

Mino Bimaadiziwin

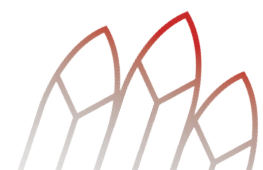
Celebrating Families and Community

Partners in Community Wellness



2024-2025

UCCM ANISHNAABE POLICE SERVICE
ANNUAL GENERAL MEETING



UCCM APS and Teachers vs Lakeview School

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!**

**MAKE A DIFFERENCE
REPORT CRIMES**



**CALL
(705) 377-7135**

OR

**REMAIN ANONYMOUS
CALL**

**CRIME 
STOPPERS**

1-800-222-TIPS(8477)
sudburycrimestoppers@vianet.ca

Table of Contents

| | |
|-----------------------------------|-------|
| Our Vision/Our Mission/Our Values | 1 |
| Message from the Chief of Police | 2 |
| Message from the Chair | 3 |
| In the News | 4 |
| UCCM Police Services Commission | 5 |
| Record Check Report | 6 |
| Enaag Dawaab Jig Report | 7 |
| Financial Summary | 8 |
| Organization Chart | 9 |
| Youth Camp | 10 |
| Lighting the Fire Within | 11-13 |
| Police Fleet | 14 |
| Public Complaints | 14 |
| Calls for Service | 15-16 |
| HR Report | 17-19 |
| Crime and Drug Enforcement | 20-21 |
| K9 Unit | 21 |
| Staff Directory | 23-24 |

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



It is my honor to present this report on behalf of the UCCM Police Service, reflecting on the progress we have made over the past year and sharing my vision for the future of policing in our communities.

Over the last year, we have made significant strides in strengthening community relationships, improving officer training, and enhancing our response capabilities. Through focused efforts on cultural awareness, community-based policing, and collaboration with partner agencies, we have seen positive results, including reductions in crime in some areas and growing trust within the communities we serve.

Building on this momentum, I am proud to report that we have established foundational cultural and trauma-informed training, created a cultural competency learning framework, embedded culture and wellness into daily operations, supported continuous learning, and established leadership and accountability structures within the UCCM Police Service.

In addition to these foundational initiatives, we have:

- Added civilian staff members in various roles to support our operational and administrative functions, enhancing the overall effectiveness of the service.
- Expanded our Special Constable complement to better serve community needs and provide additional support in key areas.
- Introduced the Mniidoo Mnising and Manitoulin Island area's first Canine Unit. This specialized unit, with trained police dogs, supports search and rescue operations, tracking, and narcotics detection, which is especially beneficial in the remote and forested parts of our territory.
- Trained officers and deployed drone technology to enhance our operational capabilities. Our drone program provides aerial intelligence during incidents, improves officer safety, and assists with monitoring large events and search operations.
- Donated a vehicle and provided ongoing support through grants to the Manitoulin Crisis Response

Team (MCRT), reinforcing our commitment to community-based programs that address local needs and promote rehabilitation.

- Applied for a grant focused on guns and gangs initiatives. This effort will strengthen drug enforcement and intelligence operations, targeting organized crime to make our communities safer.
- Advocated for the recruitment of additional officers through our ongoing Canadian Human Rights Tribunal (CHRT) complaint. Increasing our officer complement is essential to improving patrol coverage, reducing response times, and supporting our expanding specialized units.
- Committed to establishing sub-offices in Sheshegwaning and Whitefish River First Nation. A localized police presence in these communities will improve access to law enforcement services, build stronger community connections, and allow us to address concerns more promptly and effectively.
- Started planning for our new headquarters, with a projected build time of 2 to 4 years, designed to accommodate current needs and future expansion to better serve our growing community.

Community engagement remains the cornerstone of my approach to policing. I am dedicated to working alongside local leaders, elders, and youth to build safety programs that reflect our shared values and respect for Indigenous traditions.

Together, I believe we can build a safer, stronger, and more connected future for all the communities we serve.

Thank you for your continued support and partnership.

Respectfully,

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

James Killeen
Chief of Police
UCCM Anishnaabe Police Service

Message from the Chairperson

Derek Assiniwe



The UCCM Police Commission had a busy and successful year with governance training and developing a new, consolidated Policy Manual comprising strategic Governance policies and strategic administrative policies. The commission approved the UCCM Anishnaabe Police Services Governance Policy that tells us how to conduct business. We also started working on the strategic plan for the service. We believe both projects are integral to understanding the challenges faced by our front-line staff, the needs of the community and the realities that first nations policing operates in. It is crucial to ensure the safety of our communities and the staff.

The Commission is well underway in planning for the increase of both frontline and civilian staffing of the police service with preparation for the new UCCM Police Service's headquarters. We were also excited to expand and acquire two portable satellite offices in Sheshegwaning and Whitefish River First Nations. These projects are still in the development and construction stages. The Aundeck Omni Kaning Satellite office is now fully operational.

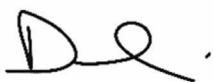
Some of the key areas we have worked on the past year:

1. Policy development and training – with Governedge, we participated in Effective Police Governance training, and we approved UCCM Anishnaabe Police Services Governance Policy.
2. Strategic Plan – worked with Governedge on the development of the strategic plan that is inspired by community and partner agencies and features results-based strategic objectives.
3. Staff – the Commission approved benefits and increased compensation for all employees for the next two years in order to remain competitive within the policing industry.
4. Chief of Police Annual Evaluation – with Governedge, we developed and started the annual Chief of Police Evaluation form and process.
5. Capital Building projects – the service has outgrown the current space and are at maximum capacity, we are working with Collaborative Structures Limited who were hired as the Project Management company for the Capital Building Project of the new headquarters.
6. Recruitment & Retention – implemented a recruitment campaign with ChangeMakers to refresh the creative concept for UCCM Police recruitment

In addition to the key areas that we have been working on, the police service received additional funding to grow and expand the police service through various programs and services and initiatives.

As a result of the Police Agreement Negotiations, we worked hard to change the discriminatory terminology and terms of our funding, which prevented us from creating specialized teams. We are looking forward to the development of the Drug Unit. Thanks to the federal government's amendments, we can take this important step towards making Manitoulin Island safer.

We look forward to continuing and working with the communities of Mnidoo Mnising and our partner agencies to combat drug and human trafficking, organized crime, and other issues our communities face.



The UCCM Police Commission continues to fight for funding to keep your communities safe. The battle continues.

[Sudbury](#)

UCCM Anishnaabe Police creating drug enforcement unit after federal ruling paves way

Indigenous police services barred from hiring specialized officers until last June



[Kate Rutherford](#) · CBC News · Posted: Apr 23, 2024 7:00 AM EDT | Last Updated: April 23, 2024



UCCM Anishnaabe Chief of Police James Killeen joined two other First Nations police chiefs last June to urge the government to negotiate terms of references for their contracts and reinstate funding for First Nations Police. They were successful. (Sean Kilpatrick/The Canadian Press)

[Sudbury](#)

UCCM Anishnaabe Police seeks permanent funding for intimate partner violence program

The 5-year initiative focused on establishing early intervention protocols

[Faith Greco](#) · CBC News · Posted: Mar 25, 2025 4:50 AM EDT | Last Updated: March 25



'Where we concentrated on was the non-criminal matters where we could try and make a positive impact before it turned into a more serious issue,' says UCCM police Chief James Killeen. (Sean Kilpatrick/The Canadian Press)

'It takes a lot of courage to come forward,' Manitoulin police chief says

'Especially against hardcore criminals who use violence as leverage'

Author of the article:

Special to The Sudbury Star

Published Jul 04, 2024 • Last updated Jul 05, 2024 • 2 minute read



The help of the public and informants was the key to a major drug bust on M'Chigeeng First Nation, a senior police official says.

