

2024-2025

ANNUAL REPORT

**Remembering Chief Palson O.O.M.
1964 – 2025**





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Message from the Chief of Police

As Chief of Police, I am honored to present this report detailing the significant activities and accomplishments of the Manitoba First Nations Police Service (MFNPS) over the past year. It has been a year of significant and challenging changes. Ultimately, our dedicated officers, professional staff, and police leaders have worked tirelessly to ensure the safety and well-being of our communities.

The MFNPS continues to be a sought-after partner in public safety by First Nation communities who are seeking a more culturally sensitive and community-based approach to policing. This past year, we welcomed Brokenhead Ojibway Nation and Gambler First Nation as the 9th and 10th communities as new members of our policing family.

It is with profound respect and admiration that I pay tribute to the late Chief Doug Palson, whose legacy continues to inspire and guide the Manitoba First Nations Police Service. Chief Palson was a visionary leader who dedicated his life to improving the lives of First Nations people through compassionate and effective policing. His unwavering commitment to justice, equity, and community service set the standard for our organization.

Under Chief Palson's leadership, the MFNPS saw unprecedented growth and development. He championed numerous initiatives that have had a lasting impact on our communities, including the establishment of processes designed to enhance our ability to serve and protect First Nation communities. His legacy is one of dedication, resilience, and unwavering support for the people he served.

Throughout the year, the MFNPS has prioritized community engagement, holding numerous events to foster trust and collaboration between the police service and the First Nations communities we serve. These events have included town hall meetings, youth mentoring programs, and cultural celebrations, all designed to strengthen our partnerships and understanding.

The MFNPS has implemented several initiatives aimed at preventing crime and reducing its impact on our communities. We have increased our enforcement efforts to address the threat to our communities posed by gang and gun violence which are increasing from outside criminal organizations. We have also collaborated with local organizations to provide support and resources to those in need. Our efforts have resulted in a noticeable difference in level of public safety.



The MFNPS held professional development days for all our members. These sessions were conducted to ensure that we continue to be equipped with the skills and knowledge necessary to be a progressive police service. We also invested heavily in ongoing training and development. This past year, we have hosted numerous workshops on advanced policing techniques, cultural sensitivity, and mental health awareness. These sessions have not only enhanced our officers' capabilities but also reinforced our commitment to compassionate and respectful policing.

To ensure that we are able to have sustained and supported funding, we have developed a strategic 5-year plan which will see our organization grow to meet the continued demands that come with the provision of adequate and effective policing services. This includes advanced technology, resources and a new state of the art headquarters which will open in October 2025 at the Waywayseecappo Centre just north of Brandon Manitoba.

As we reflect on the past year and look ahead, we remain committed to honoring Chief Palson's memory by continuing to build on the foundations he laid. His vision for a safer, more just society for First Nations people remains at the heart of our mission.

In conclusion, I extend my deepest gratitude to the officers, professional staff, and the Dakota Ojibway Tribal Council Police Commission who have contributed to the successes of the Manitoba First Nations Police Service over the past year. Together, we will continue to strive for excellence in service and uphold the values embodied by the Seven Sacred Teachings.

Jason Colon, Chief of Police
Manitoba First Nations Police Service

Message from the Dakota Ojibway Tribal Council Police Commission Chair

Boozhoo! Tansi! Han! Hello! It is a great honour and responsibility to serve as Chair of the Dakota Ojibway Tribal Council Police Commission, and to present this message on behalf of the Commission in this year's Annual Report of the Manitoba First Nations Police Service (MFNPS). This has been a year marked by transition and reflection; to celebrate progress and to honour the legacy of a remarkable leader whose influence remains foundational to the Service we oversee today.



The passing of Chief of Police Doug Palson this January was a profound loss to our Service, our communities, and most importantly, to his family and loved ones. Chief Palson was a visionary and steadying force who dedicated his life to public safety and service. Through years of tireless work, he built a strong and stable foundation for the MFNPS woven in professionalism, accountability, respect and community-based policing grounded in Indigenous values. As a champion for First Nations policing, and under his stewardship, our service has been elevated into uncharted waters.

Doug's humility, wisdom, and deep respect for our communities guided the MFNPS into a new era of culturally safe, trauma-informed and effective policing. His legacy lives on in the strategies, partnerships, and practices he helped put in place, and it is now our duty to carry that work forward with the same dedication and integrity.

Civilian oversight is a cornerstone of democratic policing and a vital component of our sovereignty and self-determination as First Nations. The Commission provides governance and accountability on behalf of our member communities, ensuring that police actions align with our community values, expectations, and Indigenous worldviews. We are the voice of the people in policing tasked with safeguarding public trust, directing strategic planning, and upholding ethical standards within the Service.

We are partners in shaping the future of policing. Through collaborative leadership, we work alongside the Chief of Police to define priorities, monitor and measure key performance indicators using evidenced-based approaches and data analytics, and advocate for resources that meet the unique safety needs of our communities. Our governance model ensures that decision-making is informed by lived experiences, cultural teachings, and public input.



The Commission continues to monitor and guide the implementation of our Strategic Objectives, which include four key priorities as defined by our communities through the engagement process:

- Reducing drug and alcohol-related offenses
- Reducing violent crime occurrences
- Reducing gang-related criminal activity
- Increasing cultural competency and linguistic capacity within the MFNPS

At the heart of our police service is the recognition that public safety must be culturally safe, trauma-informed, and community-driven. The MFNPS is founded on the belief that cultural awareness and Indigenous knowledge systems are essential to restoring trust, reducing harm, and promoting healing within our Nations. Our Strategic Plan explicitly prioritizes initiatives that strengthen cultural safety. Language is a powerful connector to identity and community. As a Service, we are committed to enhancing linguistic capacity and believe they are foundational to building respectful, culturally grounded relationships between officers and the communities they serve.

As Commissioners, we are humbled and honoured to serve our communities in this essential role. We acknowledge the strength and courage of the officers and civilian staff of the MFNPS, and the enduring support of our communities. Together, we will continue to grow the Service, elevate community safety, and build on the vision Chief Doug Palson helped realize.

Miigwech. Ekosani. Wopida. Thank you.

Sherri Thomas, Chair
Dakota Ojibway Tribal Council Police Commission

Current Police Commission Members

Caleigh Hocaluk
Brokenhead Ojibway Nation

Charlene Moore
Canupawakpa Dakota Nation

Elvis Pelletier
Long Plain First Nation

Sam Murdock
Fisher River First Nation

Diane Pelly
Opaskwayak Cree Nation

Sherri Thomas
Roseau River Anishinaabe First Nation

Judy Doolittle
Sandy Bay Ojibway First Nation

Jennifer Daniels
Swan Lake First Nation

Barbara Cameron
Waywayseecappo First Nation

Dakota Ojibway Tribal Council Police Commission Activities

COMMISSION MEETINGS

- April 18, 2024
- July 16 & 17, 2024
- September 6, 2024 – in camera
- October 21 & 22, 2024
- January 9, 2025 – debrief
- January 16, 2025 – funeral for late Chief Palson
- January 23, 2025
- February 10, 2025
- March 29, 2025

COMMISSION ACTIVITIES

- Police Commission Orientation Sessions
 - April 19, 2024
- MFNPS Recruit Graduation
 - May 14 & 15, 2024
- First Nations Chiefs of Police Annual Conference & Awards
 - June 4 & 5, 2024
- Canadian Association of Chiefs of Police - MMIWG2S Conference
 - August 12 – 14, 2024
- Canadian Association of Chiefs of Police – Annual Conference
 - September 12, 2024
- Community Engagement Event for the Brokenhead First Nation Detachment
 - September 24, 2024
- Community Engagement Event for the Gambler First Nation
 - September 24, 2024
- Gambler First Nation Grand Opening
 - October 5 & 6, 2024
- First Nations Chiefs of Police Annual General Meeting
 - February 6, 2025
- Southern Chiefs Organization – Chair Sherri Thomas
 - Various Dates
- Long Plain Drug Crisis Meetings - Louis Myran



Remembering Chief of Police Doug Palson O.O.M

A fire at the High Bluff home of Chief of Police Doug Palson on January 8, 2025, claimed his life. Chief Palson is survived by his beloved wife Dr. Heather Hunter, daughter Stepheny and their partner Peter Sarty, and the MFNP family. Survived by his daughter Tanya Palson and his son Luke Palson, proud grandfather to Tanya’s children, Samuel and Rebekah, Doug is also survived by sister Laureen Palson and partner Willard Lea, and sister Leslie Palson-Escobar.

