Thunder Bay
Police Service Board

AGENDA MATERIAL
FOR
THE THUNDER BAY
POLICE SERVICE BOARD
REGULAR MEETING

Date: **TUESDAY, NOVEMBER 17, 2026**

Location: **TBPSB BOARDROOM**
1111 VICTORIA AVENUE, EAST
Thunder Bay, ON

Time: **9:00 A.M.**

MEETING OF THE
THUNDER BAY POLICE SERVICE BOARD

TUESDAY, NOVEMBER 17, 2026

TBPSB BOARDROOM
1111 Victoria Avenue, East, Thunder Bay, ON

9:00 A.M.

REGULAR BOARD MEETING

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA AND CONSENT AGENDA (5 minutes)

RES 1 — With respect to the Regular meeting of the Thunder Bay Police Service Board held on November 17th, 2026, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

3. CONSENT AGENDA (5 minutes)

3.1 Minutes of Meeting (Regular) of the Thunder Bay Police Service Board held on October 20, 2026……Pages 4-7

3.2 Reports of Committees ……..Pages 8-16
a) Governance Committee – Policy for Adoption
(i) LEG-001: Missing Persons (revised)
(ii) LEG-002: Use of Force (revised)

3.3 Meeting Evaluation Summary
Summary of evaluations for the October 20, 2026, meetings of the Board (Closed and Regular) for the Board's information……Pages 17-23

4. PRESENTATIONS

a) Strategic Plan Progress Report (Semi-annual) (10 minutes)

CM T. Smith to present the above noted item……To be distributed separately

b) Operational Plan Progress Report (Semi-annual)

CM T. Smith to present the above noted item…….To be distributed separately

5. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Discrimination Complaints (January -December 2025) (5 minutes)

Inspector J. Dampier will provide updates to the above noted Report No. 80/2026…Pages 24-25

b) Secondary Activities Report (5 minutes)

Chief D. Fleury to present the above noted item, Report No. 77/2026 (Police) relative to the monthly secondary activities of members of the Thunder Bay Police Service……Pages 26-29

c) Indigenous Relationships – Board Chair and Chief Semi-Annual (5 minutes)

Chief D. Fleury to present above noted item Report No. 79/2026……Pages 30-31

d) Aggregate Disciplinary Measures (May – October) (5 minutes)

Inspector J. Dampier to present the above noted item Report No. 78/2026……..Pages 32-36

e) Q3 Variance Report (5 minutes)

Financial Director T. Kane to provide an overview relative to the above noted Report No. XX/26 for the 2026 Quarterly Operational Budget…….Pages 37-39

f) Occupational Health and Safety (Semi-Annual May - October) (5 minutes)

Inspector J. Rybak to present Report 76/2026 relative to the above noted item…Pages 40-42

g) Gala Update (5 minutes)

Chief D. Fleury and CM T. Smith will provide verbal updates to the above noted.

6. GENERAL MATTERS

a) Board By-Laws PC-7-2026 (15 minutes)

ED C Radbourne to lead discussion on the above noted item……To be distributed separately

RES 2

THAT By-Law No. PC-7-2026 be approved and adopted;
AND THAT all previous by-laws inconsistent with or superseded by this by-law be hereby repealed.

b) Budget of the Board – Update (5 minutes)

ED C. Radbourne to provide an overview relative to the above noted……Page 43

c) Report on the Special Account Funds

ED C. Radbourne to provide an overview relative to the above noted……Page 44

7. NEW BUSINESS

8. CLOSED MEETING AGENDA ITEMS

In accordance with and subject to Section 44 of the *Community Safety and Policing Act, 2019,* the following matters will be discussed in a closed meeting of the Board after the public meeting scheduled for November 17, 2026:

1. Personal Matters about an Identifiable Individual
2. The security of property of the Board
3. Update on Labour Relations
4. Advice that would be inadmissible in court
5. A position, plan, procedure, criteria or instruction applied to negotiations.

9. ADJOURNMENT

THUNDER BAY POLICE SERVICE BOARD
(REGULAR MEETING)
TUESDAY, OCTOBER 20, 2026

DATE: OCTOBER 20, 2026

TIME: 9:06 A.M.

PLACE: TBPSB BOARDROOM
1111 VICTORIA AVENUE – UNIT #102, THUNDER BAY

CHAIR: MS. K. MACHADO

PRESENT:
Ms. K. Machado
Mayor K. Boshcoff
Ms. D. Baxter
Councillor K. Etreni
Mr. L. VanDamme
Ms. C. Radbourne, Executive Director

OFFICIALS:
Chief D. Fleury, Thunder Bay Police
Deputy Chief J. Pearson
Director T. Smith
Staff Sargeant J. Anderson
Staff Sargeant. R. Gombola

GUESTS ATTENDING BY ZOOM:
Inspector R. LeClair, Inspectorate of Policing

RECORDER:
Ms. M. Romeo, Administrative Assistant
Thunder Bay Police Service Board

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1. ANNOUNCEMENTS

The Chair recognized the long-standing service of Mayor K. Boshcoff and acknowledged that this would be the mayor's last formal monthly meeting with the Board. The Chair congratulated the mayor on his retirement and shared highlights from his extensive career in public service.

2. DISCLOSURES OF INTEREST

None

3. CONFIRMATION OF AGENDA AND CONSENT AGENDA (5 minutes)

Removal of items from consent agenda:

i) LEG-001: Missing Persons (revised)
ii) LEG-002: Use of Force (revised)

Moved by: Member D. Baxter
Seconded by: Member K. Etreni

DRAFT

RES 1 With respect to the Regular Meeting of the Thunder Bay Police Service Board held on October 20, 2026, we recommend that the agenda and the consent agenda, as printed, including any additional information and new business, be confirmed.

Carried.

4. CONSENT AGENDA

3.1 Minutes of Meeting No. 19-2026 (Regular) of the Thunder Bay Police Service Board held on September 15, 2026.

3.2 Reports of Committees
a) Governance Committee – Policy for Adoption
iii) Memo- Governance Committee
iv) Terms of Reference - Governance Working Group
v) HR-001: Recruitment for Chief and Deputy Chiefs (Review)
vi) HR-010: Complaints About Special Constables

3.3.1 Recruitment Plan
- Adoption of the report that was presented Sept 2026.

3.4 Meeting Evaluation Summary
Summary of evaluations for the September 15, 2026, meetings of the Board (Closed and Regular) for the Board's information.

5. PRESENTATIONS

a) Thunder Bay Police Service: Strategic Plan – Monthly Update

Director T. Smith, Staff Sargent R. Gombola and Staff Sargent J. Anderson presented the monthly update on the Strategic Plan on behalf of the Service.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Secondary Activities Report

Chief of Police D. Fleury presented Report No. 70/26, the Secondary Activities Report. The Chief confirmed for the Board that the number of requests would decrease at the Thunder Bay Regional Hospital with the new Special Constables beginning their work.

DRAFT

b) Complaints Against Police

Inspector J. Anderson presented Report No. 68/26 (Police) Quarterly Report (July to September) on behalf of the Service.

7. GENERAL MATTERS

a) Service Impacts of 2026 Expansion

Deputy Chief J. Pearson presented Report 71/26, Service Impacts of the 2026 expansion.

b) Remembrance Day Ceremony attendance.

Remembrance Day Ceremony's around the city were identified. It was determined that the Chair will attend at Fort William Gardens, Member Baxter will be attending services at Mount McKay, Member Etreni will be attending at Waverly Park.

c) TBPSB- Variance Report

ED C. Radbourne presented the 2026 Variance budget report for the information of the Board, and no concerns were flagged.

d) 2027 Budget – TBPSB

ED C. Radbourne presented the 2027 Budget for the information of the Board, with no concerns flagged. A motion was presented to accept the proposed 2027 TBPSB Budget.

Moved by: Mayor K. Boshcoff
Seconded by: Member D. Baxter

RES 2 That the board accepts the proposed Thunder Bay Police Service Board budget for 2027;
AND THAT the Chair be authorized to present it to city council as appropriate.

Carried.

8. NEW BUSINESS

a) By-Law updates from the Thunder Bay Police Service Board

Executive Director Radbourne presented the by-laws for consideration as a first report, to request feedback from the board. The document will be brought forward for approval at a future meeting.

