

Annual Report

2024



Presented by: Melanie Murphy,
Executive Director

Prepared by: Emily Dubuc,
Communication Coordinator



www.lgant.com



867-765-5630

About LGANT

Local Government Administrators of the Northwest Territories (LGANT) is a non-profit, non-government organization that has provided support and development opportunities to senior administrators working in local governments throughout the Northwest Territories since 1981.

Over the years, the Association expanded its reach and now provides professional development opportunities, peer support and outreach on behalf of local government administrators and band managers in all 33 communities of the NWT. The strategic direction for LGANT comes from the Vision, Mission and Values.

LGANT has an important partnership with the GNWT department of **Municipal and Community Affairs (MACA)** and the **Northwest Territories Association of Communities (NWTAC)** and works to develop and deliver training targeted towards the unique needs of community government administrators in the NWT. LGANT is also recognized as a professional partner by peer associations across Canada and is a member of the **Canadian Association of Municipal Administrators (CAMA)**.

Vision: Our Dream

Promote excellence in local government administration.

Mission: Our Purpose

Through a strong and united voice LGANT provides support, networking, advocacy, and professional development opportunities to senior administrators working in local governments throughout the Northwest Territories.

Values: Our Beliefs

In pursuing its vision and mission, LGANT is guided by the following

- **Service**

We proudly support our members by listening and responding with practical solutions and expert advice.

- **Adaptability**

We recognize the uniqueness of our membership and their diverse needs; therefore, we remain accommodating and flexible in how we conduct our business.

- **Professionalism**

We encourage and promote the expectations for professional and ethical conduct and behavior throughout our organization.

- **Collaboration**

Relationships and strategic partnerships are fundamental to LGANT's existence. We strive to build positive working relations with all partners now and in the future.

- **Cultural Safety**

We recognize and respect cultural dignity and self-determination. LGANT will strive to uphold, advocate, and promote the 94 Calls to Action of the Truth and Reconciliation Commission in all that we do.

CONTACT INFORMATION

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www.lgant.com

President's Message

On behalf of the LGANT Board of Directors, I am pleased to present to you the 2023 - 2024 Annual Report, which will provide an overview of the past year and what is on the horizon for LGANT in 2024 and beyond.

LGANT, and many in our membership, faced the challenges of the 2023 wildfire situation and the after effects of evacuations and having to leave our homes with little notice. The LGANT staff still continued to ensure members received consistent, up-to-date and accurate information throughout the year for the membership and communities.

2023 - 2024 was another successful, and at times challenging, year at LGANT. We continued to follow true to our 2022 - 2026 Strategic Plan with goals to: Pursue Strategic Partnerships, Promote the Value of Membership, Create Organizational Sustainability and Provide Accessible Development Opportunities.

In January 2024, LGANT was finally able to hold our first in-person annual conference after postponing it due to the City of Yellowknife wildfire evacuation. It was another huge success and provided everyone with the professional development and networking, they needed.

The details in this annual report outlines how LGANT continued to work towards achieving the vision and mission of being recognized for our excellence in providing support and professional development to all of our members.

Without our employees, LGANT would not have been as successful during the 2023-2024 fiscal year, so I want to thank them for their resilience, dedication and perseverance in providing our membership with excellent assistance and service. As well, I would like to thank our Board of Directors for constantly providing guidance as we continue to look for new and innovative ways to move the organization forward during our email correspondence or through board meetings.

Finally, I would like to sincerely thank our membership for your ongoing support, resiliency and strong leadership you provide for your communities each and every day to make the Northwest Territories a better place to work and live. Our members are an invaluable part of the process and the reason LGANT exists today.

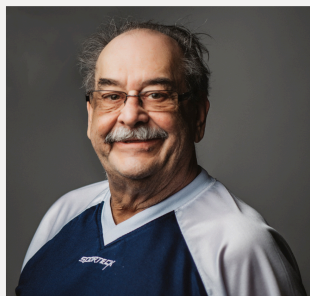
I am excited to see what future holds for LGANT and the NWT communities. We at LGANT look forward to continuing to work with you in 2024 - 2025.

