explored the challenges women face in law enforcement and highlighted strategies for fostering inclusivity and equity.

This event brought together experts and leaders to discuss actionable solutions for breaking down barriers and promoting diverse leadership in policing.

Police services across the province also participated in community-focused activities, such as recruitment drives, public outreach programs, and celebrations of the achievements of women in their ranks. These efforts reflect a collective commitment to gender equity and the empowerment of women in law enforcement.

The OAPSB is proud to support these initiatives and commends the ongoing efforts to create a more inclusive and equitable policing environment. Together, we continue to celebrate the contributions of women in policing and work towards a brighter future for all.

From our Experts...

The Ontario Association of Police Service Boards (OAPSB) is committed to empowering police boards through expanded knowledge and innovative ideas. By partnering with leading agencies and organizations, we are bringing expert-driven content and resources to our members. These collaborations enable us to tackle complex issues, explore fresh perspectives, and strengthen the expertise of police boards across Ontario.

We are so grateful to provide you some insight from our friends at **Respondr Recruitment and Shout Media** to be happy to share information on recruiting for your Police Services with us.

Attracting top talent is vital for police departments.

Police recruitment plays a pivotal role in shaping the future of law enforcement agencies. The ability to attract top talent holds paramount importance, as it directly impacts the overall success and efficiency of a police service, ultimately ensuring the safety and well-being of the communities they serve. By showcasing your department's unique qualities, remarkable opportunities, and enticing benefits, you can successfully captivate the attention and ignite the interest of the most highly qualified active and passive candidates. Our latest blog post will explore the importance of showcasing your department's unique value proposition and highlighting effective strategies to attract the best candidates.

Continue reading this by linking [here](#)



Building Bridges: Expanding Evidence-Based Policing in 2025

Last year, Canada's first in-person evidence-based policing conference, hosted at Blue Mountain Resort in November 2024, was a resounding success. Over 200 attendees, including police leaders, academic experts, and operational officers, gathered to share cutting-edge research and practical applications in policing. The event was packed with insightful presentations, inspiring keynotes, and valuable networking opportunities. Among the highlights was Alex Murray from the United Kingdom's National Crime Agency, who emphasized the importance of evidence-based strategies in modern policing. Sergeant Terry Cherry from South Carolina brought forward the importance of partnerships between police and academics, while Dr. Cynthia Lum of George Mason University introduced actionable benchmarks for agencies adopting evidence-based practices. Attendees left energized, equipped with research-backed strategies, and new ideas for implementation in their own organizations.

Building on this momentum, the 2025 Building Bridges conference promises an even richer experience. Returning to Blue Mountain Resort on October 9-10, this year's event features three diverse content streams—member wellness, governance, and operations—allowing attendees to tailor their learning experience. The addition of the EBP Trailblazer Workshop on October 8, a highly interactive session for police leaders and academics, sets the stage for collaborative discussions on key issues across governance, education, and public safety.

This year, attendees will hear from distinguished keynote speakers such as Detective Superintendent David Cowan of Victoria Police, Australia, who brings extensive expertise in crime reform and organizational leadership, and Dr. Tamara D. Herold, a leader in crime science and violence reduction strategies. Their insights will complement an array of presentations, discussions, and workshops designed to push the boundaries of evidence-based policing.

As the conference continues to attract global attention, attendees can expect a dynamic exchange of ideas, actionable strategies, and opportunities to engage with innovators in policing. With registration already 50% sold out, don't miss your chance to be part of this transformative event.

SECTOR EVENTS

April 2025



ONTARIO FIRST RESPONDERS' MENTAL HEALTH CONFERENCE
APRIL 1 & 2, 2025
Mississauga, Ontario

Overview Program Speakers Registration Our Sponsors How to Sponsor Venue Accommodation



CACP/MACP National Police Leadership Conference
April 28 - 30, 2025

CACP/MACP National Police Leadership Conference
Conférence sur le leadership policier de l'ACCP/AMCP

APRIL 28 - 30 AVRIL 2025



Building Bridges
Evidence-Based Policing Conference @Blue
October 9-10, 2025

Register Today!

Join us and over 250 attendees at the beautiful Blue Mountain Resort to learn about developments in evidence-based policing and the positive impact research-driven decision-making is having on policing in Canada.

