

# 2022-2023 UCCM ANISHNAABE POLICE SERVICE ANNUAL REPORT



*Tree of Commitment*

*"The time we spent together, allowed a planting of a seed and if we ensure the seed which has been planted is nurtured in our soil of communication, respect, and empathy – there is hope that we can move forward as a collective and not as a house with two sides. Today is a new day and it is good."*



*Partners in Community Wellness*



## Crime prevention is everyone's responsibility.

If you are a witness to criminal activity in progress – where your safety or the safety of others is in danger – **call 911**.

If you are a witness to criminal activity or have information that police would find helpful and reporting after the fact, please call **705-377-7135, press 1** or call **1-888-310-1122**.

If you have information that could lead to the arrest and conviction but want to keep your name anonymous, please consider reporting through Sudbury Rainbow Crime Stoppers by calling **705-222-8477** or toll free at **1-800-222-8477**.

**We are Partners in Community Wellness.  
The Police need YOU to help solve crime!**



# Table of Contents

Our Vision, Our Mission, Our Values	1
Message from the Chief of Police	2
Message from the Chair	3
UCCM Police Commission	4
Enaag Dawaab Jig Report	4
Financial Summary of the UCCM APS	5
Organization Chart	6
Retired Constable	7
Community Mobilization	8
Calls for Service	12
Drug & Crime Enforcement	13
Human Resources	14
Record Check Report	16
Public Complaints Report	16
Police Fleet	17
Information Technology	18
UCCM APS Staff Directory	19
Tree of Commitment	20





# Our Vision, Our Mission, Our Values

## 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





# Message from the Chief of Police James Killeen



I would first like to thank all our six communities and their members for allowing the UCCM Anishnaabe Police Service (UCCM APS) the privilege of being your Police Service. Without you, we do not exist.

Chi Miigwetch also to the following: To our current and former staff for always working and getting the job done with much, much less. To the UCCM Police Commission for working tirelessly on the same issues to ensure the future of our police service. And to the United Chiefs and Councils of Mnidoo Mnising (UCCMM) leadership for always supporting our police service.

Over the past year, the UCCM APS has seen incredible growth through the hiring of Uniform and Civilian staff and through the implementation of programs and training that are innovative in policing. This, in large part, made available through various grant programs and funding that we applied for and received. Funding over and above what we receive from Public Safety Canada and Ministry of the Solicitor General Ontario for operations.

However, despite our best efforts and successes, UCCM APS has continually faced challenges that negatively affects the entire organization. It is an issue that has become very public, very political, and our story is now front and centre in the media and in the House of Commons.

The First Nations Inuit Policing Program (FNIPP) has been plagued with problems of chronic underfunding... and that inequality has gone unresolved since the inception of the program over 30 years ago. This was affirmed by the Canadian Human Rights Tribunal (CHRT) in January 2022. The complaint was submitted by Pekuakamiulnuatsh First Nation in Quebec (Dominique vs. Public Safety Canada) and it acknowledged “willful underfunding” of Indigenous policing Canada-wide.

Facing yet another tripartite agreement with no changes and no room for negotiations, UCCM APS launched a CHRT complaint along with Treaty 3 Police Service and Anishinabek Police Service, who together provide services to a combined total of 45 First Nation communities in Ontario.

Despite offers to sign and extend our current agreements, we have remained steadfast in our fight for changes to terms and conditions that we know are discriminatory. We want to be able to manage our own funds, to own land/mortgage, to ensure that we provide adequate policing and specialized units to combat the drug and gang issues plaguing our communities, and to hire legal to negotiate on our behalf to ensure we have equitable funding. Our communities deserve better.

Further, we are also working with the Indigenous Police Chiefs of Ontario (IPCO), whose mandate is to strengthen the nine First Nation stand-alone police services through unity of purpose with the goal of enhancing the safety of the communities we are sworn to protect.

Through Unity we gain Strength and Equality.

A handwritten signature in black ink that reads "J-Killeen".

# Message from the Chairperson

## Derek Assiniwe



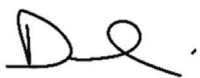
The UCCM Police Commission had another successful year end for 2023, however, it was not met without challenges. We slowly saw the end of the covid restrictions and resumed in person meetings, which was a welcomed change to seeing everyone through a little screen. We also revised the service's vaccine policy to be in line with the provincial mandates.

The Commission has begun to plan for the growth of the police service and is working to identify some of the gaps in policing. It is important that we take into considerations the needs of our communities, and where they want our police service to be in the future. To do some of this work, the Commission has contracted Dr. Tullio Caputo and Dr. Tarah Hodgkinson to oversee the development of the next strategic plan for the service. As we look to the future we need to understand where we are going. In addition to the development of the strategic plan, we are also participating in the alignment gap study. We believe both projects are critical to understanding the challenges faced by our front-line staff, the needs of our communities, and the realities that Indigenous policing operates in. We not only need to ensure the safety of our communities, but also the staff.

Some of the key areas we are working on or have worked on the past year.

1. Alignment Gap (ongoing) – UCCM APS is part of the national study being conducted by the Canadian Association for Police Governance. We are the only First Nation Police Service to participate in the study and one of four from across Canada. The purpose of the study is to identify the gaps in front-line service delivery and the Commission and community expectations.
2. Strategic Plan – UCCM APS will be conducting focus groups with key stakeholders in the coming months.
3. Staff Benefits Package – the commission approved to enhance the benefits to staff and increased mental health supports, vision and dental.
4. Approved the work from home policy in principle.
5. Police Agreement Negotiations.
6. Capital Building project – issued request for proposals for a new police facility.
7. Recruitment & Retention – looking at ways to encourage applications and to retain current staff.

In addition to the key areas that we have been working on and have worked on, the police service received additional funding to grow and expand the police service through various programs and initiatives. This has allowed the service to continue to deliver culturally responsive policing services and creatively provide efficient policing, as we continue to be underfunded and viewed as a non-essential program. As we look forward to the future, the Commission is committed to ensuring equitable policing is provided to our communities and we are an equitable policing organization. We are working closely with other Indigenous police services in Ontario and believe that together we are stronger.



