



**Kahnawake
Peacekeepers**



ANNUAL REPORT

2023 - 2024

QUEBEC
ASSOCIATION OF
FIRST NATION AND
INUIT POLICE
DIRECTORS







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PIERRE SIMARD

Executive Director

MESSAGE FROM THE EXECUTIVE DIRECTOR

As the Executive Director of the Quebec First Nation and Inuit Police Directors Association, I am honoured to present our annual report. This year has been marked by significant challenges, but also by remarkable achievements thanks to the commitment and dedication of our directors and their teams.

Our directors, deeply rooted in their communities, continue to demonstrate exceptional resilience and adaptability. Their deep integration into local culture and language not only strengthens trust but also enhances the effectiveness of our daily work.

We have also strengthened our collaborations with various partners to improve our practices and resources. These partnerships are essential to meet the unique needs of our communities and to promote sustainable security.

I would like to thank all the members of our association for their continued support and commitment to improving police services in Indigenous communities. Together, we are making significant progress towards a safer and more harmonious future for all our nations.

Happy reading!

MISSION, VISION AND VALUES

VISION

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.

MISSION

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

VALUES

Pride
Inclusivity
Service.



22 COMMUNITIES MEMBERS



Abénaquis
- Corps de police des Abénakis

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

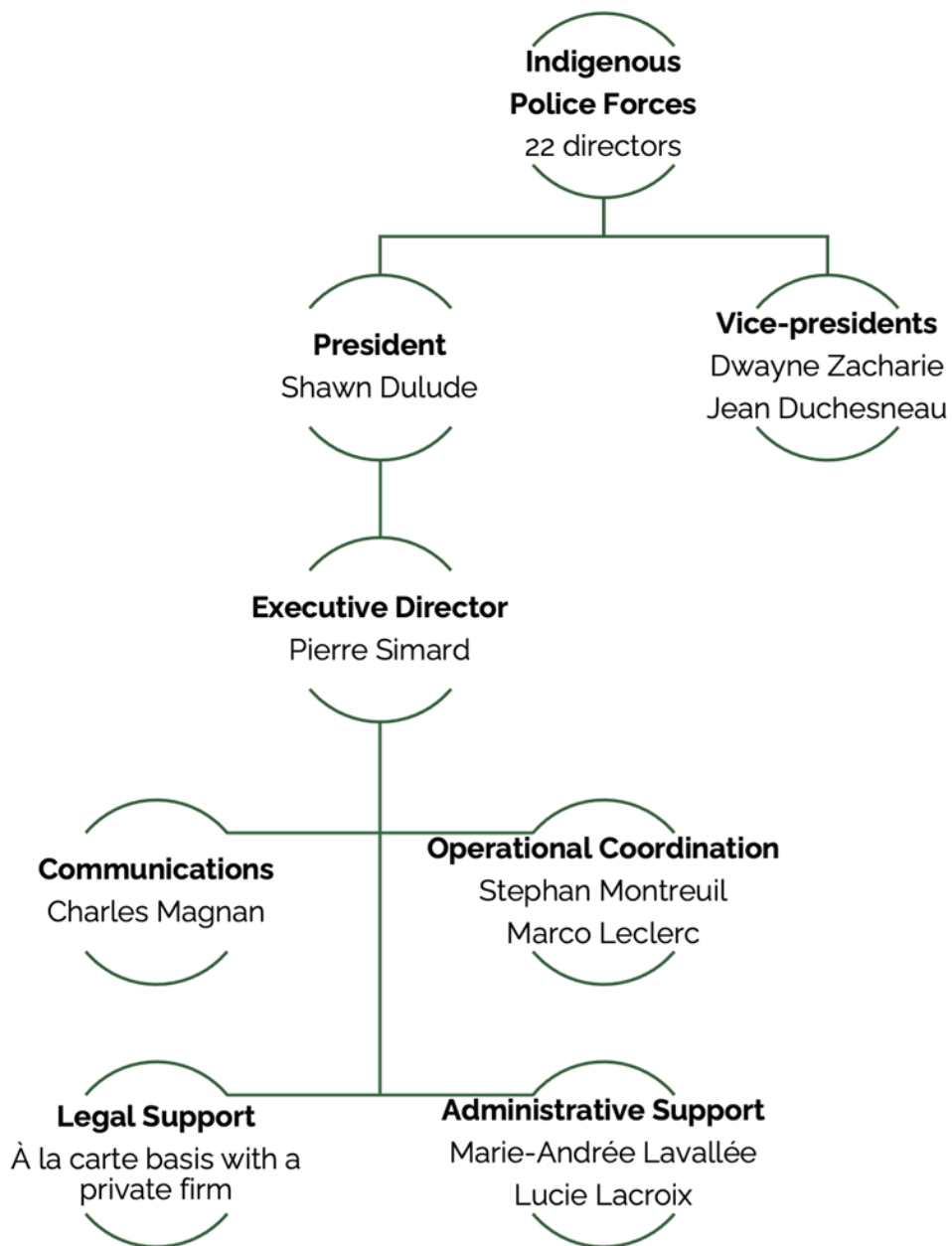
Mohawk
- Akwesasne Mohawk Police Service
- Kahnawake Peacekeepers