Chief Palson became a police officer in 1988 with the Brandon Police Service. Here, his work in the community was recognized and he advanced in rank to become a strong, contributing member of the BPS senior leadership team. He was an instrumental team member in a major homicide investigation which gained national attention that utilized a complex undercover operation known as “Mr. Big”. His dedicated service contributed to the arrest in 2005 of the accused and a subsequent conviction.

Ultimately, Chief Palson’s leadership abilities propelled him to become a respected Chief of Police. His trust leadership approach responded to individual and community need as guided by the seven sacred teachings. Chief Palson advanced Indigenous-led, community-based policing first as Chief with the Dakota Ojibway Police Service for seven years and then as Chief with the Dryden Police Service for the next seven years, acting on his commitments to municipal policing as integral for the well-being and development of community at the local level. It was in November 2021, when he became Chief with the Manitoba First Nations Police Service.



As a member of the Canadian Association of Chiefs of Police (CACP), Chief Palson worked with several CACP committees. He was a past Chair of the Policing with First Nations, Metis & Inuit Peoples Committee, and past President of the First Nations Chiefs of Police Association (FNCPA). He was an active and valued member of the Manitoba Association of Chiefs of Police (MACP), CACP and FNCPA.

Chief Doug Palson will be remembered as a tireless advocate for the rights of First Nation communities to self-determination through their own police services. During his time as Chief of Police for the Manitoba First Nations Police Service, he led the organization with wisdom, truth, humility, honesty, respect, courage and love. Doug believed that trust was fundamental to the delivery of policing. He cared for the wellbeing of the members and staff of the MFNP service and was proud of their efforts to serve and protect First Nation communities. Doug understood how the delivery of police services could support social and economic development at the local community level, and beyond, with a profound commitment to working together around common goals to benefit all.

A funeral with regimental honours was held in Winnipeg on January 17, 2025. Hundreds attended the service, including Manitoba Premier Wab Kinew, who remembered Chief Palson “Somebody who believed in public safety, devoted his life to it and was working hard to make First Nations communities safer across Manitoba.”

Most importantly, Doug Palson was a loving husband, father, and friend. His kindness has touched so many people from all walks of life. His dry sense of humour was one of his many gifts. If you had the good fortune to spend time with Doug, you quickly realized how positive and supportive he was. He was strong, yet gentle, stoic, yet sentimental, determined, yet humble and caring. He was one of a kind.

It is said that policing is a family. That is certainly true for the Manitoba First Nations Police Service. We are proud and determined to carry on his vision for the future of the MFNPS.





Mission & Vision



MFNP Vision Statement

Safe communities well-protected and served with respect and integrity.



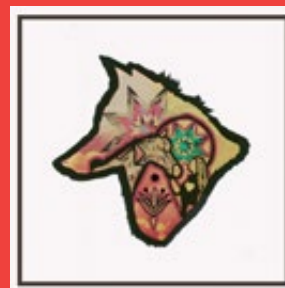
MFNP Mission Statement

To serve and protect our communities and neighbours, while upholding the highest standards of professionalism, and honouring our customs and traditions.



Our Values

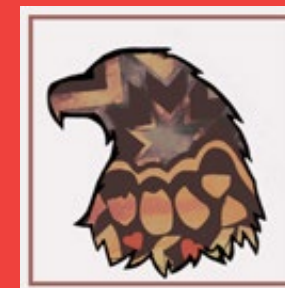
In the spirit of accountability and transparency, we embrace the Seven Sacred Teachings as a way of being, reaffirming them as our core values, and apply the teachings in the work we do.



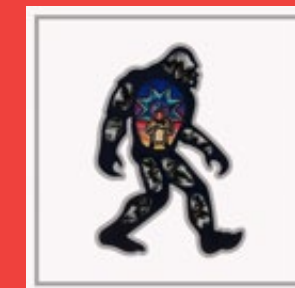
Humility



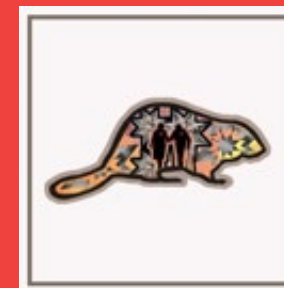
Respect



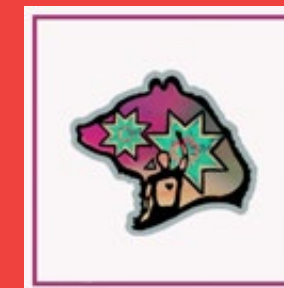
Love



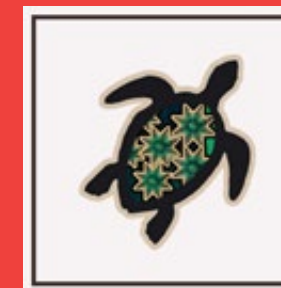
Honesty



Wisdom



Courage



Truth

Original Art By: Nicole Antoine

About the Manitoba First Nations Police Service

The Manitoba First Nations Police Service (MFNPS) is the oldest First Nations police service in Canada with a history dating back to 1974 when the organization was known as the Dakota Ojibway Police Service.

By the end of 2025, the MFNPS will serve 12 First Nation communities (Dakota Plains First Nation as of June 2, 2025, and Fisher River Cree Nation as of November 2025). The MFNPS is a highly desirable public safety choice for other communities in Manitoba who are seeking policing by First Nations, for First Nations.

The MFNPS provides a progressive and responsive policing model for the unique First Nation communities which comprise our present jurisdiction. Each community has representation on the Dakota Ojibway Tribal Council Police Commission which provides civilian governance to the MFNPS. That governance includes the setting of goals and objectives for the police service through a strategic plan.



Our Fundamental Obligations:

While not fully articulated in current provincial legislation, the provision of “adequate and effective” policing typically addresses the following responsibilities:

- ▶ Enforcement of the Criminal Code of Canada, other legislated laws as determined by the federal, provincial, and local authorities (Community Laws & Bylaws).
- ▶ Support for victims of crime.
- ▶ Safety and security for people and property.
- ▶ Respond to emergencies.
- ▶ Being accountable to a governing body which is representative of the community.
- ▶ Maintain proper facilities and infrastructure which sustain and support the police service and its members.
- ▶ Responding to the diverse nature of the communities served.
- ▶ Partnering with community stakeholders to address public safety concerns and trends.

Policing of First Nation communities also includes the understanding that we work closely with local Chiefs and Councils to understand, respect, and reflect cultural traditions and values.

Organizational Chart



Detachment Locations

- 1. Birdtail Sioux First Nation
- 2. Brokenhead Ojibway Nation
- 3. Canupawakpa Dakota Nation
- 4. Dakota Plains First Nation MFNPS Office
- 5. Gambler First Nation
- 6. Long Plain First Nation
- 7. Opaskwayak Cree Nation
- 8. Roseau River Anishinabe First Nation
- 9. Sandy Bay Ojibway First Nation
- 10. Swan Lake First Nation
- 11. Waywayseecappo First Nation



New Communities

The official opening of the Brokenhead and Gambler detachments for the Manitoba First Nations Police Service (MFNPS) in 2024 marked a significant expansion of the MFNPS to 10 First Nations communities.

Brokenhead Ojibway Nation (BON)

- MFNPS officially began providing policing services on October 1, 2024, taking over from the RCMP.
- A signing ceremony was held on October 4, 2024, to mark the occasion.
- A temporary detachment has been established, with plans for a permanent building.

BON had previously been policed by the R.C.M.P. through their Selkirk detachment. The MFNPS created a temporary detachment building in the community while plans for construction of a permanent building are forthcoming.

At the October 4th ceremony, BON Chief Gordon Bluesky said that “This partnership has been a long time coming, and we are excited to see it come to fruition. Community safety has always been our priority, and we are confident that with the support and expertise of Manitoba First Nation Police Services, we will create a safer and more secure environment for all. We look forward to this new chapter of collaboration and are excited about the positive impact this will have on our community.”

MFNPS Chief of Police Doug Palson stated that “The members of the MFNPS, along with the Dakota Ojibway Tribal Council Police Commission, are proud to be the new police service for the people of BON. We are guided by the Seven Sacred Teachings and are committed to serving and protecting the community in a culturally respectful way through a trauma informed lens. We are proud to partner with the community and our other partners to further public safety and wellbeing.”