UCCM Police Services Commission

Commission Members as at March 31, 2025

| | | |
|---------------------|----------------------------|----------------------------------|
| Derek Assiniwe | Chair | Sheguiandah First Nation |
| Christine Bigras | Vice Chair | Zhiibaahaasing First Nation |
| Karen McGraw | Secretary-Treasurer | Aundeck Omni Kaning First Nation |
| Martha Pitawanakwat | Commission Member | Whitefish River First Nation |
| Charles Beaudin | Commission Member | M'Chigeeng First Nation |
| Vacant | Commission Member | Sheshegwaning First Nation |
| Alma Jean Migwans | Commission Elder | Member-at-Large |

The UCCM Police Commission had a full compliment of seven (7) members for the 2024-2025 year. Commission member Nancy Cada, representative for Sheshegwaning First Nation resigned at the end of March 2025. Nancy served on the Commission for 1.5 years. We would like to thank Nancy Cada for her commitment and wealth of information contributed to the UCCM Police Commission, Nancy's presence will be missed.

Over the past year, we participated in Effective Police Governance training. We contracted Fred Kaustinen, Principal of Governedge who facilitated the training and developed a new, consolidated Policy Manual comprising strategic Governance policies and strategic administrative policies and approved the UCCM Anishnaabe Police Services Governance Policy. Fred also assisted us with the development of the Strategic Plan for the service and the expansion of the Chief of Police Evaluation and process.

The Commission endorsed the acquisition of two portable satellite offices in Sheshegwaning and Whitefish River First Nation. A benefit to all staff was the development of a fully equipped gym and the service increased a fitness incentive to promote healthy living.

The Commission was excited to support the hiring of a canine handler and canine Ben. The purchase of the entire canine unit and supplies came from Sault Ste Marie Police Services.

We also looked at enhancing benefits and increasing compensation for all employees as per the Ontario Provincial Police Associations (OPPA) negotiated agreement and the wage parity ruling for the next two years to remain competitive within the policing industry and attract and retain personnel.

We have moved our quarterly Commission meetings to monthly due to the increase in workload. We attend networking conferences and are part of the First Nations Police Governance Council through the Canadian Association of Police Governance.

We look forward to continuing to work with the Chief of Police and our First Nation leadership and to supporting the dedicated staff of the police service.



L-R: Director Taylor Sayers, Commissioners Alma Jean Migwans, Karen McGraw, Chairperson Derek Assiniwe, Charles Beaudin, Staff Sergeant Mack, Commissioners Christine Bigras and Martha Pitawanakwat, and Chief Killeen.

Record Check Report

Total Count For 2024/2025

154 Vulnerable Checks
66 Criminal Checks

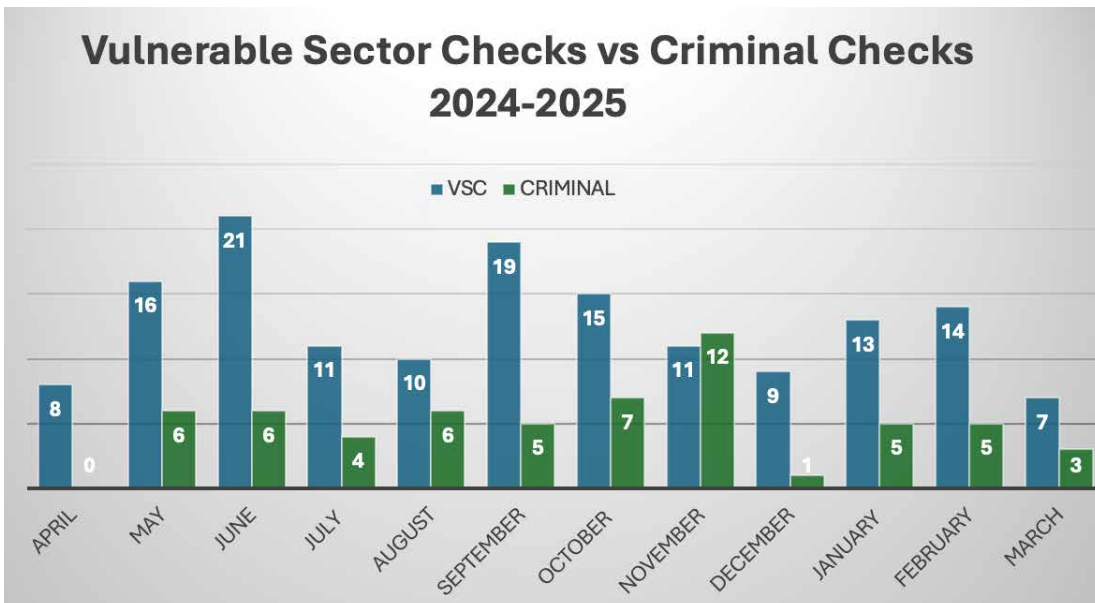
FINGERPRINTS

Out of all the year's applications 1
0 individuals had to do their fingerprints.

Record checks that were **online**

35 those were all completed and mailed out to the applicants.

2 were abandoned due to lack of information not received by applicant.



New Broad Record Check

The Ministry of Children, Community and Social Services (CCSS) has put out the new type of record check called a Broad Record Check for the requirements under the Child and Youth Sector. Police departments are to conduct a Broad Record Check only for those individuals working, fostering, adopting, kinship and non-parent custody in the Child & Youth Sector. (i.e. Kina Gbezghomi and CAS)

This new kind of record check includes Convictions, Non-Convictions and Negative Police Contact within the last 5 years which includes searching and vetting out information that is not required for the Broad Record Check and will take longer to process each application.

Enaag Dawaab Jig

Those who oversee

ENAAG-DAWAAB-JIG COMMITTEE MEMBERS

Chair Gayle Payette, M'Chigeeng First Nation

Sherry Day-Fox, Sheshegwaning First Nation

Greg Francis, Whitefish River First Nation

Hailey Francis, residing in M'Chigeeng a newly recruited member

1 vacancy - currently recruiting

Coordinator Denis Blake

During the report period of 01 April 2024 to 31 March 2025, there have been no complaint appeals reviewed by the committee.

The committee met on six (6) occasions during the year. All meetings were in person.

Presentations were made to the Committee by the Crime Unit members of UCCM Police, the UCCM Justice Program, as well as from Teresa Nahwegahbow, Community Mobilization Assistant for Lighting the Fire Within.

In June 2024, members and the coordinator attended the OPP General Headquarters at Orillia and attended a Police Act Hearing as part of on-going review training.

Ongoing training has been completed for the newest member of the Committee and as a review for other members.

