

**MINUTES**  
**BRIDGEWATER BOARD OF POLICE COMMISSIONERS**  
**July 17<sup>th</sup>, 2025**

Minutes of the Regular Meeting of the Bridgewater Board of Police Commissioners held on July 17<sup>th</sup>, 2025 the Bridgewater Police Service, 45 Exhibition Drive, Bridgewater, NS commencing at 5:30 pm with Board Vice Chair Cheryl Fougere presiding.

In attendance: Commissioners Palma Champoux, David Mitchell, Diane Spencer,

Regrets: Mike Conklin

Also present: Chief Feener, Deputy Chief Danny MacPhee, Deputy CAO Mark Flint, Recording Secretaries Patty Sleep & Jillian Croft.

Guests: Diversity Staff from MODL Gem Roberts, 1 member of the General Public.

**ORDER**

Call to order: 5:30PM. Vice Chair Fougere

**ADDITIONS/DELETIONS**

CAPG voting  
Fall conference  
Training – Gem Roberts, Diversity

**LAND ACKNOWLEDGEMENT**

Vice Chair Fougere acknowledges, the Town of Bridgewater is in Mi'kma'ki, the ancestral territory of the Mi'kmaq people.

**DECLARATION OF CONFLICT OF INTEREST**

None

**TRAINING**

**Presenter: Gem Roberts, Diversity Coordinator (MODL)**

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- Shared her role and services offered to the Municipality.
- Background in Social Innovation and Community Navigation.
- Emphasized collective goal-setting based on community needs and wants.
- Question: *What is the biggest barrier to stronger community relationships?*

Key Responses:

- Chief Feener: Language barriers have been a challenge; translation services are now in place.

- D/Chief MacPhee: Cultural understanding, education on racism, and navigating multigenerational families are key. Some racist incidents are not criminal, making enforcement difficult.
- Both chiefs emphasized the need to build community trust.

#### Board Inclusion:

- Deputy CAO Mark Flint: Advocated for adding a board member from a diverse background.
- Suggested using Gem's network to promote future board openings to encourage broader representation.

### **MINUTES**

#### **25-023**

Moved by Commissioner Mitchell and seconded by Commissioner Champoux to approve the Minutes of the April 3rd, 2025 regular meeting as amended. Motion Carried.

### **CORRESPONDENCE & INFORMATION**

#### **Recognition Email**

**doc# 25-018**

A recognition email was received from the public expressing gratitude for the time Bridgewater Police Service officers spent with the caller's son.

D/Chief MacPhee provided background on the call, noting the positive police interaction and follow-up by BPS members. Cst. Childs recently attended specialized training which assisted during the nature of the call.

#### **Board Vacancy Update**

- Board Vacancy posting will be managed through Amanda Shupe.
- Discussion on candidate profile; Orientation booklet available.
- Commissioner Mitchell requests 2 members, one civilian and one from the Department of Justice (DOJ).
- DOJ to decide on Lipsett's reappointment on August 5, 2025; Commissioner Mitchell and Chief Feener had separate meetings with DOJ.
- D/Chief MacPhee supports retention, Commissioner Mitchell and Chief Feener suggests moving forward.
- Commissioner Spencer noted the previous application was hard to find and suggests it be advertised on other sites.
- Commissioner Mitchell wants to encourage more applications.

- Proposed board composition: 3 community members, 3 council members, 2 DOJ members.
- Deputy CAO Flint suggests adding competencies to the posting (unspecified).
- NSCPA & NSAPG Joint Fall conference being held at Digby Pines (Oct 15-17); 3 rooms being reserved for PC. Vice Chair Fougere, Commissioner Mitchell, and Commissioner Champoux interested.
- CAPG seeking voting member for responsibilities to include attending virtual meetings or handle proxy votes. – No volunteers.

### **OLD/UNFINISHED BUSINESS**

#### **Strategic Plan Update**

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Chief Feener and D/Chief MacPhee spoke today with CAO and D/CAO regarding the Strategic Plan. An update is expected by late summer or early fall. Would be beneficial to have vacancy filled prior to Strategic Plan discussions.