# UCCM Police Services Commission

## Commission Members as at March 31, 2023

Derek Assiniwe	<b>Chair</b>	Sheguiandah First Nation
Christine Bigras	<b>Vice Chair</b>	Zhiibaahaasing First Nation
Don Francis	<b>Secretary-Treasurer</b>	Whitefish River First Nation
Karen McGraw	<b>Commission Member</b>	Aundeck Omni Kaning First Nation
Jennifer Sampson	<b>Commission Member</b>	Sheshegwaning First Nation
Henry Panamick	<b>Commission Member</b>	M'Chigeeng First Nation
Bill Antoine	<b>Elder Representative</b>	Member-at-Large

The past year has been swiftly moving as policing is changing quite quickly within Ontario and Canada. The Commission continues to remain informed of the many developments that have been occurring and takes part in many different engagement tables. There is Federal legislation that is being developed that will make Indigenous policing in Canada an essential service. The Commission views Indigenous policing as an essential service and will continue to advocate for funding that reflects this for the communities. The organization continues to remain underfunded, and this makes it difficult to effectively plan for the safety of the communities.

As policing changes, the Commission is continually working to review and revise their policies so that the organization remains up to date. In addition to this work the Commission is also working on:

- The development and implementation of the strategic plan that is going to be inclusive of staff, community, and leadership.
- The development of a capital infrastructure plan that will reflect the building needs of the police service for the future.
- In conjunction with the Chief of Police and others a human resources and operational plan that will be used to negotiate for increased funding and the renewal of the policing agreement.

## Enaag Dawaab Jig

### *Those who oversee*

The committee continues to remain active and during the report period of April 2022 to March 2023, there were no complaint appeals reviewed by the committee. The committee met on three occasions during the year, once virtually due to Covid concerns and twice in person.

In late 2022, Chair Penny Roy-Corbiere accepted a job offer with the UCCM Police Service as the Finance Administrator, and she stepped down from her role with Enaag-dawaab-jig. Committee member Gayle Payette was appointed the new Chair going forward. The committee continues to recruit to have this position filled.

The six-month reviews of Sexual Assault and Domestic Violence occurrences within the communities policed by the UCCM Anishnaabe Police Service have been on-going. The reports generated provide an overview of trends, numbers of incidents and the quality of investigations conducted by Officers. The reports are then provided to the Committee and to the Commission, with any further action as needed.

At the November 2022 meeting, Chief James Killeen attended and met the members and spoke of policing trends in the communities and answered questions from committee members.

***Denis Blake, Enaagdawaabjig Coordinator***



# Financial Summary of the UCCM Anishnaabe Police Service

The UCCM Anishnaabe Police Service received a total of \$10 million dollars in funding this year. However, the organization spent \$6.9 million, and notified the Federal and Provincial government that it will be carrying over approximately \$3.2 million.

The dollars that were carried over were due to the funding agreements being provided at the end of the year from the Federal Government. This is an ineffective way to operate an organization, and the leadership is taking a stand against this type of action. The agreements are also being provided without respectful and culturally appropriate consultations. Indigenous policing in Canada continues to be at a disadvantage, which affects the safety of the communities. The organization cannot plan appropriately and provide the level of policing that the communities deserve under the current terms and conditions.

The organization continues to seek funding from other federal and provincial grants to enhance existing policing services and to hire additional staffing positions, offer additional training outside of regulated police training, and purchase much need equipment and technology. This additional funding allows culturally appropriate services to be provided to better serve the communities. The organization has received money\* from the following:

- Women and Gender Equality Canada (Lighting the Fire Within)
- Equipment and Vehicle Investment
- Safer Communities
- Wage Parity
- Human Trafficking
- Community Policing Partnerships Program
- First Nations Officer Fund
- Closed Circuit Television Grant
- First Nation Policing Modernization Initiative
- Community Safety and Policing Grant
- Missing Murdered Indigenous Women and Girls Grant
- First Nation Mobile Crisis Response Team
- Mobile Crisis Response Team

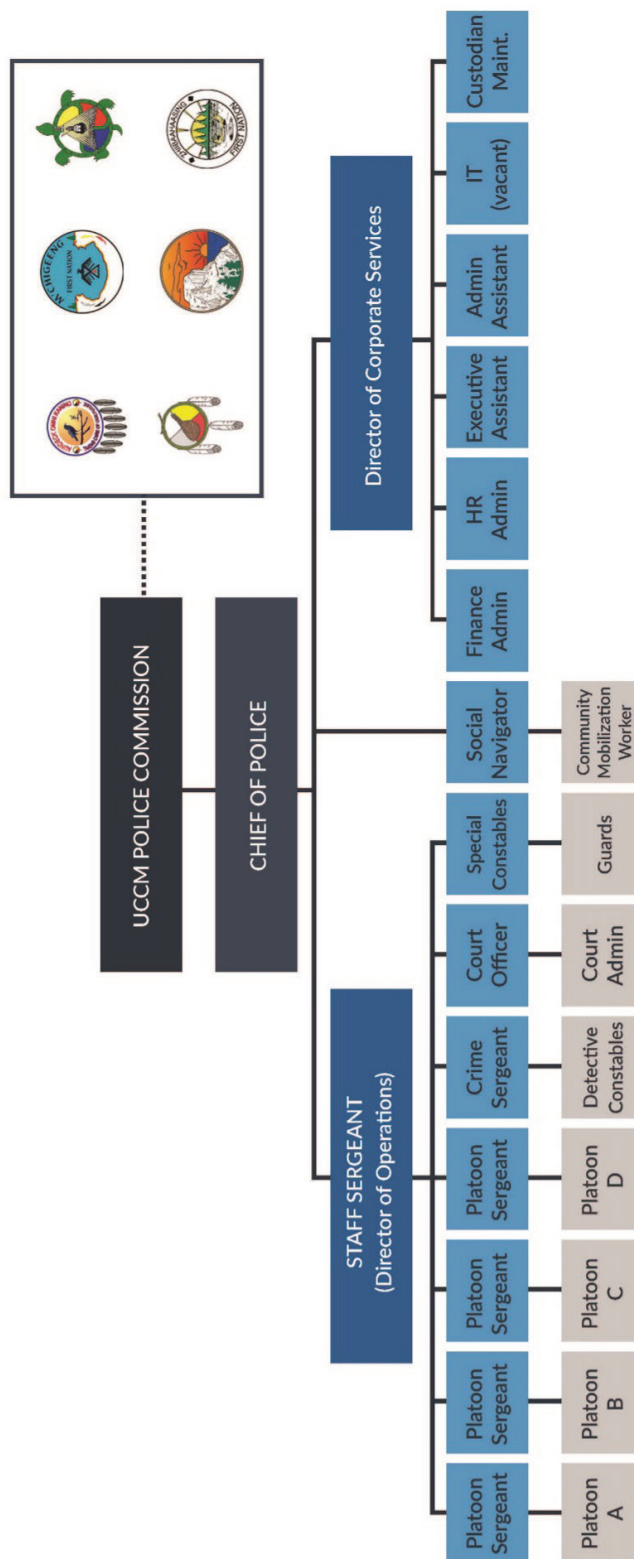
\*Not all of this funding was used, and some of the monies cannot be carried over. Those amounts were paid back in accordance with their funding agreements as it cannot be used for regular operating costs.

