

2019 - 2020
UCCM ANISHNAABE POLICE
ANNUAL REPORT

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OUR VISION

The UCCM Anishnaabe Police will partner in community wellness by providing proactive, culturally sensitive, and innovative service while respecting existing laws, customs, and traditions.

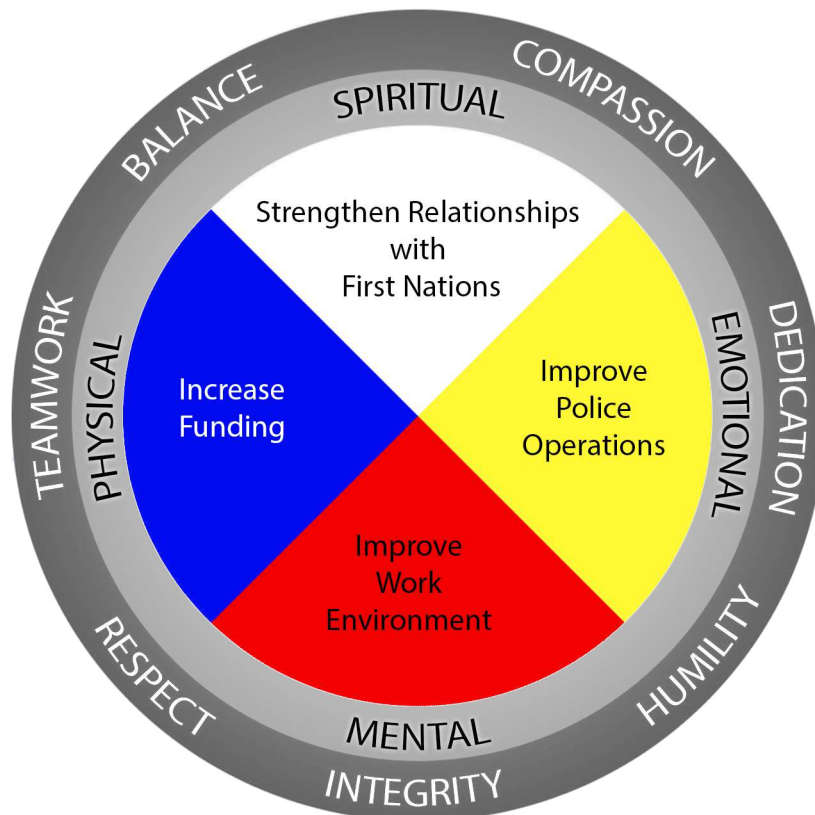
OUR MISSION

The UCCM Anishnaabe Police provides effective and efficient policing while respecting and protecting our communities.

OUR VALUES

- BALANCE
- COMPASSION
- DEDICATION
- HUMILITY
- INTEGRITY
- RESPECT
- TEAMWORK

2019 - 2023 Strategic Directions



MESSAGE FROM THE CHIEF OF POLICE

Aanii,

The past year has brought many changes, challenges and successes for the UCCM Anishnaabe Police Service. After assuming the position as Chief of Police in February, I started to focus on addressing issues regarding capacity and policy review. However, covid-19 struck and changed the way business was conducted and forced us to address several goals identified in our strategic plan.



Strategic Direction 1, Strengthening Relationships with First Nations

In response to the pandemic, all UCCMM communities enacted emergency orders to protect their members. The UCCM APS was able to procure legal advice for the drafting of BCR wording that utilized applicable federal and provincial statutes while respecting First Nation's inherent rights to self govern, at the same time ensuring the safety and security of our communities was a priority. The pandemic further saw the Public Prosecution Services Canada reverse their long-standing refusal to prosecute band bylaws enacted under the Indian Act. This shift in UCCM APS thinking "let me tell you what the police service can do to assist" has greatly enhanced our relationship with each of our communities. This in turn has resulted in increased community mobilization on drug enforcement, emergency order violations and mischief complaints, to name a few.