### **NEW BUSINESS**

#### **Provincial Policing Review Updates**

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- Chief Feener noted limited advance information received before the Provincial Policing Review was released by Minister Durham; only a 7-minute briefing was given just prior to the public announcement.
- Since the announcement, a one 1-hour meeting was held to discuss concerns but no clear answers; topic remains difficult with limited information.
- Document 25-020: DOJ Auditor requested BPS policies by Aug 1, 2025. Media response drafted addressing Chiefs' concerns.
- BPS currently meets DOJ standards.
- Ongoing discussions on specialized services and negotiating MOUs with RCMP, but changes remain unclear.
- Status quo maintained for BPS; frequent meetings ongoing; RCMP facing vacancies and funding unknown.
- New policing standards seen as potentially unattainable.
- Specialized units (e.g., K-9, Ident) critical to community safety.
- RCMP K-9 call-out protocol historically restrictive.
- Commissioner Mitchell had positive discussion with Minister Durham about six foundational pillars (e.g., unified records system) viewed as beneficial.
- Commissioner Mitchell urged to separate these foundational changes from other controversial recommendations lacking data support.
- Deloitte report advises against single-agency policing model for fairness; MOUs remain important.
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- Commissioner Mitchell stressed the community size was underreported in review; hopes for clarification at upcoming NSFM meeting on Aug 14, 2025 meeting with DOJ, Deloitte, and Ministers.
- Board will get more detailed info by September; tough questions expected.
- Specialized services split between Provincial and Federal responsibilities; Federal services include Digital Forensics, Explosives, National Security, etc., often with long turnaround times.
- BPS requested Provincial funding support for faster Digital Forensic technology.
- Multiple ongoing meetings; Chief Feener and D/MacPhee engaged daily.
- Minister Durham did not provide a timeline; however, open to dialogue and recognizes complexity.

**Letter from Virginia Brooke, President of NSAPG**

**doc#25-019**

More info for the board. NSAPA as a whole sent a letter to the Minister regarding concerns and lack of information.

**Memo from Chris MacNeil, Dept of Justice**

**doc#25-020**

- Being directing by DOJ to provide BPS Standards by August 1, 2025. Believe this deadline may be extended to September 1, 2025.
- D/Chief MacPhee states BPS standards exist; finalization is pending answers to questions in review.
- Board requests a chart comparing BPS Operations, Standards, and compliance status.
- Preliminary report notes BPS meets most MOUs and standards but require BPS to draft specific policies (e.g., Federal Counter Terrorism role and info sharing).
- Deputy CAO Flint inquired about compliance with standards and methods.
- Commissioner Spencer questions if RCMP standards apply and who sets the standards.
- Chief Feener notes a one-year period for changes post-audit.
- Commissioner Mitchell believes the adjustment period is six months.

**BPS Monthly Report**

**doc#25-021**

- Document circulated to the Board; Chief Feener notes it's a new format, mainly with statistics and asks if changes or additional information are needed.
- Board feedback: current content is good; spring has been busy with complex calls and large investigations.
- Going forward, board members request quarterly breakdowns of calls for service.
- Examples of the breakdowns requested:
  - Motor Vehicle Accidents (injury vs. non-injury)
  - Robbery and sexual assaults (more detailed categories)
  - Theft (commercial vs. personal)
  - Gas-and-go incidents (NSLC, retail vs. personal crime)
  - Mutual aid calls (fire services)
  - Domestic calls (including intimate partner violence with secondary coding)
  - Identification of youth crimes if possible.

Other updates:

- Vehicle lease bought out (Capital)
- Range upgrade
- Body Worn camera policy update
- Internet Child Exploitation (ICE) computer purchased
- PAT ticketing system purchased
- License plate reader FOIP and logistics access
- WCB update discussed in camera

**Specialized Service List**

**doc#25-022**

See above

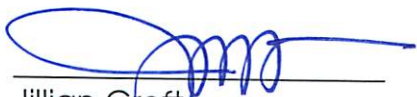
**NEXT MEETING**

The next meeting is scheduled for Thursday, September 4th, 2025.

**ADJOURNMENT**

**25-024**

Moved to adjourn regular meeting by Vice Chair Fougere and seconded by Commissioner Mitchell. Motion carried.

  
Jillian Croft  
Recording Secretary

  
Cheryl Fougere  
Vice Chair