



# Annual Report 2022-2023 April-March

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## MESSAGE FROM THE EXECUTIVE DIRECTOR

Madam, Sir,

It is with renewed pleasure that I submit for a second consecutive year on behalf of the Quebec Association of First Nations and Inuit Police Directors Executive Committee our association's Annual report of which covers the years 2022-2023.

The Indigenous peoples of Québec constitute all the peoples established on the territory of Québec prior to the French colonization of America. They include Abenaki, Iroquoian, Anishinabeg, Atikamekw, Nehirowisiw, Cree, Huron-wendat, Innu, Inuit, Maliseet, Mi'gmaq, Mohawk and Naskapi. These eleven Indigenous Nations are spread throughout Quebec in 55 communities and are largely served by our 22 Indigenous Police Forces that are members of our association.

Two funding agreements with the Ministère de la Sécurité publique marked this historic moment for our association. A first funding agreement signed in March 2021 marked the departure of our association, whose main mission is to support and represent as a single voice Quebec First Nations and Inuit public safety professionals, to support them in their development to better serve their communities. By promoting the values of pride, inclusiveness, and services, the QAFNIPD aims to be the essential reference in terms of Indigenous police services for its members, the police community and government authorities.

A second agreement was signed in January 2022 to enable our association to enhance our organizational capacity by setting up a shared support services structure and ensuring its proper functioning.



**Pierre Simard**

Executive Director



The highlights for 2022-2023 involve a greater presence and participation of the operational team on the ground with our directors, the implementation of several administrative support tools for our members as well as significant progress in our partnership and media presence objectives.

Reading this document will also allow you to see that our obligations related to the agreements have been fully and rigorously respected. The accounting firm FBL has been monitoring the association's accounting and financial statements since April 2021 and conducts an annual accounting audit.

Happy reading!



# MISSION, VISION AND VALUES

The Québec Association of First Nations and Inuit Police Directors was created in 2019 but took off in 2021. The QAFNIPD's main mission is to support and represent first nations and Inuit public safety professionals in Quebec in their development to better serve their communities.

Be the indispensable reference point in matters of Indigenous policing services for its members, the police community, and government authorities.

The values of the association are:

- Pride;
- Inclusivity;
- Service.

The Service de police de Wendake and the Service de police de Lac-Simon present in Quebec City for the Randonnée du Souvenir Thierry LeRoux. August 18, 2022



# 22 COMMUNITIES MEMBERS



## Abénaquis

Corps de police des Abénakis- Odanak - Wôlinak

## Atikamekw

Sécurité publique Opitciwan  
Service de police de Manawan  
Sécurité publique de Wemotaci

## Algonquin

Kebaowek Police Department  
Service de police de Lac-Simon  
Kitigan Zibi Police Department  
Timiskaming First Nations Police Force  
Service de police de Pikogan

## Cris

Eeyou Eenou Police Force

## Huron-Wendat

Service de police de Wendake

## Innu

Police Essipit  
Sécurité publique de Pessamit  
Sécurité publique d'Uashat-Mak-Mani-Utenam  
Sécurité publique Mashteuiatsh  
Sécurité publique Pakua Shipi

## Mi'kmaq

Listiguj Police Department  
Gesgapegiag Police Department

## Mohawk

Akwesasne Mohawk Police Service  
Kahnawake Peacekeepers

## Naskapi

Naskapi Police Force

## Inuit

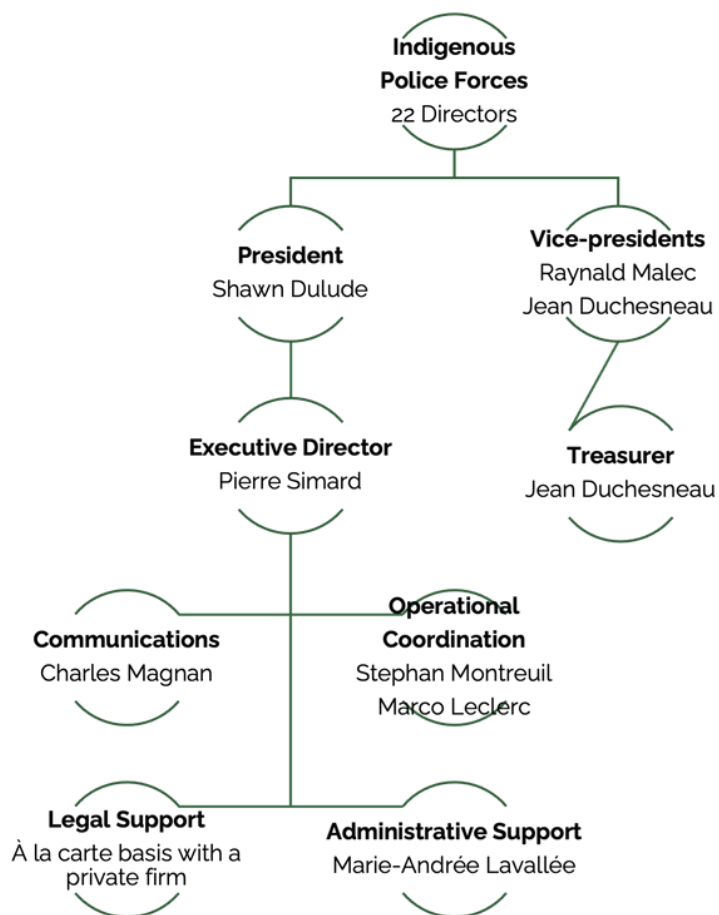
Nunavik Police Service



# ORGANIZATIONAL CHART



Marco Leclerc, Charles Magnan, Marie-Andrée Lavallée, Shawn Dulude, Jean Duchesneau, Raynald Malec, Pierre Simard and Stephan Montreuil