DRAFT

b) Items from Consent Agenda

Deferred from the agenda until next month. Feedback would be required from the service by October 31, 2026.

i) LEG-001: Missing Persons (revised)
ii) LEG-002: Use of Force (revised)

CLOSED MEETING AGENDA ITEMS

In accordance with and subject to Section 44 of the *Community Safety and Policing Act, 2019,* the following matters will be discussed in a closed meeting of the Board prior to the public meeting scheduled for October 20, 2026:

1. Personal Matters about and Identifiable Individual
2. Update on Labour Relations
3. Advice that would be inadmissible in court
4. A position, plan, procedure, criteria or instruction applied to negotiations.

c) ADJOURNMENT

The meeting was adjourned at 9:50 am

DRAFT

POLICY TITLE: **Legislation & Regulations: Missing Persons**	POLICY NUMBER: **LEG-001**
DATE APPROVED: **19/12/2023**	
DATE(s) REVIEWED: **2026**	DATE TO BE REVIEWED: **2028**
DATE(s) AMENDED: **XX/XX/2026**	
LEGISLATION: s. 1, 2 Ontario Regulation 394/23, *Community Safety and Policing Act* (2019) s. 18, 24 Ontario Regulation 395/23, *Community Safety and Policing Act* (2019) *Missing Persons Act* (2018)	
RELATED PROCEDURES/POLICY:	

POLICY STATEMENT

The Thunder Bay Police Service Board (Board) recognizes the seriousness of the issue of missing persons in our city and the negative impact on the family and loved ones of missing persons. It also recognizes that each missing person's absence is unique, but that racism, sexism, transphobia, homophobia, other forms of marginalization and the legacy of colonization are factors that may increase the risk of a person becoming a missing person. As such, the Board is committed to actively addressing the serious issue of missing persons including potential systemic bias within missing persons investigations and outcomes.

PURPOSE

It is the policy of the Board that investigations conducted by the Thunder Bay Police Service (Service) into missing persons are undertaken and managed with sound investigative principles in place to provide investigations that are conducted in a manner that is timely, proactive, culturally safe, trauma-informed, and free from systemic bias, with particular considerations for Indigenous women, girls, and 2SLGBTQI+.

SCOPE

This policy applies to all missing person occurrences and investigations conducted by the Service as well as Chief of Police of the Service (Chief) who is responsible for establishing and maintaining the required procedures.

POLICY

a) Missing Persons Procedures

To support this policy, the Chief shall develop and maintain procedures and processes regarding missing persons that:

- Include ongoing engagements through the Indigenous Leadership Collaborative as part of the development, review, and updates of Service procedures.
- Provide direction to be implemented when investigating missing persons, giving special consideration to marginalized populations, Indigenous Peoples, Indigenous women and girls, 2SLGBTQI+, persons with medical and mental health conditions, children, youth, and the elderly that includes:
- Give consideration to risk factors when determining whether a case is considered urgent as set out in the Ministry's designated *Ontario Major Case Management Manual*
- Where foul play is suspected, ensure police officers comply with the procedures with set out in the Ministry's designated *Ontario Major Case Management Manual.*
- Give consideration to work with Indigenous partners, organizations, or other stakeholders to support investigations.
- Provide the required duty to notify, records management, and case management requirements for police officers in missing person occurrences under Ontario Regulation 395/23 and 394/23;
- Require Amber Alert activation in all missing children investigations that meet the criteria and that major case management procedures are implemented in all cases where an Amber Alert is activated;
- Provide that families are consulted and informed of investigative status on a regular and ongoing basis that includes:
    - Standard practices to provide timely, accessible, regular, and transparent communication to families with recognition of families as active partners in the investigative process.
    - That members of the Service consulting and informing families of Indigenous missing persons have trauma-informed and Indigenous cultural safety training.
    - That families of Indigenous missing persons are offered an Indigenous liaison contact within the Service.
- Provide that there is investigative follow-up on all outstanding cases.

b) Violent Crime Linkage Analysis System (ViCLAS) Reports

The following relates to the Provincial ViCLAS Centre operated by the Ontario Provincial Police, and applies to a missing persons investigation if:

- There is a strong possibility that the missing person has been the victim of homicide, an assault causing serious bodily harm, abduction or kidnapping, or

- The person cannot be located or contacted by a member of the Service for 7 days after being reported missing.

In the circumstances noted above:

- Within 7 days of the start of a reportable investigation and immediately if there is a strong possibility that the missing person has been the victim of homicide, an assault causing serious bodily harm, abduction or kidnapping and otherwise, the investigating officer leading the investigation shall complete and submit one or more ViCLAS Crime Analysis Reports respecting the investigation to the Provincial ViCLAS Centre.
- Within 30 days of a material change or of acquiring information that is significant to a reportable investigation, the investigating officer leading the investigation shall update the ViCLAS Crime Analysis Report and resubmit it to the Provincial ViCLAS Centre.
- An investigating officer who receives a Potential Linkage Report respecting an investigation from the Provincial ViCLAS Centre shall:
    - Follow up the potential linkage with the investigation as soon as possible; and
    - Within 60 days of receiving the Potential Linkage Report, submit to the Provincial ViCLAS Centre a Potential Linkage Response Form reporting the results of the follow up.

c) Reporting

As required under section 8 of the *Missing Persons Act*, the Chief shall prepare a Missing Persons Report (Form 7) to be provided annually to the Board. The report shall contain:

- The total number of urgent demands made in that year and the number of missing persons investigations to which they related;
- A description of the types of records specified in the urgent demands made in that year; and
- Any other prescribed information.

After receiving the annual Missing Persons Report (Form 7), the Board shall:

- Provide a copy of the report to the Minister; and
- Make the report available to the public by ensuring it is posted on the Service's website by June 1st in the format established by the Board.

A separate Missing Persons Report will be prepared by the Chief and provided semi-annually to the Board in accordance with BPCR-001: Information Sharing and include:

- The total number of missing persons investigations and their outcomes;

- Demographic statistics, when known, of total missing person reports including by age (youth, adults, seniors), gender, racialized groups, and Indigenous identity.
- Statistics of total missing person reports by harm indicators and vulnerability factors.
- The total number for the three categories above that were resolved within 30 days, resolved after 30 days, or that remain unresolved.
- The total number of missing person investigations where foul play was suspected.
- Trend analysis, that includes:
    - Identification of trends or patterns (e.g., demographic, geographic, or cause-related factors).
    - Comparative data with year-over-year analysis covering a 4-year period.

After receiving the separate semi-annual Missing Persons Report, the Board will:

- Review the report and may provide further direction to the Chief in response to the report.
- Work with the Chief to use the report to inform continuous improvements and address systemic gaps in missing persons investigations and outcomes.

POLICY TITLE: **Legislation & Regulations: Use of Force**	POLICY NUMBER: **LEG-002**
DATE APPROVED: **19/12/2023**	
DATE(s) REVIEWED: **2026**	DATE TO BE REVIEWED: **2028**
DATE(s) AMENDED: **XX/XX/2026**	
LEGISLATION: Ontario Regulation 87/24, *Community Safety and Policing Act* (2019) Ontario Regulation 90/24, *Community Safety and Policing Act* (2019) Ontario Regulation 391/23, *Community Safety and Policing Act* (2019) s. 19 Ontario Regulation 392/23, *Community Safety and Policing Act* (2019) *Criminal Code* (1985) Ontario Public-Police Interactions Training Aid Framework Document Ontario Use of Force Model	
RELATED PROCEDURES/POLICY: BPCR-001: Board and Chief Information Sharing	

POLICY STATEMENT

The Thunder Bay Police Service Board (Board) places the highest value on the protection of life and the safety of its members and the public. The authority regarding the use of force must be administered with the highest levels of accountability, transparency, and respect in order to maintain trust and confidence of the public.

The use of force must therefore be necessary, proportional, and reasonable in the specific circumstances, recognizing the complex and dynamic situations that police officers must manage. The Board embraces and asserts the highest standards of performance, training, accountability and transparency as it relates to the use of force by members of the Thunder Bay Police Service (Service).

PURPOSE

The purpose of this policy is to establish requirements and reporting for the Chief of Police of the Service (Chief) pertaining to the use of force by members of the Service in accordance with the *Criminal Code*, *Community Safety and Policy Act*, 2019, and other applicable legislation and case law. The Board recognizes that the use of force is an important part of policing, and it is therefore the policy of this Board that circumstances involving the use of force be dealt with in a proper and professional manner in accordance with the procedures established by the Chief.

SCOPE

This policy applies to the Chief and all members of the Service.