Strategic Directions 2 & 3: Improve Police Operations and Increase Funding

The UCCM APS continues to streamline our records management system to ensure incidents are dealt with in a timely manner and victims of crime are followed up with and kept informed in accordance with the Ontario Victim's Bill of Rights. With emergency order closures due to covid, UCCM APS assigned directed patrols to our front line and we saw increases in charges for speeding, other Highway Traffic Act violations as well as charges under the Tobacco Control Act for contraband cigarettes. These enforcement initiatives have facilitated opportunities and access to funding from the Ministry of Finance. With several business and organizations closed officers increased safety and property checks in our communities. This has also resulted in an increase not only in proactive enforcement and self generated calls but a significant increase in the number of occurrences in NICHE (the police database system).

Strategic Direction 4: Improve Work Environment

Understanding our roles and responsibilities will greatly enhance and improve interservice relationships and garner a safer work environment. As we continue to update policies and procedures, confidence will continue to build with all employees. An understanding of the code of conduct, special assignment opportunities, and the promotional process are key areas that we are focussing on improving. COVID-19 has been challenging for all, but communication has been key during this time. Several memorandums have been sent throughout the service with constant updates on the situation. This area will continue to improve, and employee input is encouraged at all levels. This information sharing has branched out with an increase in press releases and social media presence.

In closing, I want to thank all staff members for their dedication to duty and arduous hours of work and the commitment they have displayed over the last year in what can only be described as unique for any police service. I assure you we won't stand on our laurels and look backward, but we will continue to press forward in the new year introducing further initiatives and building on the successes of this past year.

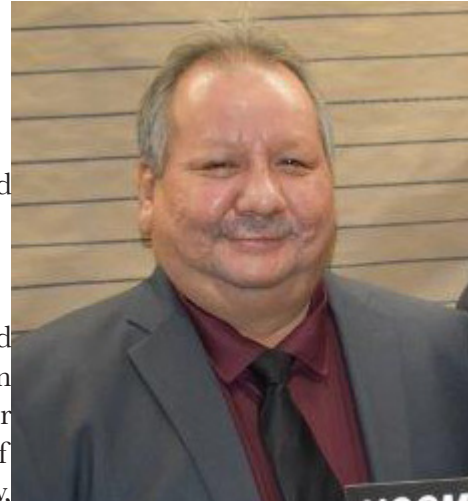
Faron Whiteye - Chief of Police

MESSAGE FROM THE CHAIR

Ahnee, boozhoo and hello.

Reflecting on the past year, UCCM APS Commission was tasked with accomplishing and continuing to generate an influence in order to make our communities safer, stronger and hopeful.

Reflecting on the past year, UCCM APS Commission was tasked with accomplishing and continuing to generate an influence in order to make our communities safer, stronger and hopeful. Our biggest challenge and change was in leadership as result of one of our longest serving and dedicated officers, Rodney Nahwegahbow, retiring from his position as Chief of Police. We are grateful and honoured to have had COP Nahwegahbow dedicate his career to our UCCMM First Nations and his dream and optimism for the service will not be forgotten and will be carried on by the staff and officers who served with him.



With the search for a Chief of Police underway, Yves Forget, a 30-year veteran of the OPP in various leadership capacities, was selected to lead the UCCM APS until a permanent replacement could be found.

In February 2020, Faron Whiteye was selected to represent the UCCM APS as the Chief of Police. Faron hails from Moravian of the Thames and Walpole Island First Nation, having served as an officer there, and more recently as an instructor at the Ontario Police College. We are confident that he will inspire leadership and lift the morale of the entire police service.

In addition to the change in leadership, it was brought to the Commission's attention that the officers, notably Constable Bussieres and Constable Spry, have definitely offered some new ideas and a fresh approach and optimism in proactive community policing.

