

GRANDE PRAIRIE POLICE COMMISSION

2025 ANNUAL REPORT



GRANDE PRAIRIE
POLICE COMMISSION



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We respectfully acknowledge the Beaver, Cree, Dene, and Métis people as the original caretakers of these Lands and surrounding areas.

We are grateful to live, learn, work and play on Treaty 8 territory within Turtle Island and acknowledge these Lands have been home to diverse and sovereign First Nations and Inuit People since Time Immemorial.



POLICE GOVERNANCE & OVERSIGHT



GRANDE PRAIRIE POLICE COMMISSION

Police governance is an essential component of Alberta's policing framework, helping to ensure accountability, transparency, and public confidence in policing services. Through civilian oversight, Police Commissions provide a connection between the community and its police service, ensuring that policing priorities reflect local needs while supporting effective and professional service delivery.

Police governance in Alberta is established through the Police Act and its associated regulations. This legislation outlines the responsibilities of Police Commissions, police services, municipalities, and provincial oversight bodies. Under the Police Act (open.alberta.ca/publications/p17), Police Commissions are responsible for governance matters such as establishing strategic priorities, approving budgets, developing policies, monitoring organizational performance, and participating in the selection and evaluation of the Chief of Police. The legislation also establishes accountability mechanisms, including the Police Review Commission, which oversees public complaints involving municipal police services.

A key principle of police governance is the distinction between governance and operations. While Police Commissions provide oversight and strategic direction,

they do not direct day-to-day policing activities or become involved in individual investigations. This separation preserves the operational independence of police services while ensuring appropriate civilian accountability and public oversight.

As Alberta's policing environment continues to evolve, strong governance remains critical to maintaining public trust and confidence. Through responsible oversight, community engagement, and strategic leadership, Police Commissions help ensure that policing services remain accountable, transparent, and responsive to the communities they serve. The Grande Prairie Police Commission is committed to upholding these principles as it supports the transition to Police of Jurisdiction and the future of community-focused policing in Grande Prairie.

MESSAGE FROM THE GPPC CHAIR

As Chair of the Grande Prairie Police Commission (GPPC), I am proud to reflect on another year of remarkable progress as we move toward one of the most significant milestones in our community's history—the transfer of policing jurisdiction to the Grande Prairie Police Service (GPPS).

Throughout 2025, the Commission remained focused on its role of providing effective governance and civilian oversight to help promote a successful transition. Thanks to the collaborative efforts of the Commission, GPPS, the RCMP, the City of Grande Prairie, and our many partners, we are pleased that the transition is progressing ahead of schedule, with the transfer of policing jurisdiction now anticipated to occur in October 2026.

As we entered the period of transition planning, much of our work centered on ensuring all operational, governance, and administrative components were ready for the transfer of policing jurisdiction. Through the ongoing work of the Police Transition Management Committee, representatives from GPPS, the RCMP, the City of Grande Prairie, and the Police Commission continued to work collaboratively to address challenges, coordinate planning efforts, and keep the transition on track. Establishing Alberta's first new municipal police service in more than 65 years has required innovation, commitment, and an extraordinary level of cooperation from everyone involved.

I would like to extend my sincere appreciation to Chief Lakusta, his leadership team and members of the Grande Prairie Police Service. Throughout the past year, they have continued to grow the organization by recruiting and training officers, developing specialized capabilities, and preparing to deliver exceptional policing services from day one. Their professionalism, dedication, and commitment to serving our community have been evident every step of the way.

I would also like to recognize my fellow Commissioners for the tremendous amount of work they have undertaken throughout this final stage of transition. The additional meetings, planning sessions, policy development, community engagement, and governance responsibilities have required a significant commitment of time and energy. Their dedication to ensuring a smooth and successful transition has been invaluable, and I am grateful for their leadership and unwavering support throughout this historic process.

As we look ahead to the transfer of policing jurisdiction in October 2026, I am confident that the foundation we have built together will serve our community for many years to come. While there is still important work ahead, we are well positioned to achieve a successful transition and deliver the professional, accountable, and community-focused police service that the residents of Grande Prairie deserve.

On behalf of the Grande Prairie Police Commission, thank you to our community partners, City Council, City Administration, the RCMP, the Grande Prairie Police Service, and the residents of Grande Prairie for your continued support and confidence throughout this journey. Together, we are making history, and I look forward to the exciting year ahead as we welcome the Grande Prairie Police Service as the community's police of jurisdiction.