# ACCOMPLISHMENTS

## Administration

Always in solution mode, the QAFNIPD added this year a new service offering to meet the needs of its members: the leveling up of a Police Service's administrative team. In addition to the day-to-day challenges that any organization faces, police services face an additional level of complexity that can be difficult to sustain when staff and resources are limited. Thus, 2 Indigenous Police Forces benefited from field support to improve their administrative operations.

## All Sectors of our Association

The year 2022-2023 was especially active on the political level and, notably, saw our association sit on a Technical Committee alongside the Ministry of Public Security and the Assembly of First Nations Quebec-Labrador to establish recommendations and a position for the improvement of the current situation in which Indigenous Police Forces find themselves in.

In particular, by asking for a significant increase in financial resources in order to be able to respond adequately to the needs of our communities and by insisting on the importance of recognizing their role as an essential service, in order to guarantee con-

tinued support and operational stability for ensure the safety of the communities they serve.

We believe that recognizing and supporting the specific public safety needs of Indigenous communities is essential to fostering trust, reconciliation, and the well-being of these communities.



QUEBEC ASSOCIATION OF  
FIRST NATION AND INUIT  
POLICE DIRECTORS

First Nations  
Police Services:  
Our  
Recommendations

Recommendations with regards to Bill 18 (now 14) submitted to the AFNQL resulting from the Technical Committee on First Nations Policing' work. November 11, 2022

# ACCOMPLISHMENTS

## Operations

The most active and in-demand sector of our organization has grown exponentially again this year. Among the many actions that have been undertaken to support our members' provision of service, we note:

- The multiplication of bilingual tools to facilitate our members' daily operations of (Interview Guide, Intervention Guide, Management Summary Guide, Employee Performance Evaluation Grid, Victim Statement, Job description/job offer, etc.)
- Support in Domestic Violence Funding Applications (a grand total of 19) and support in the deployment of approved projects (14 for the moment);
- Support in the preparation of Status Reports commissioned by the Ministère de la Sécurité publique;
- The multiplication of organizations, committees, and consultation tables that include the Operations sector in their interventions with Indigenous Police Forces.

We are excited by the number, diversity, and complexity of the projects we have been called upon to work on over the past year, which, in turn, have helped our members meet their obligations, improve the efficiency of their operations and, above all, improve their service offering to their community.



Meeting with the Pekuakamiulnuatsh Takuhikan General Manager in the company of Sécurité publique Mashteuiatsh. December 19, 2022.

# ACCOMPLISHMENTS

## Communications

Talent acquisition is a major issue that affects several industries. Indigenous Police Forces are no exception and face more challenges when competing in the labor market. Consequently, efforts have been made to promote the job opportunities that are offered throughout the province. Specifically, 43 job offers were advertised in our media and our partner Embauche 911. The Communication sector also attended two career days (ÉNPQ and Cégep Sherbrooke). Finally, the Communication sector is actively involved in promoting the AEC in Indigenous Policing offered at Cégep de l'Abiti-Témiscamingue and Collège d'Alma.

In terms of its online presence, the QAFNIPD works actively to produce content highlighting the reality, successes, and challenges of Indigenous Police Forces and to distribute it to various audiences (partners, service providers, police community as a whole, students, civilian population, etc.) on various mediums (podcasts, videos, images, and texts). Since the launch of the Communication sector in early 2022, we are proud to have built an online community of more than a thousand people, as follows:

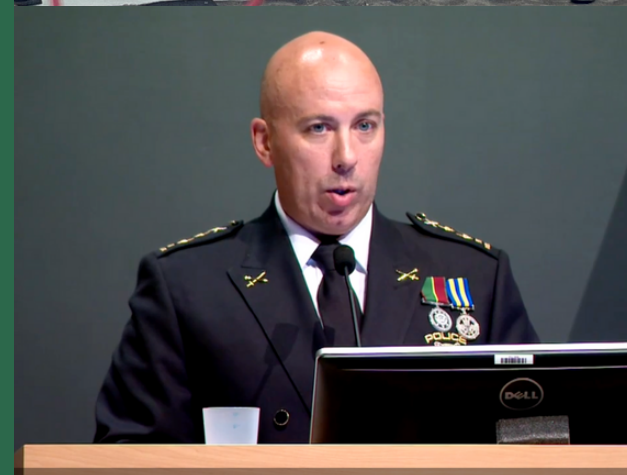


Content creation for the Nunavik Police Service. November 21 to 26, 2022



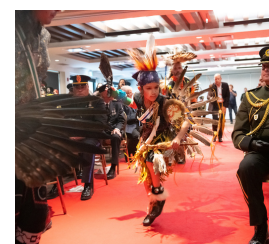
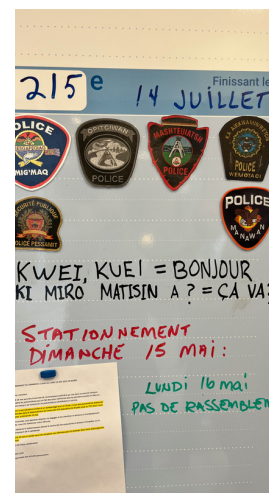
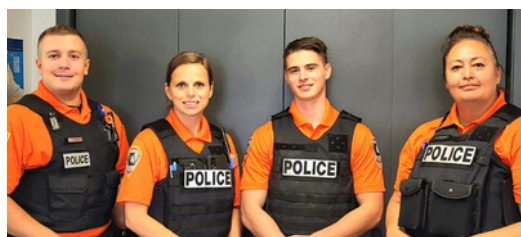
## HIGHLIGHTS

Over the past 12 months, the QAFNIPD team has had the opportunity to visit 14 of our 22 members to meet their specific needs and advance various projects. During this same period, Indigenous Police Forces took part in Police Recognition Day organized by the École nationale de police du Québec for the first time in their history. The spring ended with our association's 13th Symposium in which our members managed to raise \$ 2,600 as part of their Annual Golf Activity. These funds were donated equally to the Thierry Leroux Foundation (as part of the the Randonnée du Souvenir Thierry LeRoux; August 18, 2022) and Special Olympics Québec (as part of the Polar Plunge; February 18, 2023). Finally, it was in the fall that the QAFNIPD had the pleasure of attending the launch of the UQTR/ÉNPQ Research Chair as a financial partner.





## HIGHLIGHTS (IN PICTURES)



## COMMITTEES, PARTNERSHIPS OR COLLABORATIONS WITH THE QAFNIPD

Ministère de la Sécurité publique

- Direction des affaires policières autochtones
- Direction de la vérification interne, des enquêtes et de l'inspection
- Direction de l'audit interne, des enquêtes et de l'inspection
- Direction des communications
- Direction des pratiques policières

École nationale de police du Québec

- The UQTR-ENPQ Research Chair in Prevention of Psychological Health at Work in Public Safety

Sûreté du Québec

- Liaison autochtone
- Bureau d'Accès à l'information
- Crime organisé
- Centre de renseignements policiers du Québec
- Contrôleur des armes à feu

Directeur des poursuites criminelles et pénales

- Les tribunaux spécialisés en matière de violence sexuelle
- Table DPCP Québec
- Comité de spécialistes en communication des différents services policiers

Quebec Association of Police Directors

- Support aide psychologique ADPQ et ADPPNIQ pour policier Québec

Commissaire à la déontologie policière

- Police Misconduct

First Nations Chiefs of Police Association

Assembly of First Nations Quebec-Labrador

Société de l'assurance automobile du Québec

Coroner

Laboratoire de sciences judiciaires et de médecine légale

Bureau des enquêtes indépendantes

Québec Ombudsman

Cégep de l'Abitibi-Témiscamingue

Collège d'Alma

PSPNet

Embauche 911

Crime Stoppers

Émergensys





Marco Leclerc (QAFNIPD), Christopher Barry (Kebaowek Police Department), Jean-Philippe Bilodeau (Police Essipit), Martine Milton et Joëlle Laparé (Service de police de la Ville De Terrebonne), Pierre-Olivier Martineau (Sécurité publique de Mashteuiatsh), Warren Robertson Roy (Corps de police des Abénakis), Stephan Montreuil (QAFNIPD). January 19, 2023, Best Practices Exchange Committee for Domestic Violence Resources, l'École nationale de police du Québec.

Regroupement des maisons pour femmes victimes de violence conjugale

Quebec Native Women

Association intervenants dépendance Québec

Clinique Nouveau Départ

Table de concertation provinciale en violence conjugale

Intervention et formation en violence conjugale agression sexuelle et violence intrafamiliale

Mesures du plan d'action en violence conjugale (volet autochtone)

Transformation justice

Cops/Sécurité routière

Canadian Centre for Policing Intimate Partner Violence

PQAP Programme Québécois Aide Policier

Comité de travail sur la formation des futurs policières et policiers autochtones ainsi que des policières et policiers œuvrant dans les communautés autochtones, incluant la formation en enquête

Comité aviseur sur les impacts

Comité stratégique sur le recours à la force

Comité aviseur en transformation de la justice

Comité sectoriel milieu policier profilage racial social

Comité Québec en alerte

Comité aviseur sur la gestion des impacts et des opportunités du plan pour moderniser le système de justice chez les organisations policières.