**Expenditures for the year for the organization were as follows:**

Expenditures	2022-2023
Operating	\$ 4,711,058
Police Commission	\$ 177,852
Review Committee	\$ 9,129
Human Trafficking	\$ 9,129
Lighting the Fire Within	\$ 261,679
Mino Bimaadziwin	\$ 168,095
Mobile Crisis Response Team	\$ 120,000
First Nations Mobile Crisis Response Team	\$ 116,964
First Nations Officer Fund	\$ 348,573
Missing Murdered Indigenous Women and Girls	\$ 323,884
One Time Funding – Equipment	\$ 33,171
Gaamizootaagen	\$ 58,822

**United Chiefs and Councils of Manitoulin  
Anishnaabe Police Service**

Organizational Chart - Approved November 7, 2022



# Retired Constable Maxwell Abotossaway

Court Officer Max Abotossaway, of Aundeck Omni Kaning, retired after 30 years in policing. Max joined the police service on November 9, 1992, with the then West Bay Police through the Indian Policing Program. He spent his entire career with UCCM Anishnaabe Police Service.

Max was known around the office for his sense of humour and his knowledge of all thing's movies, tv shows, science, physics, mechanics. You name it, Max knew something of it. To return to some sort of normalcy before retirement, Max took an office job, taking him off the road. He finished his career as Court Officer, while still holding his use of force.



## Highlights of Max's Career:

- November 9, 1992 joined West Bay Police through Indian Policing Program as 4th Class Constable
- 1993 – Frontline 1st Class Constable
- 1998 Qualified Breathalyzer Technician
- 2002 Scenes of Crime Officer (SOCO)
- 2012 Received Bravery Award from FNCPA
- Occasional Acting Sergeant
- 2019 Court Officer (CPIC Records Manager, CPIC Operator, DNA Sampler, Information Specialist)
- Retained 1st Class Constable, SOCO and Breath Tech qualifications
- April 3, 2023 – Retired

To dedicate one's career to policing and community, is a testament to one's strength of character and resilience. It is also with the added support of family, friends and community that is much needed in policing. Max had all of that.

On behalf of all our communities, his colleagues at UCCM Police, and our Police Commission, we say Chi Miigwetch to Retired Constable Maxwell Abotossaway for his dedication to serving and protecting the UCCMM First Nations.





# Community Mobilization Unit

The Community Mobilization Unit provides culturally appropriate, proactive, and innovative service. It is staffed by 2 “civilian” (non-police) members to enhance planning, coordination, and implementation of services in the communities alongside uniformed police officers.

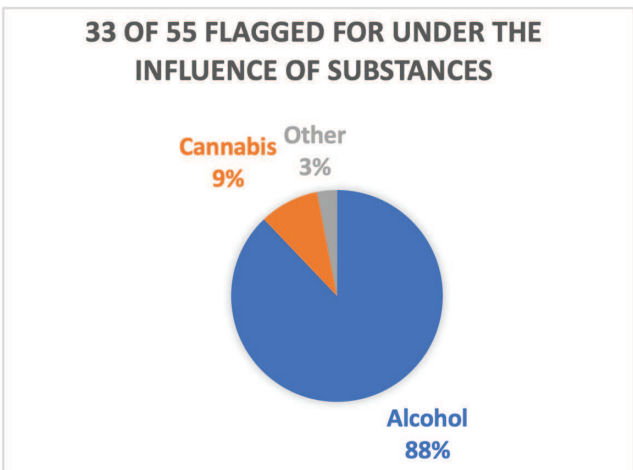
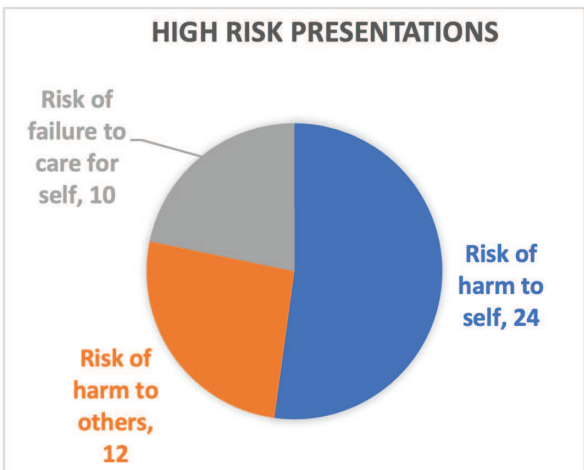
## SOCIAL NAVIGATOR INITIATIVES

ADDRESSING MENTAL HEALTH AND ADDICTIONS ISSUES

### HealthIM Brief Mental Health Screener:

This technology allows Police personnel to process comprehensive referrals directly to hospitals and community mental health/addiction/crisis services. HealthIM facilitated a training session for all Police Officers and our partners at Manitoulin Health Centres, Noojmowin Teg, Mnaamodzawin Health Services, M’Chigeeng Health Services, and Health Sciences North.

<b>Total number of Screeners completed</b>	<b>158</b>
Representing # of individuals	55
# of involuntary apprehensions	17
# of voluntary escorts to hospital	20
# apprehension by existing order	1
# of referrals to mental health	45
# identified as being homeless	7
# flagged for weapons related	5



## VIOLENT THREAT RISK ASSESSMENTS (VTRA)

People and organizations often under-react to threat making behaviour. VTRA is a multi-sectoral response and intervention model that assists teams to minimize potential harms.