Dan Wong

Chair of the Grande Prairie Police Commission

GRANDE PRAIRIE POLICE COMMISSION

Vision

Leading the way in public safety

The Grande Prairie Police Commission aspires to establish the Grande Prairie Police Service as an innovative, best-practice public safety model contributing to a thriving Grande Prairie for everyone.

Mission

Providing strategic direction, innovative leadership, and excellent oversight in shaping and sustaining the Grande Prairie Police Service through effective, efficient, and equitable governance, with a commitment to collaboration and engagement with our diverse and growing community.

Values

	Respect ▪ Dignity & Compassion for All ▪ Consideration & Understanding
	Integrity ▪ Accountable, Ethical & Transparent ▪ Trustworthy, Reliable & Honest
	Community ▪ Relationships & Collaboration ▪ Communication, Diversity & Inclusion
	Excellence ▪ In Leadership, Training, Innovation & Best-Practices ▪ In Governance & Oversight

2025 COMMISSION MEMBERS

Commissioners are appointed to the Grande Prairie Police Commission in accordance with Alberta's Police Act and the City of Grande Prairie's Police Commission Bylaw (Bylaw C-1455¹). The bylaw establishes the Commission as an independent civilian governance body and outlines the appointment process, composition, and terms of office for Commissioners.

The Commission is comprised of public members appointed by Grande Prairie City Council, up to two City Councillors or City employees appointed by Council, and members appointed by the Minister responsible for the Police Act. Commissioners are appointed for terms of up to three years and may be reappointed to a maximum of ten consecutive years of service. Through this appointment process, the Commission brings together individuals with diverse backgrounds, experiences, and perspectives to provide effective civilian oversight and governance of the Grande Prairie Police Service while serving the interests of the community.

¹ cityofgp.com/city-government/bylaws-policies-procedures/bylaws/police-commission-bylaw



Chair
Dan Wong

May 1, 2023 – April 30, 2026
Reappointed May 5, 2026 – May 4, 2028



Vice-Chair
Natalia Reiman

**Chair of Police Transition
Management Committee**

May 1, 2023 – April 30, 2026
Reappointed May 5, 2026 – May 4, 2028



Donna Koch

Commissioner
Chair of Personnel Committee
May 1, 2023 – April 30, 2026
Reappointed May 5, 2026 – May 4, 2029



Lois Duke

Commissioner
June 15, 2023 – June 14, 2026
Reappointed June 15, 2026 – June 14, 2028



Warren Travasso

Provincial Appointed Commissioner
Chair of Finance Committee
November 15, 2023 – November 14, 2026



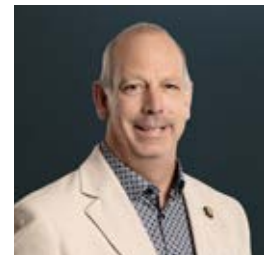
Everett McDonald

Provincial Appointed Commissioner
Chair of Stakeholder Engagement Committee
June 6, 2024 – June 5, 2027



Dylan Bressey

City Council Commissioner
Chair of Policy & Governance Committee
May 1, 2023 – October 2026



Wade Pilat

City Council Commissioner
November 2025 – November 2026

Former Members

Tim Burnham

Commissioner
May 1, 2023 – April 30, 2026



Kevin O'Toole

City Council Commissioner
May 1, 2023 – 2 November 2026



Dwayne Lakusta

Chief of Police
Appointed August 28, 2023

Wendy Hunt

Executive Director

Commission Staff

STRATEGIC PLAN

The Commission continued implementation of its inaugural 2024–2026 Strategic Plan, using the established priorities and objectives to guide its governance, oversight, and community engagement activities throughout the year. The Commission remained focused on strengthening police governance, supporting organizational readiness for Police of Jurisdiction and ensuring effective oversight of the Grande Prairie Police Service.



