



Guelph Police Services Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1
Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Open Meeting Agenda

Thursday, January 22, 2026

Location: Electronic Meeting

1:00 p.m. start time: [**Click here to access meeting via YouTube**](#)

2:30 p.m. start time: [**Click here to access meeting via YouTube**](#)

1.0 Meeting Called to Order

2.0 Motion to Go Into Closed Session:

THAT the Guelph Police Service Board convene in Closed Session pursuant to subsection 44(2) of the *Community Safety and Policing Act, 2019*, for the purposes of considering the following subject matters:

- a. Personal matters about an identifiable individual;
- b. Labour relations or employee negotiations;
- c. Litigation or potential litigation affecting the Board;
- d. Advice that would be inadmissible in a court by reason of any privilege under the law of evidence, including communications necessary for that purpose;
- e. Information explicitly supplied in confidence to the Board by Canada, a province or territory or a Crown agency of any of them, a municipality or a First Nation;
- f. Information that section 8 of the *Municipal Freedom of Information and Protection of Privacy Act* would authorize a refusal to disclose if it were contained in a record.

3.0 Motion to Reconvene in Open Session

4.0 Territorial Acknowledgement

5.0 Declarations of Pecuniary Interest under the Municipal Conflict of Interest Act

6.0 Closed Session Recommendations (if any)

7.0 Presentations – None

8.0 Consent Agenda Items

Items on the Consent Agenda can be approved in one motion. Prior to the motion being voted on, any member of the Board may request that one or more of the items be removed from the Consent Agenda and moved to the Discussion agenda.

8.1	Approval of the Open Meeting Minutes dated December 11, 2026	Decision
8.2	Approval of the Special Open Meeting Minutes dated January 12, 2026	Decision
8.3	Member Appointments	Decision
8.4	Special Constable Appointments	Decision
8.5	Appointment of Acting Chief and Acting Deputy Chief of Police	Decision
8.6	Budget Signing Authorities	Information
8.7	Board Subcommittee Structure 2026	Decision
8.8	Professional Standards Fourth Quarter 2025 Report	Information
8.9	Board Correspondence Report	Information
9.0	Discussion Agenda Items	
9.1	Chiefs Monthly Update	Information
10.0	New Business	
11.0	Information Items	Information
• Next Open Meeting: Thursday, February 19, 2026, 1:00 p.m., via Teams meeting, Livestreamed on YouTube		
12.0	Adjournment	Decision



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Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Open Meeting

Minutes – Thursday, December 11, 2025

An Open meeting of the Guelph Police Service Board was held via Teams on December 11, 2025, commencing at 2:30 p.m.

Present: P. McSherry, Chair
A. Sharma, Vice-Chair
C. Guthrie, Member
P. Allt, Member
M. Plate, Member
L. LaCelle, Executive Assistant
G. Cobey, Chief of Police
S. Gill, Deputy Chief of Police
D. Goetz, Deputy Chief of Police
J. Sidlofsky Stoffman, Legal Counsel
J. Millson, Executive Assistant

Guests: Insp. Andrew Goody, D/S. Sgt. Melanie Clark, D/S. Sgt. Jason Guardiero, S. Purton, Finance Manager, David Lee, Director, Campus Safety Office, University of Guelph

1.0 Welcome and Introductions

Chair McSherry welcomed everyone to the December 11, 2025, Guelph Police Service Board meeting.

2.0 Meeting Called to Order and Territorial Acknowledgment

Chair McSherry called the meeting to order at 2:31 p.m. and gave the Territorial Acknowledgement.

3.0 Declaration of Conflict or Pecuniary Interest – None

4.0 Closed Session Resolution

Moved by P. Allt

Seconded by A. Sharma

THAT the Guelph Police Service Board support the Cops and Kids 2025 Campaign in the amount of \$1,000.00, with funds to be paid from the Community Account.

- CARRIED -

5.0 Presentations/Delegations

5.1 University of Guelph Campus Safety Office Annual Report – David Lee, Director, Campus Safety Office

Mr. David Lee, Director, University of Guelph Campus Safety Office, provided the Board with an update as per the annual report that was included in the meeting package.

Chief Cobey thanked Mr. Lee for the presentation to the Board and the continued strong working relationship between the University of Guelph Campus Safety office and the Service.

Chair McSherry also thanked David Lee for the report and presenting to the Board this year, noting that this year marks his tenth presentation to the Board.

D. Lee left the meeting at 2:57 p.m.

6.0 Approval of the Agenda

Moved by A. Sharma

Seconded by M. Plate

THAT the Guelph Police Service Board approve the Open Meeting agenda.

- CARRIED -

Part 1 – Consent Agenda

Moved by A. Sharma

Seconded by M. Plate

THAT the Consent Agenda items be approved.

- CARRIED -

6.1 Approval of the Open Meeting Minutes dated October 23, 2025

THAT the Open Meeting Minutes of the Guelph Police Service Board's October 23, 2025, meeting be approved.

6.2 Human Resources – Member Appointments

THAT Bryan McKean be appointed as a full-time member of this Service, effective November 3, 2025.

FURTHER THAT Amir Mojallali and Marissa Marett be appointed as full-time members of this Service, effective December 8, 2025.

AND THAT Colleen Collins be appointed as a full-time member of this Service, effective January 19, 2026.

6.3 Membership Renewals for 2026

THAT the Guelph Police Service Board renew its membership for 2026 in the Ontario Association of Police Service Boards at a cost of \$12,102.30, Zone 5 in the amount of \$250.00, and the Canadian Association of Police Governance at a cost of \$2,263.00, to be paid from the tax supported budget.

6.4 Second Semi-Annual Report on Aggregate Disciplinary Measures of 2025

THAT the report titled "Second Semi-Annual Report on Aggregate Disciplinary Measures of 2025," and dated December 11, 2025, be received for information.

6.5 Chief's Investigation (Pursuant to Section 81 of the *Community Safety and Policing Act, 2019*) regarding SIU Investigation 25-OCI-251

THAT the report titled "Chief's Investigation (Pursuant to Section 81 of the Community Safety and Policing Act, 2019) regarding SIU Investigation 25-OCI-251," and dated December 11, 2025, be received for information.

6.6 September 2025 Financial Variance Report

THAT the report titled "September 2025 Financial Variance Report," and dated December 11, 2025, be received for information.

6.7 Strategic Plan Priority Report

THAT the report titled "Strategic Plan Priority Report," and dated December 11, 2025, be received for information.

6.8 Calls for Service Semi-Annual Report (January to June 2025 and 2024)

THAT the report titled "Calls for Service Semi-Annual Report (January to June 2025 and 2024)," and dated December 11, 2025, be received for information.

6.4 Board Correspondence Report

THAT the report titled "Open Meeting – December 11, 2025, Board Correspondence Report," and dated December 11, 2025, be received for

Part 2 – Discussion Agenda

6.10 Board Meeting Information

The Board discussed the report that provided information related to meeting dates for 2026 as well as meeting format.

The *Community Safety and Policing Act (CSPA), 2019*, sets out requirements for meetings held by boards and their committees, establishes a modern approach premised on public transparency of board business as the 'rule,' with requirements for a board to publicly explain when meetings are closed to the public.

In order to ensure compliance with the rules set out in CSPA subsection 43(3) and 44(2)-(6), the format of meetings will be adjusted.

Beginning with the January meeting, Board meetings will start at 1:00 p.m. in an Open session. The meeting will be called to order and there will be a resolution to move into Closed session. Following the Closed session, the Open meeting will reconvene at 2:30 p.m. Meetings will be held virtually via Teams and livestreamed via YouTube.

To ensure that members of the community can access the Guelph Police Service Board meetings in real time there will be two livestream links created for each meeting on YouTube. The first link will cover the opening of the meeting and the resolution to move into Closed session. The second link will cover the remainder of the meeting once the Board reconvenes in Open session.

These adjustments will ensure that the Guelph Police Service Board follows the rules of the CSPA and will also continue to allow members of the community to view the meetings in real time.

Moved by A. Sharma
Seconded by M. Plate

THAT the Guelph Police Service Board approve the meeting dates and format for 2026 as set out in the report titled "2026 Board Meeting Information," and dated December 11, 2025.

- CARRIED -

6.11 Election of Chair and Vice-Chair for 2026

Chair McSherry called for nomination for the positions of Chair and Vice-Chair of the Guelph Police Services Board for 2026.

Moved by C. Guthrie

Seconded by P. Allt

THAT Peter McSherry be appointed to the position of Chair of the Guelph Police Services Board for 2026; and

Moved by C. Guthrie

Seconded by P. Allt

THAT Ajay Sharma be appointed to the position of Vice-Chair of the Guelph Police Services Board for 2026.

- CARRIED -

6.12 Chief's Monthly Update

Chief Cobey noted that there have been many discussions in the community over the past 18 months with respect to Intimate Partner Violence and Human Trafficking. Chief Cobey thanked Wellington Catholic District School Board Director Michael Glazier and the Wellington Catholic District School Board for their partnership in working together to support students, schools and families. The Service's School Safety program has been supporting Wellington Catholic elementary schools for decades, and the High School Resource Officer program has been supporting the Wellington Catholic high schools for over 20 years. On November 28, 2025, staff presented to 900 WDSB teachers and staff as part of their professional development day to discuss Intimate Partner Violence and Human Trafficking.

Chief Cobey invited S/Sgt. Melanie Clark to provide an update to the Board with respect to the work that has been achieved in Intimate Partner Violence and Human Trafficking over the last 12 months. Highlights include:

- From January 1 to December 1, 2025, there have been over 1500 calls for service related to Intimate Partner Violence.
- There have been just under 100 successful compliance checks.
- Over 35 IPV arrests have been made, and four guns seized.
- The Early Intervention program continues to evolve with the help of community partners.
- There have been over 60 investigations into Human Trafficking or investigations that Have Human Trafficking elements.
- Twenty Human Trafficking charges have been laid.
- There were two Human Trafficking convictions.

- Direct contact has been made with over 1500 community members to educated them on Intimate Partner Violence, Human Trafficking, and Child Internet Exploitation.
- The Guelph Wellington Anti-Human Trafficking Table focuses on identifying children and youth at risk of being human trafficked.