- 4 community-based conferences and intervention meetings
- 1 person specific – victimology report.
- 3 service members attended level one training session.

## VOLUNTARY VULNERABLE PERSONS REGISTRY

This registry is available to anyone that agrees to have their information entered into the police records management system & has a vulnerability that could affect communication and police interactions. Vulnerabilities could be issues related to aging, cognitive and developmental conditions, or physical and mental health concerns.

- 1 new registrant

# Community Mobilization Unit

## MULTI-SECTORAL HIGH RISK SITUATION TABLES

High risk situation tables create the opportunity for service professionals to assess situations and if necessary, plan an appropriate intervention based on situations deemed to be of acutely elevated risk. These tables include partners from education, social services, health, housing, justice and more to mitigate escalation of situations from Mnidoo Mnising.

### Gchi Mino Naadmaadwin Teg (GMNT)

- April – September
- 8 meetings with 0 cases presented.
- September 2022 – March 2023
- table operated on an “as needed” basis with 1 request resolved by direct referral.

### M'Chigeeng high risk situation table supported by UCCM

- 21 meetings with 18 presentations
- 4 deemed high risk
- 4 pushed back to originating agency for further follow up.

### Domestic Violence Court Advisory High-Risk Review

- meets monthly.

## PUBLIC EDUCATION AND AWARENESS

Workshops and information sessions geared to community and by request. This year we completed 14 workshop requests. Topics cover a wide variety of personal, familial, and community safety issues.

### Community Safety

- Reporting suspicious behaviour
- Crime stoppers
- Crime prevention through environmental design
- Buyer beware - theft prevention
- Home security
- Recognizing drug related suspicious activity
- Reporting Crime

### Mental Health & Addictions

- Understanding harm reduction
- Recognizing and accessing emergency services for health crisis/drug overdose
- Mental health and the law
- Suicide Prevention
- Addictions Stigma and Discrimination

### Violence Prevention

- Recognizing and stopping exploitation of women and girls
- Ending Domestic Violence
- Child safety and reporting abuse
- Elder abuse dialogue
- Bullying Prevention
- Lateral violence prevention
- Addressing Sexual Violence
- Cyber/internet safety

## Addressing Risk for Improved School Success...

### Accessing Resources for Improving School Success

Working in partnership with Lakeview School, Kina Gbezhgomi, and UCCMM Justice. This school success program takes a strengths-based approach working with the child and parents/guardians. This program is available to other schools by request. Implementation slated for September 2023.

## Community Networks

Maintain active representation on Manitoulin Drug Strategy, and the mental health and addictions committee.

# Community Mobilization Unit

## MAAMWI NAADAMADAA – “LET’S WORK TOGETHER”

Maamwi Naadamadaa is a collaboration of the executive directors of the UCCMM affiliated agencies.

The goal is to work together to address addictions and substance use related harms, language, and culture.

- In partnership with M’Chigeeng, the Chief Coroner and members of his team addressed Opioid Toxicity Deaths on Manitoulin Island “Learning from the Dead to Protect the Living” to 50 participants. Several communities have ranked in the top for opioid related deaths.
- In partnership with Aundeck Omni Kaning and the Ontario Aboriginal HIV/AIDS Strategy addressed Harm Reductions Approaches from an Indigenous lens with 25 leaders and support services in attendance over 3 meetings.

## LIGHTING THE FIRE WITHIN – DOMESTIC VIOLENCE PREVENTION THROUGH TRAUMA INFORMED POLICING STRATEGIES

The Lighting the Fire Within (LTFW) project, funded through Women and Gender Equality Canada, is focused on reducing risk factors associated with domestic violence with the goal of creating healthier and safer First Nation communities through:

1. culturally and trauma informed training to assist officers and staff to better assist offenders and victims of domestic violence
2. engaging children, and youth in sports and interest-based activities
3. delivery of a pre-charge diversion program for Indigenous men.

Through LTFW, the following events were completed:

Bike safety events in 4 locations and 1 with OPP Ride Smart Program	Graduation BBQ and fun day event with submission of cardboard boat for race
Presentation on Safety Tips for Women in partnership with Mniidoo Mnising Employment and Training and Emergency Management Indigenous Youth Career Initiative in partnership with the Indigenous Police Chiefs of Ontario	Three-day Maple Leaf Hockey Clinic in partnership with the Right to Play Coordinator of Aundeck Omni Kaning
Peacekeepers Appreciation Day and basketball game with youth & Officers	Food Drive for Christmas Hampers with Manitoulin Family Resources Food Bank





# Community Mobilization Unit

The culture and trauma informed curriculum included the following training opportunities which were attended by employees of the UCCM Police Service, other partnering police services, and agencies from Manitoulin Island.

- Building Change Management Capability Training | *Capillary Consulting & Learning*
- Cultural Mindfulness Training sessions | *George Couchie*
- Crisis Intervention Training | *Solution Point +*
- Mental Wellness in the Workplace | *Dr. Nadia Aleem*
- Traditional Knowledge & One-to One Sessions | *James Carpenter*
- Fundamental Investigative Interview Practices | *Dr. Sarah MacDonald*

## OFFICER PARTICIPATION

Provided through Lighting the Fire Within

### OFFICER PARTICIPATION ACTIVITIES

- Chickadee nesting house building
- Volleyball challenge with AOK youth
- Moosehide campaign at MSS
- Baseball clinic
- Off-ice hockey program developed and delivered by a UCCM Officer
- Positive ticketing program
- Medicine bundle building lunch and learn

## COMMUNITY SERVICES:

Community Services brings awareness and provides education on safety issues at community events such as summer fun days, carnivals, school events and groups or clubs.

