

LGANT's Mission is to strive for and promote excellence and professionalism in the field of local government administration in the Northwest Territories through education and career development programs and to create awareness of the Community Officer's role in the community.

LGANT's Objectives are stated in its constitution, they are:

1. To provide a network for members to actively share information, ideas and expertise regarding the economical, efficient and effective administration of community governments in the Northwest Territories;
2. To ensure that relevant, high quality educational and training programs are available to all members.
3. To provide considered technical and administrative advice to Community Councils, the Department of Municipal and Community Affairs and other Territorial Departments and to the Northwest Territories Association of Communities when required and appropriate;
4. To establish and encourage adherence to ethical and professional standards of performance for all members; and
5. To promote public awareness of and confidence in local government administration as a profession and as a career

Message from the President



This first year as the Association's President was marked by great efforts of our team, the Board of Directors and the new Executive Director, to establish working relationships and focus on LGANT's core business. We have successfully reached out to our funders, stakeholders and partners, and have reconnected with our supportive network from other Canadian jurisdictions.

Our membership subscription is stronger than ever with 32 of 33 NWT communities participating. We plan for a new Strategic Plan and more member engagement to make sure we continue to meet our members' needs and expectations as best as our resources allow.

We were involved in several program activities that support public service capacity of community governments. This past year we also went to all NWT regional career fairs promoting local government opportunities to the youth of our territory. By continuing to plant the seed now and building local capacity, future succession challenges for our profession will be eased and we will be able to hire locally.

On that note, I am looking forward to serving you for a second year and encourage you to share your ideas and suggestions for LGANT's future with myself, my fellow board members, and our Executive Director. Thank you!

Grant Hood, President

Executive Director Report

It has already been over a year since I started working as your new Executive Director. Now that the new is wearing out I must admit that I enjoy serving LGANT's membership and connecting with our stakeholders. I would like to thank the LGANT Board and especially the President for their continuous support and direction. I would also welcome and thank Heather Hall, who accepted a term position with us and supports our operation, web and member services and the PSCICG programing.

2011-2012 had good membership uptake with 32 of 33 communities participating. Members are encouraged to stay in touch with the office. We are usually able to respond to member requests within one day, sending resources, links, references, placing job ads and events, or providing access to our sites that require sign-in. We also facilitate networking and exchange of best-practices through member-to-member requests that can be kept confidential and contribute to our growing document library hosting for example existing bylaws from NWT community governments.

LGANT's events calendar is the most complete professional development and training calendar for education events offered in the NWT that are relevant to local government.

One of my goals is to serve LGANT member needs better. In order to do that short questionnaires or surveys were send out encouraging feedback and suggestions.

In my first year I have also developed collaborative work relationships with our major funder, the Department of Municipal and Community Affairs. I am confident that this will

lead to productive collaborations in order to serve you and LGANT's mandate to its fullest potential. It was an eye-opening experience that provided many opportunities for learning, networking and exchange when meeting our provincial sister organizations during the annual CAMA meetings. A big thank-you goes to the staff and board of the Canadian Association of Municipal Administrators, to the Local Government Administrators of Alberta, and especially the Local Government Management Association of BCs for their ongoing support and willingness to share their experience, resources and wisdom with us.



I am looking forward to implementing some of ideas that formed on the basis of this first year experience and your feedback.

Please stay in touch and help LGANT be YOUR professional organization.

Regina Pfeifer, Executive Director

Board of Directors:

Grant Hood, President, SAO, Town of Inuvik,
Evelyn Storr, Vice President, SAO, Hamlet of Aklavik

Ruby Jumbo, Treasurer & Secretary, Band Manager, Smbaa K'e Dene Band

John McKee, Past President, CAO Hamlet of Fort Liard

Debbie Gordon-Ruben, Director, SAO, Hamlet of Paulatuk

Robert A. Long, Director, City Administrator, Yellowknife

Vacant Director, previously held by Kowesa Etitig SAO Trainee Sachs Harbour

Yvette Gonzalez followed by **Sara Brown**, ExOfficio, CEO NWTAC

Financial Standing

The books of LGANT are in order and the fiscal year ending March 31, 2012 received a “clean audit”.

LGANT’s revenues come largely from the Government of the Northwest Territories through two separate multi-year contribution agreements: one for \$180,000.00 as core funding, the other \$95,000.00 through the Public Service Capacity Initiative. About 5% of LGANT’s revenue are generated through membership fees and conference sponsorships and registrations.

In 2011-2012 revenues were budgeted for \$334,867.00 compared to expenses of \$361,266.00. The difference was covered through previously earned and deferred revenues.

While LGANT is presently in a secured financial situation, LGANT’s Executive Director and Board of Directors need to look into opportunities to make LGANT sustainable into the future and particularly beyond 2014 when the current contribution agreements will come to an end.

What is coming?

Board and staff have worked hard and will be presenting LGANT’s first five –year **Strategic Plan 2012-2017**. This plan is setting five big picture strategic priority areas with success descriptors for each. The plan also establishes core values for LGANT.

A new **Business Plan** will be developed based on this directional document. This will be an important step as we prepare for negotiations

of new contribution agreements and search for means to make our operation more sustainable.



LGANT will be conducting a new and updated HR Survey for Community Governments that will be comparing wages and benefits of key positions in NWT Local Governments. Member participation is crucial to make this undertaking useful for all!

The LGANT website is now five years OLD and its technology is becoming outdated. Increasingly frequent technical problems make us aware of its need to be overhauled in the near future.

Get Involved – it’s fun, not just work!



Photo: Grant Hood, Sebastien Goyer, Christopher Parker, and Eleanor Young in the background

PSCICG - Highlights of 2011-2012



LGANT was involved in the Working Group and Steering Committee of the initiative that involves the Departments of Municipal and Community Affairs and Human Resources, the NWTAC and LGANT.

We took the lead on redeveloping the **Local Government Administrators Handbook**, which can be accessed on the program section of the 33strong.co website or even better as a **wiki** on www.lgant.com/wiki. Along with this project came the redevelopment of the **LGA Essentials workshop** that was piloted last year from the School of Community Government. Further fine-tuning will happen before the course's next delivery in February of 2013.



LGANT went to four **regional career fairs** at NWT high schools, four **University career fairs** mostly in partnership with the GNWT "Come Make Your Mark Campaign", to the tradeshow of CAMAs and FCMs to promote opportunities and careers with the Local Governments of the NWT.

Photo: Heather Hall being swarmed by students in Fort Smith, who participated in our community government trivia quiz to win a memory stick.

LGANT continues its group web license with **HR Downloads**, a **resource website** and **HR specialist team** offering a huge selection (several hundred) of easy accessible HR Policy templates, forms, best practices and much more. Members need to request a sign-in name and password to access this expert resource that is continuously updated to include changes relating to legislation and case law.

LGANT also continued its contract with **Civicjobs.ca** allowing all LGANT job postings to be automatically posted to this national site specializing in the municipal sector. In 2011-2012 there were 43 NWT community employment postings on the LGANT and Civicjobs site.

LGANT also hosts and maintains the **33strong website** and all **33 community websites**. Even though communities have been offered training and a manual to look after their site, most rely on LGANT.