Naskapi
- Naskapi Police Force

Inuit
- Nunavik Police Force



ORGANIZATIONAL CHART





ACCOMPLISHMENTS

EXECUTIVE COMMITTEE/MANAGEMENT

Greater National Visibility and Federal Consultations

We have increased our national visibility by actively participating in conferences and consultations. We strengthened our presence at the First Nations Chiefs of Police Association (FNCPA) conference and the Canadian Association of Chiefs of Police (CACCP). Additionally, we were consulted by the Canadian Department of Justice on the criminalization of coercive control and met with Canadian parliamentarians to discuss crucial issues for our communities. Our participation in the federal consultation on the recognition of essential services for Indigenous communities also demonstrates our commitment to advancing critical causes for our members at the national level.

Defending Our Rights

We have defended the rights of our members by filing a complaint with the Canadian Human Rights Tribunal to protect their interests. We also submitted legal opinions on Bills 14 (PL 14) and 18 (PL 18), thereby asserting our influence in legislative debates.

Legal Support for Members

We provided legal support to four of our members, demonstrating our commitment to their legal well-being. Indigenous police directors hold precarious positions where they may feel isolated and unsupported. We intervene to offer them legal protection, assistance in managing complex situations, and defense of their rights. This support is essential as their options are very limited in case of difficulty.

Priority to Mental Health

The mental health of our members is a priority for us. We participated in the Quebec Police Assistance Plan (PQAP) and continue to actively support the UQTR-ENPQ Research Chair on Psychological Health Prevention in Public Safety Work. Initiatives have been launched to offer better mental health support, and we have collaborated with companies to explore new support models. These efforts aim to improve the psychological well-being of our members by providing resources and support tailored to their specific needs.



ACCOMPLISHMENTS

ADMINISTRATION SECTOR

Document Design

This year, we designed a wide range of custom documents reflecting our members' identity. A library of practical documents for Indigenous police forces has also been established, including operational checklists and police instruction guides. These initiatives aim to standardize practices and facilitate access to essential resources for members of the Indigenous Police Directors.

New Resource in the Team

We welcomed Lucie to our administrative team. Her orientation was carefully planned to ensure she integrates well and quickly familiarizes herself with internal procedures. This new resource strengthens our administrative capacity and improves our operational efficiency.

Comprehensive Management of Annual Conference Logistics

The administration has taken charge of all stages of organizing our annual conference, ensuring smooth and professional coordination. This included preparatory meetings with the Centre des congrès de Lévis to finalize logistical details, managing invitations and registrations, reserving rooms, and designing promotional materials. We also coordinated several suppliers, managed travel and accommodations for participants, and much more. These efforts ensure the event will run professionally and efficiently.

Community Support

Marie-Andrée visited two communities to enhance their administrative performance. This on-site support identified opportunities for improvement and implemented solutions tailored to their needs. These visits are essential to ensure harmonized and efficient administration across all the communities served.

These achievements demonstrate the administrative team's commitment to improving internal processes, ensuring rigorous financial management, maintaining transparent communication, and recognizing the contributions of its members.