Our Special Constables attended community functions, provided programming during school and after school hours. Officers assisted in the following community events and community services:

- Fall Harvest Day at WRFN
- Bike Rodeo at Little Current Recreation Complex and M'Chigeeng Arena
- Toy Drive for Manitoulin Family Resources
- Hockey Game with Lakeview School students/ staff and Officers
- Winter Carnivals in Whitefish River, M'Chigeeng, Zhiibaahaasing
- Lakeview School Winter Carnival-building snow forts
- Visits to M'Chigeeng Daycare
- Visits to Sheshegwaning Public School
- Ten week Walking the Path program delivered with 12 Graduates from Lakeview School and 14 Graduates from St. Joseph's school
- Assisted in Lakeview School Breakfast program
- Lakeview School Lock-Down Drill
- Assistance with Fish Fry and Games for children at WRFN in Hockey Exchange Program with Greater Toronto Hockey League

## STUDENT ENGAGEMENT

We had the pleasure of having Harmony Kaiser-Fox of M'Chigeeng First Nation complete her college placement with us! We wish Harmony all the best as she continues with her post-secondary education!! It was a true pleasure to Harmony share our experiences in community mobilization.



# Calls for Service

The calls for service were significantly lower this year compared to last year. However, the crimes were far more severe in nature and the crime severity index is much higher for our service region when compared to other parts of Ontario and Canada. This meant more time spent on work for major benchmark occurrences for all levels of frontline staff, resulting in increased overtime.

## Overtime Report

Classification	2022/23	2021/22	% increase decrease
Command Staff Call Out	10.15	56.00	-82%
Command Staff Regular OT	266.30	100.15	166%
Crime Unit Call Out	51.62	91.65	-44%
Crime Unit Regular OT	963.59	543.70	77%
Platoons Call Out	473.21	412.20	15%
Platoons Regular OT	1941.97	1462.10	33%
Special Constables Call Out	78.40	2.30	3309%
Special Constables Regular OT	286.00	278.15	3%
Court Office Call Out	0	0	0%
Court Office Regular OT	48.3	11.3	327%
Civilians Call Out	13.88	30.43	-54%
Civilians Regular OT	382.85	256.05	50%
<b>Total Overtime Hours</b>	<b>4516.27</b>	<b>3244.03</b>	

## > 100% increase in calls from 2021 to 2022

Occurrence Type	2022	2021	%
assist other police agency	26	1	2500%
breach of probation	18	4	350%
other criminal code	4	1	300%
property damage	6	2	200%
attempt murder	2	0	200%
homicide	2	0	200%
person check in	15	7	114%
bail violations	101	48	110%
escort	60	29	107%
police information	85	42	102%
gang	1	0	100%
human trafficking	2	1	100%
non-consensual distribution of intimate images	1	0	100%

## 1% to 99% increase in calls from 2021 to 2022

Occurrence Type	2022	2021	%
motor vehicle collisions	51	35	46%
sudden death	10	7	43%
missing persons located	13	10	30%
liquor license act	33	28	18%
person wellbeing check	86	74	16%
landlord/tenant problems	9	8	13%
domestic dispute	95	88	8%
animal complaint	39	37	5%
unwanted person	96	95	1%

## Number of Calls Same from Year to Year

Occurrence Type	2022	2021
phone calls	8	8
motor vehicle - recovered	7	7
robbery	3	3
shoplift	3	3
traffic control	3	3
towed vehicle	1	1
traffic enforcement - other	1	1

## % Decrease in calls from 2022 to 2021

Occurrence Type	2022	2021	%
police assistance	147	148	-1%
mischief	55	57	-4%
warrants	82	85	-4%
noise complaint	57	61	-7%
assault	123	134	-8%
break & enter res/oth	39	44	-11%
family dispute	98	112	-13%
non-police matter low priority	7	8	-13%
community services	48	56	-14%
record check (no vulnerable)	11	13	-15%
record check (vulnerable)	11	13	-15%
municipal by-law	5	6	-17%
fraud	19	23	-17%
drug offences	102	124	-18%
suspicious person	95	117	-19%
prevent breach of peace	82	101	-19%
911 hang up	60	75	-20%
court order	20	25	-20%
fire	4	5	-20%
traffic enforcement HTA	75	95	-21%
ambulance assistance	30	38	-21%
traffic complaint	42	54	-22%
impaired/over 80	20	26	-23%
weapons	16	21	-24%
traffic hazard	12	16	-25%
alarm	85	114	-25%
suspicious vehicle	41	58	-29%
motor vehicle - abandoned	7	10	-30%
mental health act	58	83	-30%
stolen vehicle	9	13	-31%
property related	24	35	-31%
missing persons	4	6	-33%
duplicate occurrence	51	77	-34%
property check	9	14	-36%
threats	43	67	-36%
disturb the peace	37	58	-36%
attempt or threat of suicide	39	66	-41%
harassment	14	24	-42%
trespass to property act	36	64	-44%
theft	64	114	-44%
possession stolen property	2	4	-50%
indecent acts	1	2	-50%
other federal statutes	1	2	-50%
trouble with youth	10	22	-55%
R.I.D.E	5	12	-58%
neighbour dispute	12	32	-63%
sexual assault	7	26	-73%
other provincial statutes	5	20	-75%
insecure premises	1	4	-75%
focused patrols	72	318	-77%
compliance check	1	6	-83%
trespass by night	1	7	-86%
dangerous conditions	1	8	-88%
person check-in (OSOR)	1	8	-88%

## Drug & Crime Enforcement

The UCCM Crime and Drug Enforcement Unit has been working diligently within our communities and with our neighbouring police agencies. In 2022, we saw an unprecedented number of Major occurrences, including but not limited to: 2 Homicides, 2 Attempt Homicides and 2 Aggravated Assaults. Major occurrences involve a large amount of investigative and administrative work. Through the efforts of our officer and civilian staff, we are pleased to report that these major occurrences have all been solved and the accused persons have all been arrested and charged.

It should be noted that UCCM APS does not receive funding to properly operate a fulltime a drug and/or crime unit. It is thanks to the three officers who take on this roll, take additional training to undertake the work involved and working long hours away from their families doing double duty, working sometimes 24-to-36-hour shifts without the proper resources to do so. It is a testament to the work ethic and their desire to keep our communities safe.

However, this did not deter them. They also worked tirelessly to tackle the opioid crisis that currently plagues our communities. Officers conducted a total of 10 Controlled Drugs and Substances Warrants on residences within our communities. We also saw the closure of Project Hewson, which was a joint force operation between the UCCM APS, Wikwemikong Tribal Police and Ontario Provincial Police. This project on its own resulted in 107 Charges, seizure of drugs valued at half a million dollars and approximately \$12,000 in cash. Two handguns were also seized.