Strategic Initiatives Workplan

Strategic Priorities	Deliverable/Initiative	Responsible	Project Commencement Quarter/Year	Project Completion Quarter/Year	Project Status
Governance Excellence	Development and Maintenance of a Board Matrix	Policy & Governance	1/2024	1/2024	✓
	Policy Review Schedule	Policy & Governance	1/2024	2/2024	✓
	Training and Professional Development Plan	Policy & Governance	3/2024	4/2024	⌚
	Develop Terms of Reference for Commission Committees	All	1/2024	2/2024	✓
	Defined Onboarding Process	Executive Director	2/2025	3/2025	⌚
	Strategic Planning Workshop	Policy & Governance	2/2026	3/2026	
	Succession Planning	All	4/2025	1/2026	○
	Successful Transition Performance Report	All	-	-	
Community Engagement	Community Presentations to Commission	Executive Director	1/2024	4/2026	●
	Communications Plan	Executive Director	1/2025	2/2025	⌚
	Stakeholder Engagement Plan	Stakeholder	2/2025	4/2025	⌚
Monitor and Support Transition	Standing Agenda Item to Report on the Transition	Chair	1/2024	4/2026	●
	Quarterly Report on Police Transition	Executive Director	3/2024	4/2026	●
	Quarterly Report to City Council	Chair	2/2024	4/2026	●
Advocacy	Political Advocacy Plan	Stakeholder	1/2026	2/2026	
	Social Agency Environmental Scan	Executive Director	3/2026	4/2026	●

○ Not Started ● In Progress On Track ⌚ In Progress Delayed ✓ Complete

2025 COMMISSION HIGHLIGHTS

Meetings

The Grande Prairie Police Commission held 10 regular Commission meetings and three Special Commission meetings in 2025. Regular meetings were held on the third Thursday of each month at Centre 2000, with no meetings scheduled in August or December. Through these meetings, the Commission fulfilled its governance responsibilities by providing oversight, strategic direction, and accountability for the Grande Prairie Police Service, while supporting effective governance and public confidence in policing.

Professional Development

The Grande Prairie Police Commission remained committed to strengthening its governance and oversight responsibilities through ongoing professional development and participation in provincial and national policing conferences.

In May, Commissioner Travasso attended the Alberta Community Crime Prevention Association (ACCPA) Conference in Edmonton. Educational sessions focused on a range of community safety topics, including retail crime, gangs and gun violence, Indigenous communities and policing, mental health, first impressions and their impact on policing interactions, and the prevention of gender-based violence.

Later in May, Commission Chair Wong, along with Commissioners Burnham, McDonald, and O'Toole, attended the Alberta Association of Police Governance (AAPG) Conference hosted in Westlock. The conference provided valuable learning opportunities focused on police governance, oversight responsibilities, legislative updates, and emerging issues affecting police commissions across Alberta.

In August, Vice-Chair Reiman, Commissioners Burnham and O'Toole, and Executive Director Hunt attended the Canadian Association of Police Governance (CAPG) Conference in Victoria, British

Columbia. The conference brought together police governance professionals from across Canada to share best practices, discuss emerging trends in policing, and strengthen governance through educational sessions and collaboration with commissions from across the country.

Commissioners Koch and Duke also attended the Safety of Our Cities Conference in Albuquerque, New Mexico, alongside Chief Lakusta and Inspector Knibbs. The conference theme, Innovation and Collaboration: Moving Forward Together, highlighted innovative strategies, technology-driven solutions, and collaborative approaches to enhancing public safety in communities.

Through participation in these conferences, Commissioners continued to expand their knowledge of police governance, oversight, and emerging public safety issues while fostering relationships with policing and governance professionals from across Alberta and Canada.

Commission Committees

The Commission has established committees to support the fulfillment of its mandate and governance responsibilities. In 2025, the Commission operated four standing committees and one ad hoc committee. Each committee is guided by approved Terms of Reference that define its purpose, responsibilities, and objectives, enabling it to provide informed recommendations for Commission consideration and approval.



Personnel Committee

Successfully completed the recruitment process for the Executive Director position.



Finance Committee

Reviewed and recommended the 2026 operating budget and 2027–2029 financial projections for Commission approval.



Policy & Governance Committee

- Developed and presented a Communications Plan for Commission approval.
 - Completed and presented the Grande Prairie Police Commission Policy Manual for approval.
-



Police Transition Management Committee (Ad Hoc)

Worked collaboratively with the Grande Prairie Police Service and the Royal Canadian Mounted Police (RCMP) to identify transition-related challenges, mitigate risks, and support opportunities for a successful transition to Police of Jurisdiction.



Stakeholder Engagement Committee

- Held the inaugural meeting of the Stakeholder Engagement Committee.
- Developed and presented a Community Events Attendance Proposal for Commission approval.
- Initiated planning for hosting a Grande Prairie and District Chamber of Commerce After 5 Mixer.