Brokenhead Ojibway Nation is located approximately 100 kilometres north of Winnipeg. The Brokenhead Ojibway Nation has a total membership of approximately 2,220 people.



Gambler First Nation

- MFNPS became the official police service provider on October 1, 2024.
- A celebration was held in Gambler First Nation to acknowledge the transition.
- Gambler First Nation is one of the smaller First Nations communities in Manitoba, located near Binscarth.

At the October 1st signing ceremony, community, government, and policing leaders emphasized the historical importance of this transition and the importance of collaboration.

Gambler First Nation Chief David LeDoux said, “I would like to thank everyone for making this happen. We are family and we are going to work together for the future.” Chief LeDoux went on to say, “This is a historic and important day for Gambler First Nation.”

The transition to MFNPS policing is seen as a significant step towards providing culturally sensitive and community-focused law enforcement for these First Nations.



Future Communities

In June 2025, the MFNPS began policing Dakota Plains First Nation. We will also be welcoming Fisher River Cree Nation into our policing family in November 2025. Planning is also underway to have Sagkeeng Anicinabe Nation transition policing services to the MFNPS in the 2026 to 2027 fiscal year.





Operation Report

The MFNPS provides a wide range of policing services with the First Nation communities which are members of the Dakota Ojibway Tribal Council Police Commission. We operate detachment offices and facilities in each of these communities which are the base of operations for officers, detachment clerks, and other staff. Our members engage with community members on a regular basis through calls for service, routine patrols, and positive day-to-day social contacts.

This report outlines significant incidents and community engagement activities from our various police detachments during the past fiscal year. The MFNPS also originates several special programs and activities through the work of Community Outreach Liaisons. The statistical section of the annual report breaks down our calls for service for each community.

Sandy Bay Detachment

- June 2024 - A reported stabbing of an adult male who was transported to hospital in Winnipeg by EMS and STARS. Victim survived.
 - Adult male was arrested and charged with Aggravated Assault.
- July 2024 - One Male reported that he was shot in the leg; this matter is still under investigation. I will note that firearm offences are steady in this community.
- August 2024 - Report of an altercation between two females; one female received injuries from being hit with a bar.
 - One adult female is currently wanted for Aggravated Assault.
- October 2024 - One homicide reported that is still under investigation.
- Several search warrants were conducted over the year for drugs and firearms.

Police were involved in community events such as Treaty Celebrations Week and the annual Pow Wow. Members were involved in the walk for drug awareness in the community. Sandy Bay detachment was the subject of an operation to combat gun violence that resulted in numerous firearm seizures through search warrants.

Opaskwayak Cree Nation Detachment (OCN)

- July 2024 - Police received a report that two individuals had been stabbed; the investigation revealed suspects and charges were laid.
 - One adult male, along with one male youth, was charged with numerous offences, including Attempted Murder, Assault with a Weapon, and Possession of a Weapon.
- August 2024 - Report of elder abuse; investigation revealed that the victim was pushed down, resulting in a broken arm.
 - One adult male was charged with Aggravated Assault and Breaching Conditions of a Release Order.
- September 2024 - Report that an adult male was jumped by a group of six people and suffered substantial head injuries.
 - Two male youth were charged with Attempted Murder without Firearm.
- Several search warrants were conducted for drugs and firearms over the year.

Police attended numerous community events, including Indigenous Days, Autin Lathlin Memorial, and OCN annual Pow Wow. The detachment members have been continuously involved in community function providing presentations on drug awareness and participated in community meetings to reduce gang violence and drug investigations.



Waywayseecappo Detachment

- ⌚ August – A House fire on Church Road revealed that this fire resulted from Arson; the investigation continues.
- ⌚ November 2024 – Male victim who reported that he was kidnapped in Rossburn and dropped off in Waywayseecappo. Victim was provided with medical attention and transported to Russell Hospital by EMS. Victim declined to proceed with an investigation.

Police officers have been attending community events and have taken part in numerous walks, including the Pride parade and drug awareness. Members of the detachment have also participated in the Annual Traditional Pow Wow and ATV derbies. Members have been active in meeting with resources to discuss concerns about drug use and sales in the community.



Birdtail Sioux Detachment

- ⌚ April 2024 - Witnesses reported that an adult male had stabbed another adult male in a residence. Police entered the residence and located a victim with multiple stab wounds. CPR was initiated; EMS was on scene. Victim was pronounced deceased half an hour later.
 - ▶ One adult male was arrested and charged.
- ⌚ July 2024 – While MFNP members were conducting a well-being check on a male at a residence, while at the residence Police were shot at by a neighbor. It was determined that the firearm used was a pellet gun.
 - ▶ Two adult males were arrested and charged with numerous firearms offences.
- ⌚ September 2024 – Police started an investigation into a relationship between an adult and a child; this matter is still under investigation.
- ⌚ January 2025 – Report of a stabbing of adult male by his father at home. Victim was brought to hospital where he was in stable condition.
 - ▶ One adult male charged.

Members of the detachment took part in attending community events. Some events attended and patrolled were the yearly fish camp, the Culture camp, and a Dakota Language camp. Members took part in the Truth and Reconciliation Walk for awareness in the community. Members are very active in this community within the schools and resources that are available. Members report visits with Elders and listening to their stories.

Long Plain Detachment

- ⌚ June 2024 - Adult male took obscene photographs of an adult female while she was passed out.
 - ▶ One adult male charged for Voyeurism.
- ⌚ July 2024 - Adult male stabbed another adult male who was flown to hospital via STARS.
 - ▶ One adult male charged.
- ⌚ September 2024 - FNSO reports a fight at the Long Plain Petro. Police attended and arrested 3 individuals. A Search Warrant was obtained for the vehicle and police seized approximately, 225 g of Methamphetamine.
 - ▶ Two Individuals have been charged with Possession for the Purpose of Trafficking.
- ⌚ February 2025 – One victim stabbed and brought to the detachment, emergency first aid was administered by officers but victim succumbed to injuries received from stabbing.
 - ▶ One male youth arrested and charged.

Members are actively involved in the community collaborating with resources providing information on the violence and drug issues in the community. Members are consistently attending community events and engaging with the youth.



Canupawakpa Detachment

- ⌚ June 2024 – Report of two individuals being attacked with a hatchet. Both victims were bleeding from head and arms when officers arrived.
 - ▶ One male was arrested and charged.

Members took part in community events such as band visits and health fairs, continually meeting with resources and community members.

Gambler Detachment

There are no significant or major files to report in this detachment. Policing responsibilities were transferred to MFNP on October 1, 2024.

Community events were attended by members that included a health fair, community engagement and numerous visits to the community, evening youth groups.

Swan Lake Detachment

- February 2025 -Police dispatched to gas station for an armed robbery. Three armed suspects held employees at gunpoint while they attempted to rob a safe. Joint investigation with other Police agencies led to the successful arrest.
 - Four suspects arrested and charged.

Members are very active in the community, involved with planning and assisting with community events. Members have a huge presence in the schools and provide rides when needed, especially in the cold weather.

Roseau River Detachment

- December 2024 – Reported to Police that threats of violence towards the Ginew School and Emerson School by a youth.
 - One youth arrested and charged.

Members of the detachment are actively involved in several committees in the community, attend cultural workshops and knowledge sessions. Members are active in the schools and in the community.

Brokenhead Detachment

There are no significant or major files to report in this detachment. Policing responsibilities were transferred to MFNP on October 1, 2024.

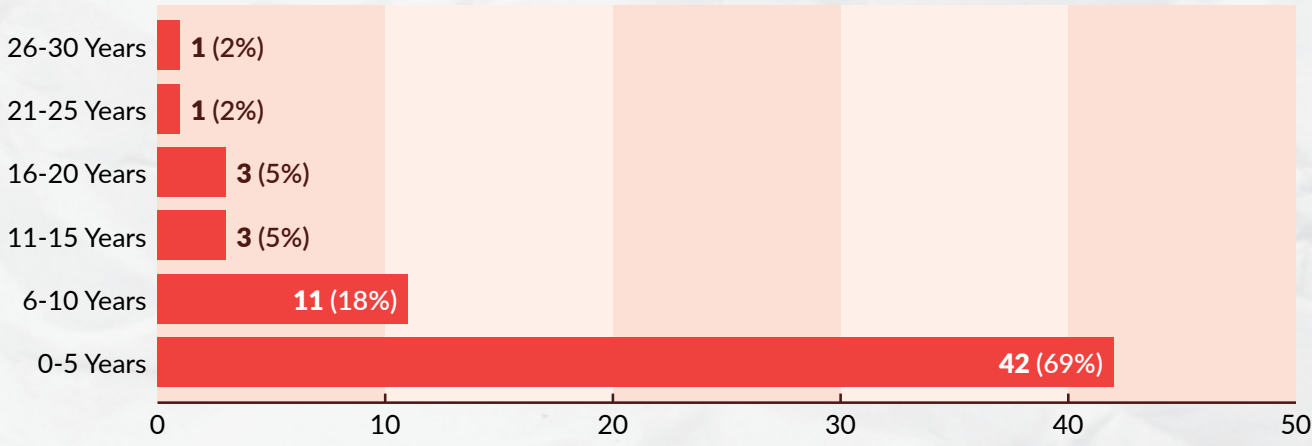
Members have been consistently building relationships with the community, attending cultural events, Elders' homes, and engaging in the youth. Members take part in community events such as parades, meetings, and education sessions on culture.