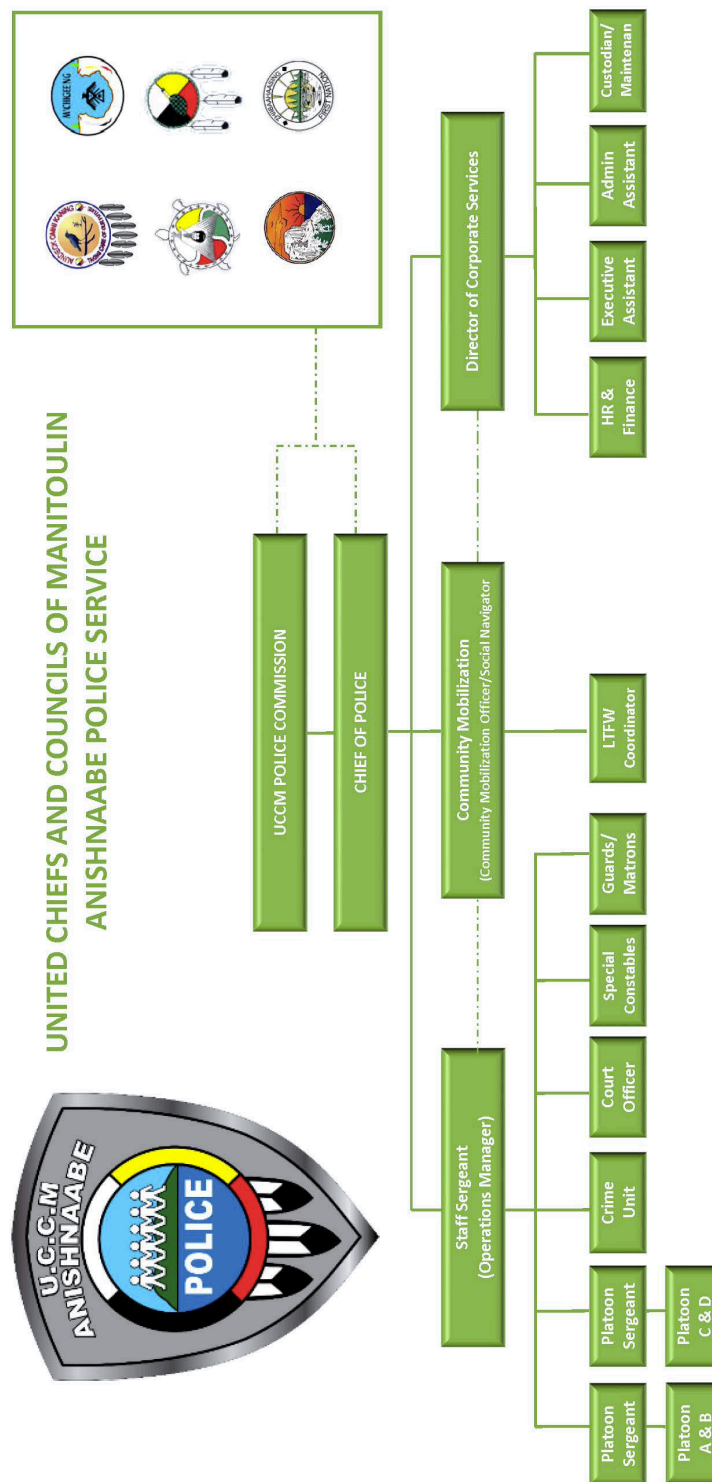
The Commission has undergone some changes and are pleased to now have a full complement of Commission members and welcome the First Nations Chiefs as ex officio members of the Commission with voting privileges if their respective member is absent. This has helped us with ensuring quorum and that business can proceed with no interruptions.

As the future has been dramatically changed globally, we wish everyone a productive and safe year ahead.

Miigwetch

Peter Nahwegahbo
Chair – UCCM Police Commission

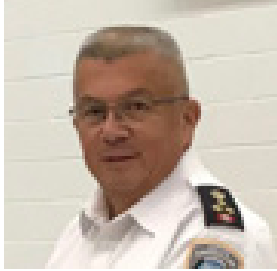
ORGANIZATIONAL CHART



Organization Chart – December 2019

The organization chart was approved by the Commission in January 2020. It is currently under review by the Chief of Police and restructuring may take place to better serve the communities.