POLICY

a) Use of Force Procedures

The Chief shall:

- Establish procedures addressing the requirements under Ontario Regulation 391/23 and Ontario Regulation 87/24 pertaining to the use of force.
- Establish procedures and a reporting structure consistent with the requirements under Ontario Regulation 391/23, s. 7 of Ontario Regulation 90/24, and this policy.
- Conduct ongoing reviews and evaluations of use of force procedures, training, and reporting.

b) Training and Standards

The Chief shall:

- Ensure that use of force options used by members of the Service meet all requirements and standards established by Ontario Regulation 391/23, Ontario Regulation 87/24, the Ontario Use of Force Model, and the Ministry of the Solicitor General.
- Ensure that every member of the Service:
  - Who may be required to use force on another person is in compliance with the training requirements prescribed by the Minister on the use of force;
  - Who is authorized to carry or use a firearm is in compliance with the training requirements prescribed by the Minister on the use of firearms; and
  - Who is authorized to carry or use a weapon that is not a firearm is in compliance with the training requirements prescribed by the Minister on the use of the weapon.
- Ensure that at minimum, police officers are trained in officer safety, communication, handcuffing, and physical control techniques, based on the application of the Ontario Public-Police Interactions Training Aid Framework Document.
- Ensure that members do not:
  - Use force on another person unless the member is in compliance with the training requirements prescribed on the use of force.
  - Carry a firearm unless, they have successfully completed the prescribed training on the use of the firearm and are competent in the use of the firearms.

- Carry or use a weapon that is not a firearm unless the member is in compliance with the training requirements prescribed by the Minister on the use of that weapon.

- Ensure that a written record is maintained of the training courses taken by the members of service on the use of force and the use of firearms and weapons.

c) Weapons

The Chief shall:

- Ensure that members do not use a weapon other than a firearm on another person unless:
  - That type of weapon is identified in Table 2 of Ontario Regulation 391/23;
  - The weapon conforms to any additional requirements regarding the weapon set out in Table 2 of Ontario Regulation 391/23; and
  - The weapon is used in accordance with any restrictions set out in Table 2 of Ontario Regulation 391/23.
- Ensure that for members authorized to carry handguns or other weapons, that the handguns or other weapons meet the technical specifications set out in Ontario Regulation 391/23.
- Permit the use of reasonable weapons of opportunity by a member of the Service, when none of the approved options are available or appropriate to defend themselves or members of the public.

d) Investigations

The Chief will immediately cause an investigation to be made into the circumstances where:

- A member unintentionally or intentionally discharges their firearm, except on a target range or in the course of ordinary weapon maintenance.
- A member, by the discharge of a firearm in the performance of their duty, kills or injures another person and submit the report of investigation to the Board upon the conclusion of the investigation.

e) Reporting

i) Reporting to the Chief

Members of the Service shall submit a report to the Chief whenever the member:

- Draws a handgun in the presence of a member of the public;
- Points a firearm at a person;
- Discharges a firearm;
- Uses a weapon on another person;

- Draws and displays a conducted energy weapon to a person with the intention of achieving compliance;
- Points a conducted energy weapon; or
- Uses force on another person.

ii) Reporting to the Board

The Chief will provide a copy of the Service's annual Use of Force report to the Board in accordance with BPCR-001: Board and Chief Information Sharing, analyzing the data from the reports submitted under section 13(1) of Ontario Regulation 391/23 regarding use of force by members of the Service and identifying any trends.

The Board shall publish the annual Use of Force report on the Internet.

f) Notification to the Board

i) Specific Incidents

The Chief will immediately notify the Board when a use of force incident results in:

- A mandatory report to the Special Investigations Unit;
- A notification to the Inspector General of Policing;
- A serious injury or death as defined under the CSPA; or
- Any external oversight investigation arising from the use of force by a member of the Service.

The Chief will provide the Board with timely updates on the status and outcome of any such investigation, subject to legal and privacy requirements.

ii) Chief Firearm

Where the Chief discharges a firearm in the performance of their duties, the Chief will promptly report the matter to this Board. The Board will, upon being notified by the Chief that a firearm has been discharged in the performance of their duty:

- Cause an investigation to be made into the circumstances; and
- File a report of the investigation with the Ministry.

The Board will upon receiving a report on the investigation into an injury or death caused by the discharge of a member's firearm:

- Review the report and make further inquiries as necessary; and
- File a copy with the Ministry, including any additional inquiries of the Board.

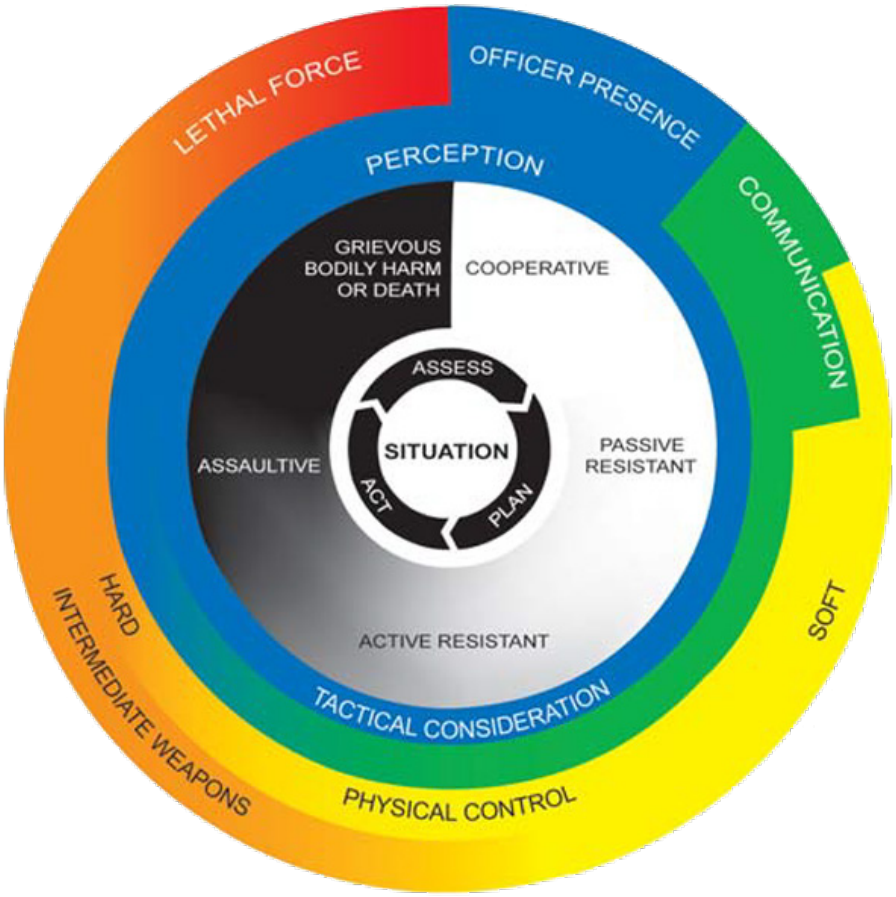
Appendices:

Appendix A – Ontario Use of Force Model

ONTARIO USE OF FORCE MODEL

The Ontario Use of Force model is a graphical representation of the various elements involved in the process by which a police officer assesses a situation and acts in a reasonable manner to ensure officer and public safety.

The model assists officers and the public in understanding why and in what manner an officer may respond with force.



Use of Force Options Available



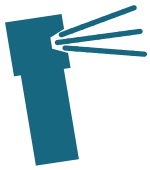
DE-ESCALATION

Example
- Officer Presence
- Communication



PHYSICAL CONTROL

Example
- Soft (joint)
- Hard (punches/kicks)



WEAPON

Example
- Pepper Spray (OC)
- Baton
- CEW Use



LETHAL FORCE

Example
- Pistol
- Carbine

Officers continuously assess the situation and select the most reasonable option relative to those circumstances as perceived at that point in time.

