



# LONDON POLICE SERVICE BOARD

## MINUTES FROM THE OPEN MEETING

Monday, November 24, 2025

HYBRID: Police Headquarters-Executive Boardroom / Teams

| ATTENDANCE                              |  |
|---|--|
| LONDON POLICE SERVICE BOARD             | LONDON POLICE SERVICE                        |
| Ryan Gauss, Chair                       | Chief Thai Truong                            |
| Nancy Branscombe, Vice Chair            | Deputy Chief Paul Bastien                    |
| Steve Lehman, Member                    | Deputy Chief Scott Guilford                  |
| Josh Morgan, Member                     | Acting Deputy Chief Blair Harvey             |
| Susan Stevenson, Member                 | Legal Director Madeline McKinnon             |
| Mike Wallace, Member                    | Sam Santos, Executive Assistant              |
| Stephanie Johanssen, Executive Director |  |
| Melanie Coleman, Executive Assistant    |  |
| GUESTS                                  |  |
| Ron LeClair, Police Service Advisor     | Catherine Bruni, Legal Counsel (Part 1 Only) |
| Justin Henry, Human Resources Manager   | Superintendent Chris Churney                 |
| Captain Greenshields                    |  |

### 1. Procedural Matters

Meeting Called to Order: 8:44 am

Chair Gauss welcomed everyone and introduced Mike Wallace as the newest member of the London Police Service Board, highlighting his extensive public service experience. Following the introduction, his official swearing-in was conducted. Chair Gauss also noted that, as advised by the Province, Dr. Hayley Faulkner will no longer be serving as a member of the London Police Service Board.

**Moved By:** N. Branscombe

**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, 2019.”

CARRIED

### 1. Procedural Matters

Return To Open Meeting: 11:22 am

Chair Gauss welcomed and reintroduced Member Mike Wallace and informed the public of Dr. Faulkner's departure. He also noted that Acting Deputy Chief Blair Harvey would be taking Deputy Chief MacSween's place today.

The Chair reported that, following a review of consulting proposals, the Board has selected Advanis as the independent firm to lead community engagement consultations for the upcoming strategic planning process. He noted that this work aligns with the Board's earlier direction to engage an external partner to support the development of the next strategic plan. The Chair emphasized the importance of robust community input and advised that Advanis will assist in designing a consultation process that captures diverse perspectives from across the city. Additional information on consultation activities and opportunities for public participation will be provided as the work progresses.

Disclosures of Interest: None

New Business: None

**Moved By:** N. Branscombe

**Seconded By:** S. Stevenson

**"THAT** The London Police Service Board accept and approves the minutes of the October 16, 2025 Board Meeting as presented."

CARRIED

## 2. Ceremonial and Special Matters

Moved To Agenda Item #8

## 3. London Police Service Board: Oversight and Statutory Compliance

### 3.1 IOP CSPA Procedure Complaint 24-291 Report #2511UD01

Executive Director Johanssen provided the board with an introduction, background, and general information before Deputy Chief Guilford provided an overview of the LPS investigation into the complaint.

**Moved By:** N. Branscombe

**Seconded By:** S. Stevenson

**"THAT** The London Police Service Board *THAT the London Police Services Board:*

- 1. Conclude its review of the complaint and advise the Inspector General of Policing of the steps taken, including a copy of the report received from the Chief of Police; and,*
- 2. Ensure that the complainant is notified of the determination made regarding this complaint.*

**CARRIED**

### 3.2 Tentative 2026 Meeting and Conference Dates Report #2511PB01

**Moved By:** N. Branscombe

**Second By:** S. Stevenson

**"THAT** The London Police Service Board, approve the proposed 2026 meeting dates, subject to any modifications should scheduling conflicts arise."

CARRIED

### 3.3 Critical Points Policy Report #2511PB02

Executive Director Johanssen outlined the purpose of the Critical Points Policy, which is to ensure that the Board is formally notified of significant events, emerging risks, and material issues that may affect public trust, organizational health, or the effective delivery of policing. It establishes clear expectations for timely, accurate and consistent information sharing so the Board can exercise informed oversight without interfering in day-to-day operations.

**Moved By:** S. Lehman

**Seconded By:** J. Morgan

**“THAT** The London Police Service Board approve the Critical Point Policy (Appendix A), as recommended by The Honourable John W. Morden in his 2012 report of the Independent Civilian Review into Matters Relating to the G20 Summit (The Morden Report).”

CARRIED

## 4. Human Resources Division

### 4. Overview of the HR Department Report #2511HR01 and Presentation

Superintendent Churney and HR Manager Justin Henry presented a comprehensive overview of the HR division’s structure, recruitment strategies, member wellness initiatives, and recent successes in talent acquisition and return-to-work programs.

For informational purposes. No motion required.

## 5. Criminal Investigation Division

### 5. Crime Stoppers Q3 Report #2511CI01: For informational purposes. No motion required.

## 6. Executive Administration

### 6.1 Performance Metrics Mid-Year Report #2511EA03

Chief Truong presented the interim performance metrics report, highlighting decreases in the crime severity index, improved response times, increased community engagement, and ongoing efforts to address rising shootings and response-time challenges. Board members commended the results and discussed the impact of recent investments.

**Moved By:** J. Morgan

**Seconded By:** S. Stevenson

**“THAT** The London Police Service Board receive Report #2511EA03, and that Chief Truong report back to the board with a comprehensive update in Q1 2026.”

CARRIED

### 6.2 Special Investigations Unit Report #2511EA01 and Report #2511EA05

For informational purposes. No motion required.

### 6.3 Delegation of Signing Authority on Lease Agreements Report #2511EA02

**Moved By:** S. Lehman

**Seconded By:** N. Branscombe

“**The** London Police Service Board delegates signing to the Chair to execute lease agreements in excess of \$50,000.00 for a 12-month period, subject to renewal.”

CARRIED

## 7. Verbal Updates

Chair Gauss, Executive Director Johanssen, and Chief Truong provided verbal updates on recent recruitment ceremonies, conference attendance, multicultural community engagement, and the importance of an independent community consultation in strategic planning.

These verbal updates were received for informational purposes only. No Motion Required.

## 8. Ceremonial and Special Matters: Moved from Item 2

Captain Greenshields presented a ceremonial dirk to the Chief and the Pipe Major, recognizing the importance of tradition and the role of the pipe band in the Police Service.

## 9. Adjournment

**Moved By:** S. Stevenson

**Seconded By:** N. Branscombe

“**THAT** The London Police Service Board Adjourn the Open Session of the November 25, 2025 meeting and move back into closed session.”

CARRIED

Adjournment 1:01 pm.



Ryan Gauss, Chair  
London Police Service Board

December 17, 2025

Date