Dossier Violence conjugale Féminicide

Arrêt McNeil

À cœur d'Homme

Université de Montréal

Service de police de la ville de Terrebonne

Innu Takuaikan Uashat mak Mani-utenam

# 2023-2024 STRATEGIC PLANNING

## 1 – STRATEGIC PLANNING

### ISSUE 1 – ENSURE SHREWD FINANCIAL MANAGEMENT OF GRANTS, EXPENSES, AND CONTRIBUTIONS.

#### SPECIFIC ISSUE AND DIRECTION

#### ACTIONS

#### 1.1 Budget Estimates

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>- Compliance with parameters set out in funding agreements</li> <li>- Ethics</li> </ul> | <ul style="list-style-type: none"> <li>- Establish a plan of expenses in \$ and percentage.</li> </ul> |
|--|--|

#### 1.2 Rigorous monitoring of expenditures

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>- Compliance with funding agreements with the MSP</li> <li>- Ethics</li> <li>- Compliance with internal regulations and resolutions</li> </ul> | <ul style="list-style-type: none"> <li>- Follow-up and accounting analysis with the accounting firm FBL of Terrebonne;</li> <li>- Monthly reconciliation of all expenses with accountant and filing of accounts and invoices;</li> <li>- Any expenditure must go through the Executive Director and be approved by at least 2 members of the Executive Committee;</li> <li>- Correct or modulate budget allocations in the event of overruns or otherwise according to forecasts.</li> </ul> |
|---|--|

#### 1.3 Financial Accountability

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>- Compliance with the highest ethical and financial standards</li> </ul> | <ul style="list-style-type: none"> <li>- Quarterly report on the association's financial statements;</li> <li>- Annual accounting report submitted to the executive and members (colloquium or other);</li> <li>- Annual report submitted to the MSP in accordance with funding agreements.</li> </ul> |
|---|--|



## ISSUE 2 - OPTIMIZE COMMUNICATIONS COMPONENTS

## SPECIFIC ISSUE AND DIRECTION

## ACTIONS

## 2.1 QAFNIPD Outreach

- Make our association and our members known
- Promote an image in line with our mission, vision and values

- Select and purchase items featuring our colours for members;
- Participate in the preparation of the annual conference;
- Participate in committees established by our partners;
- Presentation and distribution of our strategic planning;
- Presentation and distribution of our annual report;
- Establish contacts with our partners to increase our interactions with them;
- Identify opinion leaders and influencers in our industry;
- Initiate new partnerships;
- Identify the right performance indicators, measure them assiduously and act on the results;
- Maintain our online presence and the Association's brand;
- Maintain an editorial calendar to coordinate with our members and plan comprehensive and sophisticated campaigns;
- More presence in traditional media;
- Meeting of the association face-to-face in the communities, meeting with band council members, postal staff;
- Participate in events in communities, participate in fundraisers (local).

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## 2.2 Smooth flow of information

- Involve and interact with our partners

- Maintain the monthly meeting with the directors in Teams / Monthly (bilingual);
- Take advantage of the annual conference to disseminate information with members and partners;
- Actively participate in the various committees set up by our partners and bring information back to all members;
- Solicit our partners to inform them or request information;
- Identify and collaborate with our communications counterparts within band councils;
- Develop mechanisms to circulate information from communities to us;
- Occasional press review.

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## 2.3 Accompaniment of directors

- Notions of services / clients
- Availability, respect and discretion

- Maintain customer support to identify what is in place, their needs, expectations and irritants;
- Listen to the needs of managers and quickly propose solutions;
- Encourage managers to modernize;
- Offer our services in a personalized way with each of the directors;
- Visit Indigenous police forces on-site;
- Measure the satisfaction of the directors of our service delivery.

### ISSUE 3 - GROWTH MANAGEMENT OF THE IPFS

| SPECIFIC ISSUE AND DIRECTION  | ACTIONS   |
|---|---|
| <b>3.1 Support managers in their training needs.</b> <ul style="list-style-type: none"> <li>- Notions of services / clients</li> <li>- Mission of the association</li> <li>- Member satisfaction</li> </ul>   | <ul style="list-style-type: none"> <li>- Facilitate directors' access to training development (ENAP, UQTR, ENPQ, and others;</li> <li>- Accompany directors in the assessment of their needs;</li> <li>- Aim to establish an inter-IPF mentoring/coaching network.</li> </ul>   |
| <b>3.2. Support directors in the operationalization of growth management (administrative structure assistance)</b> <ul style="list-style-type: none"> <li>- Notions of services / clients</li> <li>- Mission of the association</li> <li>- Member satisfaction</li> </ul> | <ul style="list-style-type: none"> <li>- Assist and support directors in the management of the three major resources (financial, human, material):               <ul style="list-style-type: none"> <li>- Structures;</li> <li>- Planning;</li> <li>- Financial package;</li> <li>- Terms of reference;</li> <li>- Workstation adjustments;</li> <li>- Acquisition of material resources.</li> </ul> </li> <li>- Support directors in the identification and development of the next generation.</li> </ul> |

