



LONDON POLICE SERVICE BOARD

MINUTES FROM THE OPEN MEETING

Thursday, June 19, 2025

HYBRID: Police Headquarters-Executive Boardroom / Teams

ATTENDANCE	
London Police Service Board	London Police Department
Ryan Gauss, Chair	Chief Thai Truong
Nancy Branscombe, Vice Chair	Acting Chief Paul Bastien
Steve Lehman, Member	Deputy Chief Scott Guilford
Josh Morgan, Member	Deputy Chief Treena MacSween
Susan Stevenson, Member (9:07am – 2:13pm)	Sam Santos, Executive Assistant To The Chief of Police
Megan Walker, Member	Madeline McKinnon, Director of Legal Services
Stephanie Johannsen, Executive Director	
Melanie Coleman, Executive Assistant	
Guests	
Ron LeClair, Police Service Advisor (Virtual)	Amanda Shaw, Legal Counsel
Detective Gary Bezaire	Sergeant Traivs Wintjes
Pam Tobin, Canadian Mental Health Assoc.	Inspector Katherine Dann
Steve Cordes, Youth Opportunities Unlimited	Constable Umar Syed

OPEN MEETING PART 1: 9:07AM

1. **Meeting Called To Order: 9:07 AM**
2. **Meeting Moved Into Closed Session**

Moved By: S. Stevenson

Seconded By: S. Lehman

“THAT The London Police Service Board moves from Open to Closed session pursuant to Section (44)2 of the Community Safety and Policing Act.”

CARRIED

OPEN MEETING PART 2: 1:06PM

1. **Procedural Matters**
 - Opening Remarks
 - Disclosures of Interest: None

Introduction of New Business

Moved By: N. Branscombe

Seconded By: S. Stevenson

“**THAT** The London Police Service Board add Nominations for The Canadian Association of Police Governance under New Business, Agenda Item 10, on today’s agenda.”

CARRIED

2. **London Police Service Board Certificate of Recognition**

Chair Gauss spoke about the Board’s intention to begin regularly setting aside time during meetings to acknowledge and celebrate the efforts of members of the London Police Service who go above and beyond in advancing public safety and community well-being. As part of this effort, Detective Gary Bezaire was recognized and presented with a certificate of appreciation. Detective Bezaire is the recipient of the Community Hero Award from the Police Association of Ontario, in recognition of his longstanding contributions to professional service and community volunteerism. His involvement with organizations such as Dads Club London and his leadership in the Human Trafficking Unit were highlighted. The Board commended Detective Bezaire for his dedication, compassion, and service, noting that he exemplifies the values and integrity of the London Police Service.

The Board also recognized Sergeant Travis Winches for his exemplary conduct and instinctive leadership while off duty, which led to the safe resolution of a critical incident involving an armed individual in crisis. The event took place at the St. Thomas Elgin General Hospital, where Sgt. Winches, without hesitation, intervened to de-escalate the situation before the arrival of St. Thomas Police. His actions were formally commended by St. Thomas Police Chief Ross Camp, who highlighted Sgt. Winches' courage and professionalism. In recognition of his actions, the Board presented Sgt. Winches with a certificate of appreciation, expressing gratitude for his service to the broader community and acknowledging his conduct as a reflection of the values of the London Police Service.

3.1 **Video Presentation for Chief’s Gala**

The video presentation was received for information. No motion required.

3.2 **Inaugural Chief’s Gala Final Financial Report #2506EA02**

Chair Gauss introduced the report on the inaugural Chief’s Gala held in January, which significantly exceeded initial expectations and attracted over 1,200 attendees. The gala, initiated by Chief Truong, was designed to recognize the outstanding work of London

Police Service members and to strengthen community trust. It also served as a fundraiser for two local charities. The Chief highlighted the importance of acknowledging the dedication of both sworn and civilian members, emphasizing that this was a long-overdue celebration. A video was presented, capturing the spirit of the event. The gala was described as a major success, with plans already underway for the 2026 event, with February 12, 2026, being held as the date. The report detailed the event's expenses and fundraising outcomes.

The report was received for information.

3.3 Presentation of Chief's Gala Fundraiser Cheques

Pam Tobin from the Canadian Mental Health Association Thames Valley received the cheque on behalf of her organization. Chair Gauss expressed gratitude for the vital role the association plays in community safety, emphasizing that safety is a shared responsibility that extends beyond the police service alone. A cheque for over \$111,000 was presented to support the organization's ongoing work. Ms. Tobin expressed her thanks and highlighted the importance of their partnership in serving the community.