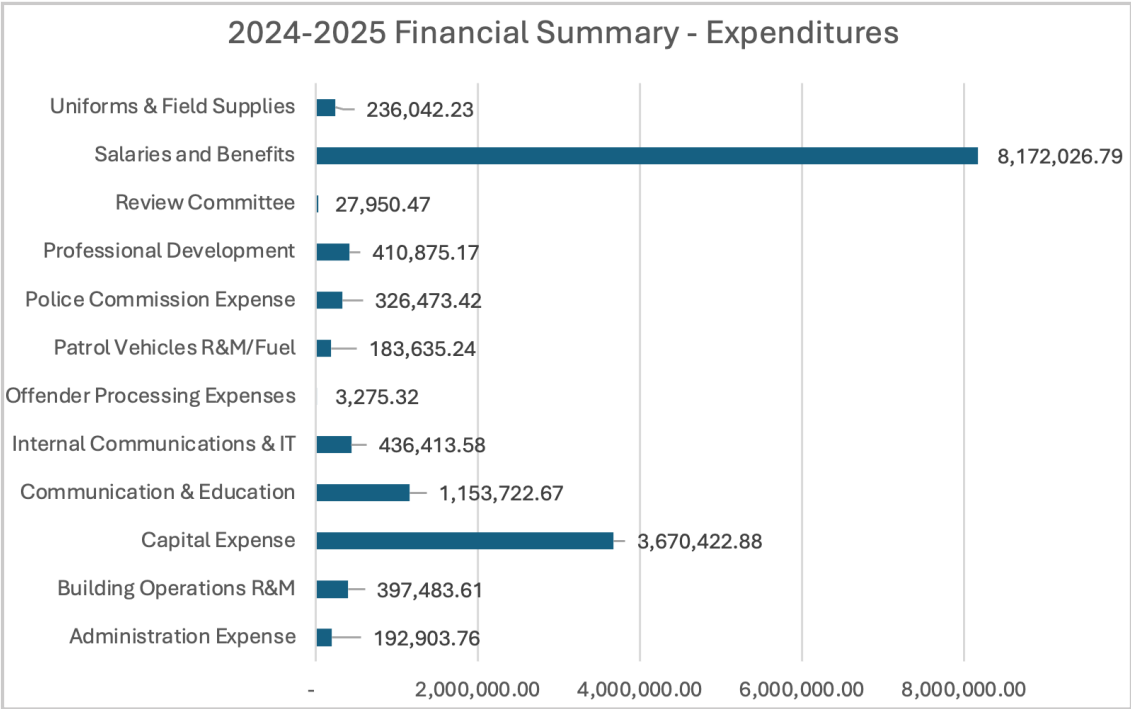
The Committee is involved in policy review of By-Law #2, which created Enaag-dawaab-jig and will complete a subsequent revision of policies, once the By-Laws have been approved.

As before, the six-month reviews of Sexual Assault and Domestic Violence occurrences within the communities policed by the UCCM Anishnaabe Police Service have been completed. The Reports include numbers of incidents, charges laid and detail data of the occurrences as well as a review of completeness of investigations conducted by Officers. The coordinator compiled the statistics and reported to the Committee and to the Commission.

Financial Summary of the UCCM Anishnaabe Police Service

We are currently operating with a two-year agreement for our operations along with other grants that are used to enhance the programming that is provided to the communities. Our operating cost comprises mainly of salaries and benefits. In this fiscal year, there were nine new hires; one retired; three part-time additions and 4 staff moved on. We are in the final stages of moving our pension to the PSPP pension plan. Facilities and capital expenses are on the rise because we are expanding, we have a satellite office at AOK and we are in the planning stages of a UCCM Police head quarters. Construction of offices in Sheshegwaning and Whitefish River First Nation are in the works.

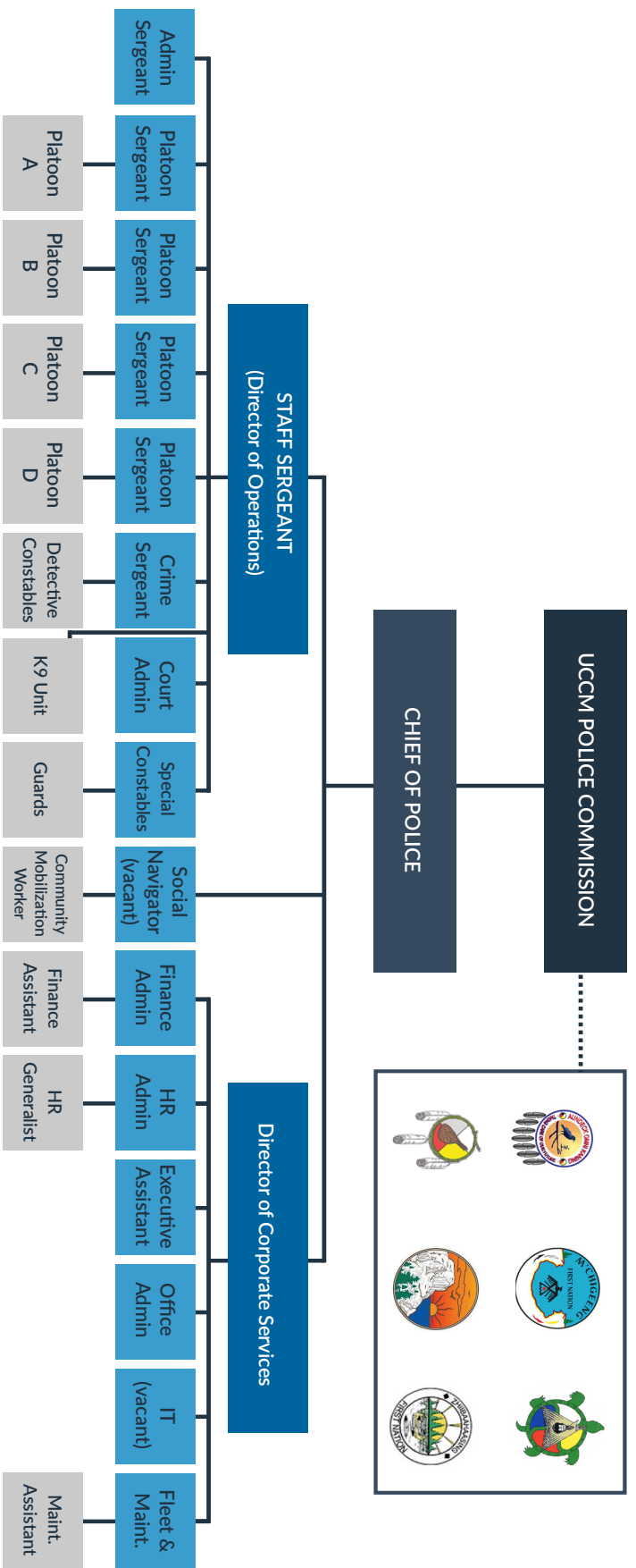
This also marks the end of our funding grants for Lighting the Fire Within and Mino Bimaadziwin. These two programs made a big enhancement to program deliveries to our communities.



| Federal Grants | Provincial Grants |
|---|---|
| Women and Gender Equality Canada (Lighting the Fire Within) | First Nations Officer Fund |
| Equipment and Vehicle Investment | Human Trafficking |
| Mino Bimaadziwin | Missing Murdered Indigenous Women and Girls |
| | First Nation Mobile Crisis Response Team |
| | Proceeds of Crime – Looking to the Future |

United Chiefs and Councils of Manitoulin Anishnaabe Police Service

Organizational Chart as of March 31, 2025



**UCCM
ANISHNAABE
POLICE**



Youth Leadership Camp

Oshki Makwa Niigaaniwizh Gabishiwin



This year was a great time for our youth attending our camp, some for the first time and a few returning youths were utilized as mentors and helpers for their last year.