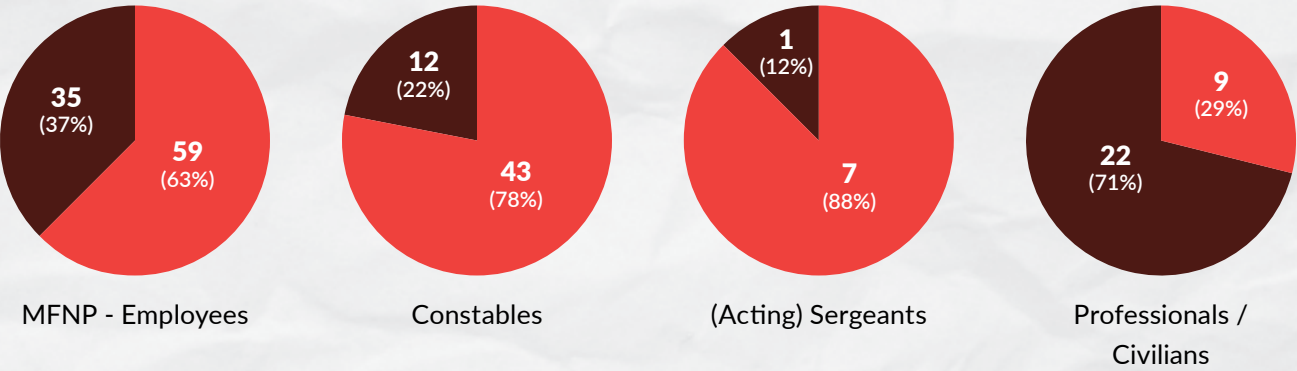
Staffing Overview

The following staffing numbers were documented as of March 31, 2025

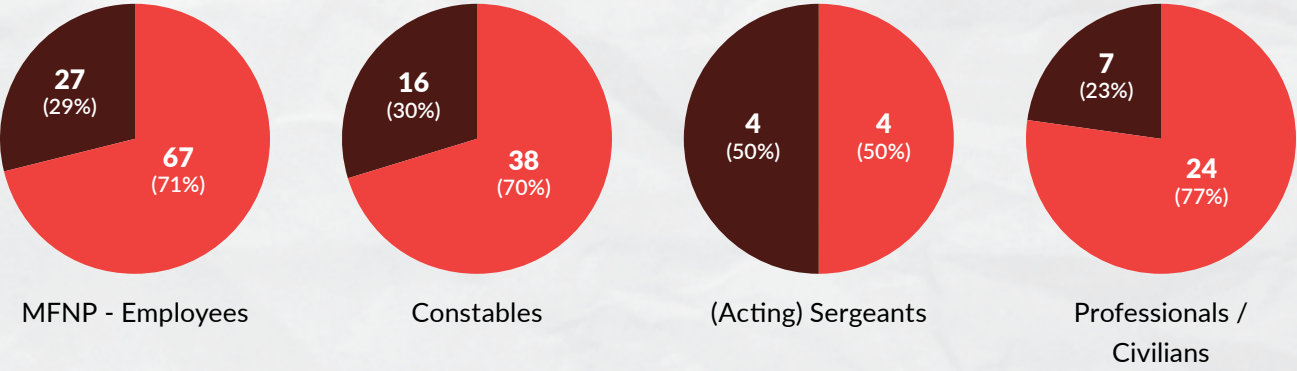
Tenure of Patrol Officers



Gender



Ethnicity





Employee Wellness

The Manitoba First Nation Police Service (MFNPS) is committed to promoting the wellness and cultural development of its employees and enhancing the relationship between the police and the First Nation communities. MFNPS recognizes the importance of employee wellness for the physical and mental health of its staff and for the quality and effectiveness of its service deliveries.

The MFNPS Wellness Team was established in 2020 and currently consists of 3 sworn members trained in Peer Support, CISM Debriefing and Road to Mental Readiness (R2MR) training. They support the membership in providing direction on the supports available which are:

- ① Employee Assistance Program (EAP) provides confidential and voluntary counseling and referral services to employees facing personal or work-related challenges, such as stress, anxiety, depression, grief, addiction, or family issues.
- ① Silver Ridge Psychology Silver Ridge Psychology – Steve Burton – is an Ex-Police Officer from Calgary Police Service and an Indigenous Psychologist who specializes in Private Counseling, Trama and PTSD, Depression, Anxiety, Stress Management, Addictions.
- ① There are several victim support agencies located in the community which provide assistance and support to employees and their families after having experienced a critical incident. Support may be offered by professional staff and trained volunteers by telephone, on-scene, and in an office setting. Support services include: Dakota Ojibway Health Services, Mobile Crisis Unit (MCU), Boots on the Ground, Klinik and Critical Incident Support Line.
- ① Road to mental readiness (R2MR) training was provided to 12 members of the MFNPS, which is a program developed by the Canadian Armed Forces and adapted for the police context, that aims to enhance the resilience and mental health of police officers and their families. The training covers topics such as stress management, coping skills, stigma reduction, and peer support. The training also helps supervisors to recognize and respond to signs of distress or mental health problems among their subordinates and colleagues. The training is delivered by certified MFNPS instructors who have received specialized training from the Mental Health Commission of Canada.

Cultural Development

MFNPS values the cultural diversity and heritage of its employees and the communities it serves. Some of the cultural development initiatives that MFNPS has implemented or supported in the past year include:

- ① **Cultural training**, offered to employees during the Professional Development Day, where they learned basic land-based activities rooted in Dakota culture and knowledge. Instructors from the Birdtail Sioux First Nation presented on the creation story emphasizes a deep connection to the land and the spiritual power of all things. The story highlights the importance of kinship, where all living beings are considered relatives, and the Earth is seen as Mother, the Sun as Father, and the Moon as Grandmother.
- ① **Trauma Informed Care** through a decolonized lens from a survivors perspective. The presentation with a focus on Human Trafficking, Gender Based Violence, Homelessness, Mental and Addictions. Presenter Krystal Brooks shares her lived experience of mental health challenges, addiction, homelessness and violence and uses her story and voice to positively affect change in her community and strength relationships between First Nations people and Law Enforcement.
- ① **Community Pow Wows** included the involvement of Recruitment Officers, Community Support Liaison and Members of the Manitoba First Nations Police Service. We were proud to have been included in several grand entrances. Community Elders played an important role and provided important advice and guidance to our members.
- ① **New Hire Orientation (On-Boarding)** embodies the seven sacred teachings, reaffirming them as our core values and applying them to the work we do. The Indigenous groups that are discussed in the training are Cree (Inenew or Nehiyow) Ojibway (Anishanaabe), Dakota, Ojibway-Cree and Dene.
- ① **MFNP Assiniboine College Recruit Training** as a part of their learning program focuses on cultural awareness and history training. The training covered topics such as the history and culture of the First Nations in Manitoba, the impact of colonization and residential schools, Trauma Informed Policing, the role and responsibilities of MFNPS, and the importance of respecting and honoring the traditions and protocols of the communities they serve.

The MFNPS will continue to support and enhance these initiatives in the future, and to seek new opportunities and partnerships that will further promote the wellness and cultural development of its employees and the communities we serve.



Recruitment

New Recruiting Effort

Our recruiting team traveled to several First Nation events and communities to look for new applicants for our training program. A second training class commenced in the fall of 2024, allowing the MFNPS to meet the staffing needs that go hand in hand with our expansion into more First Nation communities. We were also actively recruiting experienced officers from existing services who were looking for a new challenge with the MFNPS.