Chief Cobey thanked S/Sgt. Clark and her team for the tremendous amount of work being done in these areas.

Chief Cobey asked S/Sgt. Jason Guardiero to provide the Board with an update with respect to Internet Child Exploitation. Highlights include:

- The Internet Child Exploitation Unite received 150 tips this year for child exploitation investigations.
- To date, over 40 youth have been safeguarded, educating them on internet safety to prevent further exposure.
- More than 10 search warrants have been issued.
- 18 people have been arrested, leading to 55 charges laid for child exploitation offences.
- More than 10 community presentations have been conducted, including cooperative presentations with Crime Stoppers Guelph-Wellington.
- The unit has participated in three major multi-jurisdictional projects in partnership with the Ontario Provincial Strategy, with other Child Exploitation units in the province.

Chief Cobey thanked S/Sgt. Guardiero for his update and for the work being done in this important area.

Chief Cobey asked Inspector Andrew Goody to provide the Board with an updated regarding the Downtown , the Community Safety Operations Centre, and Community Resource Officers.

Highlights include:

- Officers have responded to over 19,000 calls for service in the Downtown alone through 2025 so far.

- Over 1,000 proactive initiatives have been completed by Members, including special projects, community contacts, and directed patrols. The Downtown alone saw over 550 directed patrols and over 340 community contacts.
- The Downtown Public Safety initiative which began in 2024 and continued to run through 2025 resulted in a substantial number of arrests and charges targeting open drug use and associated criminal behaviour. Arrests led to the seizure of illegal drugs, weapons, and stolen property.
- Cst. Mark O'Connell and IMPACT worker Kim Catcher have interacted with hundreds of individuals in the Downtown this year, providing compassionate and immediate support to persons in crisis, resulting in many individuals being referred to community support services.
- The Community Safety Operations Centre (CSOC) has significantly expanded its camera access citywide by leveraging existing city infrastructure, adding a significant number of cameras.
- In 2025, CSOC managed thousands of calls for service, supported investigations, and diverted non-emergency calls to free up time for frontline officers to more efficiently address emergency calls for service.
- CSOC has been recognized province wide as an innovating policing model, with visits from multiple other police services and formal recognition from the Solicitor General's office.
- Community Resource Officers are at the heart of the Service's city-wide commitment to safety, wellness, and proactive policing. They maintain strong partnerships with community organizations, support services, school boards, and local agencies.
- These officers regularly participate in school safety initiatives, join in road safety enforcement and awareness campaigns, participate in wellness checks, outreach, and support for vulnerable populations, and actively engage in proactive policing initiatives and engagements.
- Looking ahead to 2026, the Service is committed to the continued growth of the Community Resources Officer program. To continue the level of service and to meet the requirements that come from new legislation such as Bill 33, it is important to ensure that these units are sufficiently supported with staff.

Chief Cobey explained that Bill 33 and Bill 56, along with additional requirements for Court Security obligations, will essentially consume all planned FTE catch up for 2026. Chief Cobey confirmed that as FTE catch up has been delayed in the interest of affordability, the ability to reach out the same level of support and care to neighbourhoods other than the Downtown has also been delayed.

Chief Cobey thanked Inspector Goody for his update.

Chief Cobey thanked GPS members for their participation in a number of community events over the past two months, including the Guelph Women in Crisis Light the Way Walk, the Guelph Storm Special Olympics Night, the Guelph Downtown Business Association Trick or Treat event, Remembrance Day events, and an OPP Veterans Association luncheon. In addition, the Service hosted a Guelph Chamber Business After 5 event, and attended the Serving With Pride Gala.

Since its inception in 2004, the Cops and Kids program at the Service has raised over \$200,000.00 to support families at Christmas through the Guelph Children's Foundation. This year, the Service supported 20 families.

The 14th Annual EMS Food Drive was a great success, with police, fire, and EMS staff collecting the equivalent of over 13,500 lbs. of food.

The new Guelph Police Service website has recently been launched. The website features a new Community Watch page where members of the community and provide video or audio to assist in keeping the community safe.

Chief Cobey thanked Crime Stopper partners for the production and release of the recent Retail Theft video which recently went live.

6.13 New Business – None

7.0 Information Items

- Next Open Meeting: Thursday, January 22, 2026, 1:00 p.m., via Teams, livestreamed on YouTube

8.0 Adjournment

Moved by P. Allt

Seconded by A. Sharma

THAT the Open meeting of the Guelph Police Services Board be adjourned at 3:37 p.m.

- CARRIED -

P. McSherry, Chair

L. LaCelle, Executive Assistant



Guelph Police Service Board

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Telephone: (519) 824-1212 #7213 Email: board@guelphpolice.ca

Special Open Board Meeting

Minutes – Monday, January 12, 2026

An Open meeting of the Guelph Police Service Board was held by via Teams on January 12, 2026, pursuant to section 11 of the Guelph Police Service Board By-Law 136 (2009), commencing at 1:30 p.m.

Present:	P. McSherry, Chair	G. Cobey, Chief of Police
	A. Sharma, Vice-Chair	S. Gill, Deputy Chief of Police
	C. Guthrie, Member	D. Goetz, Deputy Chief of Police
	P. Allt, Member	J. Millson, Executive Assistant
	M. Plate, Member	S. Purton, Finance Manager
	L. LaCelle, Executive Assistant	S. Patel, Finance Manager
		A. Goody, Inspector

Regrets: J. Sidlofsky Stoffman

1.0 Welcome and Introductions

Chair McSherry welcomed everyone to the January 12, 2026, Guelph Police Service Board meeting.

2.0 Meeting Called to Order and Territorial Acknowledgment

Chair McSherry called the meeting to order at 1:32 p.m. and gave the Territorial Acknowledgement.

3.0 Declaration of Conflict or Pecuniary Interest – None

4.0 Approval of the Agenda

Moved by A. Sharma

Seconded by C. Guthrie

THAT the Guelph Police Service Board approve the Open Meeting agenda.
- CARRIED -

5.0 2026 Budget

Chair McSherry asked Chief Cobey to provide the Board with an update relating to the 2026 budget.

At the October 23, 2025, meeting, staff presented the updated 2026 and 2027 operating and capital budgets. These budgets reflected years three and four of the multi-year budget process and provided updates to the budget that had been confirmed during the prior year's budget process. The Board approved the budgets at that time, including the addition of \$235,000.00 to the 2026 Operating Budget, and \$239,000.00 to be added to the 2027 Operating Budget to move the funded IMPACT worker FTE from reserves to the base budget and allow for the hiring of a second Impact worker FTE.

This information was forwarded to Guelph City Council in accordance with budget timelines.

On November 14, 2025, staff received correspondence from City Hall that the original budget day for Local Boards and Shared Services scheduled for December 17, 2025, had been postponed at the request of the Mayor. The intention for the postponement was to allow time for budget processes to continue and follow-up conversations to occur. Budget approval for Local Boards and Shared Services by Guelph City Council was rescheduled to February 4, 2026.

In response to this request, staff have reviewed the initially approved budget. Staff cannot support a reduction to the FTE catch-up or services in the Board's approved 2026 budget but are recommending that based on the surplus anticipated for 2025 and current reserve balances, the funding of both Impact worker positions from reserves for 2026. In recognition of their importance and the Board's commitment to the community, these positions should remain in base funding for the 2027 budget.

There was discussion regarding this recommendation. Staff confirmed that the balance for the contingency reserve is expected to be approximately \$2.9 million, remaining at 4%. Staff also confirmed that it would not be wise to use additional funds from reserves as it's important not to become dependent on reserves for continuous funding.

Staff confirmed that Census Canada data is used when it comes to funding and officer to population ratios, etc. which does not include the approximately 30,000 residents at the University of Guelph. The Service is funded at policing 150,000 people but is policing closer to 180,000 due to the influx of people attending university.

Moved by C. Guthrie

Seconded by P. Allt

THAT the Guelph Police Service Board confirms the updated 2026 Operating Budget with net spending of \$73,853.92.00 in 2026, reflecting a \$235,000.00 reduction from the budget confirmed at the October 23, 2025, Board meeting;

AND THAT the Guelph Police Service Board confirms the 2027 Operating Budget with net spending of \$79,156,898.00 remains unchanged from the budget confirmed at the October 23, 2026, Board meeting;

FURTHER THAT the Guelph Police Service Board recommend transfers from the Police Operating Contingency Reserve (115) in the amount of \$235,000.00 for 2026;

AND THAT this information be forwarded to Guelph City Council.

- CARRIED -

C. Guthrie brought forward a motion with respect to contacting the Provincial government with respect to providing targeted permanent financial assistance to support municipalities and police service boards to offset additional costs directly incurred as a result of compliance with new legislation, and not general increases to police budgets.

Moved by C. Guthrie

Seconded by P. Allt

WHEREAS the City of Guelph has constituted a police service board that is required to "ensure adequate and effective policing is provided in the area for which they have policing responsibility in accordance with the needs of the population in the area and having regard for the diversity of the population in the area;"

AND WHEREAS police service boards within municipalities where court proceedings are conducted are required to ensure the security of judges, other judicial officials, members of the public participating in court proceedings, ensuing the security and custody of persons in custody who are on or about the premises, including persons taken into custody at proceedings;

AND WHEREAS the cost of providing court security is a cost of the police services board budgets, regardless of whether all matters originate within that municipality;

AND WHEREAS the cost of providing resource officers within educational institutions is now a direct requirement of provincial legislation;

AND WHEREAS these cost increases stem from provincially mandated requirements, including training, certification, technology, reporting, and

staffing obligations necessary to bring local police services into compliance with required Acts;

AND WHEREAS municipalities and local police service boards have no discretion in implementing these measures and limited ability to absorb the resulting financial pressures within existing police services board budgets;

AND WHEREAS policing is a provincially legislated responsibility, yet municipalities, guided by local police service boards, are bearing the brunt of the costs to implement provincial mandates;

Therefore, be it resolved

THAT the Guelph Police Service Board request that the Province of Ontario provide targeted permanent financial assistance to support municipalities and/or police boards to offset any additional costs that are directly and demonstrably incurred as a result of compliance with new legislation, and not general increases to police budgets;

FURTHER THAT the Guelph Police Service Board request that the Province of Ontario provide stable sustainable funding to offset costs associated with the provision of providing court security services and resource officer deployment;

AND THAT this resolution be forwarded to the Premier of Ontario, the Minister of the Solicitor General, the Association of Municipalities of Ontario, the Ontario Big City Mayors Caucus, and applicable police service boards in Ontario.