ACCOMPLISHMENTS

OPERATIONS SECTOR

Member Support

We actively supported our members through various challenges and initiatives, including:

- Stabilizing a precarious position after the departure of three officers in one week;
- Facilitating the authorization for a deputy director;
- Visiting a community to prepare its evidence room;
- Collaborating with the Indigenous Liaison on a case in a community;
- Updating the management policy of a police service;
- Discussing psychological support for patrollers in a community;
- Verifying the appointment process of a director and developing an action plan.

Meetings were held for various projects, including information access and renewing a director's contract. We also supported the hiring of a police officer in a police service and backed the deployment of the anti-reconciliation bracelet project.

Training Initiatives

We launched several training initiatives to strengthen the skills of our teams. We coordinated radar training with Uashat, explored the possibility of including Indigenous cohorts in university training, and implemented an Indigenous Anglophone training project with Eeyou Eenu. A training session on narcotics for patrollers was organized. Budget forecasts and funding allocations for training were established, with training programs in collaboration with ENPQ and Eeyou Eenu. Additionally, we developed investigator training for Indigenous posts and initiated a co-development project to encourage collaboration and the sharing of best practices among directors.

Group Purchases and Acquisition of Products and Services

To optimize resources and achieve significant savings, we implemented group purchases with the MSP for vehicles and other essential equipment. A list of items was created to obtain the best possible prices. These initiatives improved operational efficiency while ensuring prudent resource management. Through these efforts, we maximized available resources and provided our members with the necessary tools to deliver quality service to their communities. This project is currently active for three Indigenous police services and will be extended to all others requesting it in the coming year.



ACCOMPLISHMENTS

COMMUNICATIONS SECTOR

Client Development Exercise with Our Directors

To guide our three-year strategy and organize our first symposium, we successfully interviewed nearly 75% of our directors. This allowed us to accurately understand their needs, expectations, and concerns regarding our association and to develop coherent and tailored solutions.

Growth of Our Online Communities

We experienced remarkable growth this year, with a 77% increase in our Facebook audience and a 62% increase on LinkedIn. Our engagement rates significantly surpass those in our field, reflecting the growing interest in Indigenous police forces.

Honouring Our Fallen

At the recommendation of Mr. Michel Leroux, we took the duty of remembrance to heart by commemorating the dates of our officers who died in the line of duty and highlighting the initiatives taken by police forces to honour them. Each publication was positively received by our online communities.

Connecting Partners

The association has strengthened its role as a bridge between Indigenous police forces and the broader public safety community. We are proud of the new partnerships established in 2023-2024 with organizations such as Rebâtir, Réseau Intersection, CEPN, CSSSPNQL, and SAAQ, and we look forward to numerous future collaborations.

Launch of Our Podcast *The QAFNIPD Meets*

We launched our first 60-minute episode with Dr. Amélie Fournier of PSPNET to discuss suicide prevention during the dedicated week. We plan to use this medium more to highlight the work of police officers within Indigenous communities.

Talent Acquisition Initiatives

We actively posted 20 job offers on our media platforms and through our partner *Embauche 911*. The communications sector played a key role in participating in the ÉNPQ Open House Day. We are also strongly engaged in promoting the AEC in Indigenous Police Technology offered by the Cégep de l'Abitibi-Témiscamingue and Collège d'Alma, serving on two committees. Additionally, we launched collaborative initiatives with the HR departments of our members' band councils to coordinate our efforts and enhance the visibility of employment opportunities available in the communities.



HIGHLIGHTS

Filing of Our Complaint Before the Canadian Human Rights Tribunal (October 30, 2023)

This event garnered national media coverage, highlighting the importance of our efforts for recognition and equity. We are immensely proud to stand up for the rights of our members and their community.

Deployment of 10-Year Medals

68 medals were awarded across 12 communities, recognizing the dedicated years of service of our police officers. It is with great pride that we honour their unwavering commitment.

Organization of the 2024 Colloquium

We successfully planned and organized our annual conference, bringing together experts, thought leaders, and partners to discuss current and future public safety issues. This event reflects our dedication to advancing our members, sharing knowledge, and strengthening networks.