The UCCM Police Services Commission would like to formally acknowledge the hard work and dedication of the former Chief of Police, Rodney Nahwegahbow. The Commission enjoyed working with him. He served the UCCMM communities well and brought many initiatives to the communities. He embodied the spirit of Community Policing and the impacts of his work will live on.



RETIRED CHIEF OF POLICE RODNEY NAHWEGAHBOW

Rodney Nahwegahbow officially retired at the end of October 2019 with 30 years of service. He first started working with the Ontario Provincial Police (OPP) in 1989 and served at the Still River and Espanola Detachments. During his time with the OPP, retired Chief of Police Nahwegahbow assisted in the delivery of the District First Nation Liaison Program, which led to his interest in returning to his home community of Whitefish River First Nation, and his successful application for a constable position with the UCCM Anishnaabe Police Service.

During his time as a Constable he worked diligently with the six First Nation communities to create safer communities for all. He really took an interest in community policing and understood its impact within a community. He delivered the DARE program to the First Nation youth, and always encouraged the youth to do their best. He demonstrated from the very beginning as a constable, that compassion for an individual is important in all situations.

After working for 13 years directly with the communities, Rodney took a lead role in the organization and assumed the position of Sergeant. After providing guidance to his platoon in a variety of complex investigations, he successfully became the Chief of Police. During his time as the Chief of Police, Rodney really focused on improving the response that his police officers have with the community members they serve, with a specific focus on service calls involving mental health issues, and/or addictions. He was also very supportive of prevention programs such as the Social Navigator Initiative, the Police Led Youth Leadership Camp and the Lighting the Fire Within project.

FIRST ANNUAL CHARITY BALL

To celebrate the retiring Chief of Police the organization held its first Charity Ball. Approximately 200 people came together for the First Annual UCCM Police Charity Ball on November 2, 2019. Proceeds from this event going towards the Police Led Youth Leadership Camp, an initiative that now retired Chief of Police Rodney Nahwegahbow fully supported.

The MC for the evening was former Regional Chief Patrick Madahbee. Speakers for the evening included: Ontario First Nations Chiefs of Police, Chief Linda Debassige, Chief Patsy Corbiere, Constable Maxwell Abotossaway, Social Navigator Daughness Migwans, and Commission Chair Peter Nahwegahbo who all shared words recognizing the contributions Chief of Police Rodney Nahwegahbow made to the First Nations of Mnidoo Mnisng and policing in his 30 year career. The family of former Chief of Police Rodney Nahwegahbow were all in attendance. Friends and partners from across Manitoulin joined in the celebrations.

UCCM POLICE SERVICES COMMISSION

The UCCM Police Commission had a busy year. They approved a new three-year strategic plan that was developed with input from UCCM police service staff, First Nations leadership, and our member First Nations citizens. Four focus areas were identified and under each a plan of action to make improvements was noted. The four areas are:

- Strengthen relationship with First Nations
- Improve police operations
- Improve work environment
- Increase funding

A challenge for the Commission was finding a replacement for retiring Chief of Police Rodney Nahwegahbow. Starting 6 months before Chief Rodney's retirement, the Commission began to search for a replacement. This included hiring an interim Chief until a suitable candidate was chosen. The Commission found their new Chief in Faron Whiteye who assumed the helm of the UCCM Police Service in February 2019.

Over the next year, the Commission will continue to ensure the organization meets the four focus areas identified in the strategic plan and continue to develop themselves through training opportunities.