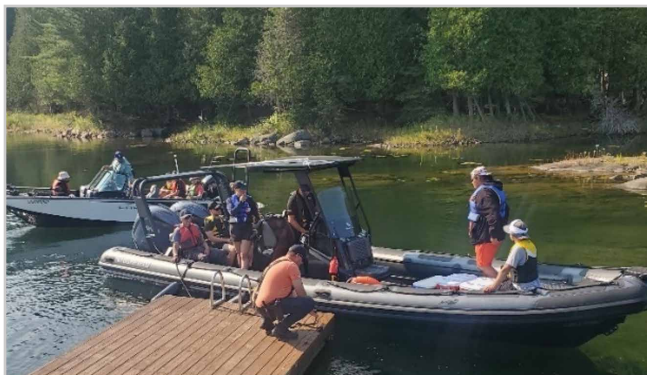
All attendees had a great time learning new skills and interacting with each other, our officers and staff. We also had several new presentations for them to learn from and experience. This year we got to utilize our Trust Pole with no wasps and had a beautiful day to hike up Dreamer's Rock. We also had a great boat trip to Lake Topaz and the youth got to ride in our new police boat. This year we also incorporated our Sport2Life Program throughout the whole week and let the youth experience various kinds of sports activities which allowed our staff to complete their training process.

It takes a community. Chi Miigwetch to our partners that helped to make the camp possible:

- Whitefish River First Nation for allowing us to utilize the Rainbow Lodge and cabins
- Noojmowin Teg for lending us the canoes and lifejackets
- Challenges Unlimited for getting our safety training on the trust pole and ensuring everything was safe and ready to go
- Our knowledge keepers and traditional teachers:
 - George Couchie
 - James Carpenter
- Orry Waindubence for the help with our Tipi setup
- OPP Community Service Officer John Hill for his presentation
- Officer Dawn Blake from Tsuu T'ina Nation Police Service for her visit and presentation
- Sarah Seabrook for the onsite services

Chi Miigwetch to our staff for committing time and guidance throughout the week. We couldn't have done this without your great help!

- Office Administrator, Ann Zeigler, AKA Camp Chef – for all the delicious food!
- Sergeant Joe Naokwegijig for the boat trip to Lake Topaz, it was a hot day but well worth it
- Constables Kaija Kokanen, Desi Beam, Kai Saunders and Brian Stapleton
- Special Constables Jody Corbiere, Matthew Bebonang, Jeremiah Corbiere and Victor Pitawanakwat
- Chief of Police James Killeen
- Building and Fleet Maintenance Joey Stonepoint
- Summer Student Harmany Kaiser-Fox
- Community Mobilization Assistant, Teresa Nahwegahbow
- Sergeants Carrie Spry and Dave Mack
- Crime Analyst Rachael Webster
- Retired CSO Murray Still
- A special shoutout to all staff who stopped in while on duty!



Boat trip to Lake Topaz



Lighting the Fire Within

Lighting the Fire Within project completed its final year of funding through Women and Gender Equality Canada. This five-year project was designed to address domestic violence from a trauma informed and culturally aware policing perspective to facilitate the growth of safer, stronger, and healthier First Nations communities.

Lighting the Fire Within has successfully addressed domestic/intimate partner violence through these three project strategies:

1. Through the development of a culture and trauma informed curriculum, officers have increased their expertise and knowledge in how they respond and support incidents of domestic violence and non-criminal domestic dispute incidents.
2. The development of a pre-charge mandatory training program for men has been addressed. The N'Debwewin Program has been designed to address problems before violent behaviours escalate, and criminal charges are issued in domestic violence/intimate violence partner calls to service
3. A youth engagement curriculum guide and training guide has been achieved through the development of the Aambe Daamnidaa program. Aambe Daamnidaa works with children and youth to promote healthy living, positive relationships and enhance engagement between children/youth and Officers.

Employees participated in the following 2024-2025 Cultural Knowledge Sharing sessions and Trauma Informed training as part of the culture and trauma informed curriculum developed:

May 2024

- Police specific Implicit Bias/Micro-Aggression/Privilege training with TNT Justice Consultants
- Sweat Lodge Ceremony with George Couchie
- Session One of N'Debwewin Program- Pre-Charge Diversion Program for Men delivered

June 2024

- Crisis Intervention Training with Solution Point+ - Part One of Instructor Certification training
- Session One of N'Debwewin Program- Pre-Charge Diversion Program for Men delivered
- Graduation of N'Debwewin Program- Pre-Charge Diversion Program for Men

Employees participated in the following 2024-2025 Cultural Knowledge Sharing sessions and Trauma Informed training as part of the culture and trauma informed curriculum developed:

July 2024

- Gabagendaadowin Training (Cultural Competency Training) with Algoma University
- Sleep Session- Part Two of four-part Mental Health Education series with Insight Health Solutions & Trillium Health Partners
- Session Two of N'Debwewin Program- Pre-Charge Diversion Program for Men delivered
- Graduation of Session Two of N'Debwewin Program- Pre-Charge Diversion Program for Men
- TtT training with Solution Point+ - Part Two of Instructor Certification training

August 2024

- Advanced De-escalation Training with Solution Point+
- Peer Support Training with Solution Point+
- Aambe Daamnidaa curriculum development
- Session Two of N'Debwewin Program- Pre-Charge Diversion Program for Men delivered

September 2024

- Session Two of N'Debwewin Program- Pre-Charge Diversion Program for Men delivered

Employees participated in the following 2024-2025 Cultural Knowledge Sharing sessions and Trauma Informed training as part of the culture and trauma informed curriculum developed:

October 2024

- Eagle Staff teachings with Elder Joe Laford
- Identification of Mental Health Risk in Self and Others- Part Three of four-part Mental Health Education series with Insight Health Solutions & Trillium Health Partners
- Graduation of Session Two of N'Debwewin Program- Pre-Charge Diversion Program for Men

December 2024

- Understanding Mental Health Challenges/Self-Care & Sleep – Part Four of four-part Mental Health Education series with Insight Health Solutions & Trillium Health Partners
- Eagle Feather Teachings with Elder Joe Laford

January 2025

- Aambe Daamnidaa Program curriculum review.
- Curriculum manual and training manual completed
- Aambe Daamnidaa Train the Trainer sessions and assessments completed

Employees assisted in the following Lighting the Fire Within community partnerships/ community services events:

April 2024

- Aambe Daamnidaa Pilot Program delivered at Shawanosowe School
- Aambe Daamnidaa Pilot Program delivered at Lakeview School

May 2024

- Aambe Daamnidaa Pilot Program Graduation at Shawanosowe School
- Aambe Daamnidaa Pilot Program Graduation at Lakeview School

May 2024 to June 2024

Implementation of the Tipi Project

- The Tipi project began with the harvesting of trees in Sheshegwaning First Nation with Manitoulin Secondary School students
- Debarking of trees in Sheshegwaning First Nation
- Tipi project takes place at the Ojibway Cultural Foundation in M'Chigeeng First Nation
- Tipi set up in the OCF Rotunda by Officers and Manitoulin Secondary School students
- Manitoulin Secondary School students paint silhouettes on tipi canvas
- Sheguiandah First Nation After School Program paint the tipi flap



August 2024

Police Led Youth Leadership Camp at Rainbow Lodge in Whitefish River First Nation

- George Couchie delivered Rattle Making session
- James Carpenter facilitated Medicine Walk to Dreamer's Rock
- Inspector Dawn Blake of the Tsuu' tina Nation Police provided a morning presentation on how she was a youth at risk, overcame obstacles and achieved a career in policing