NEW! ONE DAY EBP TRAILBLAZER WORKSHOP
October 8, 2025 - ONLY 60 Seats Available

PRESENTED BY CAN SEBP
SPONSORED BY BLUE LINE Priority Dispatch Policinginsight PolicingTV CPB

CO-HOSTED & SUPPORTED BY

LEARN MORE
info@BuildingBridgesEBP.ca
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May 2025



OWLE Awards Gala
Save the Date
MAY 1ST, 2025



Police Association of Ontario

Annual Meeting and Convention
May 27-30, 2025 Ottawa, ON

June 2025



CACOLE
Canadian Association for Civilian Oversight of Law Enforcement

ACSCMO
L'Association canadienne de surveillance civile du maintien de l'ordre

CACOLE 2025 Conference
June 2-4, 2025
Fredericton, New Brunswick

French



2025 ANNUAL CONFERENCE

Blue Mountain Resorts
190 Gord Canning Drive
Blue Mountains, ON
June 22-25, 2025

"Future Proofing Police Organizations: It Starts With You"

SPRING CONFERENCE SESSIONS



In addition to the jam-packed program, participants can also register for Learning Sessions!

check www.oapsb.ca/events

Introduction to Police Culture

The policing work environment, as many other professions, has its own unique culture. Anyone in a board capacity that oversees and governs policing, has a responsibility to learn about and understand the 'culture of policing', the history and the current state.

This session is an introduction to understanding the unique aspects of police culture by incorporating research, lived experiences and case studies. This session will uncover strategies and emotional intelligence competencies, to look critically at the culture and understand the role of police governance in creating a psychologically safe work environment for sworn and civilian members in any police organization.

Critical Thinking in Police Governance

This session provides opportunities for developing and enhancing critical thinking skills to real-world problems, and specific to police governance. The participants will discuss strategies to foster critical-thinking skills within themselves, their board and with community stakeholders. Participants will engage in self-reflection and metacognition activities to further develop their ability to think critically when addressing situations related to police governance. Desktop scenarios and case studies based on the unique, realistic and relevant challenges to police governance bodies will be incorporated in large and small group discussions.

Assessment and Evaluation Tools

Those responsible for police governance are required to assess and evaluate their police leaders and their board. In addition, municipal boards are also required to assess community or policing programs, proposals and policing budgets. Assessment and evaluation include the practice of providing effective feedback, based on measurable criteria with the intention of improving or gaging leader competencies. This session will provide a foundation to understanding and developing assessments and evaluations that are measurable, consistent, specific, and standardized. An overview of assessment tools and their purpose is also included in this session, with the goal that participants will have a basic knowledge in developing and building assessments relevant to the needs of the board and the police organization they govern.

Rules of Engagement for Board Members

Board members are engaged in a process of collaboration and communication with each other, as well as the community. To work effectively and efficiently as a team, expectations and "rules of engagement" provide a solid foundation for effective governance. Lead by an experienced Board member, this session will discuss and provide the criteria necessary to determine your Board's rules for engaging with each other, to facilitate relevant, purposeful, and productive meetings.

This workshop will look at various practices used to set Board members up for success, specifically:

1. Onboarding and orientation
2. Member empowerment and engagement
3. Navigating with blurred lines

The rules of engagement are always evolving. This session is intended to be interactive. Attendees will be encouraged to share their own practices and experiences throughout the session.

Workshop on Public Speaking and Engaging Media

As a board member governing policing, you may have opportunities or requests to speak on issues to public audiences in your community and beyond. A speaker who is prepared will deliver an effective presentation and communicate key messages to audiences with clarity and purpose. For many people, public speaking is a stressful or anxiety provoking activity. In this session, participants will have an opportunity to learn from communication experts and engage in small group activities in order to practice effective verbal and nonverbal communication best practices. In addition, relevant to speaking to the media, participants will learn and practice media relations strategies that suit their role as a board member.

Recruiting an Effective Leader

Board members have the responsibility of recruiting and hiring an effective, positive, forward-thinking and collaborative leader. The competencies in the search for the right leader for your organization must include measurable beyond task and performance, to include emotional intelligence and true leadership qualities that are people centered. Together, these combined abilities enable a leader to remain true to the values of the organization, the ethics and principles of its members and the community they serve. This session will include discussions on the characteristics and capabilities of a visionary leader, as well as recruitment strategies and best practices for boards in preparation for and during the hiring process.

DON'T MISS OUR MONTHLY DISCUSSION GROUPS



DISCUSSION FORMAT



Updates

Any previous open follow-up items and answers
Updates from Ministry & IoP



Best Practice Sharing

Share and learn from your peers
Ask questions that are top of mind for your board.

Discussion Groups

The Ontario Association of Police Service Boards (OAPSB) invites you to participate in our enriching discussion groups. By engaging in meaningful conversations with fellow community members, experts, and stakeholders, you can exchange valuable ideas and knowledge, share your insights, and learn from others' experiences.

Staying informed is another significant benefit of joining our discussion groups. You'll be up-to-date with the latest developments, trends, and challenges in policing, gaining access to exclusive information and resources that can help you make informed decisions.

Not a member of the OAPSB? Contact us for more information.

Want to contribute to our next newsletter, or have a topic you're interested in?

media@oapsb.ca

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Look for Our App

EVERY 3RD WEEK

Monthly
12:00PM

TUESDAYS

Admin & Municipal Staff

THURSDAYS

Board Members

Website:

<https://oapsb.ca/>