## Drug stats:

Total Cocaine seized 991.33 grams.  
Total Crack seized 398.75 grams.  
Total Fentanyl seized 791.84 grams.  
Total Hydromorphone 35 grams.  
Total Psilocybin 106.41 grams.



## Drug related weapons for seized:

- 3 Handguns
- 2 Long Gun and parts
- 1 Pair of Brass knuckles
- 1 Collapsible baton.
- 1 Machete

**Total Value of drugs seized: \$625, 923.25**

**Total Cash seized:                   \$ 55,555.00**

**Grand total of \$681,478.25 in total value seized.**

We would like to thank our communities in supporting the Crime and Drug Enforcement Unit with Firsthand information. This was crucial in our fight against the current gang migration.



# Human Resources

## Officer Complement:

Officers with less than five (5) years minus a day experience	4
Officers with five (5) years but less than 10 years' experience	3
Officers with more than 10 years but less than 15 years' experience	6
Officers with more than 15 years but less than 20 years' experience	3
Officers with more than 20 years but less than 25 years' experience	1
Officers with more than 25 years but less than 30 years' experience	3
Officers with more than 30 years but less than 35 years' experience	3
<b>Total Number of Officers</b>	<b>23</b>

UCCM APS started the fiscal year with 29 Full-Time Equivalent (FTE) staff members. We saw a 26% increase in the staff complement having on-boarded 10 new staff members during the 22/23 fiscal year as of March 31, 2023. This includes both civilian and uniform.



Chief Killeen swears in Kai Saunders as Recruit-Constable. October 11th, 2022



Chief Killeen swears in Matthew Bebonang as Special Constable. October 11th, 2022



Chief Killeen swears in Emily Francis as Recruit-Constable. November 9th, 2022



Chief Killeen swears in Penny Roy-Corbiere as Finance Administrator. August 22, 2022

## Recruitment:

UCCM Anishnaabe Police Service attended three recruitment fairs across the province – Kenjgewin Teg Education & Employment Expo, Ontario Police Service Recruitment Fair, and the Career Fair/ Nakiwiin Tek at Laurentian University.



Human Resource Administrator Lyndin Belleau and Recruit-Constable Kai Saunders attend the Kenjgewin Teg Education and Employment Expo. November 10th, 2022



UCCM APS Recruitment Team attend Ontario Police Service Recruitment Fair, hosted by Toronto Police Service. November 26th, 2022

## Milestones:

UCCM APS celebrated 30 years of service milestones with Staff Sergeant MACK, Sergeant DEBASSIGE, and Court Officer ABOTOSSAWAY. Staff celebrated with a feast and plaque presentation by Chief of Police KILLEEN.



UCCM APS Staff celebrating 30 year mile stones. November 9th, 2022



Chief Killeen presenting S/ Sgt. Mack with his thirty (30) years' of service plaque. November 9th, 2022



Chief Killeen presenting Sgt. Debassige with her thirty (30) years' of service plaque. November 9th, 2022



Chief Killeen presenting Cst. Abotossaway with his thirty (30) years' of service plaque. November 9th, 2022

# Human Resources

## Training & Development:

UCCM APS concluded the 22/23 fiscal year with staff completing a total of 51 training courses. This represents a 37% increase over last year (32 trainings attended). UCCM APS is committed to providing staff with training opportunities to enhance skills and abilities, which in turn benefits our UCCMM communities. Staff completed regular scheduled block training throughout the year. UCCM APS recognizes the need for a highly skilled workforce and supports ongoing training and educational opportunities for our staff.

Course	Training Organization
Indigenous Gang Reduction Strategies	Canadian Police College
CPIC Query Narrative Course	Canadian Police Knowledge Network
Uniform Crime Reporting	
Introduction to Criminal Intelligence	
Introduction to Criminal Intelligence Analysis	
Level One Violence Threat Risk Assessment	
Introduction to Intelligence Officer Course	Centre for Trauma Informed Practices
Mobile Outreach Surveillance Course	Criminal Intelligence Service Ontario
Lawful Justification Training Course	
Mental Health Certificate for Human Resource Professionals	
Constable Selection System Training	
2022 Homicide Workshop	Human Resource Professionals Association
Ontario Major Case Management	Ontario Association of Chiefs of Police
Homicide	
Search Warrant	
Basic Constable Training	
Front Line Supervisor	
Drug Evaluation & Classification Program	Ontario Police College
Pre-Recruit Training	
Crisis Intervention Training	Ontario Provincial Police Academy
Field Coordinator Training Course	Solution Point+
Osgoode Certificate in Labour Law	The Centre of Forensic Science
	York University – Osgoode Hall Law School



# Record Check Report

We also offer record checks online through our website. Forrest Green verifies your identity and forwards your information to our office. Once completed, the record check can be sent to you by mail.

Record checks that were completed **online (42)** and mailed out to the applicants. **4** were abandoned due to lack of information received by applicant.

## Issues that have come up with online record checks:

1. ID is not uploaded properly and unable to be viewed. This means a request will go out for a copy of the ID used in the application.
2. Vulnerable Sector Letters – as with in person checks, a copy of the letter from the requesting organization is required. A copy of the letter must be uploaded along with the application online.

While it is convenient and available 24/7, the online applicants must ensure all information is uploaded so there are no delays in processing applications.

Fingerprints – 264 CRC/VSS applicants – **5** were flagged for fingerprints.

2022	Vulnerable Sector	Criminal Record
April	12	14
May	21	15
June	5	11
July	20	13
August	26	13
September	18	8
October	40	3
November	16	8
December	11	4
2023	Vulnerable Sector	Criminal Record
January	20	8
February	18	22
March	11	27
<b>Total</b>	<b>218</b>	<b>146</b>
<b>GRAND TOTAL</b>	<b>364</b>	

# Public Complaints

UCCM APS strives to provide effective service in its six communities and ensures that complaints are investigated both internally and externally. Complaints may be based on service, policy, or conduct. There were two public complaints filed during this annual reporting period. To be reviewed or investigated, public complaints must be received in writing. Forms are available on our website or by calling our office.

2 complaints were received. 1 complaint was investigated by an external police agency and was determined to be unfounded and classified as an accident. The other complaint was withdrawn after an internal investigation determined the officer was acting in accordance with the law.