September 2024

- Human Trafficking Workshop & Mental Well-Being Workshop presented by FNCPA in partnership with Aundeck Omni Kaning First Nation
- Information Session provided by Manitoulin Northshore Victim Services
- Tipi Raising with Officers and Manitoulin Secondary School students at National Truth and Reconciliation Day

October 2024

- Fall Harvest hosted by Kenjgewin Teg/ Fish fry by UCCM APS and Raising of UCCM APS Tipi
- Visit and tour of Haven House Shelter- Manitoulin Family Resources
- Moose Hide Tanning at Shawanosowe School's Cultural Day

Employees assisted in the following Lighting the Fire Within community partnerships/ community services events:

November 2024

- Tree of Hope assembled to honour Sixteen days of activism against Domestic Violence

December 2024

- Tree of Hope assembled to honour National Day of Remembrance & Action on Violence Against Women
- Information session hosted by Kina Gbezhgomi Child & Family Services at UCCM APS detachment
- Officers assisted with cookie baking at Shawanosowe School, St. Joseph's Anishnabek School, Sheguiandah After School Program- for first annual Cookie Baking Contest
- Cookie Baking Judging held



January 2025

- Final review of Aambe Daamnidaa curriculum/Delivery of train the trainer session for Officers
- Elder Consultation for language and cultural component of Aambe Daamnidaa. Consultations will be ongoing throughout 2025

February 2025

- UCCM APS personnel, Director of Corporate Services, Officer, the LTFW Evaluation Team and Community Mobilization Assistant presented on the trauma informed work of Lighting the Fire Within. Symposium was hosted by the Community Safety Knowledge Alliance and Canadian Police Knowledge Network. The topic was Exploring and Implementing Trauma Informed Policing

March 2025

- The LTFW Gathering was hosted in Toronto from March 24 to 25, 2024. The Gathering was titled "Sharing Best Practices to Light the Fire Within Others"
- This event highlighted the knowledge sharing delivered by the Trauma, Mental Health, Justice, Cultural and policing professionals through the life of the Lighting the Fire Within Project. UCCM APS personnel shared how they were able to operationalize this knowledge within the six First Nation communities they serve.
- The Youth Engagement Model- Aambe Daamnidaa and the Men's Proactive Model- N'Debwewin were introduced and shared



Lighting the Fire Within Gathering was hosted in Toronto from March 24 to 25, 2024. The Gathering was titled "Sharing Best Practices to Light the Fire Within Others"

Police Fleet

Current Fleet of UCCM Police Service 18 highway vehicles

Marked Police Units – (8) – 6 for General Patrol and 2 for Community Engagement and Community Service. Of the 8 marked units, 6 are Chev Tahoe SUV’s, 1 Ford Explorer, 1 Ford F-150.

Administrative Units – (10) – 2 Jeep Cherokee SUV, 4 Dodge trucks, 2 Chev trucks, GMC Terrain SUV, Ford Bronco, Chrysler Pacifica van.

Off-road Units – Marine unit (boat) and trailer, 2 snowmobiles and trailer, 2 4-wheelers and trailer, side-by-side and trailer.



Public Complaints

Every formal public complaint received regarding the conduct of a police officer or staff member of the UCCM Anishnaabe Police is taken seriously. Any citizen can file a public complaint about the conduct of any member of the UCCM Anishnaabe Polic Service. The process allows for a fair investigation and review of public complaints, which is necessary to promote and maintain public confidence. The UCCM Anishnaabe Police recognizes the importance of being accountable to the public we serve. The public can access more information on the procedure on our website

For this reporting period there were three public complaints received.

| 2024-2025 Public and Internal Complaints | |
|--|-------|
| Complaint Category | Total |
| Public Complaint | 3 |
| Internal Complaint | 0 |
| Investigative Results | |
| Informal Resolution | 0 |
| Unsubstantiated | 2 |
| Substantiated | 0 |
| In Process | 1 |

Two complaints were investigated by independent outside police agencies and determined to be unsubstantiated. There is one investigation currently being investigated by an outside police agency.



UCCM Anishnaabe Police Service hosts retiree luncheon (July 3rd, 2024)