Participation in the 2023 Police Recognition Day

Our participation in this day was a resounding success for the second time in 2023. We are proud to see our members increasingly engaged and visible at major industry events.

Winners of the BlueLine Magazine Canada's Best Dressed Police Vehicle Contest

Two of our members' vehicles were recognized among the best dressed in Canada, with Essipit winning 2nd place in the main category and Gesgapegiag taking 1st place in the community category. These distinctions highlight their professionalism, strong cultural integration into their visual identity, and meticulous attention to detail.

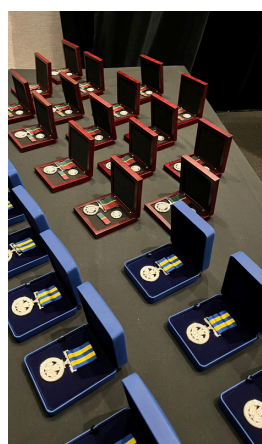
Largest Fundraiser for the 2024 Polar Plunge Challenge

We organized the largest fundraiser to date for the 2024 Polar Plunge Challenge, raising an impressive total of \$4,870. We are extremely proud of this exemplary mobilization and its positive impact on our community.

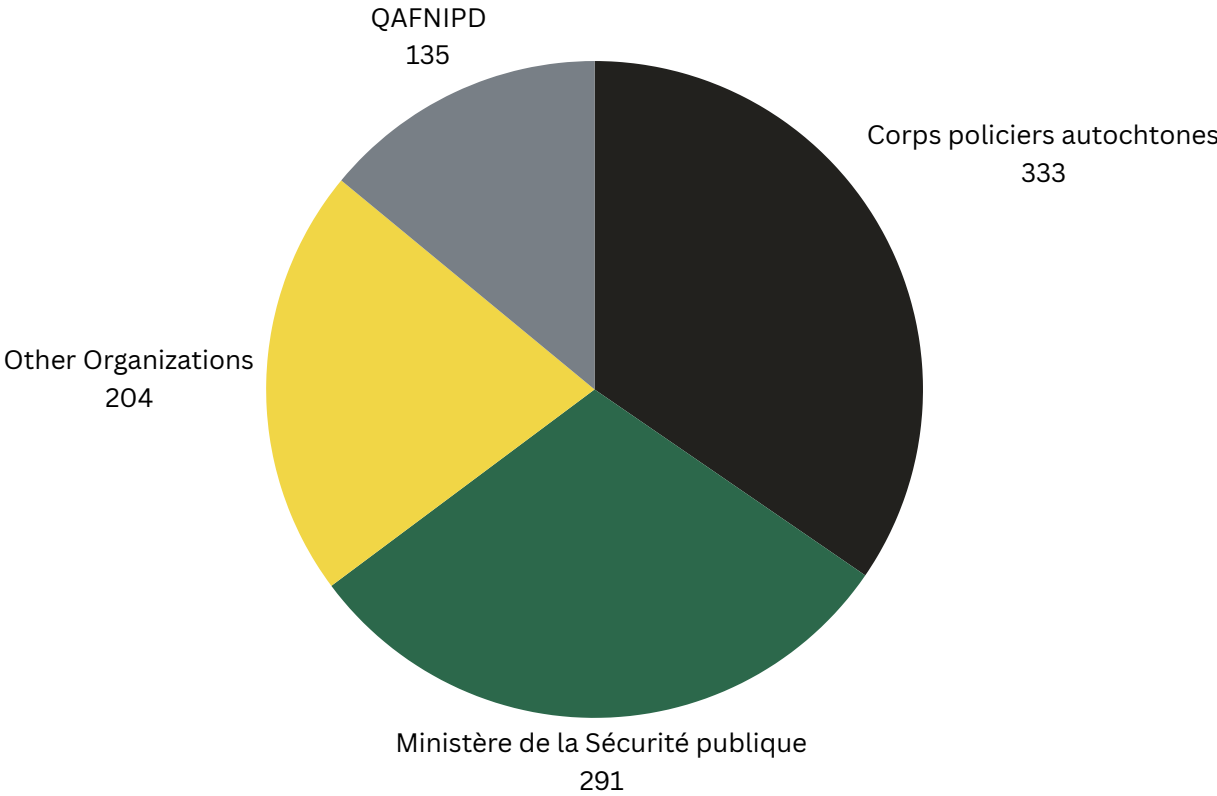
These exceptional achievements demonstrate the commitment, professionalism, and continuous growth of our members, who consistently strengthen their presence and impact within their communities and beyond.