In addition to these ongoing efforts, the Manitoba First Nations Police Service took a forward-thinking decision in March 2025 to enhance its recruiting strategies for the future. The service opted to partner with Responder Recruitment, a specialized organization known for its expertise in developing innovative recruitment strategies tailored to public safety agencies. This collaboration aims to ensure a more robust and effective recruitment framework for 2025, addressing challenges and optimizing outreach efforts to attract top talent.

This past year also saw MFNPS hire 8 experienced officers who previously policed with the Winnipeg Police Service and Surrey Police Service. In October 2024, Troop #2 started training at our Southport Training Facility. Troop #2 graduated in April 2025.

From Recruits to New Constables

The past year saw a significant milestone with the successful graduation of the first MFNPS recruiting class, which was a joint venture with Assiniboine Community College. This achievement underscores the commitment to bolstering the workforce with highly trained and motivated officers ready to serve and protect our communities. The April 2024 graduation ceremony celebrated the hard work and dedication of the 10 recruits, marking their transition into active duty and reinforcing the service’s ongoing commitment to community-focused policing.



Professional Staff

This past year the MFNPS increased its Professional staff by adding new hires to Human Resources, Detachment Clerks, Business Systems Specialist, Policy Analyst, Inventory Clerk and Fleet & Maintenance departments.

Strategic Outlook for 2025 to 2026

The partnership with Responder Recruitment marks a proactive approach to addressing the evolving needs of the service. By leveraging external expertise, the Manitoba First Nations Police Service is poised to redefine its recruitment practices, ensuring alignment with both organizational goals and the unique needs of the communities it serves.

The recruiting efforts during this past year were marked by both celebration and strategic innovation. The graduation of the recruiting class and the decision to engage Responder Recruitment highlight the Manitoba First Nations Police Service’s unwavering commitment to strengthening its team and ensuring a sustainable pathway for future recruitment success. These efforts reflect a dedication to excellence, community engagement, and preparedness for the challenges that lie ahead.



Training

The 2024-2025 training year for the Manitoba First Nations Police Service underscored the organization’s dedication to empowering its members with the tools, knowledge, and cultural understanding necessary to serve First Nations communities effectively.

By integrating traditional wisdom with modern policing practices, the MFNPS demonstrated its commitment to building trust, promoting safety, and fostering resilience in the communities it protects.

The following training programs, conferences and learning opportunities were attended by various members of the MFNPS.

- ▶ Taser 10 (Less Lethal Energy Weapons)
 - ▶ Firearms Requalification
 - ▶ Use of Force
 - ▶ PROS Record Management for Supervisors
 - ▶ Criminal Investigator
 - ▶ Office Field Training
 - ▶ First Aid – (Tourniquet, Emergency Trauma Care)
 - ▶ Professional Development Sessions (All Staff)
 - ▶ Cree/Ojibway Language Introduction (All Staff)
 - ▶ Criminal Record Check Program
 - ▶ Critical Incident Response
 - ▶ Road to Mental Readiness (R2MR)
 - ▶ Interview/Interrogation
 - ▶ Warrant Writing
 - ▶ DNA Evidence Collection
 - ▶ Trauma Informed Approach to Policing Conferences
- ▶ Women in Policing Conference
 - ▶ Criminal Intelligence System
 - ▶ Intelligence Analysis
 - ▶ Intimate Partner Violence Investigation
 - ▶ Breathalyzer Operation
 - ▶ Human Trafficking
 - ▶ Remote Piloted Aerial Vehicle Operation
 - ▶ K-9 Training
 - ▶ Crime Prevention Workshop
 - ▶ Senior Police Leadership and Management
 - ▶ Canadian Association of Chiefs of Police (CACP) Information Technology Summit
 - ▶ Manitoba Association of Chiefs of Police Leadership Conference



As these training programs and opportunities continue to evolve, the MFNPS remains committed to providing our members with what they need to build safer First Nation communities.



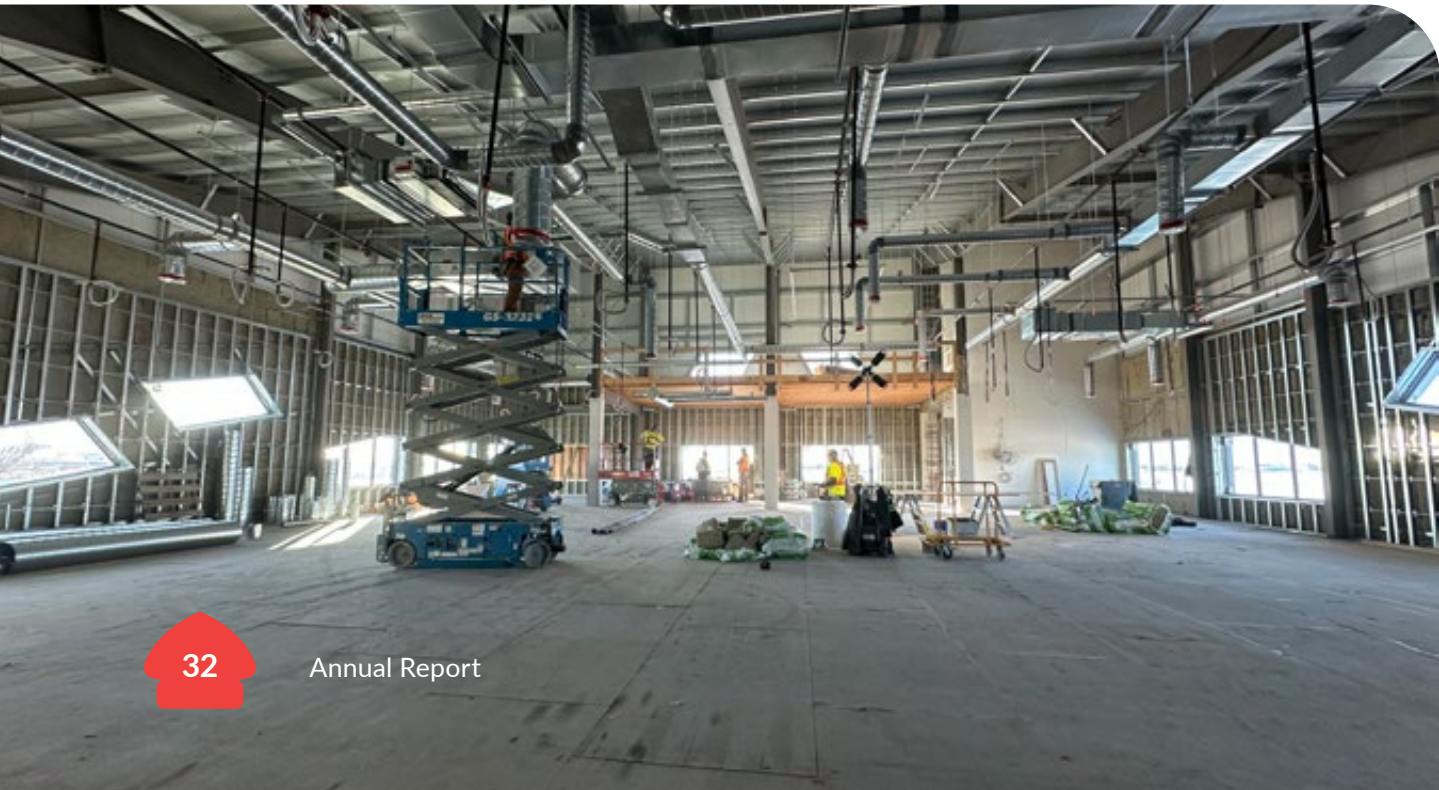
The New Manitoba First Nations Police Service Headquarters

A Step Forward in Enhancing Administration and Operational Support

Our present headquarters building is located inside the Rufus Prince building which is now known as the National Indigenous Residential School Museum which is situated in Portage La Prairie. The expansion of the MFNPS into more First Nation communities has resulted in the need to establish an adequate and efficient infrastructure which meets the needs of our communities and our members. The MFNPS embarked on a search for a location for a modern police facility which could meet the present and future needs of the organization.

The vision behind the new headquarters is rooted in creating a centralized, modern, and resource-efficient hub that empowers the Manitoba First Nations Police Service to deliver its mandate effectively. The facility is designed with the dual purpose of enhancing the administrative framework and providing direct operational support, thereby ensuring a safe and supportive environment for officers and the communities they serve.