A cheque for just over \$111,000 was presented to Mr. Steve Cordes on behalf of Youth Opportunities Unlimited. It was noted that Steve Cordes is set to retire on August 15th. Chair Gauss acknowledged Mr. Cordes' decades of dedicated leadership and impactful work within the community, particularly his commitment to supporting youth and those in need. Mr. Cordes shared a brief story about a recent community event, noting the challenges faced on social media but highlighting the positive response and support from local police, including patrol presence and allyship, which demonstrated the strong partnership between his organization and the police service. Reflecting on his decades of experience, he acknowledged the growth of the police service and praised the leadership and teamwork that have strengthened community engagement.

Chair Gauss thanked the event sponsors and acknowledged the dedication of the gala committee and volunteers, highlighting the significant effort behind the inaugural Chief's Gala success. He also expressed gratitude to Ms. Tobin and Mr. Cordes for their ongoing community partnership.

4. Correspondence to City Council Budget Committee #2506_002)

The Board discussed the correspondence from City Council's Budget Committee (Reference Document 2506-002) regarding budget efficiencies, which was initially considered at the May meeting. In response, the Board submitted a detailed letter outlining the current efforts of the London Police Service (LPS) to identify cost savings and revenue opportunities. The letter was developed through significant work by the Finance Committee, LPS finance staff, and the Executive Director.

The Chair emphasized the Board's ongoing commitment to public safety, stating that while they recognize the community's financial pressures, any efforts to find efficiencies will not come at the expense of safety.

Appreciation was expressed for the Finance Committee for the collaborative work done so far, and the discussion highlighted the importance of continued transparency and cooperation between the Board and City Council to ensure responsible budgeting. The Board views this as the beginning of a longer-term process to improve financial efficiency while maintaining service quality.

The report was received for information.

5.1 **Inquest Recommendation Hart Report #2506PB03**

Chair Gaus presented the **Inquest Recommendation Hart Report #2506PB03**. The report was received for information.

5.2 **2024 Annual Report #2506PB02**

The Board received a presentation from Deputy Chief Treena McSween and Inspector Katherine Dann on the 2024 London Police Service (LPS) Annual Report. The annual report is a legislated requirement under the Community Safety and Policing Act (CSPA), which mandates that police services boards submit a report to the municipality by June 30 each year. The report must address strategic plan outcomes, performance objectives, community safety and well-being initiatives, and other prescribed matters. It must also be published online.

The presentation highlighted that the report was developed with a focus on modernization and accessibility, and that for the first time, it is available in a digital format. The new format improves public access and mobile device compatibility. A printed version was also provided.

Board members expressed strong appreciation for the report's quality and clarity. Praise was given for the user-friendly digital presentation, its focus on transparency, and its alignment with the Service's modernization goals. The Board thanked the team for their significant work and innovation in delivering a clear, comprehensive, and accessible report.

Moved By: N. Branscombe

Seconded By: S. Lehman

“THAT the London Police Service Board submit the attached Annual Report to the City of London following the June Board meeting and before the June 30, 2025 deadline; and,

THAT per the legislated requirements, the report be published on the London Police Service Board Website.”

CARRIED

5.3 **Governance Roadmap Mid-Year Report Back Report #2506PB01**

Executive Director Johanssen presented the Governance Roadmap Mid-Year Report Back Report #2506PB01. This report provides an update on the progress made toward the four strategic objectives identified in the Governance Roadmap Report, released earlier this year.

Board Identity

A new logo and website have been launched to distinguish the Board from the Service and improve visibility. The Board’s office has also been relocated for greater public accessibility.

Governance Framework

A Governance Committee has been formed, and a workshop was held on board responsibilities and best practices. An organizational review is underway to enhance service delivery and align resources.

Communications & Transparency

The new website will serve as a central hub for board updates, policies, reports, and public engagement tools designed to improve transparency and outreach.

Legislative Compliance

The Board is actively working toward compliance with the new Community Safety and Policing Act (CSPA), including policy updates, a diversity plan, and development of a governance manual.

Board members acknowledged the efforts involved in advancing transparency and emphasized the importance of the new tools in fostering understanding of the Board’s role and credited the Chief for supporting stronger alignment between governance and operations.

The report was received for information.

6. **LPS Asset Management Plan Review Report #2506FF01**

Deputy Chief MacSween presented the LPS Asset Management Plan Review Report #2506FF01.

The next comprehensive update to the Asset Management Plan is scheduled for 2027, informing the multi-year budget for 2028-2031. LPS remains on track with its asset

management objectives and continues to collaborate with the city to support long-term sustainability and regulatory compliance.

The report was received for information.