Stakeholder Engagement Activities

Throughout 2025, the Commission continued to strengthen relationships with stakeholders, community organizations, and elected officials through participation in community events, presentations, and engagement opportunities.

Community Events and Presentations

Commission representatives participated in:

- An Evening with Grande Prairie at the Legislature
- State of the City
- Your Region, Your Voice
- Northern Alberta Elected Leaders presentation

Engagement with City Council

The Commission maintained regular communication with City Council through:

- A meeting with the Mayor and City Council in August
- Updates to the Public and Protective Services Committee in March, May, September, and December
- Attendance and presentations to the Finance and Administration Committee in May

Community Organization Presentations

The Commission welcomed presentations from several community organizations to enhance awareness of community issues and local initiatives, including:

- Northreach Society:
Gender & Sexual Diversity Program
- Grande Prairie Crown Prosecutor's Office
- Odyssey House
- Equality, Diversity & Inclusion Advisory Committee



An Evening with Grande Prairie



Alberta Association of Police Governance



State of the City

These initiatives reflect the Grande Prairie Police Commission's ongoing commitment to fostering meaningful relationships, promoting transparency, and ensuring community perspectives help inform police governance and oversight.

TRANSITION TO THE GRANDE PRAIRIE POLICE SERVICE

The Grande Prairie Police Commission continued to monitor and support the transition from the Royal Canadian Mounted Police (RCMP) to the Grande Prairie Police Service (GPPS).

Through the hard work, dedication, and collaboration of the Commission, the RCMP, the Grande Prairie Police Service, the City of Grande Prairie, and provincial partners, significant progress was made toward achieving a successful transition. The Grande Prairie Police Service's transition to the official Police of Jurisdiction has been confirmed to take place October 2026, approximately two years earlier than originally anticipated, reflecting the significant progress achieved through these collective efforts.

The Grande Prairie Police Service continued to build its operational capacity throughout 2025. The first and second Recruit Training Classes successfully

completed their training and graduated during the year, resulting in 26 new officers joining the Service. Recruit Training Class #3 commenced training in October 2025 and with the graduation in March 2026.

In addition to recruiting new officers, the Grande Prairie Police Service welcomed 13 experienced officers throughout the year. These officers brought a diverse range of policing experience and specialized expertise, further strengthening the Service's operational readiness and organizational capacity. By the end of 2025, the Grande Prairie Police Service had grown to a complement of 54 sworn officers.





Key Milestones

- The Grande Prairie Police Service received RCMP approval to occupy office space within the Grande Prairie RCMP Detachment. This co-location provides opportunities for GPPS leadership to support sworn and civilian employees throughout the transition while helping to establish and maintain the culture, values, and practices of the new police service.
- The Grande Prairie Police Service became the first police service in Canada to enter into and sign an agreement with Axon to provide the Service's Records Management System (RMS). The implementation of this modern technology platform will support operational effectiveness, information management, and future growth
- GPPS hosted the Alberta Centre to End Trafficking in Persons and partner agencies from across the province and region for a collaborative gathering in Grande Prairie. Participants examined community needs, identified service gaps, and explored opportunities to strengthen inter-agency coordination in addressing human trafficking through prevention, disruption, and victim support initiatives.
- Continued development of the GPPS Tactical Team was achieved through specialized training. A GPPS officer successfully completed Thunder Bay Police Service's 10-week Tactical Instructor Program, earning certification as a tactical instructor and enhancing the Service's capacity to deliver tactical training internally.
- Planning for the future K9 Unit advanced through discussions with partner agencies focused on coordinating training opportunities, identifying suitable training locations, and selecting qualified GPPS members to fulfill K9 handler and support roles.