- CARRIED -

8.0 Motion to Adjourn

Moved by C. Guthrie

Seconded by P. Allt

THAT the Open meeting of the Guelph Police Service Board be adjourned at 2:00 p.m.

- CARRIED -

P. McSherry, Chair

L. LaCelle, Executive Assistant



GUELPH POLICE SERVICE BOARD
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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, January 22, 2026

SUBJECT: Member Appointments

PREPARED BY: Cara Thompson, Human Resources Advisor
Kelley McKeown, HR and Occupational Health, Safety & Wellness Manager

APPROVED BY: Daryl Goetz, Deputy Chief of Administration

RECOMMENDATION

THAT the Guelph Police Service Board review and approve member appointments as reported.

SUMMARY

A proposal for staff appointments is presented to the Guelph Police Service Board for review and approval.

REPORT

A board motion is required to appoint **Chelsea Doiron** as a Crime Analyst with this Service effective February 2, 2026.

Chelsea holds a Bachelor of Arts in Sociology (Honours) with a Minor in Criminal Justice and Public Policy from the University of Guelph and a Master of Arts in Criminology from Wilfrid Laurier University. Chelsea is presently employed with the Ontario Provincial Police, where she has worked since 2022 in various intelligence roles and units.

MOVED THAT

Chelsea Doiron be appointed as a full-time member of this Service effective February 2, 2026.

CORPORATE BUSINESS PLAN

Guelph Police Service is committed to attracting, recruiting, developing, and retaining members in a manner that will support a workplace that is reflective of our community. By doing so, the Service will achieve excellence in our service delivery and provide quality and innovative services that are valued by our stakeholders.

FINANCIAL IMPLICATIONS

The compensation and benefit costs for these positions will be contained within the overall budget.

ATTACHMENTS

Nil



GUELPH POLICE SERVICE BOARD
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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, January 22, 2026

SUBJECT: Special Constable Appointments

PREPARED BY: Jaclyn Millson, Executive Assistant

APPROVED BY: Gord Cobey, Chief of Police

RECOMMENDATION

THAT the Guelph Police Service Board review and approve the Special Constable appointment of Leigh-Anne Stafford of the University of Guelph pursuant to section 92 of the Community Safety and Policing Act.

SUMMARY

Per Board Policy BD-02-010, Appointment of Special Constables, effective May 16, 2024, the Guelph Police Service Board is empowered under the Community Safety and Policing Act, 2019 to appoint special constables for employment by the Guelph Police Service and for special constable employers who operate within the jurisdiction of the Service (i.e., the University of Guelph).

REPORT

The Guelph Police Service has received the application for the appointment of Leigh-Anne Stafford as a Special Constable with the University of Guelph.

The candidate has successfully completed all required training for the position and meets the professional qualifications required for the position of Special Constable. The candidate has successfully passed the security screening and a thorough background investigation. The Guelph Police Service has approved the above noted application contingent on the Board's approval.

Based on all of the information we have; the above candidate is recommended to be appointed as a Special Constable as set out in the approved application.

MOVED THAT Leigh-Anne Stafford be appointed as a Special Constable with the University of Guelph, effective December 22, 2025.

CORPORATE BUSINESS PLAN

Community and Safety Policing Act and O. Reg. 396/23, Matters Respecting the Appointment and Functions of Special Constables and the Authorization of Special Constable Employers.

FINANCIAL IMPLICATIONS

The compensation and benefit costs associated with the appointment of the University of Guelph Special Constable will be covered by the University of Guelph.

ATTACHMENTS:

Nil



GUELPH POLICE SERVICE BOARD

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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, January 22, 2026

SUBJECT: Appointment of Acting Chief and Acting Deputy Chief of Police

PREPARED BY: Gord Cobey, Chief of Police

APPROVED BY: Peter McSherry, Chair, Guelph Police Service Board

RECOMMENDATION

THAT the Guelph Police Service Board approve the recommended lists for 2026 as presented for the appointments of Acting Chief and Acting Deputy Chief of Police.

SUMMARY

Pursuant to Police Service Board Policy, BD 02-004, which provides direction related to the appointment of an Acting Chief of Police and an Acting Deputy Chief of Police as the needs of the Service arise.

REPORT

In compliance with Article 1 of Board Policy, BD 02-004, the following is a recommended list of candidates who possess the knowledge, skills, and abilities to act in the capacity of Acting Chief of Police and Acting Deputy Chief of Police if so required due to organizational exigencies.

Acting Chief of Police

- Deputy Chief Daryl Goetz
- Deputy Chief Steve Gill

Acting Deputy Chief of Police

- Inspector Andrea Ninacs
- Inspector Scott Grover
- Inspector David Doxey
- Inspector Andrew Goody
- Inspector Jeimy Karavelus
- Inspector Michael Davis

CORPORATE BUSINESS PLAN

Support adequate and effective police services.

FINANCIAL IMPLICATIONS Nil.

ATTACHMENTS Nil.



GUELPH POLICE SERVICE BOARD

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FINANCIAL SERVICES

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, January 22, 2026

SUBJECT: BUDGET SIGNING AUTHORITY

PREPARED BY: Simone Patel, Manager of Financial Services

APPROVED BY: Daryl Goetz, Deputy Chief of Police

RECOMMENDATION

For information.

SUMMARY

In accordance with the Board's Financial Policy BD-01-001, section 7.1, the Chief of Police is required to submit to the Board a copy of the signing authority for the Guelph Police Service budget when changes are made to the document.

REPORT

Please find attached the updated signing authorizations by program area for the year 2026. The signing authority list identifies the signing limit dollar amount by business unit or capital project for specific positions within the Guelph Police Service. This ensures appropriate segregation of duties between the requestor and the approver of expenditures and encourages fiscal accountability. The attached schedule provides the updated 2026 signing authority master for information.

Changes are summarized as follows:

- Update for signing authority for new business unit for CSOC (712-0225)
- Update for signing authority for 2026 Capital Project- Facility Assessments (PS0091)
- Update for list of cost centres under the signing authority for Inspector, Neighbourhood Services Patrol & Inspector, Neighbourhood Services Field Support

STRATEGIC PLAN 2024 - 2027

Vision: To contribute to the positive growth and development of our members and our community by providing leadership and innovative policing that is effective, efficient, economical and environmentally responsible.

Priority 1: Community Policing with the need for higher visibility in the community.

Priority 2: Investigative Excellence with the need for enhanced investigative capacity including a focus on Intimate Partner Violence and Human Trafficking Organizational Health.

Priority 3: Community Wellness with a continued focus on how the Service manages mental health-related calls for service.

Priority 4: Organizational Health and Service Effectiveness with the focus on wellness supports, Internal communication Plan, and Skills development, Performance Improvement, and Succession Plan.

Priority 5: Road Safety with a focus on Proactive Engagement, Education, and Enforcement, and Road Safety initiatives to Support City of Guelph's "vision Zero".

Priority 6: Downtown with increased Public Engagement and Visibility, and community partner and Business Stakeholder Engagement.

FINANCIAL IMPLICATIONS AND/OR RISKS

A signing authorization list is one effective tool to assist in maintaining proper internal controls and ensure expenditures are within budget in an organization.

ATTACHMENTS

Appendix 1: Guelph Police Service Signing Authorities



Appendix 1: Guelph Police Service Signing Authorities

Effective Jan 22 2026

Cost Centre	Business Unit Authority	Signing Limit	
All Cost Centres	Chief of Police	Up to and more than \$1,500,000	<i>note 1, 2, 3</i>
All Cost Centres	Deputy Chief of Police - Administration	Up to and more than \$1,500,000	<i>note 1, 2, 3</i>
All Cost Centres	Deputy Chief of Police - Operations	Up to and more than \$1,500,000	<i>note 1, 2, 3</i>
712-0100, 712-0200, 712-0201, 712-0222, 712-0410, 712-0460, 712-0520, 712-0550, 712-0585, 712-0600	Executive Assistant, Chief, Legal and Executive Services	\$5,000	
712-0100, 712-0200, 712-0201, 712-0222, 712-0410, 712-0460, 712-0520, 712-0550, 712-0585, 712-0600	Executive Assistant, Deputy Chief Operations and Administration	\$5,000	
712-0100, 712-0410	General Counsel	\$25,000	
712-0222, 712-0460, 712-0520, 712-0550, 712-0585	Inspector, Executive Services	\$25,000	<i>note 4</i>
712-0420, 712-0500, 712-0565	Administrative Services Assistant	\$1,500	
712-0210 to 712-0224, 712-0270, 712-0521, 712-0522	Inspector, Neighbourhood Services Patrol	\$25,000	<i>note 4</i>
	Inspector, Neighbourhood Services Field Support	\$25,000	<i>note 4</i>
712-0211 to 712-0214	Staff Sergeant, Neighbourhood Services Patrol	\$5,000	
712-0224, 712-0225, 712-0521, 712-0522	Sergeant, Youth and Community Services - Safety Unit	\$5,000	
712-0216, 712-0220, 712-0221	Staff Sergeant, Tactics and Rescue and Canine	\$5,000	
712-0210 to 712-0350, 712-0441, 712-0450, 712-0500, 712-0521, 712-0522, 712-0565 to 712-0571	Administrative Assistant - Inspectors	\$1,500	
712-0220	Sergeant, Tactics and Rescue	\$5,000	
712-0270	Sergeant, Traffic	\$5,000	
712-0222, 712-0300 to 712-0330	Inspector, Investigative Services	\$25,000	<i>note 4</i>
712-0300 to 712-0330	Staff Sergeant, Investigative Services	\$5,000	
712-0320, 712-0321, 712-0322	Staff Sergeant, Drugs/Intelligence/CR Beat	\$5,000	
712-0320, 712-0321	Sergeant, Drugs	\$5,000	
	Sergeant, Intelligence	\$5,000	
712-0350	Inspector, Strategic Projects	\$25,000	
712-0350	Sergeant, Communications	\$5,000	
712-0340	Staff Sergeant, Court Services	\$5,000	