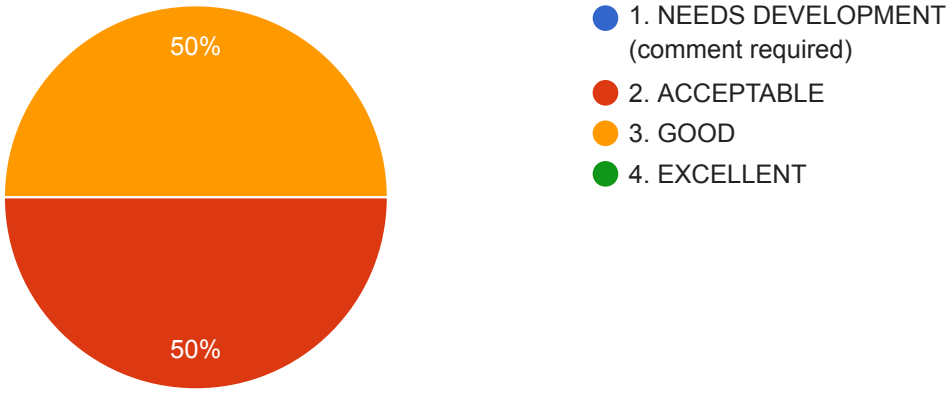
Thunder Bay Police Service Board Meeting Evaluation Form

2 responses

Preparation and Materials

1. Board meeting materials were circulated at least 7 days in advance, allowing for adequate preparation.

2 responses



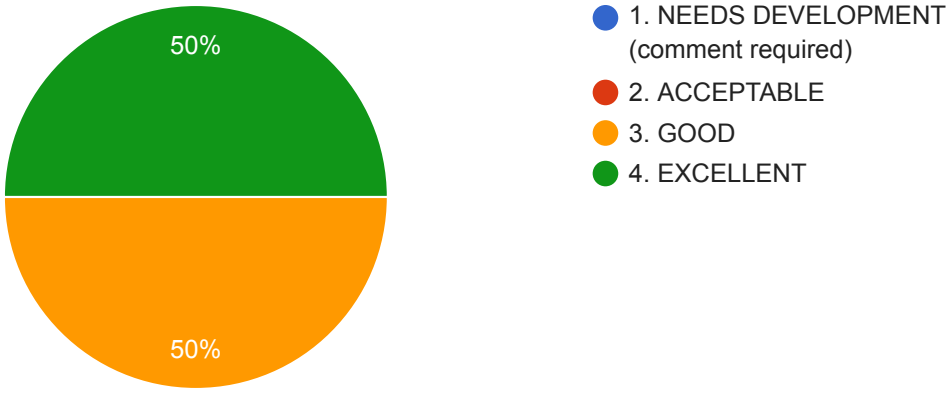
Comments:

1 response

this area needs to be relooked at

2. Board members were well-prepared for the meeting and participated actively in discussions.

2 responses



Comments:

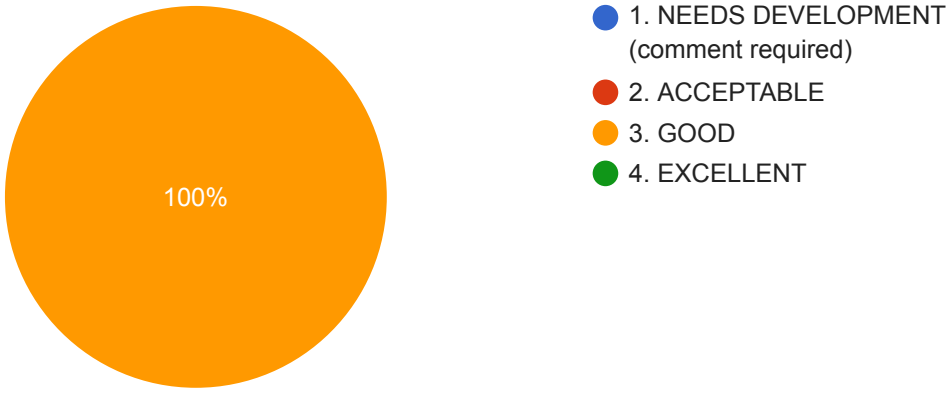
0 responses

No responses yet for this question.

Agenda and Structure

3. The meeting agenda was organized to allow sufficient time for discussion on governance issues.

2 responses



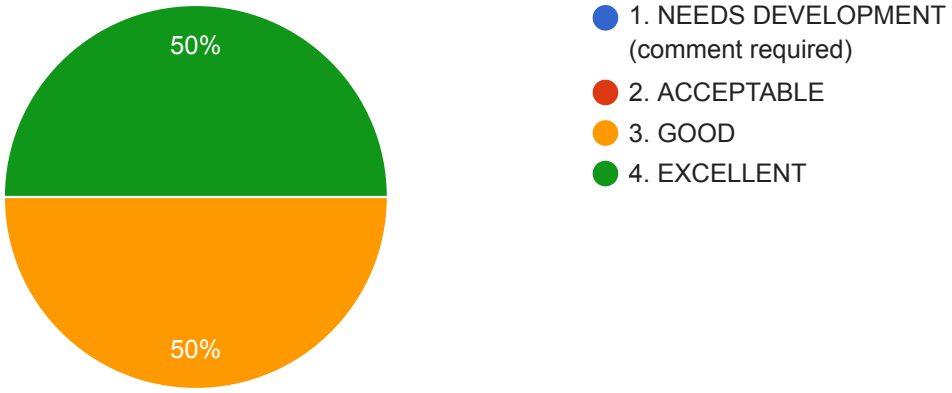
Comments:

0 responses

No responses yet for this question.

4. The agenda items were relevant to the Board's responsibilities under the Community Safety and Policing Act (2019).

2 responses



Comments:

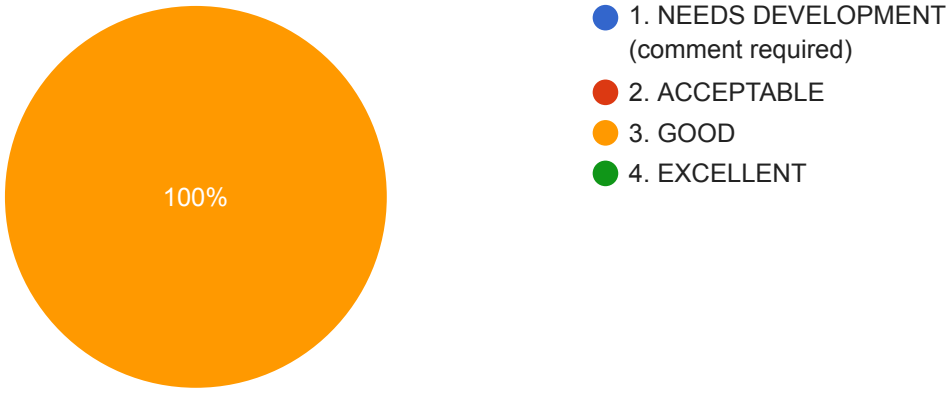
0 responses

No responses yet for this question.

Discussion and Participation

5. The meeting allowed for full discussion and the expression of different points of view.

2 responses



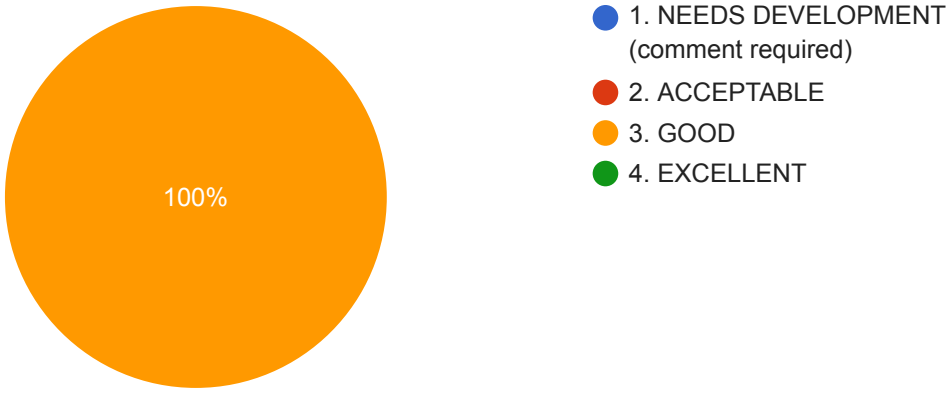
Comments:

0 responses

No responses yet for this question.

6. All Board members had adequate opportunities to contribute to deliberations.

2 responses



Comments:

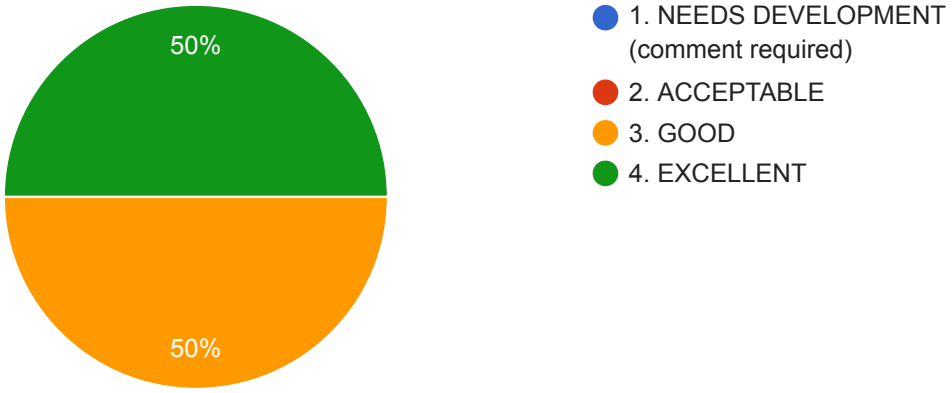
0 responses

No responses yet for this question.