If complainants are not satisfied with the decision after it has been fully investigated, the Enaag-dawaab-jig Committee (see report on page 4) provides an oversight mechanism to ensure public complaint findings of police misconduct are investigated. Enaag-dawaab-jig has a mandate to meet with community members and to solicit feedback regarding the quality of service provided by the UCCM APS and to then make recommendations to the Police Services Commission on ways to improve police service.



# Police Fleet

UCCM APS currently has 5 units on the road and 2 units ready to deploy in case a car is down due to repairs or vehicle impacted.

It is not simply ordering a vehicle and then putting it in to active service. The process takes up to six months to get the unit road ready in addition to the time it takes to order and get the vehicle delivered to where it will be upfitted.

First, the unit must be outfitted with all the emergency gear: lights, cage, and wired (3 -4 months). This is done at a location in southern Ontario. Second, the radio must be stripped from the unit being taken off the road and installed in the new unit. Third, the stickers for the vehicle must be ordered and installed on the vehicle. The final step is to outfit the new unit with emergency equipment for on the road sensors and officer safety gear. Vehicles are ordered six – eight months before they are needed although they are not always used in that current fiscal year. During covid this process was much longer.

Once we have the new unit's road ready, the old units are stripped when they are retired, and this can take some time. Our maintenance does this in between other daily jobs. For our radios, we maintain communications with our installers in case of any issues to repair. This is done here on site so we don't have to ship our units out and be without for a long period of time.

Weekly vehicle inspections are done every Wednesday:

- 3 detective constable units
- 9 Civilian units for programs, training, court, and meetings.
- 2 four wheelers
- 1 side by side for CSO events or emergency needs

Other fleet includes the CSO trailer, LTFW trailer, open trailer for side by side. The bear trap trailer is a catch and release program, and this is done by our fleet maintenance.

The fleet has a maintenance schedule that is followed for every vehicle. All vehicles get seasonal tires for summer months and winter tires for the remainder. Our police units are usually run for 2-3 years and is dependent on mileage and condition of vehicle before being taken out of service.





# Information Technology

UCCM APS is working to constantly implement new technologies to assist officers and staff. Our IT service provider is Aegisys from Sudbury who was the successful tender in 2019. They are constantly working with us to implement new technologies, troubleshoot and install new software, security, and other policing technologies. Some of the technologies we currently use:

## Technologies

**LiveScan:** Live Scan is a way to take inkless fingerprints, which are then digitalized and transmitted directly to the Department of Justice (DOJ). The DOJ then checks the fingerprints against known criminal history records. A response (criminal history or no criminal history) is then sent to the agency requesting the Live Scan. This has its own computer terminal and requires a yearly membership.

**Mitel Phone System:** Internet protocol phones capable of switching between Voice Over Internet Protocol (VOIP) and analog and recording incoming and outgoing calls.

## Software Applications

**Niche/RMS:** enables, for the first time, advanced, shared information management among participating agencies. That means efficiencies from one-time data entry, streamlined joint operations, and full information about persons, vehicles, or locations across the region is at your fingertips, in real-time.

**Criminal Justice Information System(CJIM):** allows officer to search for and retrieve a submission previously submitted as a livescan submission; add to or modify an offender's biographical data if new or more accurate information becomes available; add or modify the Volunteer Screening Initiative, aliases, mark/scar/tattoo information as required; identify and report the final charge(s), whether they are original, modified, or additional charges; and enter the final court disposition(s) and submit them electronically.

**InTime:** scheduling, leave and overtime management system designed for police services. Staff can request leave, overtime, etc, on their desktops or cell phones.

All staff are provided with a work cell phone (30 phones) and these are managed by Aegisys. Aegisys also manages 26 desktops, 22 laptops, 9 iPads, all through a Mobile Device Management system.

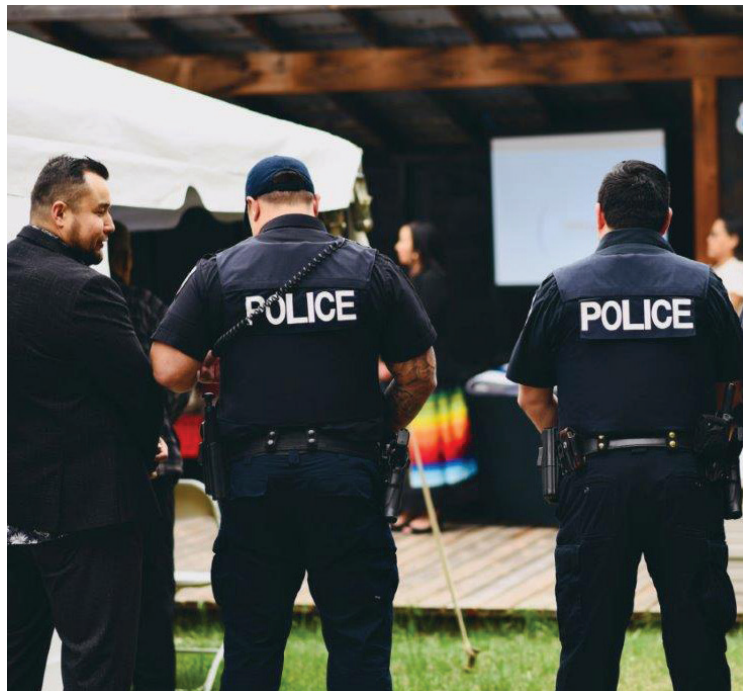
## Current Projects

**Mobile workstations (Mobile data terminals):** this allows officers the ability to access police database systems while on the road, in their cruisers.

**Global Positioning Systems (GPS)** – all UCCM cruisers are installed with GPS so that dispatch can locate officers at all times. This ensures officer safety and allows dispatch to send the closest officer to the call.

**Body Worn Cameras:** working on policy and logistics to be able to roll out the body worn cameras. Requires the completion of policies on camera usage, downloading data, and storage.

Aegisys also provides supports for IT and sends a computer technician to our office every Wednesday to address any IT issues.



