



Thunder Bay Police Service Board

Q1 Report

2025



Message From Board Chair, Karen Machado

Greetings from the Thunder Bay Police Service Board,

The Thunder Bay Police Service Board (Board) is pleased to begin 2025 with a consistent vision, one that not only meets our goals but also exceeds the expectations of the communities we serve. As always, we remain firmly guided by our core values: trust, accountability, and community engagement. These principles are at the heart of every decision we make and every action we take. We welcome every opportunity to grow and improve, always with the best interests of our communities in mind.

On that note, I am honoured to begin the year as the re-elected Board Chair. Serving in this role is both a privilege and a significant responsibility—one that I do not take lightly. This responsibility is especially important as the Board and the Thunder Bay Police Service (Service) undergo a period of provincial inspection. We remain fully committed to meeting our obligations and welcome any feedback that will strengthen the Board and the Service, while also enhancing relationships with all citizens.

I am also pleased to acknowledge the re-election of **Denise Baxter as Vice-Chair**. Together, Denise and I, two Indigenous women, are proud to represent and serve on the Board and continue working with our colleagues to make progress in 2025!

The Board is excited for another busy and successful year ahead. Chi-miigwetch, merci, and thank you to everyone for their continued support.



Karen Machado

Thunder Bay Police Service Board, Chair

Governance Committee Updates

Updates:

The Committee continues to work on its mandate of creating and reviewing procedural by-laws; and policy review and development. All recent policies adopted by the Board can be viewed [here](#).



Labour Relations Committee Updates

Updates:

Negotiations with the Police Association for collective bargaining are ongoing. Discussions are being held with representatives from the Uniform and Civilian groups on their respective collective agreements.

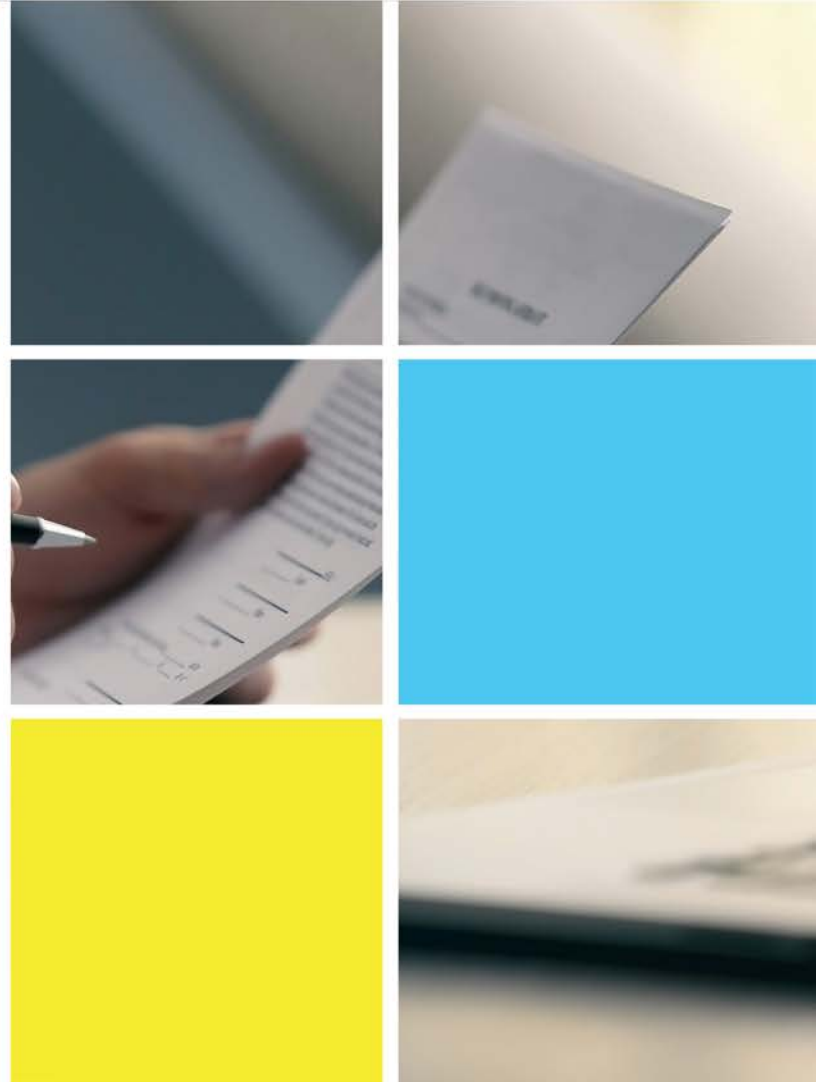


(Photo from February's Thunder Bay Police Service Board meeting. Thunder Bay Police Service Staff Sgt. Girvin makes a presentation to the Board, flanked by Board members Mayor Boshcoff and Councillor Etreni.)