Strategic and Generative Conversations

7. The Board engaged in strategic conversations regarding important issues and priorities.

2 responses



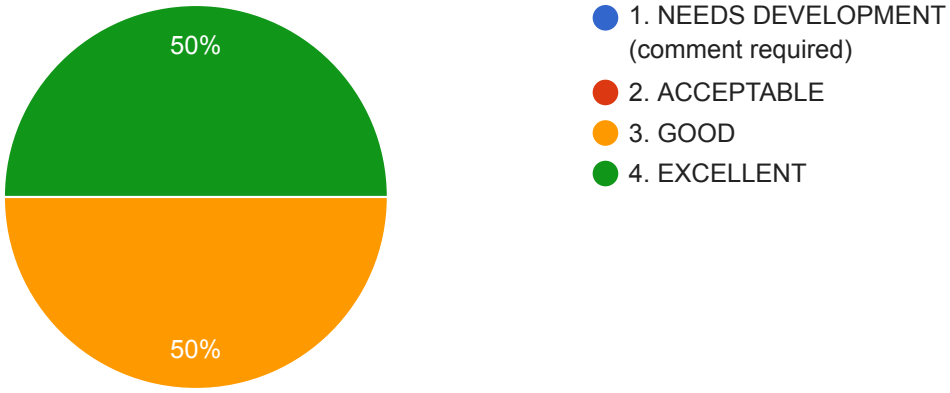
Comments:

0 responses

No responses yet for this question.

8. The Board engaged in generative conversations to critically examine and explore priority issues.

2 responses



Comments:

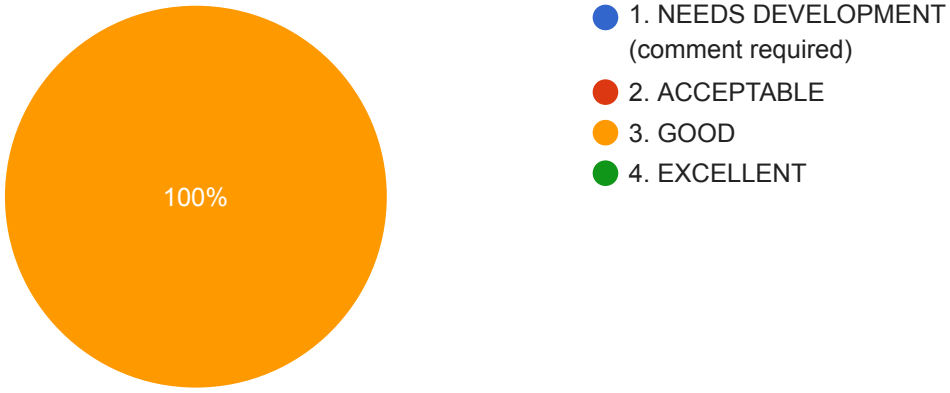
0 responses

No responses yet for this question.

Meeting Efficiency and Focus

9. The meeting time was used efficiently.

2 responses



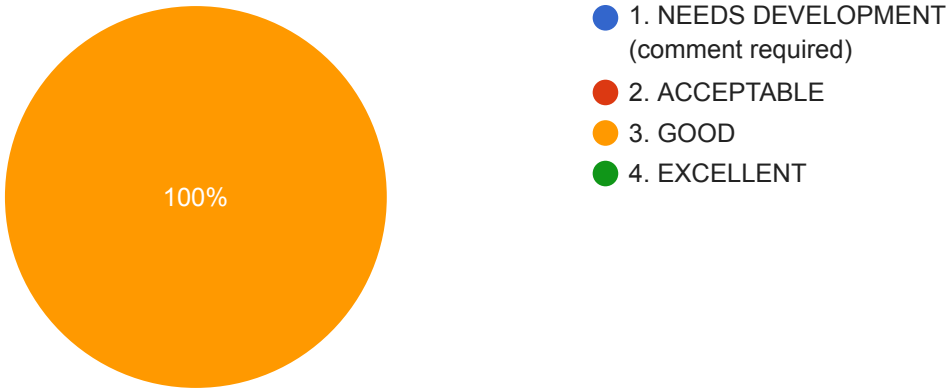
Comments:

0 responses

No responses yet for this question.

10. The Board deliberations remained focused on the matter under consideration.

2 responses



Comments:

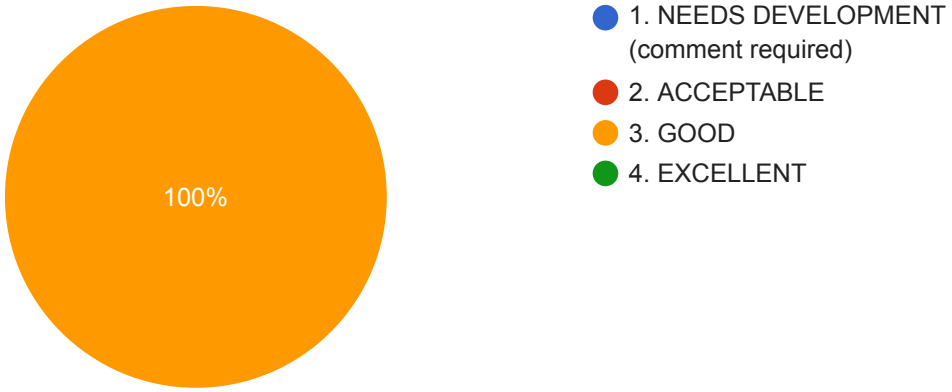
0 responses

No responses yet for this question.

Respect and Collaboration

11. The meeting was conducted in an atmosphere of mutual respect.

2 responses



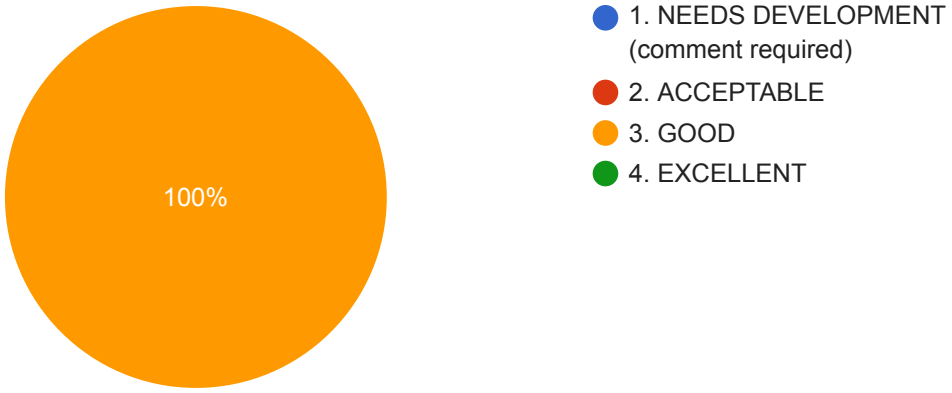
Comments:

0 responses

No responses yet for this question.

12. Collaboration among members was respected to achieve consensus.

2 responses



Comments:

0 responses

No responses yet for this question.

Thunder Bay Police Service

DARCY FLEURY, CHIEF OF POLICE
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Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: November 6, 2026
Date of Meeting: November 17, 2026
Report No: 80/26

Chair and Members
Thunder Bay Police Services Board

SUBJECT

Discrimination Complaints January 2025 – December 2025 Annual Review

BACKGROUND

The Thunder Bay Police Service is required to report annually to the Board on public complaints made about the conduct of individual officers involving allegations of discrimination. The report shall be disaggregated by the nature of the alleged discrimination (prohibited grounds) and shall also include the outcome of the investigations.

