

Minutes of the Regular Meeting of the Abbotsford Police Board

Wednesday, November 19, 2025 at 8:30 AM

AbbyPD HQ (3rd Floor Boardroom), 2838 Justice Way, Abbotsford, BC, and Video Conference*

POLICE BOARD MEMBERS PRESENT:

Mayor Ross Siemens, Chair
Gordon Holloway, Vice-Chair
Mandy Padda
Paula Olmstead
Amrik Narang*
Amar Rai
Shannon Charney

REGRETS:

MINUTE RECORDER:

Shyanne Bergen

SENIOR LEADERSHIP TEAM & STAFF PRESENT:

Chief Constable Colin Watson
Deputy Chief Constable Jason Burrows – Administration
Deputy Chief Constable Dan Culbertson – Operations
Director Bea Nicolato – Finance & Budget Branch
Director Adrienne Alford – Human Resources Branch
Leeanne Pengelly – Executive Assistant to the Deputies
Sgt. Paul Walker – SCAPE

GUEST(S):

Aird Flavelle*

The meeting was called to order at 8:32 AM.

1. Adoption of Agenda

It was moved and seconded that the Agenda be **approved**. The motion was **adopted**.

2. Consent Agenda

It was moved and seconded that the consent agenda be **approved**, with the Minutes from the previous meeting – October 29, 2025, being pulled for amendment. The motion was **adopted**.

- a. Crime Overview Report – October 2025
- b. Strategic Communication & Public Engagement Report – October 20 to November 10, 2025
- c. POLICIES
 - I. Repeal Package M
 - II. II.D.XXX Profit-Oriented Crime Investigations – NEW
 - III. I.D.090 Business Expenses – REVISED
- d. Compliments Report

Minutes from previous meeting – October 29, 2025

It was moved and seconded that the sentence in paragraph #4 that reads "Instead, we can implement a rule that acts as the guidelines by which the Chief Constable would then require the Board to administer." be amended to "Instead, we can implement a rule that acts as the guidelines by which the Chief Constable would then require its delegate to administer Department Policies." The motion was **approved** and **adopted**.

3. BCAPB Report

Nothing to report.

4. Chief's Report

Chief Watson, DCC Burrows, DCC Culbertson, reported on the following:

- **JIBC Grad (November 7)** – 4 graduates, and Elvir Kadiric received the Oliver Thompson Memorial Award for physical fitness.

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- **7 New OSO's** – Sworn in last week. Looking to increase OSO recruitment/onboarding two (2) times a year.
- **West Coast Women's event** – This weekend which DCC Burrows and Director Alford will be attending.
- **Women's recruiting video** – The video will be posted/displayed through multiple media outlets including the West Coast Women's show, and predominantly on the AbbyPD website.
- **Violent Events/Extortion Files** – Robust discussion on AbbyPD communication responses to the recent increase in violent events and extortion-related files, including video recording updates and social media posts. Lots of community outreach has been done, and the South Asian Business community has been contacted and provided resources on how to report incidents.

AbbyPD's Operation Community Shield purpose is to address the extortion issue and is actively looking for witnesses/video. There is increased use of intelligence-led investigations and overt cameras. The extortion files are a national issue (not limited to Abbotsford), and there is a provincial extortion task force to which AbbyPD is actively contributing, along with Operation Community Shield.

Discussion of AbbyPD's volunteer team attending scenes and sharing door hangers with the nearby residences where a shooting took place, and the invaluable assistance they have provided. It was noted that the door hangers are in English and Punjabi, and have a QR code that will take them to a webpage that shows them the specific event. Yesterday was the 1st day the volunteers attended the scene, and it was advised that Sgt. Walker gives them talking points and some answers for common questions that are asked, and the volunteers can ask the site supervisors for additional assistance if needed. AbbyPD volunteers go through security clearance, and their background and history are reviewed prior to them becoming volunteers. The intake is done a couple of times a year.

- **Community Meetings** – Chief Watson reported on numerous meetings with the community, including: Nathan Ngieng (School District), Tim's Manor, JIBC, Character Abbotsford, Chamber of Commerce, Sumas First Nation, Dwivdei Foundation, and Crime is Toast.
- **Youth Leadership Program** – It is a weeklong 24/7 program, scheduled for Spring of next year, which is led by Insp. Jack. Currently working on how many applicants can be accepted into the program (32-40), and that 148 applicants are moving forward to the fitness test component.
- **Strategic Planning** – Working on a strategic planning process and hope to launch in middle 2026. The Board has created a special purpose committee to help guide the planning. The Community Survey results have been received and will be shared with the community and be used in the planning process. This year's planning will be done differently than in past years to address the quickly changing policing landscape and is intended to be more flexible to accommodate.

5. Standing Board Committee Reports

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Finance Committee – Mr. Holloway reported that there were no financial updates in the package this month given the timing of the meeting and the closing of SAP. Brief discussion of an allocation that was put through by the City that would impact the financials, but we will have more to report at the next meeting.

Governance & Policy Committee – Nothing to report.

Human Resources Committee – Nothing to report.

6. Other Business

The Chair advised that this is Shyanne’s last meeting before going on maternity leave and that Leeanne will be covering the next meeting, while a temporary replacement is found.

The meeting was adjourned at 9:17 AM.



Chair – Ross Siemens



Minute Recorder – Shyanne Bergen