#### ISSUE 4 - MAINTAIN THE MODERNIZATION OF THE ASSOCIATION'S ADMINISTRATIVE APPROACH

| SPECIFIC ISSUE AND DIRECTION   | ACTIONS   |
|--|---|
| <b>4.1 Maintenance and development of administrative tools</b> <ul style="list-style-type: none"> <li>- Maintain standards of quality and professionalism</li> </ul> | <ul style="list-style-type: none"> <li>- Adapt our administrative tools to meet the needs and knowledge of members.</li> </ul>  |
| <b>4.2 Operational Accountability</b> <ul style="list-style-type: none"> <li>- Concept of customer service</li> <li>- Member satisfaction</li> </ul>                 | <ul style="list-style-type: none"> <li>- Compilation of interventions with directors;</li> <li>- Include actions and results in our annual report;</li> <li>- Ensure follow-up of projects initiated or in the process of being initiated with the directors, the executive and the MSP;</li> <li>- Monitor itinerant training in violence and others;</li> <li>- Document the needs of managers in order to be able to meet their needs by proposing solutions.</li> </ul> |

#### ISSUE 5 - DEVELOP OPERATIONAL SUPPORT FOR IPF DIRECTORS

| SPECIFIC ISSUE AND DIRECTION  | ACTIONS   |
|---|---|
| <b>5.1 Enhance service offerings based on the needs of Indigenous police forces</b> <ul style="list-style-type: none"> <li>- Notion of service/customer</li> <li>- Member satisfaction</li> <li>- Meet the mission, vision and values of the QAFNIPD</li> </ul> | <ul style="list-style-type: none"> <li>- Ask IPF directors about needs (meetings, surveys, etc.);</li> <li>- Visit managers in their workplaces to better understand their needs;</li> <li>- Document the needs of directors in order to be able to meet their needs by proposing solutions;</li> <li>- Encourage directors to modernize and support them in this direction;</li> </ul> |



- Encourage directors to modernize and support them in this direction;
- Encourage our IPFs to interact with external partners and get involved;
- Initiate new partnerships that could benefit directors;
- Assist directors in the drafting of projects on domestic violence and others;
- Deployment of expenditure control and tracking tools for directors;
- Support directors following inspection recommendations;
- Produce operational checklists in both languages;
- Follow up on itinerant training in violence and others.

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## 5.2 Aim for greater member participation

- Notion of service/customer
- Member satisfaction
- Meet the mission, vision and values of the QAFNIPD

- Promote the growing offer of services;
- Experiment with different approaches;
- Listen to the needs of managers and quickly propose solutions.

## SUMMARY OF DOMESTIC VIOLENCE FUNDING APPLICATIONS

On June 3, 2021, the Government of Quebec announced, notably through the Deputy Premier and Minister of Public Security, a series of measures on domestic violence and feminicides, intended specifically for Indigenous communities in the Province of Quebec and their population. Such an approach ensures that the projects or actions derived from these measures take into account and respond to the realities and issues of the different communities.

- Improved support for victims of domestic violence through support measures from specialized resource persons dedicated to these functions within IPFs throughout the intervention continuum, in collaboration with community network partners and health and social services;
- Enhanced monitoring of offenders by strengthening, in particular, the mechanisms for detecting, evaluating, and monitoring potentially dangerous domestic violence situations at all stages of the intervention continuum, in collaboration with other partners in the justice sector.



## PROJECTS TO COUNTER CONJUGAL VIOLENCE - EVOLUTION OF DEMANDS

The following table shows the evolution of the 19 applications submitted out of the 22 Indigenous Police Forces since the coordinators were hired.

| Police Service           | Project Underway | Project Submitted | Project Approved      |
|--------------------------|------------------|-------------------|-----------------------|
| Odanak-Wôlinak           | Yes              | Yes               | Yes                   |
| Eeyou Eenou Police Force | No               | ---               | ---                   |
| Kebaowek                 | Yes              | Yes               | Yes                   |
| Kitigan Zibi             | Yes              | Yes               | Yes                   |
| Lac-Simon                | Yes              | Yes               | Yes                   |
| Pikogan                  | Yes              | Yes               | Yes                   |
| Timiskaming              | Yes              | Yes               | Yes                   |
| Wendake                  | Yes              | Yes               | Yes, awaiting funding |
| Manawan                  | Other/Yes        | Yes               | Yes                   |
| Opitciwan                | Other/Yes        | Yes               | Yes                   |
| Wemotaci                 | Yes              | Yes               | Yes, awaiting funding |
| Kawawachikamach          | Yes              | Yes               | Yes                   |
| Essipit                  | Yes              | Yes               | Yes                   |
| Mashteuiatsh             | Yes              | Yes               | Yes                   |
| Pakua Shipi              | Yes              | Yes               | Yes, awaiting funding |
| Pessamit                 | Yes              | Yes               | Yes, awaiting funding |
| Uashat mak Mani-utenam   | Yes              | Yes               | Yes                   |
| Nunavik                  | No               | ---               | ---                   |
| Gesgapegiag              | Yes              | Yes               | Yes                   |
| Listuguj                 | Yes              | Yes               | Yes                   |
| Akwesasne                | No               | ---               | ---                   |
| Kahnawá:ke               | Yes              | Yes               |                       |