Discrimination Complaints Annual Review
January – December 2025

2025 Public Complaint Discrimination Categories	
Race	25-022, 25-027, 25-032, 25-034, 25-040
Sex/Gender	25-004, 25-028, 25-040
Disability	25-012, 25-018, 25-028, 25-065
Age	25-040
Total	**10**

****In 2025 there was a total of 65 Public Complaints****

Summary of Public Discrimination Complaints	
Local Response	0
Total Accepted (TBPS Investigate)	2
Total Not Accepted	8
Total	**10**

Disposition For **Accepted (2) Complaints**	
Total Unsubstantiated	2
Total	**2**

COMMENTS

N/A

RECOMMENDATIONS

For Information Only

Respectfully submitted,



Darcy Fleury, M.O.M.
Chief of Police

Prepared by: Inspector Joe Dampier – Corporate Services

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Date of Report: November 6, 2026
Date of Meeting: November 6, 2026
Report No: 77/26

Chair and Members
Thunder Bay Police Service Board

SUBJECT
Secondary Activities Report (including Paid Duty Assignments)

REPORT SUMMARY
To report to the Thunder Bay Police Service Board on the secondary activities/employment of members of the Thunder Bay Police Service, including Paid Duty Assignments.

BACKGROUND
SECONDARY ACTIVITY REQUEST - A member who proposes to undertake a secondary activity that contravenes prohibitions listed in these procedures, or who becomes aware that an activity that they have undertaken, may do so, shall disclose the full particulars of the situation to the Chief of Police.
Before engaging in a secondary activity or immediately upon realizing their engagement in what would constitute a secondary activity,

Member shall:
a) forward a signed written request to the Chief of Police through the Executive Assistant to the Chief of Police, including details of the secondary activity and an explanation of how it would not contravene prohibited activity;
b) not engage in any secondary activity until approval has been granted by the Chief of Police;
c) if approval is subject to any conditions or restrictions, ensure that such conditions or restrictions are strictly followed;
d) forward any material change(s) to the original request within 60 days of the material change(s) to the Chief of Police through the Executive Assistant to the Chief of Police;
e) unless there are material changes to the request, not be required to make more than one request for ongoing secondary activity;
f) if discontinuing a previously approved secondary activity, provide written notice to the Executive Assistant to the Chief of Police.

Processing Requests
Upon receipt of a member's written request the Chief of Police shall review each request and provide a written response indicating that the request is either:
a) approved without restrictions;
b) approved with restrictions; or
c) denied.

Should a request be approved with restrictions or denied, an explanation shall accompany the reason(s) for the decision.

Executive Assistant to the Chief of Police shall:
a) maintain a current secondary activity database, noting any members who have requested secondary activity, and whether the request was approved or denied;
b) forward the signed response approving or denying the request to the member and a copy to Human Resources;
c) provide a monthly report on non-paid duty secondary activity requests to the Chief of Police for the purposes of reporting under P2c69 TBPS Administrative Reporting.

Human Resources shall:
a) upon receiving approved or denied secondary activity requests, submit the letter to the employee's personnel file.

COMMENTS
This report covers secondary employment for the month of October 2026 and paid duty assignments for the same month.

Secondary Employment

Position Requested	Approved/Denied	Reason(s)
Media Search Analyst and Online Data Analyst - TELUS	Approved	Complies with Section 89 sub(1) of the *CSPA.*
Canadian Forces Commissioned Officer (Lieutenant) – Royal Canadian Air Force	Approved	Complies with Section 89 sub(1) of the *CSPA.*
Work from home – part time – manager/coordinating a surgeon's schedule and completing data entry	Approved	Complies with Section 89 sub(1) of the *CSPA.*
Owning investment properties within the City of Thunder Bay, managed by a Property Manager	Approved	Complies with Section 89 sub(1) of the *CSPA.*

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Volunteer with Oliver Paipoonge Fire and Emergency Services	Approved	Complies with Section 89 sub(1) of the *CSPA*.
Twitch streamer – online streaming platform used for gaming-related content – broadcasting playing video games with viewers able to interact through a live chat feature	Approved	Complies with Section 89 sub(1) of the *CSPA*.
Maintaining gym equipment at 1200 Balmoral Street on an as needed basis.	Approved	Complies with Section 89 sub(1) of the *CSPA*.
Owner of stained-glass studio 'Fractured Light Glass'	Approved	Complies with Section 89 sub(1) of the *CSPA*.
Sell Scentsy (home décor and scents for the home) – online to friends and family	Approved	Complies with Section 89 sub(1) of the *CSPA*.
Small family hobby farm	Approved	Complies with Section 89 sub(1) of the *CSPA*.
Chief Warrant Officer and the Operations Chief Warrant Officer for the Vice Chief of Defense Staff – Canadian Armed Forces	Approved	Complies with Section 89 sub(1) of the *CSPA*.

Paid Duty

Below are the paid duty requests approved, in compliance with the *CSPA*.

October 2026

CONTRACT	Number of Jobs (Officers)	Filled	Unfilled	Duties Requested
City Engineering	3	3	0	Traffic Control
Double O permits (windmills)	50	50	0	Oversize load escort
CIBC Run for the Cure	1	1	0	Road Closure

Extra duty requests refused by Inspector:

None

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This report satisfies the statutory requirements for disclosure of secondary activities to the Police Services Board.

RECOMMENDATIONS
For information purposes.

Respectfully submitted,



Darcy Fleury, M.O.M.
Chief of Police

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DARCY FLEURY, CHIEF OF POLICE
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5
Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: November 6, 2026
Date of Meeting: November 17, 2026
Report No: 79/26

Chair and Members
Thunder Bay Police Service Board

SUBJECT

Indigenous Relationships Report

REPORT SUMMARY

The Thunder Bay Police Service reports to the Board on meetings with Indigenous leaders, as per the Indigenous Relationship Policy, semiannually in the months of November and May. The Chief of Police will report to the Board in respect of their work as it relates to this policy (BPCR-002) and will report on concerns, issues, feedback received from the Indigenous partners as well as collaborative outcomes.

The Chief will request at least twice-yearly meetings with the Indigenous leaders designated by the First Nation, Metis, Inuit, and Urban Indigenous governance and agencies to share information about the work of the Service and to receive information and advice from the Indigenous partners.

BACKGROUND

The last report was presented to the Board at their May 19, 2026 meeting. Since that time, Chief Fleury, Deputy Chief Hughes, Deputy Chief Pearson, and other members of the Thunder Bay Police Service participated in various event/meetings with Indigenous groups and leaders. The following are examples of those meetings.

- Meeting with TBPS Elder's Council
- Meeting with Oshki-Pimache-O-Win: The Wenjack Education Institute
- Meeting with Nokiiwin Tribal Council Executive Director
- Meeting with ONWA Executive Director
- Meetings with Matawa Executive Director
- Matawa Education and Care Centre – Graduation Ceremony
- Meeting with Thunder Bay Metis Council representative
- Meetings with Nishnawbe Aski Nation
- National Indigenous Peoples' Day – Community Breakfast and window art unveiling
- Thunder Bay Indigenous Friendship Centre – participation in retirement video

- Spring Feast – Thunder Bay Courthouse (Inspector delegation)
- Dilico Annual General Meeting
- Thunder Bay Indigenous Leadership Collaborative
- ONWA's Family Fun Day BBQ
- DFC Every Child Matters Pow Wow
- Flag Raising – Every Child Matters
- Every Child Matters – School Awareness Walk
- ONWA MMIWG Pow Wow
- Matawa Open House
- October Gathering – Red Sky Metis Independent Nation

The Thunder Bay Police Service is dedicated to the community and hearing concerns, issues, and feedback from the Indigenous partners as well as collaborative outcomes.

RECOMMENDATIONS

For information purposes.

Respectfully submitted,



Darcy Fleury, M.O.M.
Chief of Police

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Thunder Bay Police Service

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Date of Report: November 6, 2026
Date of Meeting: November 17, 2026
Report No: 78/26

Chair and Members
Thunder Bay Police Service Board

SUBJECT

The TBPS shall, at a minimum, provide a Disciplinary Measures Report to the Board by May and November of every year. The report shall contain the following information respecting the period covered by the report:

a) Each provision of Ontario Regulation 407/23 (Code of Conduct for Police Officers) made under the Act under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision;

b) The number of times a disciplinary measure was imposed,

   i) under section 200 of the Act, without a hearing under section 201 of the Act,

   ii) under section 200 of the Act, following a hearing under section 201 of the Act, or

   iii) following a hearing under section 202 of the Act.

c) If a disciplinary measure referred to in paragraph 1, 2 or 3 of subsection 200 (1) of the Act was imposed, for each paragraph

   i) the average number of days or hours, and;

   ii) the total number of days or hours;

d) Any imposition of a disciplinary measure under section 200 of the Act without a hearing under section 201 of the Act in a previous period that was upheld, varied or overturned following a hearing during the period covered by the report, and information respecting any consequent effect on information included in a previous report.