HIGHLIGHTS (IN PICTURES)



COMMITTEES, PARTNERSHIPS OR COLLABORATIONS WITH THE QAFNIPD



QAFNIPD

- Weekly statutory meetings with the ED and coordination, discussions, feedback, and assignments;
- Weekly statutory meetings with executive members;
- Weekly planning meetings for the 2024 annual conference;
- Monthly association meetings;
- Ad hoc meetings for ongoing projects;
- Strategic planning, action plan follow-up, and other activities.



COMMITTEES, PARTNERSHIPS OR COLLABORATIONS WITH THE QAFNIPD

Ministère de la Sécurité publique

- Funding project in DV/SV, requests, follow-ups, and implementation;
- Weekly statutory meetings, feedback on various projects, exchange of best practices;
- Status reports, participation in the development of the questionnaire, pilot project, support for IPFs;
- National Table on Domestic and Sexual Violence;
- Provincial Roundtable on Domestic Violence;
- Elders Council;
- Directorate of Internal Audit, Investigations, and Inspection (DVIEI);
- Directorate of Indigenous Policing Affairs (DAPA);
- Directorate of Policing Practices;
- Grouped Purchases MSP;
- Annual Conference Committee.

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 (13 communities visited).

Other Organizations

- ADPQ (Board Member)
- AFNQL
- Association intervenants dépendance Québec
- Canadian Center for Policing Intimate Partner Violence (CCPIPV)
- UQTR-ENPQ Research Chair in Prevention of Psychological Health
 - RIPTOP Committee
- EHN Canada Mental Health treatment in Canada
- Comité aviseur gestion impacts & opportunité_moderniser système justice org pol.



COMMITTEES, PARTNERSHIPS OR COLLABORATIONS WITH THE QAFNIPD

Other Organizations

- Commissioner's National Indigenous Advisory Committee
- CRPQ Committee
- Québec Alert Committee
- Comité sectoriel milieu policier profilage racial social
- Comité stratégique sur le recours à la force
 - Sous comité emploi de la force
- Technical Table on Public Safety (Bill 14 project)
- Working Committee on the Training of Future Indigenous Police Officers and Police Officers Working in Indigenous Communities, including Investigation Training
- COPS/Road Safety
- Multisectoral Agreement 2023
- FNCPA
- Haven
- Wounded Warriors
- La Vigile
- PSPNet
- Police Misconduct
- Intervention et formation en violence conjugale agression sexuelle et violence intrafamiliale
- IPCO
- McNeil Decision
- Measures of the Domestic Violence Action Plan (Indigenous component)
- PQAP (Comité directeur) Programme Québécois Aide Policier
- Subcommittee on Governance
 - Projet GCC (ressource communautaire)
- Ombudsman
- Regroupement des maisons pour femmes victimes de violence conjugales
- Rebâtir (Service conseil juridique gratuit)
- DPCP
 - DPCP Quebec Table
 - Communication Specialists Committee for Various Police Services and Communications Manager of the DPCP
- Subcommittee on the Declaration of the Victim