Fred Behrens
LGANT President



Our 2024/2025 Board of Directors

LGANT is governed by a volunteer policy board who contribute their time and expertise by providing financial oversight, accountability and strategic direction.



President
Fred Behrens
SAO, Community
Government of Wekweeti



Vice President
Glenn Smith
SAO, Town of Hay
River



Treasurer
Pushp Seth
SAO, Community
Government of Behchoko



Director
Tracy Thomas
SAO, Town of Fort Smith



Director
Soham Srimani
Band Manager, Nahanni Butte
Dene Band



Director
Ruby Simba
Council Manager, Ka'a'gee
Tu First Nation



Member at Large
Sherbaz Muhammad
SAO, Community Government
of Whati

Year end Report

This past year has been about advancing LGANT's organizational growth both internally and externally.

Below are highlights of the 2023 - 2024 fiscal year:

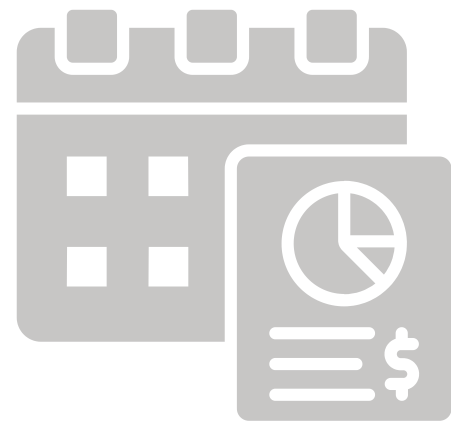
From April 1, 2023 to March 31, 2024 staff continued to broaden LGANT's brand, professional development opportunities for our members and partnerships with local and territorial sponsors.

LGANT continued to utilize the monthly newsletter and social media platforms to interact and share employment opportunities, funding proposals and training with our regular members, associate members, partners and sponsors. We are proud to say that partnerships and sponsors for 2023-2024 are at an all time high and many of our sponsors and partnerships were thrilled to have opportunities to have a direct link with our membership through our social media and monthly newsletter.

Lastly, in 2023-2024, LGANT completed both a new Wage and Benefits Survey and Training and Support Needs Study. The goal of both of these surveys was to gather updated and reliable information on the wages and benefits of LGAs in all communities, as well as the training and support needs of LGAs all across the NWT.

If you would like to read either of these documents, please contact us at information@lgant.com. In 2025, we plan to provide members with a new Wage and Benefits document as well as a new Training and Needs Study.

LGANT staff look forward to continuing to provide opportunities for our members using both in-person and online resources.



Year end Report

Below are highlights of the 2023 - 2024 fiscal year for LGANT's Strategic Plan:

1. Pursue Strategic Partnerships

In 2023 - 2024 LGANT's Executive Director continued to have regular meetings with the Department of Municipal and Community Affairs (MACA) Deputy Minister and Directors, NWT Association of Communities (NWTAC) and other Government of the Northwest Territories (GNWT) departments on a variety of initiatives and programs with the priority to continue supporting our membership and their communities throughout the Territory, all year round. As well as continued regular contact with the Canadian Association of Municipal Administrators (CAMA) and attending their yearly conference.

LGANT continued to further strengthen relationships with past and present sponsors and other local and territorial non-profit organizations like: McLennan Ross LLP, Lawson Lundell LLP, De Beers Group, Prosper NWT (formally BDIC), Mackenzie Recreation Association, Workers' Safety and Compensation Commission (WSCC), NorthwesTel, Stantec and many more.

With these partnerships and sponsors, we were able to plan and offer a variety of programs, webinars and specific information to our membership throughout the year. With the uptake in strong partnerships with local and territorial non-profits and businesses, this meant the Partner Showcase at our Annual Conference was highly sought after and LGANT had to again set a cut off limit of twenty non-profits and organizations. These partnerships and sponsors have opened many opportunities for LGANT and our membership, and they will only continue to grow in 2024-2025.