REPORT SUMMARY

The below represents the time of May 2, 2026 to November 1, 2026:

Summary of Substantiated Chief's Complaints (Investigations)	
Formal Discipline (with a PSA Hearing)	0
Formal Discipline (without a PSA Hearing)	0
Informal Discipline (without a PSA Hearing)	0
Formal Discipline (Penalties under S.200 of the Act with CSPA Hearing)	0
Formal Discipline (Penalties under S.200 of the Act without CSPA Hearing)	1
Informal Discipline (Penalties under S.200 of the Act without CSPA Hearing)	0
Total Number of Substantiated Chief's Complaints (Investigations)	**1**

Imposed Discipline Chief's Complaints (Investigations)	
Total Hours Removed from Banks	240
Average Number of Hours Removed	240
Total Letters on File	1
Total Training Imposed	0

COMMENTS

Officer 1

Offences:

- 25-001 S. 27 CSPA – Fail to Comply with Directives
- 25-001 S. 31 CSPA – Deceive or Mislead
- 25-001 S. 10(1) CSPA – Undermines Public Trust
- 25-001 S. 2 CSPA – Fail to Comply with Act
- 25-001 S. 10(1) CSPA – Undermines Public Trust

Discipline:

- 240 hours
- Letter on file

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Concluded Chief's Complaints due to Termination or Resignation	
Total concluded due to termination of employment	1
Total concluded due to resignation	2
Total	**3**

COMMENTS

Officer 2

Offences:

- 25-001 S. 4 CSPA – Guilty of an offence under the Criminal Code (Canada), the Controlled Drugs and Substances Act (Canada) or the Cannabis Act (Canada).
- 25-001 S. 10(1) CSPA – Undermines Public Trust

Conclusion:

- Termination of employment

Officer 3

Offences:

- 26-003 S. 30 CSPA - Workplace Violence/Harassment
- 26-003 S. 10(1) CSPA – Undermines Public Trust
- 26-001 S. 27 CSPA – Fail to Comply with Directives
- 26-001 S. 10(1) CSPA – Conduct Undermines Public Trust
- 25-004 S. 31 CSPA – Deceives or Misleads
- 25-004 S. 10(1) CSPA -Undermines Public Trust
- 25-003 S. 2(1)(a)(xi) PSA - Discreditable Conduct
- 25-003 S. 2(1)(b)(ii) PSA - Acts in a Disorderly Manner
- 25-003 S. 2(1)c(i) PSA - Neglects to do Duty
- 25-003 S. 2(1)(d)(iii) PSA - Deceit
- 24-003 S. 2(1)(a)(xi) PSA - Discreditable Conduct *(Substantiated – Employee resigned prior to discipline being imposed)*
- 24-003 S. 2(1)(g) PSA Unlawful/Unnecessary Exercise of Authority *(Substantiated – Employee resigned prior to discipline being imposed)*
- 24-003 S. 2(1)(g) PSA Unlawful/Unnecessary Exercise of Authority *(Substantiated – Employee resigned prior to discipline being imposed)*
- 24-003 S. 2(1)(a)(xi) PSA - Discreditable Conduct *(Substantiated – Employee resigned prior to discipline being imposed)*

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- 24-003 S. 2(1)(f)(v) PSA – Corrupt Practice *(Substantiated – Employee resigned prior to discipline being imposed)*

Conclusion:

- Officer resigned prior to investigations concluding

Please note: All matters for this officer were held in abeyance due to criminal proceedings. TBPS withdrew CSPA charges after resignation.

Officer 4

Offences:

- 24-004 S. 2(1)(a)(i) PSA - Discreditable Conduct
- 24-004 S. 2(1)(c) PSA - Neglects to do Duty
- 24-004 S. 2(1)(g) PSA - Unlawful/Unnecessary Exercise of Authority
- 24-004 S. 2(1)(d) PSA - Deceit

Conclusion:

- Officer resigned prior to investigation concluding

** Note: The following information was mistakenly omitted from the May Disciplinary Measures Report which included dispositions of complaints during the timeline of November 2, 2025 – May 1, 2026.*

Concluded Chief's Complaints due to Termination or Resignation (November 2, 2025 – May 1, 2026)	
Total concluded due to resignation	1
Total	**1**

COMMENTS

Officer 5

Offences:

- 24-011 S. 2 CSPA – Fail to Comply with the CSPA and Regulations
- 24-011 S. 10(1) CSPA – Undermines Public Trust
- 24-011 S. 27 CSPA – Fail to Comply with Directives
- 24-011 S. 31 CSPA – Deceive or Mislead

Conclusion:

- Officer resigned prior to investigation concluding

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RECOMMENDATIONS

For Information Only

Respectfully submitted,



Darcy Fleury, M.O.M.
Chief of Police

Prepared by: Inspector J. Dampier - Corporate Services

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Thunder Bay Police Service

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Date of Report: November 10, 2026
Date of Meeting: November 17, 2026
Report No: 81/26

Chair and Members
Thunder Bay Police Service Board

SUBJECT

2026 Operational Budget: Third Quarter Variance Report

REPORT SUMMARY

To update the Thunder Bay Police Service Board on the status of the Operational Budget of the Thunder Bay Police Service as of September 30, 2026.

BACKGROUND

On a quarterly basis, Administration reviews the year-to-date revenues and expenditures and completes a forecast of the Thunder Bay Police Service's operating financial position to year-end (December 31, 2026). The forecast is compared to the 2026 approved operating budget and presented to the Thunder Bay Police Service Board.

The 2026 Net Operating Budget for the Thunder Bay Police Service was approved at $64.8 million.

As of September 30, 2026, Administration is projecting a favourable variance of $266,600 (0.41%). An overview of the key operating results are discussed below.

COMMENTS

Personnel Services overall are estimated to be $1.2 million favourable resulting from unfavourable variances of $950,000 in overtime costs and $786,000 in WSIB expenditures relating to health care, physician and administration fees based on trends to date. These unfavourable variances are offset by an estimated favourable variance in wages and benefits of $2.9 million primarily resulting from vacancy savings and movement through the salary grids.

Materials are projected to be $33,300 unfavourable primarily resulting from higher than expected telecommunications expenses a result of a push to equip all front line officers with cell phones, post mortem expenses budgeted under personnel but charged to materials, and prisoner meals expenses higher than budget due to a billing delay for 2024 & 2025 invoices. These are offset by a favourable variance related vehicle maintenance expenses. The majority of these savings are a direct result of a change in operational processes where many repair services are being completed in house rather than outsourced.

These activities include regular preventative inspections including oil changes, brakes, suspensions, minor body repairs/paint, and minor engine and drive train repairs.

Purchased Services and professional fees are projected to be $100,200 favourable primarily as a result of budgeted psychological services for members beginning partway through the year, a new radio maintenance agreement coming in at less than was budgeted for, and a pay equity review not expected to be completed during the year. This is partially offset by an unfavourable variance related to fees for criminal records searches - this is offset by user fees revenue below.

Rents & Financial Expense are projected to be $88,500 unfavourable primarily due to software rental costs for a new scheduling software budgeted for under materials and higher than expected banking charges due to an increased trend in criminal records searches – this is offset by user fees revenue below.

Ontario Conditional Grants are projected to be $1 million unfavorable primarily as a result of a later than expected grant approval process for *Community Safety & Policing* grant streams. Grant applications for the year beginning April 1st, 2026 did not open until early September and through correspondence with the Ministry, succesful applications are estimated to be approved Winter 2027. As such, there is a risk that revenue from these grants will not be recognized in 2026 before our year end is completed. It is to be noted, this forecast is pessimistic and there is a possibility that TBPS will be able to recognize some of the revenue in 2026, which would improve our overall forecast. We will continue to communicate with the Ministry around these applications.

User Fee Revenues are projected to be $38,100 favourable primarily due to higher than forecasted criminal records search revenue.

RECOMMENDATIONS

For information purposes.