## **LIST OF FUNDING AGREEMENTS ARTICLES SPECIFYING THE OBLIGATIONS OF OUR ASSOCIATION WITH REGARDS TO THE 2 AGREEMENTS SIGNED WITH THE MINISTÈRE DE LA SÉCURITÉ PUBLIQUE DU QUÉBEC**

3.5 In particular, the QAFNIPD undertakes to:

1. Use the financial contribution granted by this Agreement solely for the purposes set out therein to carry out the Project, according to the approved budget in Appendix "A"

Budgetary obligations

3.6 The QAFNIPD must respect the budget presented in Appendix "A". It may, however, reallocate sums between budget items:

1. Without authorization and without the need to produce an amended budget when a reallocation is equal to or less than twenty percent (20%) of the annual contribution;
2. Written authorization from Québec is required if the reallocation is greater than 20% of the annual contribution;
3. Written authorization from Québec is required if the budget reallocation requires the addition of a new eligible budget item or the removal of an existing budget item;

3.7 The application for authorization under sections 3.6 (b), (c) and (d) and the information required therein must be submitted in accordance with Québec's requirements.

3.8 The QAFNIPD must also obtain written authorization from Québec to make a reallocation when the budget reallocation made by the QAFNIPD in Appendix "A" for a fiscal year exceeds 20% of the total annual amount of the contribution paid by Quebec for that fiscal year.

3.9 Budget reallocations shall be clearly identified in the annual review of the Project provided for in Provision 3.10.

3.10 The QAFNIPD must send to Québec, no later than July 1, 2022, July 1, 2023, July 1, 2024, July 1, 2025 and July 1, 2026, an annual report of the Project for the fiscal years covered by this Agreement, which must contain data or indicators to measure the activities of the shared support services structure and verify the use of the financial contribution. As part of this report, the following information should be included:

1. The list of CPAs who have used the shared support services structure;
2. The number of CPA projects and supports, including local initiatives on domestic violence and femicide for which the shared support services structure provided support;
3. Number and descriptions of communications and community relations.

3.11 The QAFNIPD must send Québec its audited financial statements related to the Project concerning its activities no later than July 1, 2022, July 1, 2023, July 1, 2024, July 1, 2025 and July 1, 2026 for the fiscal years covered by this Agreement.