COMMITTEES, PARTNERSHIPS OR COLLABORATIONS WITH THE QAFNIPD

Other Organizations

- SAAQ Steering Committee
- Indigenous Prevention Committee
- Réseau Intersection
 - Intersection Committee for First Nations and Inuit
- Specialized Courts
- FIN & FIR
 - Action Subgroup
- Mental Health Homelessness Committee (P38)
- BAR (Bracelet anti-rapprochement)
- Urgence Santé
- Access to Information Act
- Firearms Controller
- Community Proximity Services
- UQAM (Indigenous Youth Protection)
- University of Montreal (Bachelor's Program in Public Safety and Police Studies)
- École nationale de police du Québec
 - CCCA (Indigenous Advisory Committee)
 - CCCE (Expanded Advisory Committee)
 - CCC (Client Advisory Committee)
 - Basic Training Collaboration with CEGEP de Rouyn
 - Police Recognition Day
 - PIC Workshop (Police Intervention with Seniors)
- École nationale d'administration publique
- Regroupement des communicateurs d'urgence (RCU)
- First Nations Executive Education
- Commissaire à la déontologie policière
- Laboratoire de sciences judiciaires et de médecine légale
- Échec aux crimes
- SQ Indigenous Liaisons Committee
- IPV (Intimate Partner Violence)
- Fight Against Gun Violence
- Campus Notre-Dame-de-Foy
- Collège Ahuntsic
- Cégep Trois-Rivières



COMMITTEES, PARTNERSHIPS OR COLLABORATIONS WITH THE QAFNIPD

Other Organizations

- Cégep de Garneau
- Collège de Maisonneuve
- Collège d'Alma
- Cégep John Abbott
- Cégep de Sherbrooke
- Cégep de l'Abitibi-Témiscamingue
- Cégep de l'Outaouais
- Cégep de Rimouski
- Collège Ellis
- First Nations Education Council
- First Nations of Quebec and Labrador Health and Social Services Commission
- Comité superviseur de relève
- Competency Profile Project - First Level Management



2024-2027 STRATEGIC PLANNING

Orientation

Enable Quebec Indigenous police directors to develop the skills, resources, and support network necessary to excel in their roles, thereby fostering prosperous, safe, and just communities.

Mandate

Contribute to enhancing the effectiveness and leadership of Quebec Indigenous police directors through targeted training, resource allocation, and collaborative platforms.

Aspiration

By 2027, establish Quebec Indigenous police directors as national leaders in community policing, recognized for innovative management and exceptional service to their communities.

Objectives

1. Talent acquisition and development;
2. Leadership excellence and professional development;
3. Community engagement and trust-building;
4. Innovation and strategic technological integration;
5. National recognition and strategic partnerships.

1: Talent Acquisition and Development

Year 1:

- Launch a partnership program with Indigenous communities and educational institutions to identify potential leadership talent in policing.
- Initiate internship and mentorship programs tailored to Indigenous policing.

Year 2:

- Evaluate and expand the partnership program to include more institutions and community organizations.
- Enhance the mentorship program by integrating advanced leadership opportunities and interregional exchanges.

Year 3:

- Establish a comprehensive talent retention and development strategy based on feedback and outcomes from initial programs.
- Implement a succession planning process within police services, ensuring the continuous cultivation of leadership talent.



2024-2027 STRATEGIC PLANNING

2: Leadership Excellence and Professional Development

Year 1:

- Develop and implement a leadership training curriculum focusing on managerial skills, strategic planning, and crisis management.
- Initiate a mentorship program pairing new police directors with experienced mentors.

Year 2:

- Introduce advanced leadership training modules, including change management, negotiation, and financial management.
- Expand the mentorship program to include peer mentorship groups for shared learning experiences.

Year 3:

- Launch a leadership evaluation and feedback system to measure the impact of training and mentorship, refining programs based on insights gained.
- Establish an annual leadership conference for Indigenous police directors to share best practices, challenges, and innovations.

3: Community Engagement and Trust-Building

Year 1:

- Begin pilot community engagement projects to develop and test effective trust-building and collaboration strategies.
- Implement community liaison roles within police services to facilitate ongoing dialogue and partnership.

Year 2:

- Expand successful community engagement projects to more regions, incorporating diverse community feedback.
- Develop a framework for regular forums between the community and police to address concerns, share updates, and co-create safety strategies.

Year 3:

- Evaluate the overall impact of community engagement initiatives on trust and perceptions of safety within communities.
- Institutionalize effective engagement practices as standard operating procedures for Indigenous police services.



2024-2027 STRATEGIC PLANNING

4: Innovation and Strategic Technological Integration

Year 1:

- Conduct a technological optimization review to identify key areas where technology can improve police operations and community engagement.
- Begin phased implementation of critical identified technologies, such as data analytics and digital evidence management systems.