712-0420	Manager, Information System Services	\$100,000
712-0450	Manager, Data Services	\$25,000
712-0340, 712-0441, 712-0450, 712-0500, 712-0565 to 712-0571	Inspector, Administrative Services	\$25,000
712-0520, 712-0550	Staff Sergeant, Professional Development and Recruiting	\$5,000
	Sergeant, Professional Development and Recruiting	\$5,000
712-0510, 712-0560	Manager, Human Resources and Occupational Health, Safety and Wellness	\$25,000
712-0500, 712-0520, 712-0540, 712-0580	Manager, Financial Services	\$25,000
712-0570, 712-0571	Manager, Facilities	\$25,000
712-0600	Chair, Guelph Police Services Board	\$10,000
712-0600	Executive Assistant, Guelph Police Services Board	\$5,000
712-0521	School Safety Officer	\$600
712-0520 training object codes: 3401-3405	All Inspectors and SLT Civilian Managers	\$25,000

Capital Project	Business Unit Authority	Signing Limit
All Capital Projects	Chief of Police Deputy Chief of Police - Administration Deputy Chief of Police - Operations	Up to and more than \$1,500,000
All Capital Projects	Manager, Financial Services	\$25,000
Facilities & Facility Equipment Lifecycle (PS0068)	Inspector, Administrative Services	\$25,000
BWC/CEW (PS0078)	Manager, Information System Services	\$100,000
Information Technology Hardware (PS0079), Portable Radios (PS0097), In-car Mobile Radios (PS0099)	Administrative Services Assistant Manager, Information System Services	\$1,500 \$100,000
NG911 (PS0089)	Inspector, Strategic Projects Manager, Information System Services	\$25,000 \$100,000
Vehicles Growth (PS0067), Fleet & Fleet Equipment Replacement (PS0085), Uniform Patrol Vehicle DC Funded (PS0095)	Administrative Services Assistant Inspector, Administrative Services	\$1,500 \$25,000
Body Armour (PS0080), Furniture (PS0081)	Inspector, Administrative Services Manager, Financial Services Purchasing Coordinator	\$25,000 \$25,000 \$1,500
NS Patrol & Field Support Equipment (PS0082)	Inspector, Neighbourhood Services Patrol Inspector, Neighbourhood Services Field Support	\$25,000 \$25,000
Executive/Administration Equipment (PS0083)	Administrative Services Assistant Inspector, Administrative Services Inspector, Executive Services Manager, Financial Services Manager, Human Resources and Occupational Health, Safety and Wellness	\$1,500 \$25,000 \$25,000 \$25,000 \$25,000

Investigative Services Equipment (PS0084)	Inspector, Investigative Services	\$25,000
PDRU Equipment (PS0088)	Inspector, Executive Services	\$25,000
Police Officer Equipment Growth (PS0093)	Manager, Information System Services Manager, Financial Services	\$100,000 \$25,000
Communications Equipment 911 Dispatch (PS0109)	Manager, Information System Services Inspector, Strategic Projects	\$100,000 \$25,000
Indoor Range Update (PS0110), Facility Assessments (PS0091)	Inspector, Strategic Projects	\$25,000

Notes:

1. For payroll and government remittances that impact the balance sheet accounts, the Manager, Human Resources and Occupational Health & Safety has unlimited signing authority (in the absence of the Manager, Human Resources and Occupational Health & Safety, the Manager, Financial Services, the Chief or Deputy Chief - Administration or Deputy Chief - Operations or the designate will assume this responsibility).
2. For Ontario Police College loan accounts and inventory accounts, the Manager, Financial Services has unlimited signing authority (in the absence of the Manager, Financial Services, the Chief or Deputy Chief - Administration or Deputy Chief - Operations or the designate will assume this responsibility).
3. The Board must approve purchases greater than \$500,000 that have been budgeted but have not been assigned a specific capital project number with an exclusive description that clearly defines the scope of procurement or a specific operating budget business unit and object code.
4. For Inspectors completing acting assignments for other Inspectors or the Deputy Chief of Police - Administration or the Deputy Chief of Police - Operations, that their signing authority also include the cost centers for the police member for whom they are covering.

Chief of Police

Date



GUELPH POLICE SERVICE BOARD
Pride • Service • Trust •

CHAIR'S OFFICE, GUELPH POLICE SERVICE BOARD

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, January 22, 2026

SUBJECT: GUELPH POLICE SERVICE BOARD COMMITTEE STRUCTURE FOR 2026

PREPARED BY: Leslie LaCelle, Executive Assistant

APPROVED BY: Peter McSherry, Chair

RECOMMENDATION:

THAT the Guelph Police Service Board approve the following recommendations to the Board standing committees for the 2026 calendar year.

SUMMARY:

The purpose of this report is to assist the Board in determining membership of the standing committees for 2025 pursuant to section 9 of By-Law 136 (2009).

CURRENT COMMITTEE STRUCTURE

Collective Bargaining:

P. McSherry (Chair)
A. Sharma

Finance:

P. Allt (Chair)
C. Guthrie
P. McSherry

Policy Review:

A. Sharma (Chair)
M. Plate
P. McSherry

Performance Appraisal:

P. McSherry
C. Guthrie
P. Allt
M. Plate
A. Sharma

ATTACHMENT: Section 9 of By-Law 135 (2009)

BY-LAW 136 (2009)

9. COMMITTEES OF THE BOARD [amended by By-Law 154 (2014)]

- 9.1 The Board will appoint by motion at its December meeting one or more Members to the Committees of the Board.
- 9.2 The Guelph Police Service Board has the following Standing Committees: Collective Bargaining, Policy, Performance Appraisal, and Finance.
- 9.3 From time to time the Board may determine a need for other Ad Hoc Committees to inquire into any manner within the jurisdiction of the Board, and will appoint by motion at that time one or more Members to the Ad Hoc Committee of the Board.
- 9.4 Membership, statutory authority and responsibility of the Committees are determined in the Terms of Reference of the Committee as set out by the Board.
- 9.5 Committee members shall deal directly with the Chief of Police or a designated person, or in their absence, the Deputy Chief or a designated person, when services are required from a member of the Guelph Police Service to assist the Committee.
- 9.6 The Committee shall report upon its work to the Board at the meeting of the Board next following the date of the Committee meeting.



GUELPH POLICE SERVICE BOARD
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OFFICE OF THE CHIEF OF POLICE

TO: Chair Peter McSherry and Members of the Guelph Police Service Board

DATE: Thursday, January 22, 2026

SUBJECT: Professional Standards Report on Fourth Quarter Of 2025

PREPARED BY: Philip Perrins, Staff Sergeant, Professional Standards

APPROVED BY: Andrea Ninacs, Inspector, Executive Services
Daryl Goetz, Deputy Chief of Administration

RECOMMENDATION

Information only.

SUMMARY

The following statistics encompass complaints and investigations that have been undertaken during the period from July 1st to September 30th, 2025.

REPORT – FOURTH Quarter

PUBLIC COMPLAINTS (CSPA PART X) UPDATE

In the fourth quarter of 2025 the Guelph Police Service received 13 new public complaints filed pursuant to Part X of the Community Safety and Policing Act (CSPA), from the Law Enforcement Complaints Agency (LECA). LECA directed 5 of the 13 public complaints to proceed to investigation by Professional Standards. 4 of the 5 public complaints received in this quarter remain ongoing. All 3 public complaints carried into this quarter have been concluded.

S.I.U. NOTIFICATIONS UPDATE

2 notifications were made to the Special Investigations Unit (S.I.U.) in the fourth quarter of 2025. 1 S.I.U. investigation carried into this quarter has been concluded.

INTERNAL INVESTIGATIONS UPDATE

1 internal investigation was initiated in the fourth quarter of 2025. 3 internal investigations were carried into this quarter. 1 is ongoing, 1 has been concluded, and 1 is presently at hearing.

LOCAL RESPONSES

In the fourth quarter of 2025, the Guelph Police Service Professional Standards Branch managed **5** Local Responses. Local Responses to raised concerns are in addition to public complaints referred through LECA and may be resolved at an early juncture without the matter becoming a formal public complaint filed through LECA.

REQUEST FOR REVIEW

There was **1** new request made to LECA this quarter to review a complaint investigated by Professional Standards. **1** Request for Review carried into this quarter has concluded with the Chief's decision confirmed.

FINANCIAL IMPLICATIONS

At the present time, the costs are contained within the 2025 Guelph Police operating budget.



Guelph Police Service Board

Open Meeting – January 22, 2026 Board Correspondence Report

Incoming Correspondence

December 15, 2025

- Ryan Teschner, Inspector General of Policing of Ontario – Inspector General Memo #8: Public release of the first Decisions by the Inspector General of Policing with accompanying Findings Reports (attached)

December 23, 2025

- Ontario Association of Police Service Boards – Fourth Edition Newsletter and a Look Ahead to 2026 (attached)

January 12, 2026

- Brendan Johnson, Executive Director, Guelph Neighbourhood Support Coalition – Thank you for support of 2025 Summer Camps and copy of 2025 Summer Camp report (attached)

Outgoing Correspondence

January 13, 2026

- Correspondence to Mayor Guthrie regarding the Guelph Police Service Board 2026 budget confirmation process (attached)



Office of the Inspector
General of Policing | Bureau de l'inspecteur général
des services policiers

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Toronto ON M5G 2C8

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Toronto ON M5G

Inspector General of Policing Memorandum

TO: All Chiefs of Police and
Commissioner Thomas Carrique, C.O.M.
Chairs, Police Service Boards

FROM: Ryan Teschner, Inspector General of Policing of Ontario

DATE: December 15, 2025

SUBJECT: Inspector General Memo #8: Public release of the first Decisions by
the Inspector General of Policing with accompanying Findings
Reports

I write to inform you of an important development in the work of the Inspectorate of Policing (IoP). On Wednesday, December 17, the IoP will begin publicly releasing my **Inspector General Decisions with accompanying Findings Reports**. These Decisions and Findings Reports flow from the IoP's investigations into public complaints submitted to us under the *Community Safety and Policing Act (CSPA)*. Publishing them is in keeping with our commitment to transparency, accountability and continuous improvement.