As of March 2020, the following were members of the Commission:

| | | |
|----------------------|------------------|---------------------|
| Chair | Peter Nahwegahbo | Aundeck Omni Kaning |
| Vice Chair | Christine Bigras | Zhiibaahaasing |
| Secretary/Treasurer | Don Francis | Whitefish River |
| Commission Member | Henry Panamick | M'Chigeeng |
| Commission Member | Elizabeth Laford | Sheshegwaning |
| Commission Member | Jake Ago Neh | Sheguiandah |
| Elder Representative | Bill Antoine | Member at Large |

ENAAG DA WAAB JIG

The oversight body for the UCCM Police Services Commission has been in existence for quite some time. They continue to be active and Enaag-dawaab-jig members met on five occasions during the reporting year of April 1, 2019 to March 31, 2020. During this time, there were no complaint files to review.

| | | |
|------------|--------------------|------------------------------|
| Chair | Penny Roy-Corbiere | M'Chigeeng First Nation |
| Vice Chair | Sherry Dayfox | Sheshegwaning First Nation |
| Member: | Diann Panamick | M'Chigeeng First Nation |
| | Gayle Payette | M'Chigeeng First Nation |
| | Greg Francis | Whitefish River First Nation |

Denis Blake - Enaag-dawaab-jig Coordinator



FINANCIAL SUMMARY OF THE UCCM ANISHNAABE POLICE SERVICE

Part of fulfilling UCCM Anishnaabe Police Service's vision of providing effective and efficient policing, includes remaining accountable, transparent and reporting the costs for the effective and operationally efficient policing services that are provided to the UCCMM communities. Below is a breakdown of the operating expenses for the 2019-2020 year, as per the First Nations Policing Program Agreement.

| Operating & Commission Expenditures | 2018-2019 | 2019-2020 |
|--------------------------------------|-------------|-------------|
| | | |
| Salaries & Benefits | \$3,225,687 | \$3,748,114 |
| Administration Expenses | \$196,650 | \$271,197 |
| Building Operations and Maintenance | \$218,669 | \$334,202 |
| Field Supplies & Uniform Replacement | \$29,978 | \$69,703 |
| Staff Training/Travel/Recruitment | \$59,586 | \$106,363 |
| Liability Insurance | \$81,110 | \$80,453 |
| Professional Fees | \$79,877 | \$99,420 |
| Commission Honoraria | \$30,100 | \$29,040 |
| Vehicle - Operations/Maintenance | \$103,753 | \$108,416 |
| Advertising/Promotions/Communication | \$30,151 | \$125,428 |
| Other | \$11,832 | 16,858 |

* Note: 2019-2020 unofficial audited financial statements

Core funding to operate the police service is 52% from Public Safety Canada and 48% from the province's Ministry of Solicitor General, formerly the Ministry of Community Safety and Correctional Services. For the 2019/2020 year, we also received additional funding from the following government programs:

- Women and Gender Equality Canada
- Proceeds of Crime Grant
- Ride Grant Program
- Community Policing Partnerships Program -1,000 Officers – Safer Communities
- First Nations Constable Fund
- Infrastructure Program
- Human Trafficking

COMMUNITY SERVICES - Community Services Officer Murray Still

The Community Services Officer (CSO) provides outreach and educational programs to communities and schools with safety and relationship building as its mandate. Activities that occur on a weekly and monthly basis include: weekly GMNT meetings; assist the Social Navigator with community outreach; weekly visits at M'Chigeeng Wellness Centre; preparing for and attending monthly meetings for Mental Health and Justice; MMIW coalition; Youth Justice committee; weekly visit to Whitefish River Elders Centers; and daily/weekly school visits to Lakeview and Shawanosowe schools.

The CSO also by request attends and presents at various community events and school functions. You can see the CSO at all community and school powwows as well as graduation ceremonies at local public and high schools. He also does workshops on bike and water safety, Halloween safety, neighbourhood watch, and drug awareness.

This year, CSO Still actively participated and provided leadership at the police-led youth leadership camp in 2019. He led many activities from the trust pole exercises, sports and hikes, and was there for both weeks of the camp.

