

Request for Proposal (RFP)

Implementation of The Akwesasne Mohawk Police Service Strategic Plan

Issue Date: October 03, 2025

1. Introduction

The Akwesasne Mohawk Police Service (AMPS) is seeking proposals from qualified consultants to support the **implementation of its Strategic Plan**. This plan outlines key priorities and goals to improve policing services, community engagement, organizational wellness, and operational effectiveness within AMPS.

The successful consultant will be responsible for translating the strategic objectives into a detailed and actionable implementation plan, including project management, performance monitoring, and stakeholder engagement strategies.

2. Background

The AMPS recently completed a comprehensive Strategic Plan through extensive internal assessments and community consultation. The Plan identifies strategic priorities over the next five years, including:

- Community Focused
- Enhance Safety
- Building Capacity
- Sound Governance

With the Strategic Plan completed, AMPS is now seeking professional assistance to **operationalize** the plan through clear action steps, timelines, performance indicators, and change management strategies.

3. Scope of Work

The selected consultant will be responsible for the following deliverables and activities:

3.1. Strategic Plan Implementation Framework

- Develop a comprehensive implementation roadmap aligned with AMPS's strategic priorities.
- Identify key initiatives, milestones, timelines, and responsible leads.
- Integrate culturally relevant and community-based approaches throughout.

3.2. Project Management & Governance Support

- Establish project tracking and governance tools to support oversight and accountability.
- Recommend a structure for internal working groups or committees to support implementation.
- Provide regular progress reporting templates and dashboards.

3.3. Performance Measurement & Evaluation

- Develop a results-based management framework, including KPIs and evaluation tools.
- Establish mechanisms to track progress and adjust the implementation approach as needed.
- Provide training on using performance metrics internally.

3.4. Stakeholder Engagement & Communication

- Facilitate engagement with internal staff and community stakeholders to ensure transparency.
- Create communication tools to promote awareness and understanding of the strategic goals.
- Provide recommendations for ongoing engagement throughout the implementation period.

3.5. Capacity Building & Knowledge Transfer

- Provide coaching, training, and tools to ensure AMPS can sustain implementation after the contract ends.
- Deliver a final toolkit or handbook for continued internal use.

4. Deliverables

- Detailed Implementation Plan (with timelines, actions, owners)

- Project Management Tools (work plans, dashboards, reporting templates)
 - Performance Measurement Framework (KPIs and tracking systems)
 - Engagement and Communications Plan
 - Capacity-Building Toolkit and Final Report
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5. Proposal Requirements

Proposals should include the following components:

5.1. Proponent Overview

- Organizational profile or consultant biography
- Relevant experience in strategic plan implementation, especially in Indigenous policing or public sector contexts
- Team members and their qualifications (if applicable)

5.2. Approach and Methodology

- Description of your approach to strategic plan implementation
- Project timeline and key milestones
- Engagement and communication strategy
- Risk management approach

5.3. Cost Proposal

- Detailed budget, including daily/hourly rates, estimated time allocation, and any travel or materials costs
- Total estimated cost for the project

5.4. References

- Minimum of three references from past clients where similar services were provided
 - Include contact names, titles, and email/phone numbers
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6. Evaluation Criteria

Proposals will be evaluated based on the following:

Criteria	Weight
Relevant experience and qualifications	25%
Feasibility and clarity of methodology, ability to meet AMPS timeline	30%
Understanding of Indigenous policing context	15%
Cost-effectiveness	20%
References and past performance	10%

7. Submission Instructions

Proposals must be submitted either:

By Email:

Wendy Thompson

 Email: wendy.thompson@akwesasne.ca

OR

In Person:

73 Sweetgrass lane, Akwesasne, Quebec H0M1A0

Deadline:

October 24, 2025 at 12:00 PM (Noon) EST

Late submissions will not be accepted.

8. Terms and Conditions


- The Mohawk Council of Akwesasne reserves the right to reject any or all proposals.
- All submitted materials become the property of AMPS.
- The selected consultant must enter into a formal agreement with the Mohawk Council of Akwesasne.


- The RFP does not commit AMPS to select any particular consultant or pay any costs incurred in the preparation of proposals.

9. Questions & Contact

All inquiries related to this RFP should be directed to:

Ranatiostha Swamp

 Email: Ranatiostha.swamp@akwesasne.ca

 Phone: (613) 575-2340 ext. 3506

Nia:wen for your interest in this important initiative. We look forward to your proposal.

Sincerely,

Ranatiostha Swamp

Acting Chief of Police

Akwesasne Mohawk Police Service