Two types of IG Decisions

Under the CSPA, the Inspector General is required to make Decisions and Findings Reports publicly available. These Decisions result from investigations into **Section 106 matters**, which address the conduct of police service board members, and **Section 107 matters**, which examine whether policing services are adequate and effective, comply with the law, and follow policies or procedures set by boards, the Minister, or Chiefs of Police.

Each investigation—whether into board member conduct under section 106 or service delivery under section 107—concludes with a **Findings Report** that sets out the evidence and analysis gathered by the IoP. Based on this report, the Inspector General issues a **Decision** confirming whether or not provincial policing laws and standards have been met. If a board member is found to have committed misconduct, the Inspector General can issue a formal reprimand, suspend the board member and remove the board member from their position. If a police service is found to be in non-compliance with Ontario's policing laws and standards, the Inspector General may issue **Directions** to address the gaps, and if those directions are not followed will **Measures** be imposed to ensure compliance.

Without reference to specific organizations or cases, early Decisions underscore sector-wide compliance requirements and expectations: boards must discharge governance mandates while not directing specific operations, and exercise caution in public communications; services should demonstrate risk-based response and strong dispatch/communication standards; the interpretation of specific requirements for the deployment of specialized equipment; and, professionalism in public engagement is essential.

Importance of an organizational process for Decision review and application

Moving forward, these Decisions and Findings Reports **will be posted regularly** as batches of complaint investigations are completed. As these Decisions are legally binding and will serve as precedent for future matters, **I strongly encourage each police service and board to build in a process to ensure these Decisions are reviewed and, where necessary, integrated into your operations** to avoid future compliance concerns and to improve overall performance. My goal is to support a culture where accountability and excellence go hand in hand.

I want to reiterate what I have consistently emphasized during our engagements with you over the past two years: this next step in the IoP's work is aimed at providing the policing sector with meaningful opportunities to learn from practical examples and to collectively strengthen performance standards. By sharing these Decisions openly, **we aim to provide clarity on how standards are applied, highlight areas of strength, and identify opportunities for improvement in the sector**. This transparency benefits everyone—police services, boards, and the communities we serve—by reinforcing trust and demonstrating that oversight is fair, evidence-based, and focused on strengthening police sector performance across Ontario.

Staying up to date on Decisions and contacting your Advisor

If you have any questions about how these Decisions can be used to support your work, please do not hesitate to contact your Policing Services Liaison Advisor. To stay informed about new Decisions and Findings Reports as they are published, we encourage you to **subscribe to IoP news updates through our website: www.iopontario.ca**.

Thank you for your continued partnership in building a policing system that is transparent, accountable, and responsive to the needs of Ontarians.

Sincerely,



Ryan Teschner
Inspector General of Policing of Ontario

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

From: [OAPSB Training and Communications Team](#)
To: [board](#)
Subject: Fourth Edition Newsletter and a Look Ahead to 2026
Date: Tuesday, December 23, 2025 3:22:32 PM
Attachments: [Quarterly Newsletter Edition 4 2025.pdf](#)

ATTENTION: This email originated from a sender outside the Guelph Police Service. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do so. Information System and Microsoft will never ask for your account information via email.

As we close out 2025 and prepare for the year ahead, we am pleased to share the fourth edition of our newsletter.

This issue brings together important updates for municipal boards, OPP detachment boards, and First Nations boards, along with new resources, sector developments, and a closer look at what is coming as we transition to Police Governance Ontario.

Many of you are wrapping up your final meetings of the year, onboarding members, and setting the stage for 2026. This edition is designed to support that work with practical guidance, current insights, and tools that can help boards start the new year with clarity and confidence.

You will find highlights on recent Inspectorate decisions, new Governance Insights, updates on the coming Employment Conference, and information about upcoming transition activities for PGO. Resources including the new Administrator Handbook can all be found on the website. There is also a call for board photos as we prepare the new website, so if you have images to share, we would be happy to include them.

Thank you for everything you have done this year to strengthen governance in your communities. The work you do is not always visible, but it is essential. As we step into 2026, we look forward to supporting you with even more tools, training, and opportunities to connect.

Wishing you a restful holiday season and a strong start to the new year.

With Glee and Jubilation,

the OAPSB Team

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here](#). If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.

QUARTERLY NEWSLETTER

WWW.OAPSB/NEWS/NEWSLETTER



October – December 2025

Top Features

- [Message from Chair](#)
- [Message from Executive Director](#)
- [Board Information Update](#)
- [Message from the IoP](#)
- [News from our Partners](#)
- [Events & Engagement](#)

Message from the Chair

As we approach the end of the year and the start of the holiday season, I want to take a moment to reflect on the work we have done together as members of the Ontario Association of Police Service Boards.

This has been a year of continued pressure on police governance. Police service boards across Ontario are continuing to navigate the Community Safety and Policing Act, stewarding complex budgets, overseeing major capital and technology projects, and responding to evolving community expectations around transparency, accountability, and equity. Through all of this, you have demonstrated professionalism, courage, and a deep commitment to ensuring “adequate and effective policing” in every community you serve.

I am especially proud of the way our members have leaned into their roles as true governors of policing: setting clear priorities, asking the hard questions, supporting chiefs and command teams, and keeping community safety and well-being at the centre of every decision. The OAPSB has been proud to support you through training, conferences, policy guidance, and advocacy with all levels of government, and we will continue to be that voice at the provincial level in the years ahead.

Thank you to our boards, our police service and civilian members, our partners, and our communities for your ongoing trust and collaboration. Your work often happens quietly, behind the scenes, but it is essential to community safety in Ontario.

On behalf of my OAPSB Board colleagues, I wish you and your families a safe, restful, and joyful holiday season, and a healthy, peaceful New Year. I look forward to continuing our work together in the coming year.



Sincerely,

Alan K. (Al) Boughton
Chair, Ontario Association of Police Service Boards

Message from the Executive Director

Page 37 of 57

As we come to the close of 2025, I want to extend my sincere thanks to all of you for your commitment to effective, responsible police governance across Ontario. This has been a year of significant transition for our sector, with new boards forming under the Community Safety and Policing Act and existing boards adapting to new expectations, processes, and responsibilities. Through it all, your dedication has remained steady and clear.

I have had the privilege of working closely with many of you this year. What has stood out most is the willingness to engage, to ask important questions, and to work collaboratively through challenges that are not small in scope. This willingness is exactly what strengthens governance and supports safer communities.

Looking ahead to 2026, our work together becomes even more focused and exciting. With the launch of Police Governance Ontario, we will be expanding our resources, enhancing our member supports, and raising the standard for governance excellence across the province. You can expect clearer tools, stronger training pathways, and more opportunities to connect with peers and experts who are shaping modern police governance.

We will also continue to work to advance advancing key initiatives that matter to you, including advocacy on funding, and legislative issues, and practical governance resources that reflect the real needs and challenges of today's boards. Alongside this, we are building a more integrated member experience through our new website and learning platform, designed to help you access what you need quickly and with confidence.

As you step into the holiday season, I hope you find time to rest and enjoy moments with your family and loved ones. the people who matter most. Thank you for your service, collaboration and leadership. I look forward to the year ahead and to all that we will accomplish together. Warmest wishes for a safe and happy holiday season.



Lisa Darling, M.O.M.
Executive Director,
Ontario Association of Police Service Boards

Stronger Oversight: Ideas for Boards

Ontario's governance system is evolving, and boards are at the center of that change. Municipal Boards, OPP Detachment Boards, and First Nations Boards each face distinct challenges, but all share the goal of stronger oversight and safer communities. This section highlights the most pressing priorities and practical steps boards can take right now.

Municipal Police Service Boards

Key Governance Priorities for This Quarter

Use Inspectorate Decisions as learning tools

The Inspectorate of Policing has begun publishing Decisions and Findings that include determinations related to board member conduct and adequacy and effectiveness compliance. These reports offer practical examples of what strong governance looks like and highlight areas where boards have struggled. Reviewing these decisions helps boards understand emerging expectations and adjust local practice before issues arise.

Stay grounded during budget approval season

Police budgets continue to draw significant attention in many municipalities. Under the CSPA, funders cannot alter individual components of a police budget. They may approve the budget in full or reject it in full. If an agreement cannot be reached, the only pathways are conciliation or arbitration. Boards should ensure their councils understand this structure so that discussions remain constructive and within the legislative framework.

Understand the significance of Section 2.20

Boards should also be aware of recent developments related to Section 220 of the CSPA. An arbitration decision released this fall clarified how this section applies to certain senior civilian roles. The decision confirmed that while employees in these designated positions cannot be members of a police association due to the potential for conflict of interest, they remain members of the police service under the Act. As a result, they remain part of the bargaining structure and are entitled to the association's duty of fair representation even without association membership.

This interpretation means the membership restriction does not remove these roles from the collective bargaining framework. It also reinforces that if the legislature had intended to exclude these positions entirely from Part XIII, it would have done so in the same way chiefs and deputy chiefs are excluded. Boards do not need to take action at this time but should monitor updates as further clarity continues to develop across the sector.

Strengthen transparency as community expectations rise

Public trust continues to hinge on how boards communicate. Ensure agendas, minutes, public materials, and board updates are posted promptly and written in clear, accessible language. Consistent transparency remains one of the most effective ways to support community confidence in police oversight.

Make use of the Governance Insights series

This quarter's Governance Insights materials offer guidance on readiness, decision making, and governance culture. Boards are encouraged to use these resources to support discussion at the table and reinforce strong oversight practices.

OPP Detachment Boards

Moving from Formation to Function

OPP detachment boards are still evolving, and many are operating with uneven support, varying levels of municipal understanding, and the legacy of communities that never had police boards before. With the 2026 policing year approaching, the focus now is on clarity, stability, and demonstrating value across all municipalities in the detachment.