Year 2:

- Expand the use of technology in community safety initiatives, including public surveillance systems (with strong privacy protections) and community reporting apps.
- Develop a digital platform for police directors to collaborate, share resources, and access professional development materials.

Year 3:

- Evaluate the impact of technological innovations on police efficiency and community trust, refining and expanding successful initiatives.
- Establish QAFNIPD as a center of excellence for technology in Indigenous policing, sharing lessons learned and best practices with the broader law enforcement and public safety communities.

5: National Recognition and Strategic Partnerships

Year 1:

- Identify success stories: Begin collecting and documenting impactful success stories and case studies from the QAFNIPD community that highlight innovative management and exceptional service.
- Initiate contact with key national police organizations to explore partnership opportunities and lay the groundwork for future collaboration.

Year 2:

- Participate in national forums on policing and leadership to present selected QAFNIPD success stories, showcasing the unique contributions of Indigenous police leadership to community safety.
- Establish formal partnerships with national police organizations, focusing on collaborative projects, knowledge exchange, and joint training initiatives.



2024-2027 STRATEGIC PLANNING

Year 3:

- Evaluate the impact of national recognition on QAFNIPD's objectives and community policing outcomes. Use success stories to enhance the reputation and influence of Indigenous policing at the national level.
- Launch specific collaborative projects with national partners designed to address shared challenges and objectives, further integrating QAFNIPD into the national policing ecosystem.



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
Manawan	Yes	Yes	Yes
Opitciwan	Yes	Yes	Yes
Wemotaci	Yes	Yes	Yes
Kawawachikamach	Yes	Yes	Yes
Essipit	Yes	Yes	Yes
Mashteuiatsh	Yes	Yes	Yes
Pakua Shipi	Yes	Yes	Yes
Pessamit	Yes	Yes	Yes
Uashat mak Mani-utenam	Yes	Yes	Yes
Nunavik	No	---	---
Gesgapegiag	Yes	Yes	Yes
Listuguj	Yes	Yes	Yes
Akwesasne	No	---	---
Kahnawá:ke	Yes	Yes	Yes



COMPLETE LIST OF INDIGENOUS POLICE FORCES THAT UTILIZED THE SHARED SUPPORT SERVICES STRUCTURE FOR THE 2023-2024 FISCAL YEAR

Here is the table summarizing the police services that received assistance, categorized by the type of service offered by the Association.

Police Service	Administration	Operations	Communications
Odanak-Wôlinak	No	Yes	Yes
Eeyou Eenou Police Force	No	Yes	Yes
Kebaowek	No	Yes	Yes
Kitigan Zibi	No	Yes	Yes
Lac-Simon	Yes	Yes	Yes
Pikogan	Yes	Yes	Yes
Timiskaming	No	Yes	Yes
Wendake	No	Yes	Yes
Manawan	No	Yes	Yes
Opitciwan	No	Yes	Yes
Wemotaci	Yes	Yes	Yes
Kawawachikamach	No	Yes	Yes
Essipit	Yes	Yes	Yes
Mashteuiatsh	Yes	Yes	Yes
Pakua Shipi	No	Yes	Yes
Pessamit	No	Yes	Yes
Uashat mak Mani-utenam	No	Yes	Yes
Nunavik	No	Yes	Yes
Gesgapegiag	Oui	Oui	Oui
Listuguj	Oui	Oui	Oui
Akwesasne	No	Oui	Oui
Kahnawá:ke	Non	Oui	Oui



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:

- 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:

- 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;
- Written authorization from Québec is required if the reallocation is greater than 20% of the annual contribution;
- 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.