The MFNPS has entered into a long-term lease agreement with the Waywayseecappo First Nation for a separate and secure 14,000 square foot building which is part of the Waywayseecappo Centre. The Wayway Centre is located on their land which is adjacent to the City of Brandon.



Key Features of the MFNPS Facility

- ▶ **Modern Infrastructure:** Equipped with advanced technology and sustainable construction, the headquarters is built to accommodate the evolving demands of policing.
- ▶ **Community-Centered Design:** Spaces for community engagement and collaboration are integrated, reinforcing the MFNPS's commitment to working closely with the people it serves.
- ▶ **Training and Development:** Dedicated areas for professional training and skill enhancement ensure that officers remain prepared for the complexities of modern law enforcement.
- ▶ **Operational Efficiency:** Enhanced communication systems and logistical support will streamline daily operations, enabling efficient resource management.

Strengthening Community Relationships

The new headquarters located on lands belonging to Waywayseecappo First Nation also symbolizes the MFNPS's dedication to fostering trust and collaboration with First Nations communities. By providing a space for dialogue, cultural events, and community-driven initiatives, the facility ensures that law enforcement and the community work together toward mutual goals of safety and well-being.

The new Manitoba First Nations Police Service headquarters is more than a building; it is a beacon of progress and a testament to the commitment of the MFNPS to its communities. By enhancing administrative capabilities, improving operational efficiency, and strengthening ties with the people we serve, the facility marks a significant step forward in delivering effective, compassionate, and culturally respectful policing services. This milestone reinforces the MFNPS's mission to ensure the safety, security, and harmony of First Nations communities served by the MFNPS across Manitoba.

The new MFNPS headquarters will open in October 2025.





Technology Overview

This has been one of the most eventful years for the adoption of new, cutting edge, technology.

We have migrated our data and the majority of our applications to the Microsoft Azure cloud. This migration has included many new features and security enhancements designed to provide our users with advanced productivity tools.

SharePoint is one of the biggest advancements for our service. This tool is an internal digital hub for the MFNPS. This interactive intranet was launched in the Summer of 2024. From forms to the events calendar to a shared document hub that has become a powerful tool which connects our staff to critical information including our policy and procedures.

2025 marks the year MFNP finally made the move away from an outdated analogue phone system to a digital, mobile communication system – Microsoft Teams Phone. Now, people can call staff and reach them wherever they're working, on whatever device they're using. In places where a shared phone makes the most sense, a desk phone is deployed and needs nothing more than a connection to the internet to work.

Utilizing the capabilities of our upgraded digital infrastructure, we are developing in-house applications to accomplish things previously only possible with costly software. Our bespoke Performance Management Program application allows managers to evaluate employee performance, with automated processes to streamline the process for staff and supervisors alike. This is part of our commitment to help our staff to develop and therefore support our mission to serve and protect our First Nation communities.



Police Solutions Criminal Record Check system is a web portal that MFNPS introduced in 2024, which enables community members to request a criminal record check online and get the results quickly. The program lowers the demand for face-to-face visits, paper forms, and manual processing, and improves the access and ease of the service for the public.

By embracing secure cloud-based solutions, our frontline officers are now able to access everything from anywhere in the field. From any vehicle, officers can access SharePoint and our records management system, allowing them to do anything from anywhere. This is an investment which increases our officers' ability to be more proactive.

We have also began planning for an investment in AXON Technology's latest bodycam and in car camera technology which will allow officers to capture what they see and hear in the field. They'll be able to communicate with their supervisors, ask questions of a digital assistant and have built-in GPS ensure their position is always known. Combined with AXON Interview, we will be able to seamlessly record and upload investigative interviews into a secure digital evidence management system - allowing officers to easily gather, store and retrieve evidence - and share it with Justice Manitoba.



Corporate Services

The following is the financial summary for the Manitoba First Nations Police Service (MFNPS) for the 2023-24 fiscal year. This year, we continued to strengthen our operations and advance key priorities, supported by the ongoing collaboration of our funding partners. Their commitment has been vital in helping us secure additional resources to sustain our growth and support future expansion initiatives.

Financial Overview

Operational Revenue \$23,124,978.30

FUNDING SOURCES:

Public Safety Canada: \$12,024,988.72

Attorney General Manitoba:
\$11,099,989.58

Total Expenditures: \$23,041.506

ALLOCATED FUNDS:

Funds carried over are designated for equipment and software enhancements.

One Time Funding

2024-25 is the final year of our funding agreement and has been an invaluable support of fleet, technology and training initiatives. Total funding for 2024-2025 was \$1,575,000.

UTILIZATION:

One-time funding played a vital role in helping us move important projects forward and ensuring our officers and communities have the tools they need. This support allowed us to invest in equipment, supplies, materials, infrastructure improvements, advertising, IT and communication systems, recruitment and training.

Together, these investments strengthen MFNPS’ capacity to enhance community safety, improve service delivery, and support the long-term growth of our police service.

ADDITIONAL FUNDING HIGHLIGHTS:

- 🕒 Chief of Police Funeral: \$80,328.18 Honour Guard Funeral Service for the unexpected tragic loss of our Chief of Police.

Criminal Forfeiture

\$41,445.00 to support two Youth Drone Camps, which provided both equipment and skilled instructors. These camps were extremely well-received and offered youth a unique opportunity to learn new skills, build confidence, and engage in positive activities. The success of these programs has inspired us to expand and host similar camps in all our communities in the years ahead.



Manitoba First Nations Police Service

	2025 ACTUAL	2024 ACTUAL
Unexpended, beginning of year	1,514,830	2,126,088
REVENUE		
Solicitor General / Attorney General	23,128,744	16,804,048
Other	126,198	30,166
Used vehicle revenue	39,897	-
	23,264,735	16,834,214
EXPENSES		
Administrative support	70,000	85,348
Advertising	119,391	49,014
Building maintenance	566,712	109,435
Equipment - operating	1,220,777	836,712
Equipment purchases	124,418	358,980
Facility rentals	420,423	316,116
Fitness incentive	42,214	13,026
Funeral	80,328	-
GST expense	47,654	30,594
Investigations	117,029	59,247
Liability insurance	130,489	137,597
Meetings	17,606	11,263
Office supplies, postage, fax and xerox	343,361	158,627
Photocopying	71,762	59,264
Police communications	190,876	194,224
Police governance	137,283	99,926
Prisoner meals	11,646	21,932
Professional fees	229,586	195,695
Subscriptions	59,481	38,304
Telephone	1,632,330	496,571
Training	239,382	684,807
Travel	322,980	193,996
Uniforms	437,235	180,091
Utilities	61,034	40,670
Capital purchases	4,670,255	(9,906)
Wages and benefits	13,361,945	10,627,650
Approved unexpended funding	(84,472)	(1,514,830)



Incident Statistics

How We Compare

Each year, police services report criminal code data to Statistics Canada. This data is analyzed and reported to the public by Statistics Canada on an annual basis, usually in July the following year. This Annual Report contains Statistics Canada data from 2023. Please note that 2024 data will be publicly available through the Statistics Canada website in the summer of 2025.

As a First Nation Police Service, the date ranges for some of our data are based on fiscal year which runs from April 1, 2024 to March 31, 2025.

Crime Severity Index

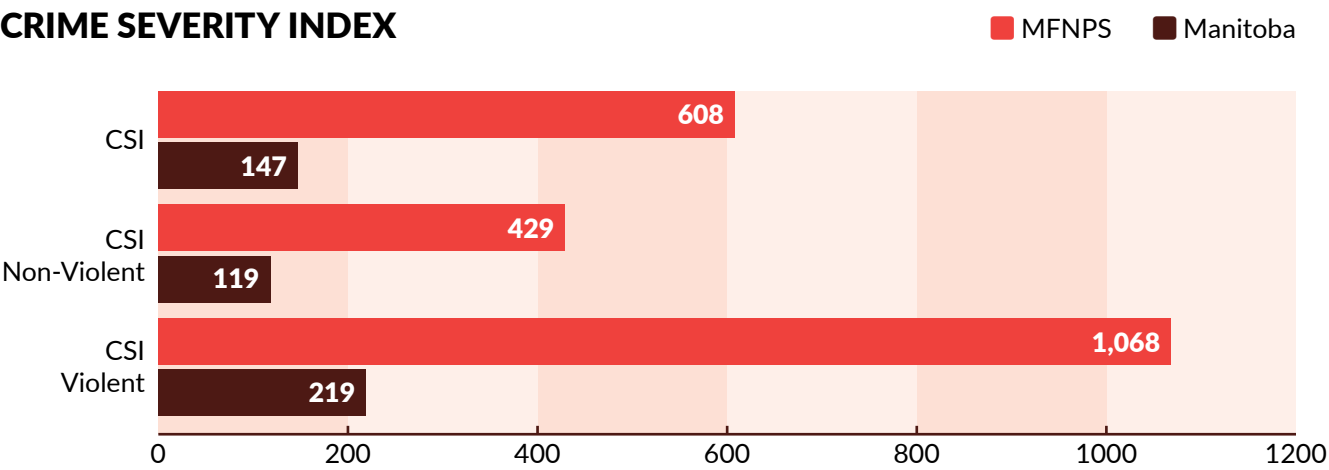
The crime severity index (CSI) is a way to measure how much and how serious the crimes are that the police report in Canada. It gives a different weight to each type of crime based on the average sentence that the courts give and then adds up all the weighted crimes reported by a certain area or group of people.