For Boards Still Getting Organized

Finalize the essential governance tools

If bylaws, codes of conduct, or role descriptions are still in draft form, make them a priority. These documents give the board structure, protect fairness, and prevent individual municipalities from dominating the process.

Reinforce understanding of the board's role

Many councils still view board costs or board activities as optional. Clear communication about the board's mandate under the CSPA helps shift old assumptions and reduces friction as the new policing year begins.

Build visibility across the detachment

A few plain-language updates or simple online summaries can help communities understand that the board exists, is active, and supports local safety.

For Boards Advancing Their Governance Work

Use the annual governance cycle (available in the members portal)

The annual workflow developed for OPP boards gives structure to meetings, reporting, and oversight. Boards further along in their journey should rely on it to keep their governance work consistent.

Anchor discussions in Community Safety and Well-Being plans

Reviewing each municipality's Community Safety and Well-Being Plan helps the board understand local priorities and identify common themes for detachment-wide oversight.

Connect to the local action planning cycle

As municipalities refresh their Community Safety and Well-Being priorities, boards should be aware of the OPP local action planning underway. This strengthens alignment between community needs and board discussions.

Strengthen documentation and compliance

The Inspectorate's expectations apply equally to detachment boards. Clear minutes, transparent decisions, and consistent use of bylaws help demonstrate readiness.

Current Priorities for All Detachment Boards

- Ensure bylaws and core governance documents are finalized and in active use.
- Review Community Safety and Well-Being plans from all municipalities to inform upcoming discussions.
- Begin engaging with municipalities on their next local action planning cycle tied to CSWB priorities.
- Strengthen transparency through clear minutes and accessible board updates.
- Reinforce understanding among municipalities of the board's mandate and legislative responsibilities.

Use available supports

The Governance Insights series, discussion groups, and shared templates offer practical help for boards at every stage. These tools are designed to support boards with limited resources as they move from formation into effective and confident oversight.

Strengthening Governance Across Different Legal Pathways

First Nations police service boards operate in a landscape that is not uniform. Some communities have adopted the Community Safety and Policing Act, while others continue to operate through sovereign governance structures or negotiated agreements. Regardless of the pathway, strong oversight, cultural legitimacy, and community trust remain central to effective governance.

This quarter, the focus is on clarity, readiness, and support for boards operating within different legal and cultural frameworks.

For Boards Operating Under the CSPA

Align oversight with community priorities

Even within a statutory framework, oversight is most effective when it reflects Indigenous values, community-defined priorities, and local approaches to safety and well-being. Use CSPA tools as a foundation, not the ceiling.

Strengthen documentation and transparency

Meeting records, bylaw updates, and clear decision pathways help maintain trust with funders, the community, and partner governments. These practices also position boards well as Inspectorate expectations continue to evolve.

Coordinate across jurisdictions

Tripartite and negotiated structures still influence how police services operate, even under the CSPA. Boards should remain attentive to intergovernmental agreements and ensure local needs are clearly reflected in detachment or service-level priorities.

For Boards Operating Outside the CSPA

Maintain strong governance structures

Boards functioning through sovereign or negotiated models should continue to rely on culturally grounded decision-making, restorative approaches, and relational accountability. Good governance does not depend on the statute; it depends on clarity, fairness, and community legitimacy.

Align community safety priorities with governance work

Even outside the CSPA, many First Nations communities maintain local action plans or safety strategies. Boards can use these as anchors for oversight discussions, helping align police service activity with community direction.

Document processes and decisions

Funders, partner governments, and community members increasingly look for transparency. Clear procedures and consistent documentation support stable governance, regardless of legal structure.

Shared Priorities for All First Nations Boards

- Integrate cultural values and traditions into oversight practices and decision-making.
- Review community safety priorities and local action plans to guide board discussions.
- Ensure governance tools such as bylaws, terms of reference, and role descriptions are clear and accessible.
- Strengthen relationships with police service leaders through open communication and shared understanding of community needs.
- Prepare for new members by ensuring orientation materials reflect both statutory and culturally grounded governance expectations.

OAPSB Support

The OAPSB is committed to supporting all First Nations police service boards, whether operating inside or outside the CSPA. Members can access adaptable templates, policies, and board resources, and participate in learning circles and discussion groups that focus on Indigenous approaches to governance and community safety. These supports are designed to honour sovereignty while strengthening oversight capacity.



2025 has been a year of continued implementation and learning under the Community Safety and Policing Act (CSPA) for the Inspectorate of Policing (IoP). As Ontario's policing oversight framework continues to take shape in practice, the IoP remains focused on transparency, accountability and continuous improvement across the police and police governance sector.

This month, the Inspector General of Policing, Ryan Teschner, began publicly releasing his Inspector General Decisions arising from completed IoP investigations into public complaints. These decisions will be published regularly on the IoP's website.

These decisions result from two types of investigations:

- Section 106 matters, which address the conduct of police service board members; and
- Section 107 matters, which examine whether police services are adequate and effective, comply with Ontario's policing laws and standards, and follow policies or procedures established by police service boards, the Minister, or Chiefs of Police.

Each investigation concludes with a Findings Report that sets out the evidence and analysis gathered by the IoP. Based on this report, the Inspector General issues a decision confirming whether provincial requirements have been met and, where necessary, Directions or Measures to address non-compliance. The publication of these decisions represents the next phase of the IoP's work – supporting efforts to strengthen policing performance and accountability. By sharing decisions openly, the Inspector General aims to highlight both areas of strength and opportunities for improvement. This focus will continue to guide IoP's work in the year ahead, supporting police services and boards in better meeting their obligations under the law, reinforcing public confidence in the policing system, and ultimately helping to better serve communities across Ontario.

As the year draws to a close, the IoP extends warm seasonal wishes to police service board members and their families, and thanks you for your continued dedication to supporting strong police governance across Ontario.

Call for Photos!

As we build our new website and expand our newsletter content, we would love to showcase real boards, real communities, and real moments of governance in action. If your board has photos from meetings, community events, swearing-ins, or engagement activities, please consider sharing them with us. Be sure that anyone identifiable in the photo has given permission for it to be used. Your images help us reflect the true work of police governance across Ontario. Feel free to email your submissions to communications@oapsb.ca

[Visit the Member Portal](#)

Preparing for the Transition to Police Governance Ontario (PGO)

We are actively preparing for the transition from OAPSB to **Police Governance Ontario** in early 2026. This shift includes a redesigned website, updated member tools, and a more intuitive structure that will make it easier for boards to find what they need, when they need it. More information will be shared as we move through this transition, and boards can expect a cleaner, more coordinated experience across all platforms.

A streamlined website and portal are on the way!

The new PGO website and Member Portal are being built to:

- simplify navigation and reduce clutter
- bring Governance Insights, resources, and templates into one clearly organized system
- support future training modules and learning pathways
- connect seamlessly with the mobile app, database and coming learning portal, for a single sign-in experience

As we complete this work, you may notice adjustments to how content is organized. These changes will support a smoother experience once the transition is complete. Watch for the announcements on our coming social channels!

Governance Insights: new content available

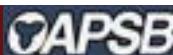
The Governance Insights section continues to grow with practical, board-ready guidance. These short posts can support agenda planning, spark discussion, and help boards strengthen their governance practices.

Stay connected through the mobile app

The OAPSB app will continue to operate and evolve through the transition to PGO, giving members fast access to updates, resources, and coming features.

Help keep your board connected

Accurate contact information in GrowthZone, our internal database, remains essential. Some boards still have incomplete member records, which limits access to communications, training opportunities, and member-only resources. Chairs and administrators are encouraged to review and update their rosters regularly to ensure full connectivity as we transition to PGO.



1. Got and Idea for a topic?
2. Want to feature your board in upcoming newsletters?
3. Can't find what you're looking for?
4. Have you checked our new Governance Insights Blog?

email communications@oapsb.ca

Events & Engagement

Introducing the New Employment Conference - February 25 & 26, 2025

This year, our long-standing Labour Conference has transitioned into a new sector-wide initiative: the Employment Conference, delivered in partnership with the Police Association of Ontario and the Ontario Association of Chiefs of Police. This collaborative model brings all three perspectives together; employer, leadership, and members, to reflect the realities of today's policing environment.

Why the shift

Policing employment issues now span far beyond traditional labour relations. The new conference format allows us to address the full spectrum of topics that boards and services are navigating, including:

- workforce planning and staffing pressures
- mental health and psychological safety
- modern performance management
- legislative updates under the CSPA
- arbitration trends and dispute resolution
- equity, inclusion, and workplace culture

What this means for boards

This shared approach strengthens understanding across the sector and ensures board members receive practical, relevant support for their role as employers and oversight leaders. It also reduces duplication and unifies conversations that affect every level of policing.



Member Discussion Groups

Discussion Groups remain one of the most effective ways for boards to share challenges and find solutions together. Whether it's navigating the CSPA, preparing budgets, or improving community engagement, these sessions connect members with peers who face the same issues. These sessions are free with your membership but registration is required. Upcoming dates and registration are available through the Member Portal.



Partner Perspective

30Forward: Advancing Women in Policing

30Forward continues to gain momentum across Ontario as police services commit to measurable actions that strengthen the recruitment, retention, and advancement of women in policing. The initiative focuses on mentorship, inclusive culture, family support, leadership development, and building a national resource hub that supports long-term change.

Thank you to those Ontario Police Services that have taken the 30Forward Pledge!

- Durham Regional Police Service
- Peel Regional Police
- York Regional Police
- Toronto Police Service
- Ottawa Police Service
- Waterloo Regional Police Service
- Halton Regional Police Service
- Niagara Regional Police Service
- Hamilton Police Service
- Sudbury Police Service
- Guelph Police Service
- London Police Service
- Owen Sound Police Service
- OPP



[Learn more at 30Forward.ca](http://30Forward.ca)

A call to action

We encourage all police services in Ontario that have not yet taken the 30Forward Pledge to consider joining this collective effort. The pledge is a practical way to demonstrate commitment to equity, modern policing practices, and a healthier, more inclusive workplace culture.