Respectfully submitted,



Darcy Fleury, M.O.M.
Chief of Police

Attachment 1: Thunder Bay Police Service – 2026 Q3 Forecast

Prepared by: CM T. Kane, Director – Finance, Facilities & Fleet

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Attachment 1 to Report 81 2026

Thunder Bay Police Service - 2026 Q3 Forecast

Description	Year 2026		
	Total Budget	Total Forecast	Total Variance Favourable (Unfavourable)
Expenses			
Personnel Services	68,690,100	67,440,300	1,249,800
Materials	4,046,100	4,079,400	(33,300)
Purchased Services	1,295,900	1,195,700	100,200
Rents & Financial Expenses	381,200	469,700	(88,500)
Interfunctional Transfers	(1,246,400)	(1,246,400)	-
Recoveries	(417,000)	(417,000)	-
Total Expenses	72,749,900	71,521,700	1,228,200
Revenues			
Ontario Conditional Grants	(4,094,000)	(3,094,000)	(1,000,000)
Rev from Other Municipalities	(1,416,500)	(1,416,800)	300
User Fee Revenues	(2,419,000)	(2,457,100)	38,100
Total Revenues	(7,929,500)	(6,967,900)	(961,600)
Net SURPLUS/(DEFICIT)	64,820,400	64,553,800	266,600

Date of Report: November 6, 2026
Date of Meeting: November 17, 2026
Report No: 76/26

Chair and Members
Thunder Bay Police Service Board

SUBJECT

TBPS Joint Health & Safety Committee Semi-Annual Report

REPORT SUMMARY

This report is a review of the activities of the TBPS Joint Health and Safety Committee from May to October 2026. Health and Safety Committee reporting is scheduled to occur twice annually in May and November, in compliance with the Boards Information Sharing policy. This report includes both the injuries reported as well as the inspections conducted.

Throughout the year, the Service is engaged in several preventative measures addressing the main causes of injuries employees are sustaining. The leading cause of injury to members of the TBPS is consistently due to interactions with violent members of the public during arrests or apprehensions. From May 1st to October 31st, 2026, TBPS officers conducted approximately 2378 arrests. TBPS members receive Provincially mandated training annually addressing use of force. This training includes all aspects of the use of force continuum which has a focus on communication and de-escalation. Further, officers have several use of force options available to them that they receive recertification training on annually. If use of force is required, officers are trained to use the minimal amount necessary to protect the public, themselves and the individual they are interacting with. TBPS use of force applications and annual training are presented to the Board separately.

The TBPS also has an evolving Peer Support and Wellness program that continues to support our members with the Mental Health impacts of policing. The program is continuously evolving based on the needs of our members and directly addresses a frequent workplace injury, being exposure to traumatic events. Exposure to traumatic events is also the leading cause for lost time injuries.

There has been a total of 23 WSIB injury on duty reports submitted by TBPS members from May 1st, 2026, until October 31st, 2026. The following is a breakdown of these workplace injuries:

1. Ten (10) were related to strains, impact injuries or bodily fluid exposure resulting from a physical altercation with an individual that was in, or being taken into, custody.
   - 43.5% of total injuries sustained at work.
   - No lost time from work.

2. Four (4) were related to a mental health injury from a work-related event(s)
   - 17.5% of total injuries sustained at work.
   - Three of these injuries resulted in lost time from work.

3. Three (3) were injuries related to police training.
   - 13% of total injuries sustained at work.
   - No lost time from work.

4. Three (3) were related to exposure to a chemical odour within headquarters.
   - 13% of total injuries sustained at work.
   - No lost time from work.

5. One (1) was scrapes and strains related to a slip and fall.
   - 4.33% of total injuries sustained at work.
   - No lost time from work.

6. One (1) was related to an injury resulting from a motor vehicle collision.
   - 4.33% of total injuries sustained at work.
   - Resulted in lost time from work.

7. One (1) was related to repetitive task strain.
   - 4.33% of total injuries sustained at work.
   - Resulted in lost time from work.

COMMENTS

For information of the Board.

The TBPS Health and Safety Committee met three times formally thus far in 2026 with one additional formal meeting scheduled throughout the remainder of the year. This is in addition to numerous informal discussions. There have been ten workplace inspections that have occurred year to date with 12 in total that will occur before the end of 2026, covering all areas of the police service. Health and safety concerns found from the inspections are continually related to building deterioration issues such as electrical issues, ventilation issues, parking lot deterioration, heating and cooling issues and during the first half of 2026 a chemical odour issue which has now been resolved. The City of Thunder Bay has been advised of all these issues and are continually in the process of attempting to repair them.

RECOMMENDATIONS

A recommendation from the Health and Safety Committee is to continue the work being done by the Service in relation to mental health supports for officers as this is the leading cause of lost time injuries within the Service. Further, ongoing building deterioration is a concern by members that is continually being addressed by the City of Thunder Bay.

Respectfully submitted,



Darcy Fleury, M.O.M.
Chief of Police

Prepared by: Inspector G. Snyder, TBPS Joint Health and Safety Committee

Thunder Bay Police Services Board January - October 2026 Year to Date (YTD) Comparsion				
Revenue	**2026 BUDGET**	**Monthly Actual**	**YTD Actual**	**YTD Variance**
Rents, Concessions, Franchises				
Rental - Office Space	(2,400.00)	$ -	$ -	$ (1,800.00)
Rents, Concessions, Franchises Total	**$ (2,400.00)**	**$ -**	**$ -**	**$ (1,800.00)**
EXPENSES	**2026 BUDGET**	**Monthly Actual**	**YTD Actual**	**YTD Variance**
Wage, Fringe & Training Expenses				
Salaries and Benefits	$ 183,300.00	$ 12,971.62	$ 71,341.67	$ 66,133.33
Honorariums	$ 52,000.00	$ 3,543.12	$ 43,975.48	$ (4,975.48)
Wage, Fringe, Training Total	**$ 235,300.00**	**$ 16,514.74**	**$ 115,317.15**	**$ 119,982.85**
Materials & Other Costs				
Telecommunications	$ 2,000.00	$ 136.65	$ 1,411.53	$ 88.47
Equipment Maintenance/Computer Software	$ 3,000.00	$ -	$ 341.54	$ 1,908.46
Printing	$ 1,000.00	$ -	$ 476.28	$ 273.72
Business Travel	$ 10,000.00	$ -	$ -	$ 7,500.00
Office Supplies & Stationary	$ 3,500.00	$ 421.06	$ 1,991.65	$ 633.35
General Expense	$ 9,000.00	$ 120.88	$ 1,813.61	$ 4,936.39
Memberships/Subscriptions	$ 10,030.00	$ -	$ 10,294.48	$ (2,771.98)
Materials & Other Costs Total	**$ 38,530.00**	**$ 678.59**	**$ 16,329.09**	**$ 22,200.91**
Contracted Services				
Consultant Fees	$ 50,000.00	$ -	$ 875.00	$ 36,625.00
Professional Fees	$ 67,000.00	$ 2,315.04	$ 37,100.59	$ 13,149.41
Legal Fees	$ 300,000.00	$ 40,033.66	$ 272,869.46	-$ 47,869.46
Legal Fees - Indemnified	$ 50,000.00	$ -	$ 586,515.12	-$ 549,015.12
Purchased Services	$ 180,000.00	$ 5,291.52	$ 79,294.92	$ 55,705.08
Contracted Services Total	**$ 647,000.00**	**$ 47,640.22**	**$ 976,655.09**	**$ (329,655.09)**
Rents & Financial Expenses				
Rent Expense	$ 42,000.00	$ 3,561.60	$ 35,616.00	-$ 4,116.00
Rents & Financial Expenses Total	**$ 42,000.00**	**$ 3,561.60**	**$ 35,616.00**	**$ 6,384.00**
Total Operational Expenses	**$ 960,430.00**	**$ 68,395.15**	**$ 1,143,917.33**	**$ (423,594.83)**
	2026 BUDGET	**Monthly Actual**	**YTD Actual**	**YTD Variance**

Thunder Bay Police Service Board

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Memorandum

TO: Thunder Bay Police Service Board

FROM : Christy Radbourne, Executive Director

DATE: November 17, 2026

SUBJECT: **Special Account Summary**

Under the Board's Special Account Policy, a summary report on the activities in the Account and decisions of the Finance Committee.

The balance on the account beginning April 1, 2026, was $30, 656.87 At the time of the report the balance on the account was $32,832.35. There have been credits to the account of the last 7 months totalling $7,445.48 from the Service and City of Thunder Bay. After the disbursements and bank charges $35.00 listed below, the bank balance is approximately $32,832.35.

In the Special Account, $5000.00 is being held for rewards that were previously committed by the Board.

Special Account Disbursements for April 1 – November 1, 2026, $5,250.00

Tuesday, April 14, 2026	The Coldest Night- Grace Place	$1,500.00
Monday, April 20, 2026	Thunder Bay Police Pipes and Drums	$2,500.00
Tuesday, June 23, 2026	Guitars for Kids	$1,250.00

Special Account Balance at November 1, 2026, $32,832.35

(Bank Fees $35.00)