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

3.10 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:

- The list of CPAs who have used the shared support services structure;
- The number of CPA projects and supports, including local initiatives on domestic violence and femicide for which the shared support services structure provided support;
- 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 2023 TO MARCH 2024

	Agreement 1	Agreement 2	Earnings outside agreement	Total	
REVENUES	4000 Government Subsidy Revenue (MSP)	211,047.00 \$	675,000.00 \$	0.00 \$	886,047.00 \$
	4005 Revenue - Revenue Canada			8,517.73 \$	8,517.73 \$
	4010 Annual Dues Revenue			10,421.67 \$	10,421.67 \$
	4015 Revenue - Donation			0.00 \$	0.00 \$
	4020 Revenue - Sponsorship			0.00 \$	0.00 \$
	4100 Interest Revenue			20,434.62 \$	20,434.62 \$
	4205 Annual Conference Revenue			2,500.00 \$	2,500.00 \$
	4800 Golf Tournament Proceeds			5,010.44 \$	5,010.44 \$
	Total revenues	211,047.00 \$	675,000.00 \$	46,884.46 \$	932,931.46 \$
	GROSS PROFIT	211,047.00 \$	675,000.00 \$	46,884.46 \$	932,931.46 \$
EXPENSES	5000 Employee Salaries	152,124.11 \$	382,477.89 \$		534,602.00 \$
	5005 Fringe Benefits	9,430.17 \$	30,392.71 \$		39,822.88 \$
	5130 Representation Expenses	2,001.11 \$	6,050.26 \$		8,051.37 \$
	5131 Representation Expenses NON-TAXABLE		829.98 \$		829.98 \$
	5140 Travel Expenses	5,811.25 \$	21,931.45 \$		27,742.70 \$
	5141 Travel Expenses NON-TAXABLE	110.47 \$	4,019.84 \$		4,130.31 \$
	5230 Insurance	849.68 \$			849.68 \$
	5235 Taxes and Licenses		38.00 \$		38.00 \$
	5300 Professional Fees	54,451.57 \$			54,451.57 \$
	5310 Website	2,286.09 \$			2,286.09 \$
	5400 Office Expenses	1,686.65 \$	12,125.29 \$		13,811.94 \$
	5401 Office Expenses NON-TAXABLE	393.66 \$	307.71 \$		701.37 \$
	5420 Rental - Storage Space	2,411.98 \$			2,411.98 \$
	5450 IT Support and Supplies		3,459.03 \$		3,459.03 \$
	5451 IT Support and Supplies NON-TAXABLE		157.46 \$		157.46 \$
	5600 Accommodation Expenses	1,620.16 \$	29,641.08 \$		31,261.24 \$
	5601 Accommodation Expenses NON-TAXABLE		380.25 \$		380.25 \$
	5610 Cellphone	771.81 \$	3,409.00 \$		4,180.81 \$
	5611 Cellphone NON-TAXABLE	0.00 \$	65.00 \$		65.00 \$
	5612 Telecommunications	567.44 \$	2,743.70 \$		3,311.14 \$
	5613 Telecommunications NON-TAXABLE		0.00 \$		0.00 \$
	5621 Training Expenses NON-TAXABLE		3,600.00 \$		3,600.00 \$
	5625 Conferences	25,407.14 \$	896.42 \$		26,303.56 \$
	5626 Conferences NON-TAXABLE	8,353.73 \$			8,353.73 \$
	5627 Colloquium/Conference	12,519.44 \$			12,519.44 \$
	5628 Colloquium/Conference NON-TAXABLE		825.00 \$		825.00 \$
	5630 Annual Dues	792.32 \$			792.32 \$
	5631 Annual Dues NON-TAXABLE	400.00 \$			400.00 \$
	5650 Advertising - Promotion		24,258.82 \$		24,258.82 \$
	5652 Advertising/Promotion NON-TAXABLE		683.98 \$		683.98 \$
	5660 Charitable Donations		6,257.90 \$		6,257.90 \$
	5670 Grants		15,000.00 \$		15,000.00 \$
	5680 Golf Tournament charges			3,170.55 \$	3,170.55 \$
	5800 Payroll Service Fees		1,108.90 \$		1,108.90 \$
	5900 Bank Fees		237.26 \$		237.26 \$
	5925 Interest and Penalties		0.37 \$		0.37 \$
	Total expenditure for 2022-2023	281,988.78 \$	550,897.30 \$	3,170.55 \$	836,056.63 \$
	-70,941.78 \$	124,102.70 \$	43,713.91 \$	96,874.83 \$	





THANK YOU

Quebec Association of First Nation and Inuit Police Directors

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