Calls for Service

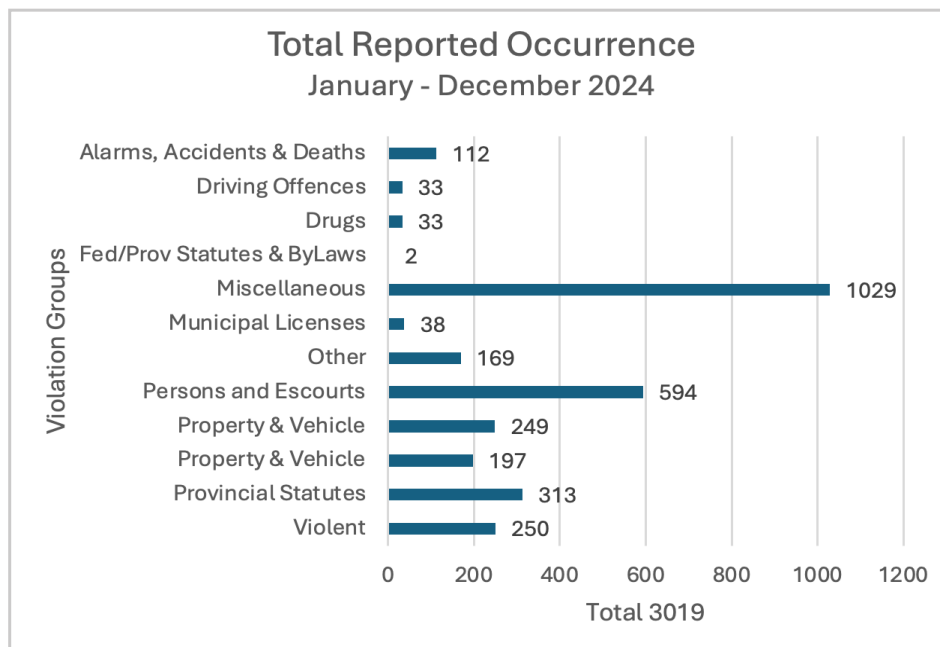
Calls for Service

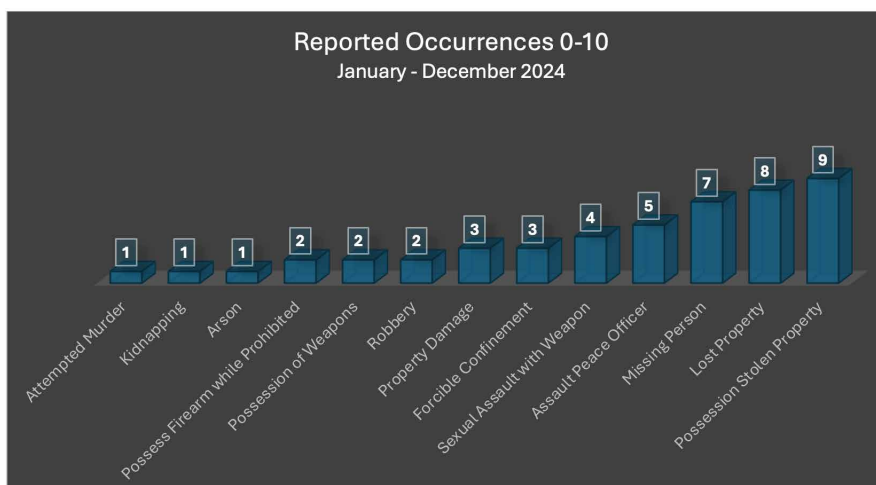
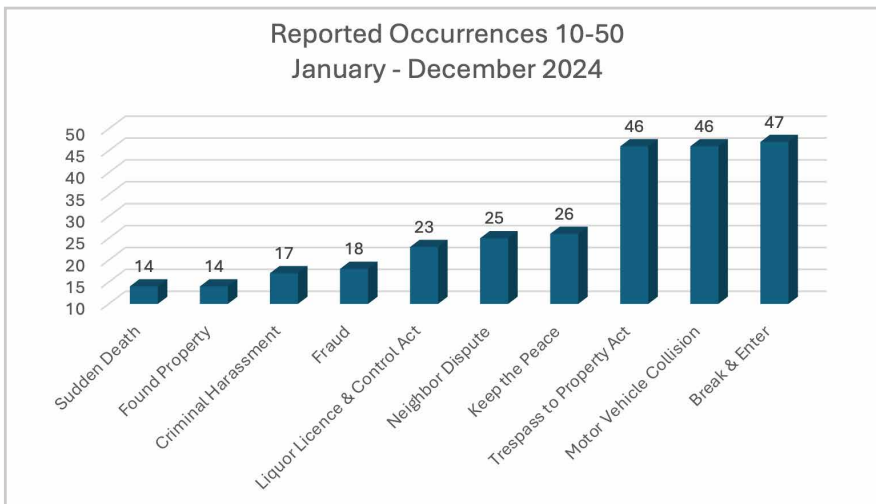
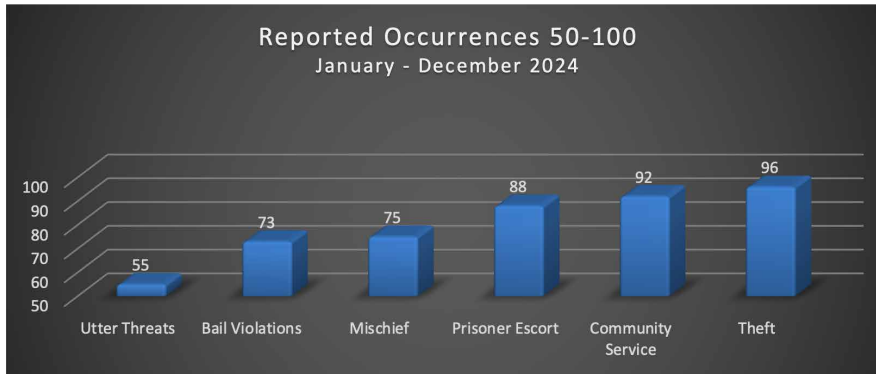
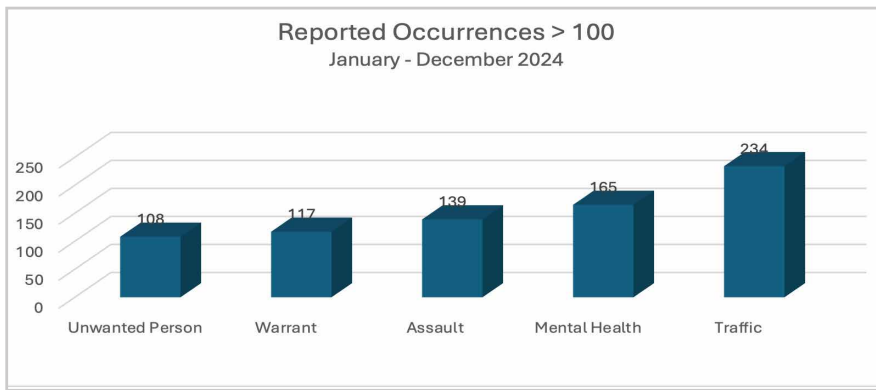
Overall, the police service saw an increase of 400 calls for service or 24% increase. In 2024 the police service received a total of 3019 calls for service and 2619 calls in 2023. Subsequently this has a direct correlation with overtime which saw a 22% increase over last year. The calls for service were significantly higher this year compared to last year.

Overtime Report:

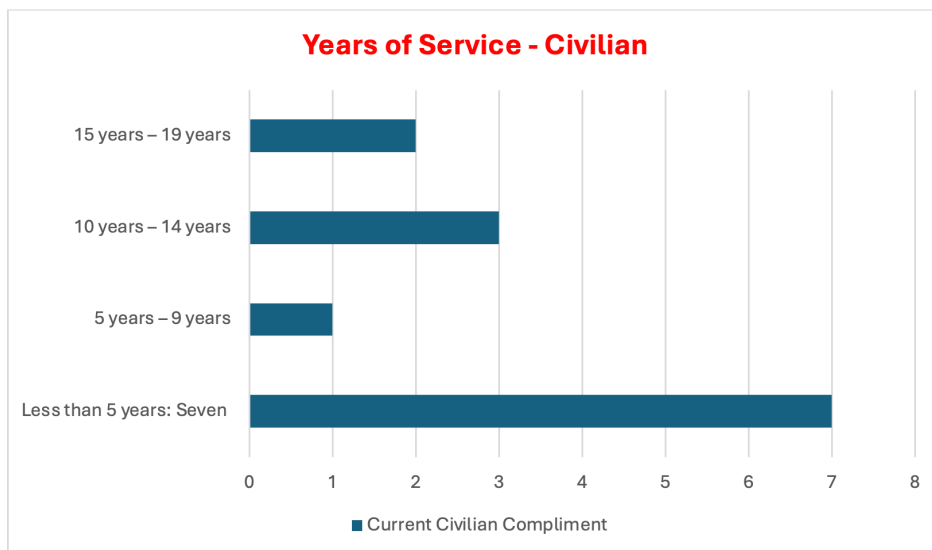
Regular overtime is earned when staff have prescheduled meetings, report writing, community events, court, etc. Call-out normally occurs under exigent circumstances when staff are not scheduled to be on duty. Instances like major crimes, media releases, etc.

| Classification | 2024-2025 | | 2023-2024 |
|---|-------------------------|----------------|----------------|
| | % Increase/ Decrease | Hours Actual | Hours Actual |
| Command Staff: | | | |
| Call Out | -60% | 16.00 | 40.00 |
| Reg OT | -45% | 127.75 | 231.45 |
| Crime Unit: | | | |
| Call Out | -17% | 224.00 | 269.20 |
| Reg OT | 48% | 1215.19 | 823.40 |
| K9 Unit: | | | |
| Call Out | - | 18.00 | - |
| Reg OT | - | 6.30 | - |
| Platoons: | | | |
| Call Out | 56% | 1339.44 | 860.00 |
| Reg OT | 21% | 2178.74 | 1805.46 |
| Peacekeepers/Special Constables: | | | |
| Call Out | -47% | 18.00 | 34.00 |
| Reg OT | 0% | 575.15 | 573.37 |
| Court Office: | | | |
| Call Out | - | 14 | 0 |
| Reg OT | 121% | 65.3 | 29.5 |
| Civilians: | | | |
| Call Out | 2% | 90.30 | 88.23 |
| Reg OT | 3% | 575.85 | 561.35 |
| Totals: | 22% | 6464.02 | 5315.96 |





Human Resources



Staffing:

UCCM Anishnaabe Police Service welcomed eight (8) new staff since the last report; 75% were uniform members. The addition of four (4) recruits and two (2) experienced police officers. Recruitment efforts remain amped up with the Changemakers, a firm who is assisting us in the promotion of our service to prospective employees. Throughout the upcoming year we will continue to promote the recruitment campaigns as we post for new civilian positions, specialized units and continue to recruit uniform members.