The CSI can help compare how crime rates change over time and across different areas or groups. The CSI has some challenges, especially for smaller communities. One problem is that the CSI does not consider how often people report different crimes, which may change by place, culture, or other factors. Another problem is that the CSI is affected by outliers, which means that a few rare but serious crimes can make a big difference in the index value.

So, the CSI should be used carefully and with other ways of looking at crime trends and patterns, such as the crime rate, the clearance rate, or the victimization rate. The CSI does not measure how safe or good a community is, or how well or fast the criminal justice system works. The CSI is only one tool among many that can give a complete and detailed picture of crime in Canada.

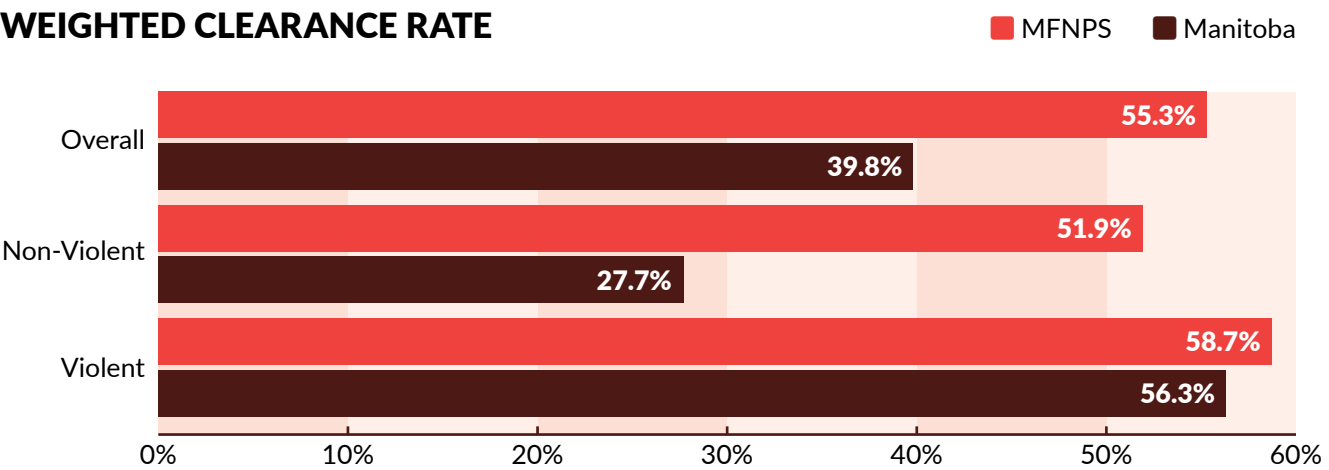
In 2023, the Crime Severity Index (CSI) for MFNP was higher than Manitoba's for both non-violent and violent crimes. The weighted clearance rates for MFNP were higher than Manitoba's overall, with non-violent and violent clearance rates also higher.

CRIME SEVERITY INDEX



The clearance rate shows how many crimes the police solve. The weighted clearance rate is based on the same principles as the Crime Severity Index, whereby more serious offences are assigned a higher “weight” than less serious offences. For example, the clearing of homicides, robberies or break and enters would represent a greater contribution to the overall weighted clearance rate value than the clearing of minor theft, mischief or disturbing the peace. The weighted clearance rate can help compare how the police solve different crimes over time.

WEIGHTED CLEARANCE RATE



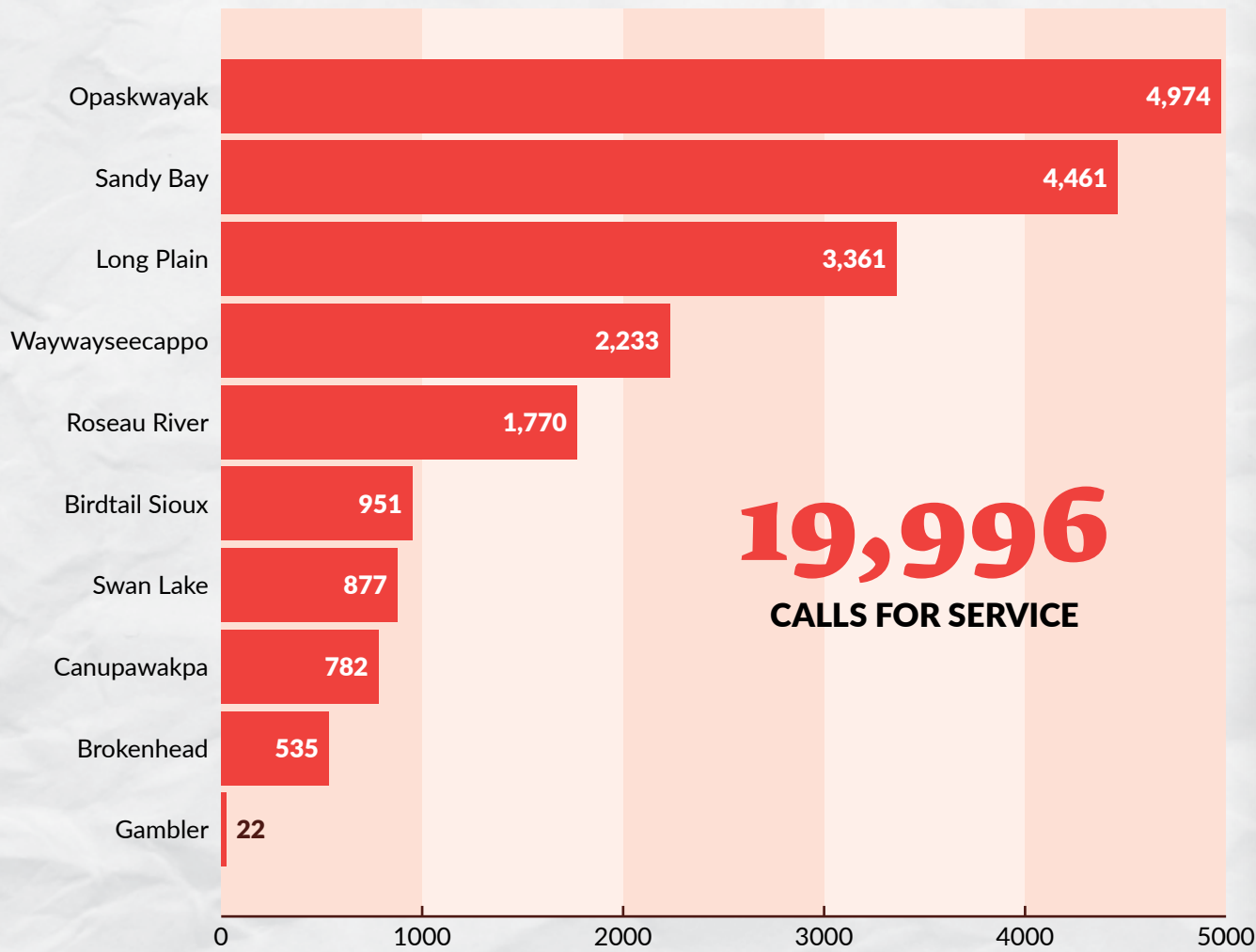
Calls for Service

Calls for service primarily originate from community members who are reporting crimes or seeking help from the police. These calls come through 911, local police emergency numbers, local non-emergency numbers or through calls to our detachment offices.