# QUEBEC ASSOCIATION OF FIRST NATION AND INUIT POLICE DIRECTORS

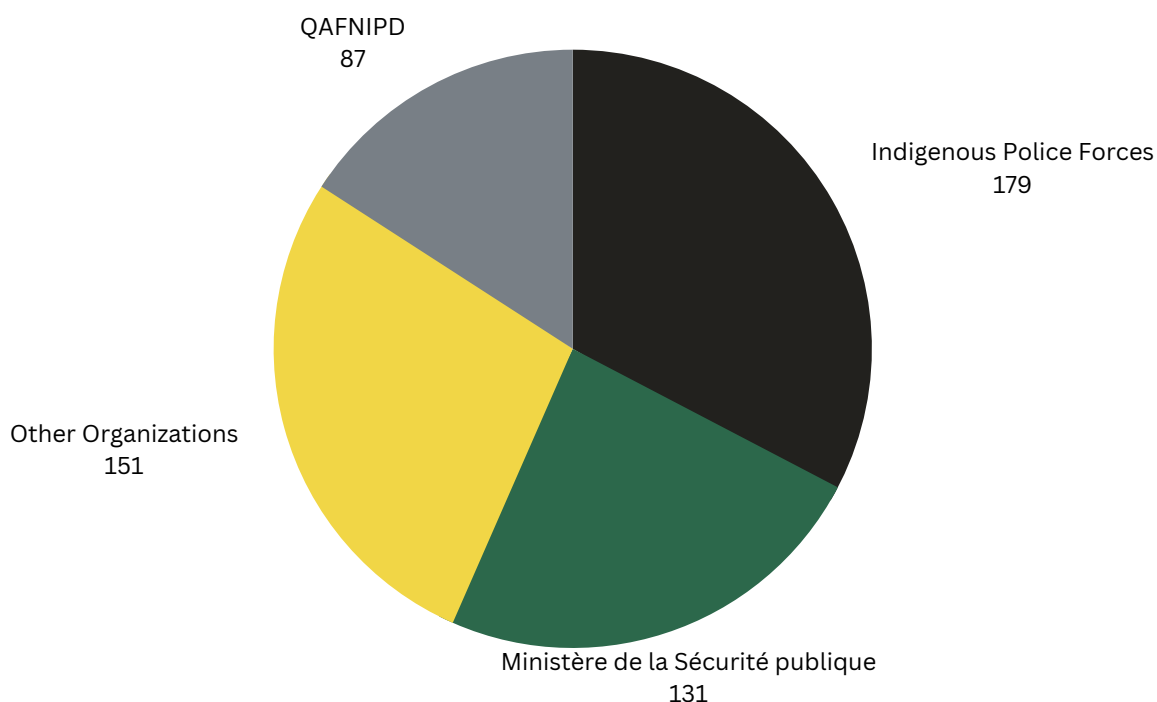
## STATEMENT OF INCOME

APRIL 2022 TO MARCH 2023

|                     | Agreement 1  | Agreement 2   | Earnings outside agreement | Total         |
|---------------------|--|---------------|----------------------------|---------------|
| <b>REVENUES</b>     | 4000 Revenues grant                                | 206,075.00 \$ | 675,000.00 \$              | 881,075.00 \$ |
|                     | 4010 Income annual contributions 22-23             |               | 6,600.00 \$                | 6,600.00 \$   |
|                     | 3% Square fee applied to 3 transactions            |               |                            | 0.00 \$       |
|                     | 4100 Interest income *                             | 986.59 \$     | 366.18 \$                  | 1,352.77 \$   |
|                     | Non-agreement income (sponsorships, etc.)          |               |                            | 0.00 \$       |
|                     | 4800 Golf activity                                 |               | 2,280.40 \$                | 2,280.40 \$   |
|                     | Total revenues                                     | 206,075.00 \$ | 675,986.59 \$              | 9,246.58 \$   |
| <b>GROSS PROFIT</b> |  |               |                            |               |
| <b>EXPENSES</b>     | 5000 Employee wages                                | 131,209.78 \$ | 356,695.03 \$              | 487,904.81 \$ |
|                     | 5005 Marginal profits                              | 8,212.43 \$   | 25,315.64 \$               | 33,528.07 \$  |
|                     | 5130 Representation expenses                       | 1,654.55 \$   | 8,177.28 \$                | 9,831.83 \$   |
|                     | 5131 Entertainment expenses NON-TAXABLE            |               | 1,246.35 \$                | 1,246.35 \$   |
|                     | 5135 Representation expenses (golf)                |               | 0.00 \$                    | 0.00 \$       |
|                     | 5140 Travel expenses                               | 3,845.27 \$   | 19,618.23 \$               | 23,463.50 \$  |
|                     | 5141 Travel expenses NON-TAXABLE                   |               | 937.19 \$                  | 937.19 \$     |
|                     | 5230 Insurance                                     | 849.68 \$     |                            | 849.68 \$     |
|                     | 5300 Professionnal fees                            | 17,364.42 \$  |                            | 17,364.42 \$  |
|                     | 5310 Web site                                      | 2,005.67 \$   |                            | 2,005.67 \$   |
|                     | 5400 Office expenses                               | 1,402.00 \$   | 9,276.70 \$                | 10,678.70 \$  |
|                     | 5401 Office expenses NON-TAXABLE                   | 12.08 \$      | 471.38 \$                  | 483.46 \$     |
|                     | 5420 Rental - Storage space                        | 1,547.71 \$   |                            | 1,547.71 \$   |
|                     | 5450 Computer support and supplies                 | 413.64 \$     | 3,218.20 \$                | 3,631.84 \$   |
|                     | 5500 Recruitment expenses                          | 1,235.02 \$   |                            | 1,235.02 \$   |
|                     | 5600 Accomodation expenses                         | 1,062.97 \$   | 23,739.60 \$               | 24,802.57 \$  |
|                     | 5601 Accommodation expenses NON-TAXABLE            |               | 677.93 \$                  | 677.93 \$     |
|                     | 5610 Cellular                                      | 729.20 \$     | 2,561.57 \$                | 3,290.77 \$   |
|                     | 5611 Cellular NON-TAXABLE                          |               | 178.54 \$                  | 178.54 \$     |
|                     | 5620 Training expenses                             |               | 233.72 \$                  | 233.72 \$     |
|                     | 5621 Training expenses NON-TAXABLE                 |               | 3,600.00 \$                | 3,600.00 \$   |
|                     | 5625 Conferences                                   | 1,612.66 \$   | 1,705.22 \$                | 3,317.88 \$   |
|                     | 5626 Conferences NON-TAXABLE                       |               | 2,360.00 \$                | 2,360.00 \$   |
|                     | 5630 Annual fees                                   | 537.44 \$     |                            | 537.44 \$     |
|                     | 5631 Annual fees NON-TAXABLE                       | 2,274.00 \$   |                            | 2,274.00 \$   |
|                     | 5650 Advertising-Promotion                         | 1,276.38 \$   | 41,895.97 \$               | 43,172.35 \$  |
|                     | 5660 Charitable donations                          |               | 4,150.00 \$                | 4,150.00 \$   |
|                     | 5670 ENPQ-UQTR Research Chair (transaction 202304) |               | 15,000.00 \$               | 15,000.00 \$  |
|                     | 5680 Charges tournoi de golf                       |               | 1,444.90 \$                | 1,444.90 \$   |
|                     | 5800 Payroll expenses                              |               | 1,009.89 \$                | 1,009.89 \$   |
|                     | 5900 Financial fee                                 |               | 356.32 \$                  | 23.80 \$      |
|                     | Total expenditure for 2022-2023                    | 172,693.99 \$ | 522,424.76 \$              | 1,468.70 \$   |
|                     |  | 33,381.01 \$  | 153,561.83 \$              | 7,777.88 \$   |
|                     |  |               |                            | 190,169.81 \$ |

\*On February 23, 2023, an amount of \$400,000 (from agreement 2) was placed in a high-interest account. The amounts under this heading come from this investment.