SOCIAL NAVIGATOR INITIATIVE - Daughness Migwans, Social Navigator

The Social Navigator Initiative (SNI) had a busy 2019/2020 year. The purpose of the SNI is to connect and support at-risk individuals or repeat offenders to appropriate services in the community by fostering partnerships with stakeholders and public education and awareness. Brief Mental Health Screener: Assists the SNI program with ensuring at risk individuals are assisted as needed. Below are the statistics from 2019.

| Brief Mental Health Screener | |
|---|----|
| Number of HealthIM BMHS completed by frontline personnel | 36 |
| Number of individuals accounting for those occurrences | 30 |
| Number diverted via referral to community services | 23 |
| Number refusing all services | 2 |
| Number of involuntary apprehensions | 9 |
| Number resulting in hospital admissions | 8 |
| Number of voluntary apprehensions transported to hospital | 10 |
| Number of hospital admissions | 8 |
| Number remaining at the scene | 7 |
| Number transported to a place of safety | 1 |
| Number detained in custody overnight | 3 |
| Number of occurrences where people were intoxicated by one or more substances | 34 |
| Number of situations with youth under 18 years of age | 2 |



Gchi Mino Naadmaadwin Teg

This approach is our multi-sectoral high-risk situation table. Representation includes partners appointed by Maamwi Naadamadaa (UCCMM affiliated services), community representatives selected by Band Managers or appointed by Chiefs and Councils and other stakeholder service providers.

| Gchi Mino Naadmaadwin Teg | |
|--|----|
| Number of meetings held | 45 |
| Number of Situations presented | 12 |
| Number of Situations accepted – met threshold of acutely elevated risk (Elevated risk situations: criminal involvement, antisocial/problematic behaviour (non-criminal), victimization, substance abuse issues (alcohol appeared as the #1 presenting risk factor), mental health/cognitive functioning. | 5 |

In addition, participation in Community Networks is key to fostering strong relationships. The SNI's work and involvement includes:

- Gchi Mino Naadmaadwin Teg (chairperson)
- Manitoulin Addictions and Mental Health Network
- Mental Health and Justice Network
- M'Chigeeng Community Safety Working Group – Implementation of workplan
- Whitefish River Community Safety Planning – Workplan development

Education and Awareness at Community Events

Another major component of the Social Navigator Initiative is to engage the public in proactive preventative services in partnership with the communities in our service area. A number of sessions were held this year which included: violence prevention, addressing parent/child conflict, and working together to keep our communities safe. Additions to the unit in the coming year will include a Lighting the Fire Within Coordinator and a Community Mobilization Intern.

OFFICER AND CIVILIAN TRAINING REPORT

Annual Requalification Training

This training is mandatory for all officers and keeps them up to date with their use of force and firearms. This three-day (21 hour) training takes place in Sudbury every year and an additional 26 hours for retraining is set aside for things such as First Aid/CPR, conducted energy weapon, shotgun, and training on updated legislative changes.

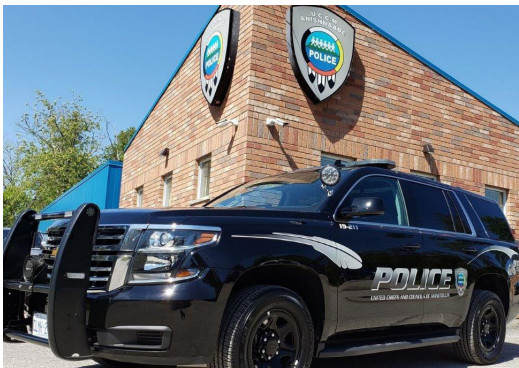
Other training taken by frontline and civilian staff included:

- Intoxilyzer Breath Technicians
- Gender Based Analysis Plus
- Critical Incident Stress Management Courses Level 1 & 2
- Crisis Negotiation, De-escalation for Front Line Responders
- Crisis Negotiators Intro Course
- Human Trafficking Investigation
- Warrant Service Entry Training

POLICE FLEET

UCCM Anishnaabe Police Service strives to have a high standard for Police Vehicle Operations, responding to calls for service and officer safety depend on the most current and up to date vehicles. Weekly vehicle inspections are completed to ensure all vehicles are in excellent operating condition and contain the required emergency response equipment. In addition to the “General Service Vehicles” the UCCM Anishnaabe Police Service has several “Special Service Vehicles” to enable officers to respond to calls in areas that may not be accessible by a regular patrol vehicle.