About Quarterly Reports

Under the Community Safety and Policing Act (CSPA), police services and police service boards are required to file publicly available annual reports. The first annual report under the CSPA must be filed on or before June 30, 2025.

Since the beginning of 2024, the Board has been providing additional quarterly reports to the public that will be used to create a final annual report.



The inaugural quarterly report covered the work of the new Board during the first two quarters of 2024, with sections covering what is legislatively required by the CSPA for annual reports, as well as updates the new Board has made implementing the recommendations of the Sinclair Report, Expert Panel and inquests.



Thunder Bay Police Service Board Values



Transparency

Encouraging open communication between our community, the Board, and the Service is at the core of our work. We aim to provide accurate information that is accessible to all parties to ensure a collaborative effort during our decision-making processes.

Accountability

Accountability is a fundamental principle of effective police services. The Members of the new Board will hold ourselves and the Service accountable for all of our actions. To ensure that fairness and trust are our guiding principles, we welcome opportunities to learn and improve.

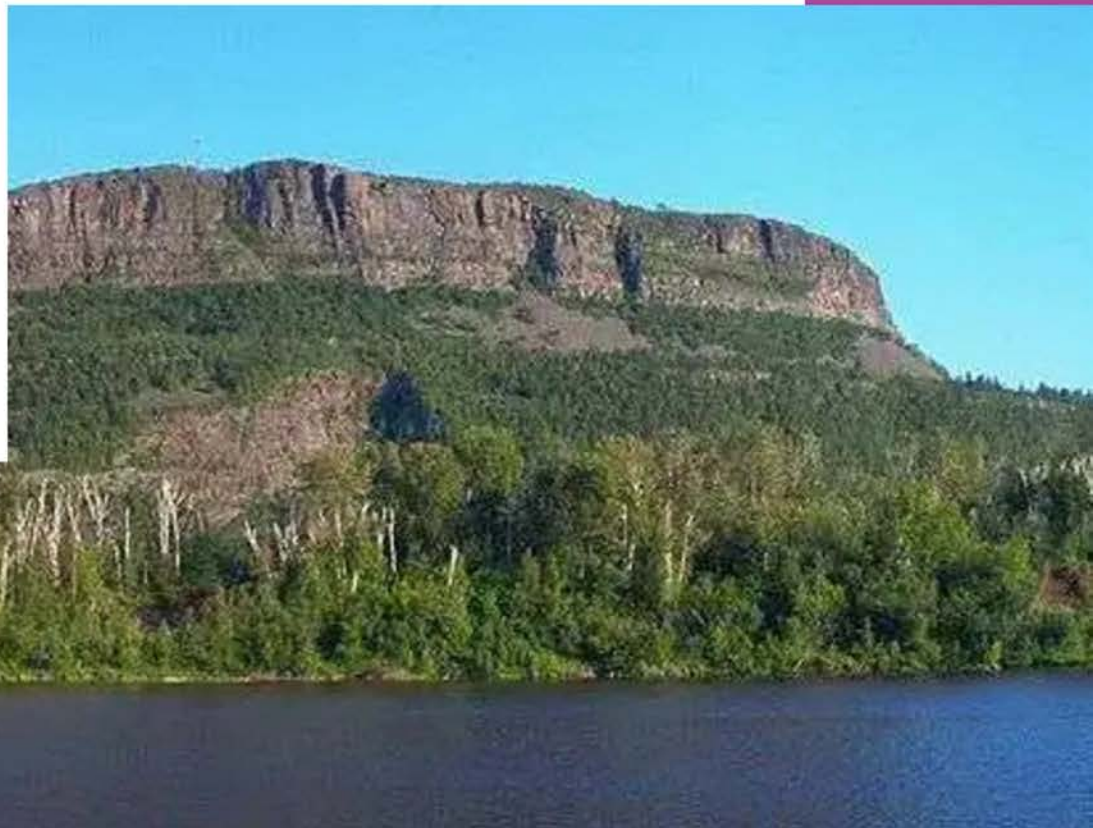
Community Engagement

We value the unique perspectives of our diverse community. We remain committed to building a strong relationship with those we serve and will continue to support meaningful ways for the public to participate actively in our proceedings.