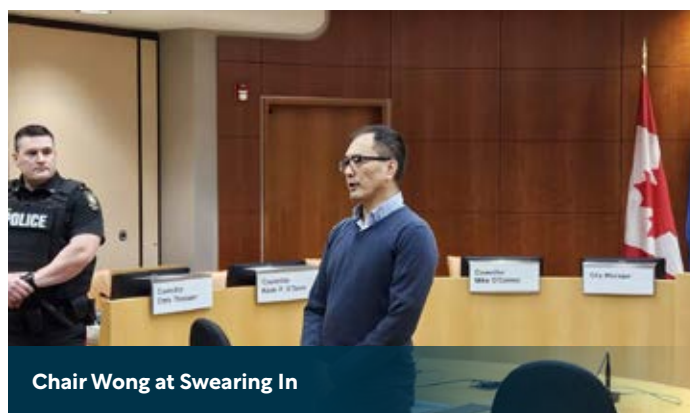
- The Chief of Police and members of GPPS participated in the final leg of the Alberta Special Olympics Torch Run, culminating in the ceremonial lighting of the cauldron during the opening ceremonies and demonstrating the Service's commitment to community involvement and support.
- Office space was secured at the Eastlink Centre to serve as a recruitment and outreach hub for GPPS. The location supports recruitment activities, strengthens the Service's visibility within the community, and provides opportunities for future youth and community engagement initiatives.
- Significant progress was made in developing the GPPS Policy and Procedure Manual. With support from municipal police services across Alberta, a comprehensive draft manual was created consisting of 19 parts, 110 chapters, 4 appendices, and more than 1,400 pages of policy and procedural guidance. Work continues to finalize specialized area manuals and complete all Alberta Provincial Policing Standards requirements.
- In response to increasing social and civil disorder within the community, GPPS established the Community Standards Unit (CSU). Comprised of both police officers and peace officers, the CSU is designed to address community concerns through a coordinated and proactive approach focused on social disorder, public safety, and community well-being.



Alberta Centre to End Trafficking Workshop



Special Olympics Torch Run



Chair Wong at Swearing In



Commissioners at Graduation Ceremony

CELEBRATIONS

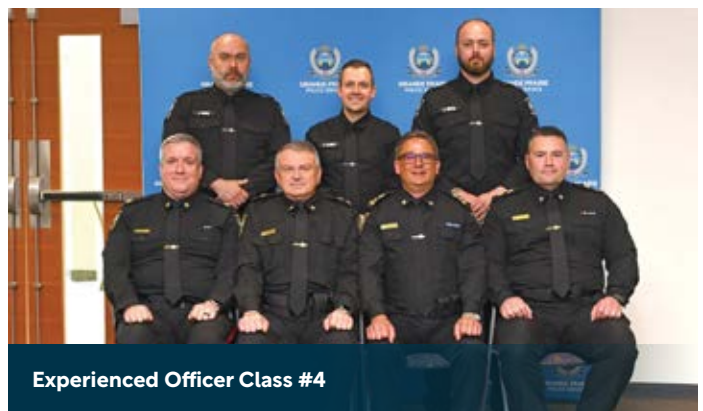
Recruit and Officer Graduations

The Grande Prairie Police Commission had the privilege of observing and participating in several graduation ceremonies throughout 2025 as the Grande Prairie Police Service continued to build its membership and operational capacity.

On February 21, 2025, Recruit Training Class #1 graduated, marking a historic milestone for both the City of Grande Prairie and the Grande Prairie Police Service. The ceremony also recognized the graduation of three officers from Experienced Officer Class #3. Together, these graduates added 15 officers to the Service.

On June 27, 2025, Experienced Officer Class #4, consisting of four officers, successfully completed its training and graduated. Later in the year, Recruit Training Class #2, consisting of 14 officers, graduated on September 12, 2025.

These graduations represent significant progress toward establishing a fully operational municipal police service and reflect the dedication, professionalism, and commitment of the officers joining the Grande Prairie Police Service.



CLOSING STATEMENT

The Grande Prairie Police Commission is immensely proud of what has been accomplished through the dedication, collaboration, and commitment of the many individuals who have worked tirelessly to ensure every aspect of the transition has been thoughtfully planned and successfully executed. Their collective efforts have established a strong foundation for the future of policing in our community and have positioned Grande Prairie for a successful transition to municipal policing.

Our community has embraced the opportunity to build Alberta's first new municipal police service in more than 65 years—an extraordinary achievement that will influence policing in Grande Prairie, and the Province of Alberta, for generations to come. While significant work has brought us to this point, we recognize that the true measure of success will be the continued confidence and trust of the residents we are privileged to serve.

We are honoured to be part of this historic journey. As we look ahead to the transfer of policing jurisdiction in 2026, we do so with confidence and excitement, knowing that the dedication and hard work of so many have created a modern, accountable, and community-focused police service that is well prepared to serve the City of Grande Prairie.

The future of policing in Grande Prairie is bright, and we look forward to celebrating this monumental milestone with our community.





GRANDE PRAIRIE **POLICE COMMISSION**

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