2. Promote the Value of Membership

Throughout 2023 - 2024, LGANT maintained forty-seven regular memberships and was able to grow associate memberships to twenty-eight. We continued to advertise our associate membership through our welcome packages, in our newsletter and on LGANT's social media accounts. During the October 2023 Annual General Meeting (AGM) members approved a bylaw change to allow retired senior administrative officers and band managers to become associate members.



Year end Report

2. Promote the Value of Membership

We hope with the bylaw changes, former regular members will feel encouraged to continue to support LGANT as an associate member.

LGANT continued to promote the value in professional development for our membership, by including and promoting a four part Leadership Series, lunch time learning and LinkedIn Learning.

3. Create Organizational Sustainability

To ensure LGANT's continuous organizational sustainability, growth and stability as a non-profit organization, we continue to pursue additional funding with special grants, contribution agreements, sponsorships and partnership programs that are consistent with our mission and vision for LGANT's day to day projects, including but not limited to: the Pool of Professionals, our Lunch and Learn Webinars, the Wage and Benefits Survey, the Training and Support Needs Study, Job Descriptions database, Strategic Plan and more.

LGANT was also able to secure multiple sponsorships from local businesses and organizations for the 2023 Annual Conference, this helped cover the costs for speakers, catering and venue.

LGANT will continue to seek additional funding opportunities, as the cost of business continues to rise into 2024 - 2025.

4. Provide Accessible Development Opportunities

In January 2024, LGANT hosted its in-person professional development conference. With an 82% satisfaction rate, the conference provided our members, sponsors and partners with the training and information beneficial to them in their professional life.

In 2023 - 2024, LGANT conducted the Training and Needs Study again, which helped bring forth the need and want for more training. With this, we continued a four - part leadership webinar sessions.

In 2024, LGANT will continue to find ways to help our members with networking and other professional development opportunities for 2024-2025.



Annual Conference & AGM

LGANT held our annual conference from January 16, 2024 until January 18, 2024 at the Chateau Nova, in Yellowknife NT. The theme for this year's Annual Conference was: Collaborate, Communicate, Educate: Empower the North.

Tuesday, January 16th, was the first day of the conference. It started with welcoming remarks from the Honourable Vince McKay, Minister Responsible for MACA (Municipal and Community Affairs), followed by LGANT President Fred Behrens and a opening prayer lead by Jonas Sangris. The morning started off with member engagement sessions on topics such as; Risk Management, Disaster Recovery, Recruiting/Retention of Employees and Public Engagement. In the afternoon we welcomed Roxane Poulin to talk to our members about Pathways to Resilience and Maureen Van Overliw to talk about Giving and Receiving Feedback: Effective Techniques for Growth and Development.

On Wednesday, January 17th, Dr. Lisa Belanger taught us about how to leave work at work and providing members with skills to help implement new habits and boundaries. Lawson Lundell LLP provided a breakdown on understanding the NWT Emergency Management Act: What Communities Need to Know Before an Emergency Strikes. Then the NWT Human Rights Commission lead a session on the overview of the Human Rights Act and Commission that leaders of municipal governments should be aware of and information on best practices. In the afternoon, we held the partnership showcase, which featured twenty non-profits, non-government organizations and businesses.

On the evening of January 17th, LGANT held their Annual Awards Banquet where the 2023 Senior Administrator of the Year Award and Band Manager Mentor Award was presented. The 2023 Senior Administrator of the Year Award recipient was Glenn Smith SAO of the Town of Hay River. The 2023 Band Manager Mentor Awards recipient was Soham Srimani, the Band Manager from Nahanni Butte Dene Band. Congratulations to all award winners!

Thursday, January 18th, was the last day of the conference. Laura Gareau, Deputy Minister of MACA provided members with a municipal and community affairs update. Ollie Williams from Cabin Radio spoke about media relations and strategies with local government and we concluded the conference with McLennan Ross LLP talking about how to manage absences as a result of a mental health condition.

It was another full and successful week. The LGANT Board of Directors and Staff would like to thank all of the sponsors, speakers, partner show case attendee's, regular and associate members for attending and participating in the Conference.