# UCCM APS Staff Directory

## MANAGEMENT TEAM

Chief of Police James Killeen  
Staff Sergeant – Director of Operations Brad Mack  
Detective Sergeant Todd Fox  
Administrative Sergeant Heather Debassige  
Sergeant Jordan Atchison  
Acting Sergeant Dave Mack  
Acting Sergeant James Panamick  
Acting Sergeant Michel Souliere  
Acting Sergeant Carrie Spry  
Director of Corporate Services Taylor Sayers  
Social Navigator/Director of Community Mobilization Daughness Migwans

## FRONTLINE TEAM

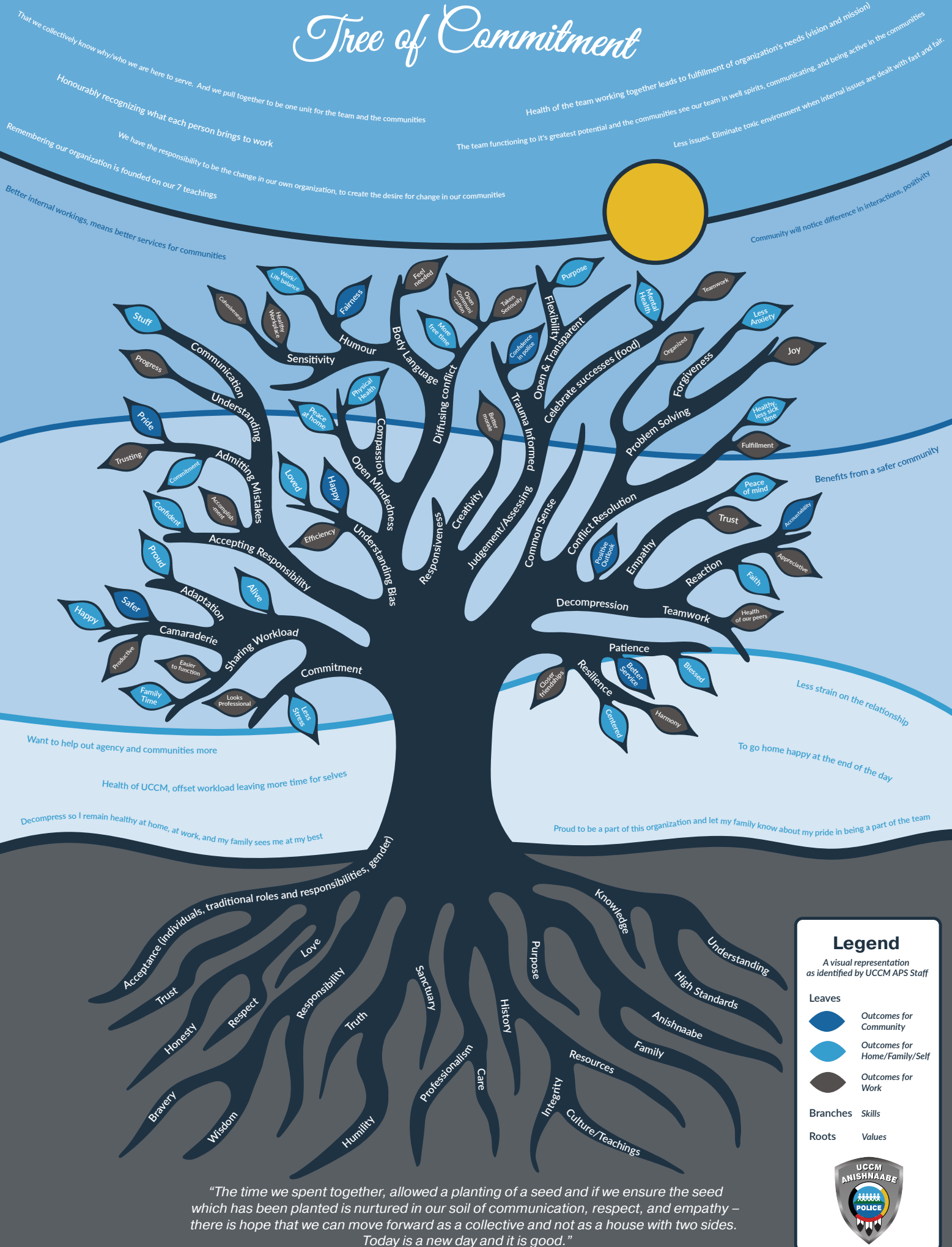
Court Officer Maxwell Abotossaway (retired)  
Constable Paul Baxter  
Constable Desi Beam  
Detective Constable Daniel Bussieres  
Constable Curtis Hare  
Constable Mitchell Jacko  
Constable Braeden Killeen  
Constable Joseph Naokwegijig  
Constable Paul Shawanda  
Constable Josh Shokan  
Detective Constable Ed Simon  
Constable Brian Ziegler  
Special Constable Matthew Bebonang  
Special Constable Jeremiah Corbiere  
Special Constable Jody Corbiere  
Special Constable Victor Pitawanakwat  
Recruit Emily Francis  
Recruit Kai Saunders  
Recruit Nicholas Faulkner

## CIVILIAN TEAM

Executive Assistant Irene Altman  
Court & Records Administrator Tara Bailey  
HR Administrator Lyndin Belleau  
Custodian Marvin Moggy  
Community Mobilization Assistant Teresa Nahwegahbow  
Finance Administrator Penny Roy-Corbiere  
Custodian/Maintenance Joey Stoneypoint  
Crime Analyst Rachel Webster  
Administrative Assistant Ann Ziegler



# Tree of Commitment



## Legend

A visual representation as identified by UCCM APS Staff

### Leaves

- Outcomes for Community
- Outcomes for Home/Family/Self
- Outcomes for Work

### Branches

- Skills

### Roots

- Values



"The time we spent together, allowed a planting of a seed and if we ensure the seed which has been planted is nurtured in our soil of communication, respect, and empathy – there is hope that we can move forward as a collective and not as a house with two sides. Today is a new day and it is good."



## UCCM ANISHNAABE POLICE SERVICE

5926 Hwy 540, P.O. Box 332  
M'Chigeeng, Ontario P0P 1G0  
Telephone: (705) 377-7135  
Fax: (705)-377-5583

[www.uccmpolice.com](http://www.uccmpolice.com)

### **Chi Miigwetch to the following Funders.**

*Without their assistance the UCCM Anishnaabe Police Service  
would not be possible.*



Public Safety  
Canada

Sécurité publique  
Canada

Ontario 

Ministry of the  
Solicitor General