7. Hate and Bias Motivated Crime Report #2506UD01

Deputy Chief Guilford presented the Hate and Bias Motivated Crime Report #2506UD01 explaining that hate crimes are generally categorized based on race, ethnicity, religion, and sexual orientation. While no gender-based hate crimes were recorded in this report, the Service is committed to capturing such incidents should they occur. Femicide and other forms of gender-based violence are recognized as serious concerns, and the Service is attentive to such trends.

Deputy Chief Guilford highlighted the importance of community relationships, particularly with the Jewish and Muslim communities, in identifying barriers to reporting hate crime incidents.

[Member Stevenson left the meeting.](#)

The Service plans to launch an online hate crime reporting platform by November 2025, aiming to improve accessibility for individuals hesitant to report in person.

Board members expressed appreciation for the transparency and ongoing efforts of the Service in addressing hate-motivated incidents and engaging meaningfully with marginalized communities.

The report was received for information.

8. Open Drug Strategy Report #2506EA04

Board members expressed strong appreciation for the efforts of police officers, CMHA, and supporting agencies involved in frontline work addressing substance use and community safety. They acknowledged that this issue has long been overlooked and noted the positive developments, such as increased seizures and referrals for treatment, highlighting that the work is challenging and evolving.

The strategy is viewed as promising, with positive feedback from the mayor's office and community members who report feeling safer downtown due to the visible presence of officers and mental health workers engaging with individuals using drugs. Members emphasized the importance of community partnerships, stressing that this is not solely a policing issue but requires collaboration to support non-criminal individuals struggling with addiction through treatment and recovery pathways.

Concerns about the dangers of fentanyl were raised, with data showing a high rate of fentanyl seizures, underlining its lethality. Members welcomed increased intelligence efforts targeting those who distribute illegal narcotics and prey on vulnerable individuals in the community.

The program's early results were described as impressive, and members encouraged continued communication of these successes to the public to improve perceptions of downtown safety and promote a return to community spaces.

Community impact feedback included gratitude for the foot patrol officers' commitment, recognition of societal challenges contributing to struggles, and an emphasis on compassion and partnership in addressing safety and treatment referrals.

The Open Drug Strategy Report #2506EA04. The report was received for information.

9. Verbal Updates

Chair Gauss reflected on the June Ontario Association of Police Service Board (OAPSB) conference that was hosted in London. The Chief and Chair presented on how governance decisions at the board level created leadership alignment and ultimately improved public safety outcomes. They also discussed the Special Olympics Ontario kickoff for the 2026 games, highlighting London's role as host at Western University and its unique partnership with the police service, which is directly involved in every Special Olympics event in the region. Additionally, the Chief and others attended an Eid celebration at the Western Fair District, underscoring the importance of community engagement and cultural respect.

Chief Truong provided several verbal updates, expressing gratitude to board members for their support of the Special Olympics School Championships kickoff and acknowledging the police service's longstanding involvement with Special Olympics through initiatives like the Law Enforcement Torch Run and Polar Plunge. He highlighted a recent visit by senior leadership to the London Muslim Mosque aimed at building cultural competence and strengthening community trust, particularly in response to recent hate crimes targeting the Muslim community. Plans are also underway to engage similarly with the Jewish community to foster mutual understanding and inclusion. The Chief noted upcoming events, including a provincial suicide memorial honouring a former London officer who died in the line of duty. He highlighted the raising of the Pride flag at headquarters as a symbol of support for LGBTQ+ members and the wider community.

The Chief reported on significant successes such as the Guns and Gangs unit's largest fentanyl seizure in London's history, marking a substantial impact to organized crime and the opioid crisis. He emphasized the importance of ongoing collaboration and

communication with city officials and community leaders to keep the public informed. Several recent incidents were spotlighted to illustrate the police's effective response, including a swift arrest following a hate-motivated attack on a woman and another after a stolen vehicle pursuit involving a firearm threat. The Chief concluded by recognizing the dedication of the officers and units involved in daily policing efforts, which balance community engagement with public safety.

10. **New Business**

The Chair introduced a new business item regarding the CAPG nomination and turned it over to Executive Director Johanssen to provide context. She explained that the Canadian Association of Police Governance (CAPG) is the national organization representing police governance boards across Canada. Their annual conference will take place in August in Victoria, during which they will vote to fill vacant seats on their board. Currently, there is one open position available for an Ontario representative. This nomination is important as it will help bring London into national discussions and strengthen communication with police governance boards across the country.

Moved By: N. Branscombe

Seconded By: M. Walker

“THAT The London Police Service Board put Chair Gauss forward as a nominee to serve on the board of the Canada Association of Police Governance (CAPG).”

CARRIED

Meeting Adjourned at 3:05PM



Chair Ryan Gauss, London Police Service Board

July, 16, 2025