L-R: Staff Sergeant Mack, Constable Cormier, and Chief Killeen following the Graduation of Constable Cormier

Human Resources

Internal Movement:

July 18th, 2024 saw the promotion of four members to the rank of Sergeant.



Chief Killeen presenting Sergeant Naokwegijig with promotion badge



Chief Killeen presenting Sergeant Mack with promotion badge



Chief Killeen presenting Sergeant Spry with promotion badge



Chief Killeen presenting Sergeant Panamick with promotion badge

Fitness

2024/2025 brought growth to UCCM Anishnaabe Police Services Fitness capacity, in August 2024 we launched our new Fitness Centre during the 2024/2025 year we saw 590 uses of the facility.

Eight (8) staff members participated in the annual Fitness PIN, seven (7) successfully obtaining the 75% required to pass. This physical test is testament to the commitment staff are putting into their physical health.

With the launch of the fitness centre, along with updating our physical fitness incentive we have completed recommendation 19 from the Mental Health Review of the Indigenous Police Services of Ontario.

| 2024-2025 Fitness Centre Use | | |
|------------------------------|-------|--------|
| Month | Staff | Family |
| August | 8 | 0 |
| September | 48 | 8 |
| October | 49 | 21 |
| November | 51 | 24 |
| December | 61 | 14 |
| January | 94 | 20 |
| February | 74 | 11 |
| March | 87 | 20 |
| | 472 | 118 |

Recruitment Initiatives

UCCM again made its way across the region attending various employment fairs.

- LaCloch Foothills Regional Job Fair & Career Expo – May 7
- Fall Harvest – October 3
- Kenjgewin Teg Education & Employment Expo – October 16
- Sault College Career Fair – February 5
- Little Native Hockey League (L' NHL) – March 9 – 13



Human Resources Generalist Irene and Special Constable Pitawanakwat attend Education & Employment Expo



UCCM Anishnaabe Police Service at the Sault College Career Fair

Training

UCCM APS is committed to providing staff with training opportunities that aids in their professional development, which in turn benefits our UCCMM communities. Staff completed regularly 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.

Trainings included various Ontario Police College courses like Basic Constable Training, Domestic Violence Investigator, and Leadership in Police Organizations to name a few. Along with our other training partners like Canadian Police Knowledge Network, Ontario Provincial Police Academy, and various trainings brought in by the Lighting the Fire Within program.



Retirement of Administrative Sergeant Heather Debassige:

December 31st, 2024 marked 10-7 one last time for Sergeant Debassige. Heather served Mniidoo Mnisig for 32 years, first with West Bay Police Service and then saw the amalgamation of First Nation Police Services into what we know as UCCM Anishnaabe Police Service.

We wish Sergeant Debassige a well-earned retirement as you return to your family.



The UCCM team as Sergeant Debassige went 10-7 for the last time



Shadow box presented to Retired Sergeant Debassige at retirement party.

Crime and Drug Enforcement Unit

The UCCM Crime and Drug Enforcement Unit [Todd Fox, Ed Simon, Dan Bussieres & Rachel Webster] have been working diligently within our communities and engaging in networking initiatives with other police services. These efforts will help to better understand the gang migration that has been taking place within our communities resulting in people from Southern Ontario, who are selling their drugs and bringing the violence that comes with the illicit drug trafficking trade to our communities.

This year, we continued to see violence associated to the gang migration through gun seizures and through the continued detection, apprehension, and arrests of people in drug warrant investigations. Unfortunately, the undesired element of overdose deaths due to drug toxicity are still occurring. The unit has investigated 15 death investigations [non-homicidal], of the 15, seven (7) are known to be related to drug toxicity as being the cause of their death.

In 2024, the unit continued to enhance their skills by attending various criminal and drug enforcement training & workshop initiatives. The UCCM Crime Unit continues to be an active partner within the Criminal Intelligence Service Ontario. The unit hosted the first inaugural "UCCM Gang Conference" which was a two-day event that consisted of subject matter experts delivering knowledge and experiences as it relates to the gang subculture. The Gang Conference was a success with police services from the OPP, Sault Ste. Marie, Sudbury, Wikwemikong and Anishnabek Police Service all in attendance. The UCCM Crime unit is hoping to host a second annual Gang Conference with exclusive presenters from the Toronto Police Services Gung & Gang unit and Human Trafficking in the summer or fall of 2025.

The UCCM Crime Unit has also implemented practices of trauma informed interviewing and trauma informed approaches where discretion was in the approach and contact for interviewing witnesses of trauma. Primarily these witnesses are typically close friends and family of loved ones who had passed suddenly. The trauma informed approached is rooted in the Lighting the Fire Within Trauma & Culture informed curriculum.

The unit has also been engaging with the UCCM front line officers for various investigations that would require assistance in areas such as small quantity drug seizures, firearm seizures, complex domestic violence investigations, sexual assaults and other investigations where a search warrant are required.

THE FOLLOWING IS A BREAK DOWN OF ITEMS ASSOCIATED TO THE WORK DOWN BY THE UCCM CRIME UNIT:

DRUG INVESTIGATIONS

There have been 139 Drug Offence occurrences [April 1, 2024, to March 31, 2025] that have been received by UCCM Police. Most of the information received is through second hand information or through inference-based linkages from police through monitoring associated vehicles and dwelling residences. It is projected that there would be correlations to more arrests and seizures if a UCCM DEU was in effect to dedicate and concentrate all their time solely on drug enforcement information and investigations.

DRUG STATS

| | |
|----------------------------|------------|
| Total Cocaine seized | 1,175.96 g |
| Total Crack seized | 12.04 g |
| Total Fentanyl seized | 297.17 g |
| Total oxycodone seized | 60 mg |
| Total Hydromorphone seized | 600 mg |

Total Value of drugs seized: \$419,624.00
Total Cash seized: \$33,215.00
Grand total of \$452,839.00

TOTAL OF APPROX. STREET VALUE OF DRUGS AND CASH SEIZED

DRUG OFFENCES RELATED WEAPONS SEIZED:

- 4 Rifles
- 1 BB Handgun
- 1 BB Revolver
- 1 Switch Blade
- 1 Throwing Star
- 1 Homemade Suppressor
- 1 9mm Handgun (8 rounds of ammunition)
- 1 Hawk Axe

WEAPON OCCURRENCES : 36

16 of these were cleared by charge

HUMAN TRAFFICKING : 3

3 Human Trafficking occurrences, two having insufficient evidence to proceed, and one is still under investigation.

INTIMATE PARTNER VIOLENCE INVESTIGATIONS: 2

2 investigations conducted by the crime unit.

Note: These are IPV occurrences that are unique and complex, front uniform patrol undertakes the vast majority of IPV investigations.

MISSING PERSON

The UCCM crime unit has been working jointly with the OPP Criminal Investigation Bureau on a missing person case where foul play can not be ruled out. This investigation has been occurring since October of 2024; the investigation remains active.

UCCM K9 Unit

The UCCM Anishnaabe Police Service was excited and proud to welcome the first ever full-time Canine Unit on Manitoulin Island.