Boards, chiefs, and municipal leaders all play an important role in shaping this change. If your service is ready to move forward, now is the time to connect with the 30Forward team and add your name to the growing list.

BENEFITS

Why Membership Matters More Than Ever

As we move toward the transition to Police Governance Ontario, membership has never carried more practical value. Boards that remain active members gain access to tools, protections, and sector insights that directly support their ability to meet legislative responsibilities and strengthen governance at the local level.

Governance protection for your board

Board Indemnification Insurance (Group Program)

OAPSB members have exclusive access to a group insurance program designed to protect police services board members in the event of legal action related to their governance role.

- Lower cost than purchasing standalone municipal coverage
- Consistent protection across all board members
- A significant benefit for OPP detachment boards that lack municipal administrative infrastructure

For many boards, this one benefit more than justifies the cost of membership.

Personal benefits for individual members

Medallion Home and Auto Insurance Program

Members also gain access to the Medallion Group Home and Auto Insurance Program through McFarlan Rowlands.

- Discounted rates
- Flexible payment options
- Dedicated member service
- Available to both sworn and civilian board members

This is a personal perk that adds value for every individual on the board, not just the board as an entity.

Tools and support you can't get anywhere else

- Full access to Governance Insights
- Board templates, policies, and oversight tools
- Member Portal access with upcoming PGO enhancements
- Discounted rates for training and events,
- Direct updates on Inspectorate expectations, legislative changes, and sector trends
- A community of peers across the province for discussion, problem-solving, and shared learning

A simple reminder

Invoices have been sent, and renewal ensures uninterrupted access to member-only supports as we prepare for the transition to PGO. If your board has not yet renewed, now is an ideal time to secure your benefits for the year ahead.

Also as a reminder, you will need to submit the names and contact details of board members for our confidential data base and proof of insurance.

Final Thoughts

As we move toward the transition to **Police Governance Ontario**, boards and administrators across the province are preparing for a new year of expectations and opportunities. This is a good moment to take stock of where your board stands, confirm you have the right supports in place, and make sure your governance foundation is ready for 2026.

Strong governance depends on clear roles, strong administrative support, and consistent communication. With that in mind, we are pleased to highlight two important developments that will help boards move forward with more confidence.

New Administrator Handbook

The new Administrator Handbook is now available to all members. This resource brings together the core responsibilities of the board administrator role, along with practical tools, templates, workflows, and guidance to help support compliance under the Community Safety and Policing Act.

If your board has a dedicated administrator, or if administrative tasks are shared among members or municipal staff, this handbook can help create clarity and consistency across meetings, records, communication, and reporting. We encourage all boards to download it, share it, and use it as part of your onboarding and orientation process.

New Social Media Channels Coming Soon

As part of the transition to Police Governance Ontario, new LinkedIn, Facebook, and Instagram channels will be launched in early 2026. These platforms will feature updates, events, sector insights, and stories from boards across Ontario. This is where your photos matter.

If your board has images from meetings, swearing in ceremonies, community events, or engagement activities, please consider sharing them with us. Make sure anyone in the photo has agreed to its use. Real images help us show the work of police governance in a way that stock photos never can.

Quick Actions for Boards Right Now

- Download and review the new Administrator Handbook
- Share your board photos for use on the website, newsletters, and social media
- Confirm board member contact information is current in our database
- Review Community Safety and Well Being plans and upcoming local action planning
- Ensure meeting minutes and public materials are posted in an accessible format
- Reach out if your board needs support with governance, policy updates, or training

Staying Connected

- Visit the OAPSB website and Member Portal for resources and Governance Insights
- Use the mobile app for updates, tools, and quick access to materials
- Watch for announcements about PGO social media and website launch
- Contact us any time for governance support or training needs

Together we are building stronger, more connected, and more confident police governance across Ontario.

From: [Brendan Johnson](#)
To: [Leslie LaCelle](#); Phil.Allt@quechua.ca; [Gord Cobey](#)
Subject: 2025 Summer Camp report
Date: Monday, January 12, 2026 3:37:13 PM
Attachments: [image.png](#)

ATTENTION: This email originated from a sender outside the Guelph Police Service. Please avoid clicking links or opening attachments from external senders unless you are certain it is safe to do so. Information System and Microsoft will never ask for your account information via email.

Hello GPS,

HNY!

We can't thank you enough for all of your support for our awesome summer camps.

Please have a look at our 2025 Summer Camp report. I hope you can feel the pride we feel in doing this work together with you.



[Guelph Neighbourhood Support Coalition](#)

[Neighbourhood Summer Camps Report 2025.pdf](#)

If you haven't yet had a chance please watch this beautiful video that was created for us: <https://www.youtube.com/watch?v=TXKkpnC8Ut0>

In Love and Kindness,
Brendan Johnson (He/Him)
Executive Director

We work together as neighbours and partners who care, to equitably connect, build, and celebrate community for belonging and wellbeing
values: community | growing together | love & kindness | courage | integrity | fun



<https://guelphneighbourhoods.org/>

Our coalition is working together to inspire community and connection within the traditional and ancestral territory of the Mississaugas of the Credit



2025 Neighbourhood Summer Camps Report

Guelph Neighbourhood Support Coalition



Introduction

Hello Friends,

We're excited to share our **2025 Summer Camp Report!** One of Coalition's Strategic Plan pillars is "Share Our Stories"— highlighting who we are, why we do what we do, and the impact we help make possible.

Six of our amazing Neighbourhood Group members run summer camps and the Coalition provides resources, coordination, and administrative support that help this work flourish. These summer camps provide hyper-local, affordable opportunities that deliver significant impact.

Camps centre the Coalition's values and are focused on:

Making Camp Accessible

- Our friends at the Children's Foundation of Guelph and Wellington shared that while the Coalition was one of 73 unique camps they funded through their Free to Grow program, the Coalition accounted for **36% percent of the camp weeks** they supported overall.
- The Coalition provided **30 free camp spaces** for Free to Grow families; this allowed families to access additional programming at no cost, so they could stretch their Free to Grow funding even further. 😊

Providing Youth Employment & Skill Development

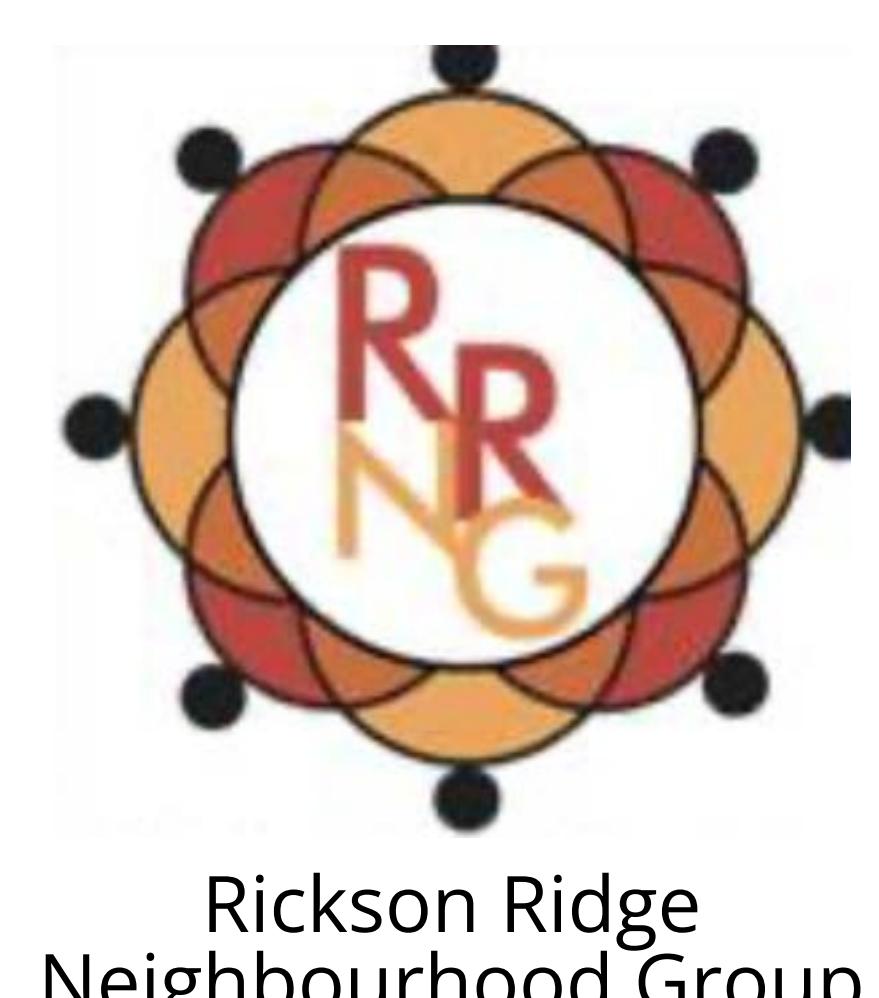
- The Coalition **created 39 meaningful summer jobs for young people** – opening doors to growing skills, confidence, and connection at a time when youth unemployment remains high. Check out a few of our youth staff spotlights in this report.

We hope you feel the pride that we feel in providing these camps for the community. It sounds cliche but we could not do this work without all of you. Huge thank you to our friends and supporters in the community.

In Love and Kindness,



Brendan Johnson, Executive Director
Guelph Neighbourhood Support Coalition



In their words...

Youth Summer Staff: Spotlight 1 Supporting Campers and LITs to Thrive

Favorite Camp Memory

"My favourite camp memory was meeting new people and supporting the campers to have a good camp experience. It was very rewarding when the campers expressed how much they were enjoying camp and also the activities/games."

Most Proud Moment

"One thing I'm most proud of this past summer was creating a more structured program for the Leaders in Training (LITs). Although it was a bit of a learning curve at first (especially with being new to the camp), it truly paid off, resulting in a more positive camp experience for all."

Key Transferrable Skill Learned

"One key skill I learned from camp that will help me in the future is delegating tasks. I found that using my organizational skills to assign LITs to work on different tasks at the camp made for a more fun and positive experience.