Special note: Over the next few years, the dark blue police vehicles will also be phased out. The new vehicle purchased in 2019/2020 is black, seen pictured above. A feature of the new vehicles will include a Mobile Data Terminal system which will allow the officers to work anywhere from their cruiser. This will mean more opportunities to do community patrols and will enable officers to have information at their fingertips.



TRAFFIC ENFORCEMENT

The UCCM Anishnaabe Police Service continue to conduct traffic enforcement within our communities and the highways. To ensure officers are trained, Constable Jordan Atchison remains active as an Ontario Police College Instructor for stationary and moving radar as well as a LIDAR operation. Constable Atchison continues to monitor the Radar equipment and ensure that the best technology is being used in the most efficient way possible. All new officers are trained and tested as per the Ontario Police College standard by written examination and practical field application of the instrument.

The UCCM APS continues to receive funding from the Provincial Government for RIDE campaign enforcement and the campaigns continue to be a success not only for enforcement but allows new officers to meet their community members. The UCCM APS would like to remind individuals to report Alcohol and Drug impaired driving.



FNCPA Officer Award
Distinguished Services (Investigative)



Police Led Youth Leadership Camp
Summer 2019



Youth Auxiliary Officers
Matthew Bebonang (L) & Kai Saunders (R)



Randi Lovelace
MSS Co-op Student 2019

CRIME UNIT

The Crime Unit is a specialized unit of the UCCM Anishnaabe Police Service. Officers assigned to this unit take a lead role in complex and major case investigations and benchmark occurrences.

The officers assigned to the crime unit has specialized training. Over the past year, training has been taken in Violent Threat Risk Assessment, Human Trafficking, Crisis Negotiation and De-escalation, Warrant Service Controlled Entry, and Forensic Interview Training.

The crime unit was involved in several investigations that included: attempt murder, numerous firearms offences, sexual assault, impaired causing bodily harm, violent threat risk assessment with a youth, issuing search warrants, liaising with OPP and their Forensic Unit for exhibit examinations, break and enters, murder, aggravated assault and sudden death investigations.

An important part of the crime unit is to develop and maintain working relationships with our partner organizations. The crime unit detective actively participates in meetings of the Gchi Mino Naadmaadwin Teg and Manitoulin and Area Coalition to End Human Trafficking.



UCCM ANISHNAABE POLICE SERVICE YOURS in COMMUNITY POLICING

FRONTLINE PERSONNEL

| | |
|---------------------|---|
| Faron Whiteye | Chief of Police |
| Brad Mack | Sergeant, Staff Sergeant |
| Heather Debassige | Sergeant |
| Daniel Bussieres | A/Sergeant, Constable |
| Maxwell Abotossaway | Court Officer |
| Murray Still | Community Services Officer |
| Edward Simon | Detective Constable |
| Jordan Atchison | Constable |
| Paul Baxter | Constable |
| Desi Beam | Constable |
| Bonnie Crowe | Constable |
| Mitchell Jacko | Constable |
| Dave Mack | Constable |
| James Panamick | Constable |
| Paul Shawanda | Constable |
| Josh Shokan | Constable |
| Michel Souliere | Constable |
| Carrie Spry | Constable |
| Brian Ziegler | Constable |
| Victor Pitawanakwat | Special Constable/Offender Transport Unit |
| Jeremiah Corbiere | Special Constable/Offender Transport Unit |

ADMINISTRATION/CIVILIAN STAFF

| | |
|-------------------|--------------------------------|
| Taylor Sayers | Director of Corporate Services |
| Irene Altman | Executive Assistant |
| Evelyn Aguonia | HR & Finance Coordinator |
| Daughness Migwans | Social Navigator |
| Ann Ziegler | Administrative Assistant |
| Joey Stonepoint | Custodian/Maintenance |





Chi Miigwech to the following Funders.
Without their assistance the UCCM Anishnaabe Police Service would not be possible.



Public Safety
Canada

Sécurité publique
Canada



Ministry of the
Solicitor General

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