The canine unit was purchased from Sault Ste Marie Police. UCCM would not have been able to establish our Canine Unit without the support from both SSMPS and OPP in making this a reality.

Constable Nick Beaudry comes to UCCM with a wealth of past and current experience that includes the military reserves, summer student with the OPP Marine Unit, Wikwemikong Tribal PS as an Auxiliary Constable, as well as close to 10 years of experience as a Constable with both the Greater Sudbury Police Service and Sault Ste Marie Police Service where he was currently working as a full time Canine Officer. Nick was born and raised on Manitoulin Island and is excited to be back home with family, friends and familiar faces.

The Police Service Dog (PSD) is a Belgian Malinois named 'Ben'. Handler, Constable Nick Beaudry and PSD Ben, previously graduated from the Ontario Provincial Police Academy Canine Training Centre in Orillia, Ontario after a grueling 18-week training course that included suspect apprehension and searching for evidence. Nick and Ben also took a five-week training course in drug detection.

Canine Units are an immense asset to law enforcement. Police Service Dogs, such as Ben, have a keen sense of smell which can assist in quickly detecting suspects or evidence that a regular officer could miss.

SEX ASSAULT INVESTIGATIONS: 9

9 investigations conducted and completed by the crime unit.

DEATH INVESTIGATIONS

[Non-homicidal]: 15

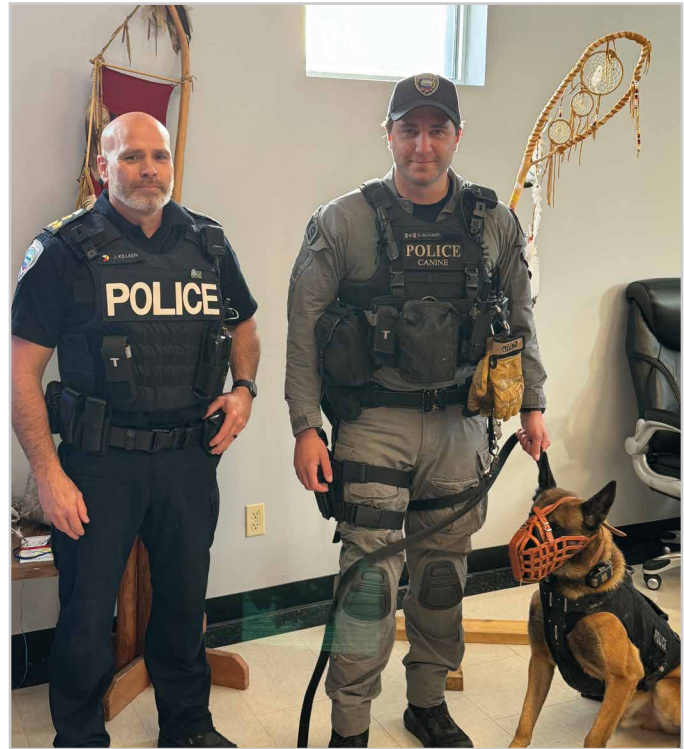
15 Sudden Death Investigations conducted by the crime unit, 7 of these deaths were deemed an overdose.

ARSON INVESTIGATIONS: 4

4 arson investigations conducted and completed.

FRAUD: 4

4 major frauds are investigated by the UCCM Police and OPP Cyber Crime Unit.



Chief Killeen with Constable Beaudry and Police Service Dog Ben

K-9 Unit STATS

Provided 10 community/school presentations and all occurrences utilizing or requested to perform K9 specific duties

2024

| | | | |
|----|------------------|--------------------|------------------------|
| 1. | 26 December 2024 | Assist Wiky Police | Potential hostage call |
| 2. | 28 December 2024 | Assist Wiky Police | Requested to track |
| 3. | 29 December 2024 | UCCM Police | Search Warrant |
| 4. | 31 December 2024 | Assist OPP | Vehicle Search |

2025

| | | | |
|-----|------------------|------------------------|---|
| 5. | 6 January 2025 | Assist Wiky | Search for missing person |
| 6. | 19 January 2025 | Assist OPP | Missing person from Little Current Hospital |
| 7. | 28 January 2025 | Assist OPP | Vehicle Search Little Current |
| 8. | 31 January 2025 | UCCM call – Assist ERT | Containment – stabbing in M'Chigeeng |
| 9. | 31 January 2025 | UCCM | Drug search warrant – building |
| 10. | 19 February 2025 | Assist GSPS | Gun search in relation to shooting |
| 11. | 21 February 2025 | UCCM | Home invasion with possible weapons |
| 12. | 28 Feb 2025 | Assist OPP | Requested to Track |
| 13. | 28 Feb 2025 | Assist OPP | Search bush for firearm |
| 14. | 5 March 2025 | Assist Wiky | Gun call |
| 15. | 7 March 2025 | UCCM | Suicidal wanted male |
| 16. | 10 March 2025 | Wiky police | Warrant – containment |
| 17. | 10 March 2025 | Wiky police | Warrant – drug search |
| 18. | 17 March 2025 | OPP/UCCM | Assist OPP locating suicidal male at Cup and Saucer who is wanted by UCCM Track |
| 19. | 17 March 2025 | OPP/UCCM | Search to locate accused's bag at cup and saucer containing "BB gun and knives" Article Search |
| 20. | 21 March 2025 | OPP/UCCM | Vehicle search at OPP ride program – 50k in narcotics Vehicle Search |
| 21. | 22 March 2025 | UCCM/Wiky | Track for suicidal male in Wiky Track |



L-R: Chief Killeen, Sergeant Mack, Constable Stapleton, and Staff Sergeant Mack following the Graduation of Constable Stapleton and Lasante

UCCM APS Staff Directory

MANAGEMENT TEAM

Chief of Police James Killeen
Staff Sergeant – Director of Operations Brad Mack
Detective Sergeant Todd Fox
Sergeant Dave Mack
Sergeant Joseph Naokwegijig
Sergeant James Panamick
Sergeant Carrie Spry
Director of Corporate Services Taylor Sayers

FRONTLINE TEAM

Constable Michel Souliere
Constable Brian Ziegler
Constable Paul Baxter
Constable Desi Beam
Detective Constable Daniel Bussieres
Constable Curtis Hare
Constable Mitchell Jacko
Constable Catherine Peltier
Constable Kai Saunders
Constable Paul Shawanda
Constable Josh Shokan
Constable Zachary Gillingham
Constable Kaija Kokkinen
Constable Jamie Ames
Constable Nick Cormier
Constable James Lasante
Constable Brian Stapleton
Detective Constable Ed Simon
Special Constable Matthew Bebonang
Special Constable Jeremiah Corbiere
Special Constable Jody Corbiere
Special Constable Victor Pitawanakwat
K9 Unit Nicholas Beaudry and Canine Ben

CIVILIAN TEAM

Executive Assistant Melanie Corbiere
Court & Records Administrator Tara Bailey
HR Administrator Lyndin Belleau
HR Generalist Irene Altman
Custodian Marvin Moggy
Community Mobilization Assistant Teresa Nahwegahbow
Finance Controller Penny Roy-Corbiere
Finance Assistant Shannon Cranston
Building & Fleet Maintenance Joey Stoneypoint
Crime Analyst Rachel Webster
Office Administrator Ann Ziegler

Enaag-dawaabjig Coordinator Dennis Blake
Background Coordinator Marie Ford



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

Chi Miigwetch to the following Funders.

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



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