Land Acknowledgement

We, the Thunder Bay Police Service Board, and the Thunder Bay Police Service, acknowledge that we are on Anishinaabe lands within the Robinson-Superior Treaty of 1850 and on the traditional territory of Fort William First Nation. We honour all First Nations, Inuit and Métis peoples and their valuable past, and present, contributions to this land.

It is our responsibility as a public institution to contribute toward Truth and Reconciliation by working together respectfully with Indigenous communities through learning and rebuilding positive community services.



Communications Committee

- The Committee held its first meeting on October 25, 2024. Regular meetings are scheduled to ensure ongoing community engagement and to create opportunities for both in-person and online communication.



- The 2025 Communications Strategy was completed, presented and approved by the Board, outlining key priorities for public engagement, information-sharing, and key performance indicators for measurement.
- The Q4 Report is complete, with planning underway for the Board's first annual report.

- The Board will be publishing its first-ever Annual Report this June. We look forward to sharing with our stakeholders and communities a comprehensive review of the Board's achievements in 2024, along with other key highlights and developments.

- Under the Community Safety and Policing Act, 2019 (CSPA), police services and police service boards are required to file publicly available annual reports. The first annual report under the CSPA must be filed on or before June 30, 2025.

- To better connect with the community, the committee is working to enhance the Board's website, strengthen its social media presence, and improve how it shares important updates and initiatives.

2024 Budget and 2025 Year-To-Date

2024



As previously reported, the primary area of concern in 2024 was the cost of legal services, which resulted in an unfavorable variance. However, this overage was offset by underspending in other areas, allowing the Board to end the fiscal year 'under budget' overall.



2025



In early 2024, the Finance Committee, with the support of the Board, introduced a new monthly financial tracking and reporting format. This initiative was designed to strengthen financial oversight, enhance transparency, and support fiscal responsibility. The new format includes both year-to-date expenditures and a breakdown of monthly spending, providing a clearer and more timely view of financial performance.



Enhancing Board Operations: Executive Director Hiring

The Board is actively moving forward with hiring a full-time Executive Director, replacing the current Board Secretary position. This role will provide essential support for policy development, administrative oversight, and compliance with recommendations from various oversight reports.

The need for an Executive Director was first identified in the 2018 Sinclair Report by the late Senator Murray Sinclair, who noted: “Given the extensive recommendations in the report, it’s suggested this become a full-time position for several years.”

Strategic Plan

Throughout Q4, the Board undertook extensive community consultation to inform the redevelopment of its Strategic Plan.

This engagement reflects the Board's commitment to transparency, collaboration, and alignment with the priorities of the communities we serve.



This work has continued into 2025, ensuring the Strategic Plan meets both community expectations and the new requirements set out under the Community Safety and Policing Act (CSPA), including enhanced consultation and content standards.

The Strategic Plan is now in its final stages of development, with presentation to the Board for adoption anticipated before the end of Q2 2025.

Once approved, the Plan will serve as a guiding framework for the Board and the Thunder Bay Police Service in the years ahead.

Supporting our Community Partners

The following donations were made from the Board's Special Account:

\$1500.00

Indigenous Cultural Traditions Club (ICTC) 35th Annual Powwow at Lakehead University from **March 7th-9th**



Photo: Thunder Bay Police Service Board



Photo: Lakehead University Student Union -Facebook

The Board continues to support Thunder Bay's Indigenous communities as we sponsor and participate in various events throughout the year.

In March, the Board was proud to attend and sponsor the Indigenous Cultural Traditions Club (ICTC) 35th Annual Powwow at Lakehead University from March 7th-9th.

This vibrant and powerful gathering was a celebration of culture, language, tradition, and community. The Board was grateful for the opportunity to engage with community members in a setting that promotes healing, understanding, and shared pride. Events like this reinforce the importance of cultural connection and our shared responsibility to walk forward together in respect and partnership.