Financial Report

STATEMENT OF FINANCIAL POSITION
Year ended March 31, 2024


LOCAL GOVERNMENT ADMINISTRATORS
OF THE NORTHWEST TERRITORIES

STATEMENT OF FINANCIAL POSITION
March 31, 2024

	<u>2024</u>	<u>2023</u>
ASSETS		
CURRENT		
Cash	\$ 194,244	\$ 183,842
Accounts receivable (note 3)	28,681	37,099
Prepaid expenses and deposits	<u>1,960</u>	<u>700</u>
	224,885	221,641
TANGIBLE CAPITAL ASSETS (note 4)	<u>1,133</u>	<u>2,517</u>
	<u>\$ 226,018</u>	<u>\$ 224,158</u>
LIABILITIES		
CURRENT		
Trade payables and accruals (note 5)	\$ 19,095	\$ 51,292
Wages and benefits payable	9,374	8,970
Deferred revenue	61,823	18,874
Government remittances payable	<u>6,602</u>	<u>6,500</u>
	96,894	85,636
DEFERRED CAPITAL CONTRIBUTIONS (note 7)	<u>-</u>	<u>2,475</u>
	<u>96,894</u>	<u>88,111</u>
CONTINGENT LIABILITIES (note 8)		
NET ASSETS		
ACCUMULATED SURPLUS per page 3	104,124	111,047
RESERVE per page 3	<u>25,000</u>	<u>25,000</u>
	<u>129,124</u>	<u>136,047</u>
	<u>\$ 226,018</u>	<u>\$ 224,158</u>

Approved:

 Director

 Director

STATEMENT OF FINANCIAL POSITION
Year ended March 31, 2024

**LOCAL GOVERNMENT ADMINISTRATORS
OF THE NORTHWEST TERRITORIES**

STATEMENT OF OPERATIONS
For the year ended March 31, 2024

	2024 <u>Budget</u>	2024 <u>Actual</u>	2023 <u>Actual</u>
REVENUES			
Membership dues	\$ 21,000	\$ 18,550	\$ 17,350
Government of Canada contributions	50,000	13,650	47,272
GNWT contributions	292,800	285,475	289,927
AGM sponsorships, registrations and other	35,000	40,287	23,650
Interest income	2,500	4,640	2,768
Amortization of GNWT capital contributions	<u>-</u>	<u>2,475</u>	<u>3,026</u>
	<u>401,300</u>	<u>365,077</u>	<u>383,993</u>
EXPENSES			
Projects			
External (note 13)	<u>69,825</u>	<u>119,573</u>	<u>153,783</u>
	<u>69,825</u>	<u>119,573</u>	<u>153,783</u>
Payroll			
Salaries and benefits	<u>202,500</u>	<u>192,967</u>	<u>191,625</u>
Core Business			
AGM and annual conference	65,000	9,891	57,863
Board meeting and travel	8,000	-	-
Executive Director meetings and travel	5,000	5,344	2,357
President travel	<u>8,000</u>	<u>4,706</u>	<u>2,706</u>
	<u>86,000</u>	<u>19,941</u>	<u>62,926</u>
General and Administrative			
Accounting fees	1,000	986	1,005
Advertising and promotion	1,000	-	-
Audit fees	9,000	9,123	8,718
Insurance	2,000	2,010	1,898
Interest and bank charges	1,000	1,115	1,304
Membership fees	1,200	50	1,143
Office general and other	5,300	4,384	4,565
Office lease	18,000	18,604	17,527
Telephone	1,500	1,463	1,435
Website, Internet, E-Mail	<u>700</u>	<u>400</u>	<u>629</u>
	<u>40,700</u>	<u>38,135</u>	<u>38,224</u>
Other			
Amortization of capital assets	<u>-</u>	<u>1,384</u>	<u>3,076</u>
	<u>399,025</u>	<u>372,000</u>	<u>449,634</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>\$ 2,275</u>	<u>\$ (6,923)</u>	<u>\$ (65,641)</u>