## SUMMARY OF THE MEETINGS OF THE QAFNIPD'S SECTORS OF ACTIVITY



### QAFNIPD

- Weekly statutory ED meetings and coordination, discussions, feedback and assignments;
- Monthly meetings of the association;
- One-off meetings, current affairs,
- Strategic planning, follow-up action plan, others.

### Ministère de la Sécurité publique

- DV/SV funding project, applications, follow-ups and implementation
- Weekly statutory meetings, feedback on the various projects, exchange of best practices;
- Status reports, participation in the development of the questionnaire, pilot project, support for IPFs;

### Indigenous Police Forces

- DV/SV funding projects, support for applications, follow-up and implementation;
- Support and designs of various operational and management tools;
- Assistance with the status reports project; follow-up and support;
- Support for IPFs,
- Travel for operational and management support.

### Other Organizations

- Table nationale sur la violence conjugale et sexuelle
- Sûreté du Québec Aboriginal liaison, monthly statutory meetings, update of respective work, exchange of best practices;
- ENPQ, participation Advisory Committee, Police Recognition Day
- DPCP, specialized courts training in DV/SV,
- SM Terrebonne, Table de concertation nationale en VC;
- SAAQ, partnership for the various programs;
- All CEGEPs offering police technology throughout the territory: comms.
- Embauche 911: comms.
- Police CN
- Crime Stoppers: comms.
- Réseau Intersection: comms.
- CCCE-ENPQ (Comité consultatif client élargi)
- CCCA (Comité consultatif client autochtone)

## STATUS OF WORK

| Underway   | Completed  |
|--|--|
| <ul style="list-style-type: none"> <li>• MSP DV/SV Projects funding, implementation of resources</li> <li>• Support inspection reports;</li> <li>• Training, implementation of specialized courts;</li> <li>• National Table on Domestic Violence;</li> <li>• Good Practices Committee on Domestic Violence;</li> <li>• Changes to structures to address the various recommendations of the bill;</li> <li>• Pay equity;</li> <li>• Promote the hiring of police officers through all CEGEPs offering police technology;</li> <li>• Visibility of the association on all platforms;</li> <li>• Travel to the various IPFs for administrative support;</li> <li>• Travel, Communications Coordination;</li> <li>• Design and distribution of adapted and personalized operational and administrative tools.</li> <li>• Growth of our online presence (Facebook/LinkedIn/Instagram);</li> <li>• Growth of our online presence (Facebook/LinkedIn/Instagram)</li> <li>• Presentation of Indigenous police forces in CEGEP classes</li> <li>• IPF and Firt Nations news watch</li> <li>• Produce content according to the editorial calendar</li> <li>• Identify all Band Council Communications Coordinators</li> </ul> | <ul style="list-style-type: none"> <li>• Status Reports</li> <li>• Comité, Inventaire des pratiques exemplaires et inspirantes en matière de traitement des agressions sexuelles en milieu autochtone</li> <li>• Report to Follow</li> <li>• Contact with all police technical coordinators</li> <li>• Attendance at the ÉNPQ Career Day</li> <li>• Embauché 911 Partnership</li> <li>• Attending ADPQ Symposium</li> <li>• Attending Police Recognition Day</li> <li>• Attending Canadian Association of Chiefs of Police Symposium</li> <li>• Attending of the ÉNPQ First Nations cohort graduation</li> <li>• Attending the Grande marche Puamun Meshkenu pour la guérison in Wendake</li> <li>• Distribution of the annual report to our extended network</li> <li>• Creating an editorial calendar</li> <li>• Bilingual offer of monthly meetings</li> <li>• Using Mailchimp for personalized email delivery</li> <li>• Fundraising for the Thierry Leroux Foundation and Polar Plunge Challenge</li> <li>• Using Canva to enhance the visual design of our documents</li> <li>• Attending FNCPA Symposium</li> <li>• Attending AFN Symposium (EC)</li> <li>• Attending our Symposium</li> <li>•</li> </ul> |



### Coming Soon

- Attending at CEGEP Career days
- Creating a Tik Tok Account
- Podcast Warrior Life (Pam Palmater)
- Participating in the À badge ouvert Podcast
- Media collaboration with Crime Stoppers (La Presse, FM 98.5)
- Profile of QAFNIPD members and employees (video or photo/text)
- DV Project Podcast
- Dissemination of Nunavik content
- SAAQ Featurettes
- New hires onboarding kit
- Translating the website
- Enhance the exhibitors' experience at the Symposium





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