"This will be beneficial for me as a teacher in the classroom, because I can assign classroom tasks to students (e.g., handout helpers, technology helpers, etc.) which will both help students to feel better through having responsibility, and also make classroom routines and transitions smoother and more effective."

Advice for New Staff

"My one piece of advice to new summer camp staff would be to reach out to Coalition Staff if there are any problems/potential problems, and to nip any problems/potential problems in the bud early so that they don't run the risk of getting worse over the summer."



Youth Summer Staff: Spotlight 3

Adapting in the Moment to Support Every Child

Favorite Camp Memory

"My favorite memory from camp this year was meeting all the campers and getting to know them over the weeks. Building connections with so many kids was such a special experience, and I'm really grateful for the memories we made together. It was amazing to see their personalities shine and to be part of their growth throughout the summer. I also really enjoyed working with my team and becoming close with them and all the memories we made as a team. Overall, it was such a fun and meaningful summer!"

Most Proud Moment

"One thing I'm proud of this summer is how much I grew in my ability to manage and connect with campers. There were times when situations got a little hectic or when certain campers needed extra support, but I was able to stay calm and patient while figuring out a plan that worked best for each child. I also became better at adapting on the spot if something wasn't working or the group wasn't enjoying an activity, I could quickly come up with a new plan that better suited their needs and kept everyone engaged."

Key Transferrable Skill Learned

"One key lesson I learned at camp is that every child is different, and what works for one kid might not work for another. I realized how important it is to meet each camper where they are and to communicate with them in a way that fits their personality and needs. This experience taught me to be more adaptable, patient, and understanding are all skills that will definitely help me in the future when working with others or in any leadership role."

Staff training Most Supported Me In...

"The most helpful part of camp staff training for me was going through different scenarios and talking about strategies for handling various situations. It really helped me feel more prepared for real-life challenges at camp. I also found it super helpful to learn new games and activity ideas, they came in handy throughout the summer and kept things fun and engaging for the campers."

Advice for New Staff

"One piece of advice I would 100% share with new summer camp staff is to be patient and flexible with every camper. Every child is different, and what works for one may not work for another. Take the time to get to know them, listen to their needs, and be ready to adapt your approach."



Youth Summer Staff: Spotlight 2

Growing Connection, Care, and Confidence

Favorite Camp Memory

"My favourite camp memory is on the last day the camper that I had taken care of the whole summer asked the site supervisor to help [them] write me a letter and [they] wrote to me that I am the best camp councillor and [they] can't wait to see me next summer. [They] came into the camp really shy and I helped [them] out and we became really close and after the first week he wouldn't do anything without me...so getting a letter from him made my heart melt."

Most Proud Moment

"I helped a shy kid have more friends."

Key Skill Learned

"I learned a little about how to deal with kids who have ADHD and how to be able to support them when they need it."

Staff Training Most Supported Me In...

"Learning the different games to play with kids because I have worked a lot with kids and I was always troubled with what to do and what to play with them."

Advice for New Staff

"You need to know if you like kids or not because [if you do] you will...love the job and have the most fun ever and working there will make you want kids yourself."





Youth Camp Staff Training...

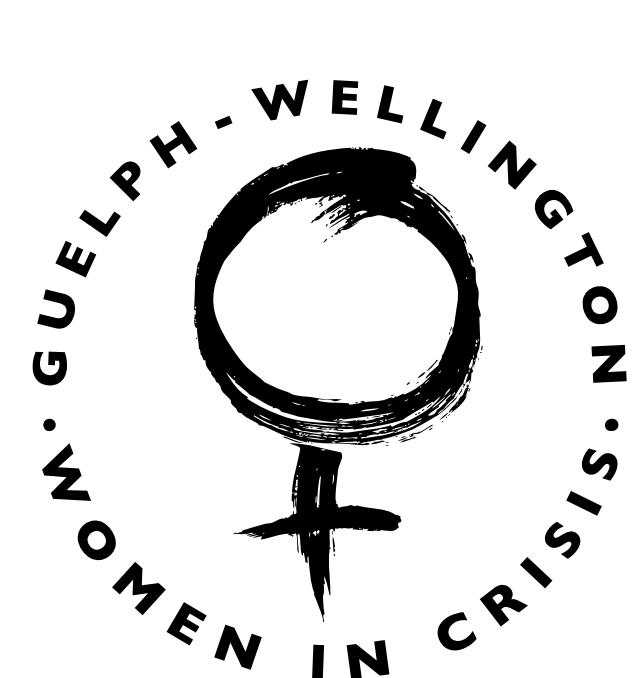
The Coalition provided **over 30 hours of training** for every youth summer staff hired!

Huge thanks to the love and kindness of the Community Resilience Coalition, Family and Children Services Guelph-Wellington, Guelph-Wellington Women in Crisis, and The Making Box for providing exceptional knowledge and training for our staff!

I feel that the training was very helpful and effective. I really can't think of anything that I would add - it was excellent! (2025 Youth Summer Camp Staff)

I think training does an excellent job of preparing us for the role. (2025 Youth Summer Camp Staff)

I loved the camp so much. They provid[ed] a lot of information to prepare me for camp and they provided a lot of support and it was just amazing. (2025 Youth Summer Camp Staff)





Numbers at a Glance...

36

weeks of camp programming offered across six Neighbourhood Groups.

842

week-long camp spots filled by neighbourhood kids!

39

youth staff were hired! 🎉

128

leaders in training supported camp & campers! 🌟

245

neighbourhood camp spots were funded by the Children's Foundation of Guelph-Wellington!! 😊





With the generosity of our friends at Royal City Brewing and Community Threads, we received an incredible video documenting the magic of **All Camps Day**.

If you haven't seen it or want to watch it again (and again and again), check it out [here!](#)

And a special HUGE shout out to Weldon and his **MAGICAL** skills in capturing and creating this!!! 😊

And a special HUGE shout out to all these wonderful sponsors and Coalition friends for making this day POSSIBLE!! Thank you!!



All Camps Day is a one day event where we bring all six Neighbourhood Camps together in one location and have loads of fun, food, and connection!!



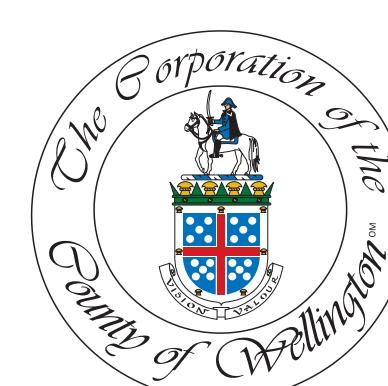
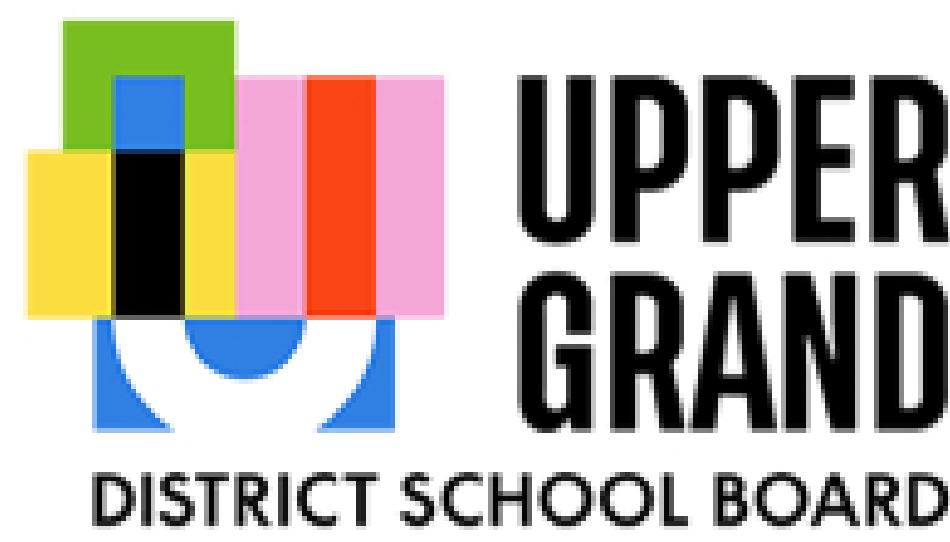
Thank you!!

Our summer camps are supported and made possible through the following organizations and the Canada Summer Jobs grant program through Employment Services Development Canada.

Canada



Canadian Mental
Health Association
Waterloo Wellington



Wellington
County





Guelph Police Services Board

PO Box 31038, Willow West Postal Outlet, Guelph, Ontario N1H 8K1
Telephone: (519) 824-1212 # 213 Fax: (519) 824-8360
TTY (519) 824-1466 Email: board@police.guelph.on.ca

January 13, 2026

Mayor Cam Guthrie
Guelph City Hall
1 Carden Street
Guelph, ON N1H 3X1

Your Worship,

This is an update to the information provided from the Guelph Police Service Board by letter on October 27, 2025. On January 12, 2026, the Guelph Police Service Board met again with regards to the 2026 operating budget and passed the following motion:

THAT the Guelph Police Service Board confirm the updated 2026 operating budget with net spending of \$73,853,952 in 2026 reflecting a \$235,000 reduction from the budget confirmed at the October 23, 2025, Board meeting;

AND THAT the Guelph Police Service Board confirm the 2027 operating budget with net spending of \$79,156,898 remains unchanged from the budget confirmed at the October 23, 2025, Board meeting;

FURTHER THAT the Guelph Police Service Board recommend transfers from the Police Operating Contingency Reserve (115) in the amount of \$235,000 for 2026;

FURTHER THAT this information be forwarded to Guelph City Council.

The special budget presentation and associated report to the Board with respect to the 2026 Operating Budget can be found here:

[Guelph Police Service Board January 12 2026 OPEN Meeting](#)

Kindly distribute this information to members of City Council.

Sincerely,

A handwritten signature in black ink, appearing to read "Peter McSherry".

Peter McSherry, Chair
Guelph Police Service Board

cc. Tara Baker, CAO, City of Guelph
Shanna O'Dwyer, Acting General Manager/City Treasurer, City of Guelph
Gordon Cobey, Chief of Police, Guelph Police Service
S. Purton, Finance Manager, Guelph Police Service