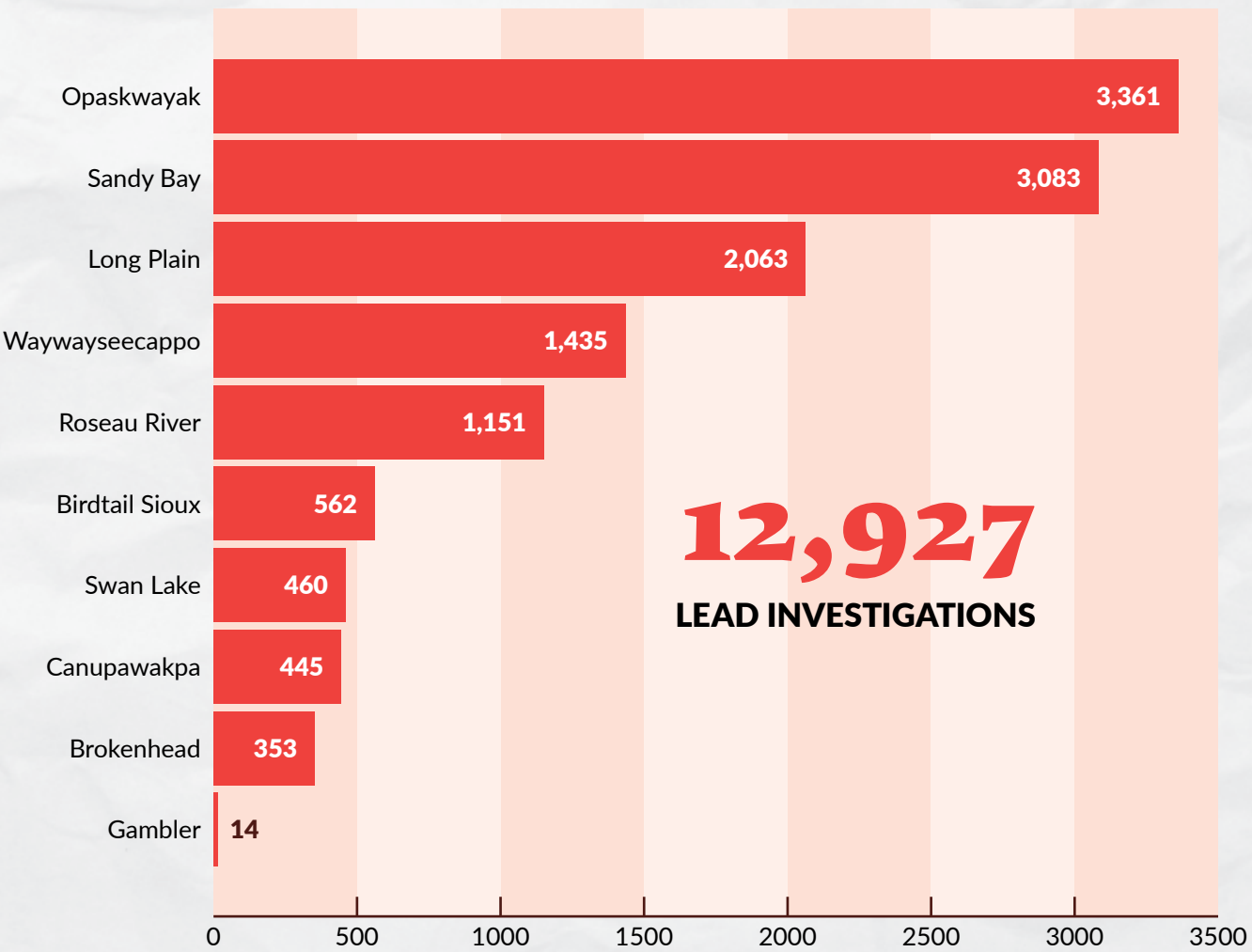
Notable Observations: In 2024, MFNP conducted a significant number of Intimate Partner Investigations which identified and charged perpetrators of domestic violence. There was also a significant increase in assault investigations and suspects identified. The MFNPS took a more proactive approach by utilizing data analysis which helps to identify trends and offer insights which aid enforcement into areas of concern within each community we police.

The following calls for service occurred in the 2024 calendar year.

CALLS FOR SERVICE (DISPATCH)



LEAD INVESTIGATIONS (POLICE RECORD MANAGEMENT SYSTEM)



Seized Drugs, Firearms & Cash

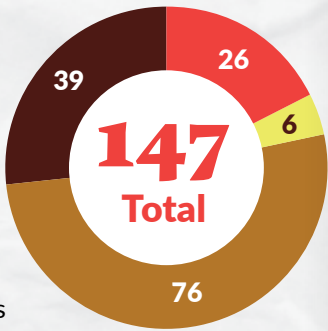
These seizures occurred between April 1, 2024 and March 31, 2025.

166
Total Drug Seizures

196 pills | 17.9 kg | 265 ml

FIREARMS SEIZED

- Rifles
- Shotguns
- Other guns
- Restricted firearms



SEIZED DRUGS

TYPES	SEIZURES	AMOUNT
Cannabis - dried	16	16.2 kg
Cannabis - liquid concentrates (oil)	3	265 ml
Cocaine	54	584 g
Codeine	3	91 pills
Fentanyl	16	28.2 g
Heroin	1	1.3 g
Methamphetamine (crystal meth)	45	290 g
Other (prescription drugs)	5	105 pills
Psilocybin (mushrooms)	1	1 item
Unkown	18	807 g



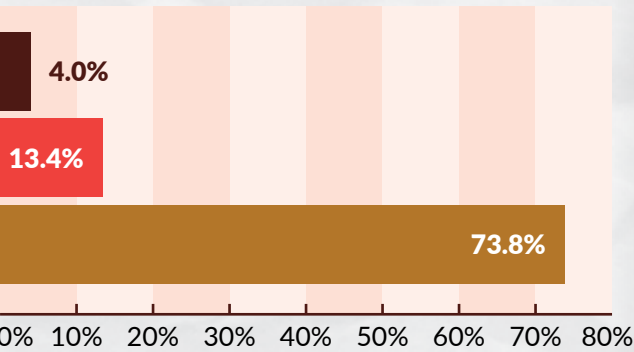
CASH SEIZED

\$62,021

In 2024, MFNP identified and charged perpetrators of domestic violence more aggressively

Year over year change from 2023 to 2024

- Assault Investigations
- Assault Suspects Identified
- Assault Charges Laid



Miscellaneous Statistics of Interest

Policing activities include not only our calls for service and investigations. We also track a number of activities and services which are part of our ongoing operations.

Police Records Checks (Criminal Record Checks)

We provide police records checks for community members who need or request them. This service is provided online and in person depending on the level of check requested.

DETACHMENT/ OFFICE	RECORD CHECK REQUESTS
Birdtail Sioux/ Canupawakpa	29
Headquarters	34
Long Plain	103
Opaskwayak (OCN)	379
Roseau River	14
Sandy Bay	88
Waywayseecappo	87
GRAND TOTAL	734

Fleet

Operating multiple detachments across the province requires the use a variety of vehicles and equipment to be flexible and responsive to the needs of our communities. Our fleet includes:



37 SUV'S

17 TRUCKS

10 UTILITY TERRAIN
VEHICLES (UTV'S)

In addition to our vehicle fleet, we also utilize Remote Piloted Aircraft Systems (RPAS's) in each of our detachments. Commonly known as drones, this technology has proven to be vital in searches for missing persons and assisting in our investigations.

We also have 2 boats which are deployed as needed in our communities which are adjacent to waterways.

The estimated total milage for the 2024/2025 fiscal year for the MFNPS fleet was 1,425,631 km's!



Professional Standards Investigations

The Support Service Inspector oversees Professional Standards, which deals with misconduct or illegal actions by Manitoba First Nation Police Service staff. The Inspector also manages and oversees the cases that are sent to LERA or IIU. LERA and IIU are independent agencies that review and investigate complaints or allegations of misconduct or criminal activity involving police officers in Manitoba.

LERA stands for Law Enforcement Review Agency, and IIU stands for Independent Investigation Unit. Both agencies have the authority to conduct public hearings, make recommendations, lay charges, or refer cases to the Crown Attorney’s office. Summary of current or continuing Professional Standards investigations for the fiscal year 2024-2025:

	INTERNAL	IIU	HUMAN RIGHTS	LERA	TOTAL
NEW	9	1	1	3	14
PENDING (Previous Years)	0	0	0	0	0
CONCLUDED	7	0	0	3	10





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