



Strategic Plan

2022 - 2026

LGANT Strategic Plan 2022 – 2026

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President's Message

Hello LGANT Members,

This past year has provided a few challenges for our organization and the communities we work in, but it has also provided us with a number of opportunities to adapt, improve relations, reinforce our values, stress the importance of cultural diversity and appreciate what is important in life. With that in mind I hope this message finds you all safe and well.

After considerable work with our Board of Directors, our staff, and our facilitators, I am excited to announce that our new Strategic Plan for 2022-2026 has been finalized and we are ready to share it with our members. This new plan continues the good work that we began in our last strategy and it will also take us down some new paths as we move forward.

Over the next five years, we intend to meet and exceed our identified goals:

- 1) Pursue strategic partnerships,
- 2) Promote the value of membership,
- 3) Create organizational sustainability,
- 4) Provide accessible development opportunities.

Achieving these goals will enable LGANT to grow and flourish for many years to come.

We will continue to send out regular updates on these goals through all means of communications including emails, newsletters, social media, and the annual report.

Our members are an invaluable part of the process and the reason LGANT exists, so we encourage you to provide feedback on the launch of the new Strategic Plan.

The Board of Directors and staff look forward to working with all members and we thank you for your ongoing support as we move forward and continue to provide the great services you have come to know and expect.

Stay safe and keep well!



A handwritten signature in black ink, appearing to read 'G. Hood'.

Grant Hood, LGANT President.
SAO, Town of Inuvik.

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 has expanded its reach and programming, we also provide professional development opportunities, peer support, outreach, and advocacy on behalf of local government administrators and band managers in all 33 communities of the NWT.

In 2018, LGANT worked closely with the Band Managers Working Group to expand their membership categories and as of April 2019, all Band Managers in the NWT are eligible for full LGANT membership.

LGANT has an important partnership with the 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 Government 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

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.

Strengths, Weaknesses, Opportunities & Threats

Strengths:

- We have a strong and united voice.
- We are dedicated to professionalism.
- Full time Executive Director and staff.
- Positive relations with strategic partners.
- Strong communication with our membership.
- A diverse and experienced Board of Directors.
- Tools and resources for members to access and utilize.
- LGANT has positive name recognition.
- We have extensive expertise to draw from.
- We are growing and expanding our diverse membership.

Weaknesses:

- NWT geography presents travel and cost challenges.
- Lack of secure funding presents operational difficulties.
- Turnover in membership.
- Lack of awareness and not promoting our services.
- Lack of opportunities to network and the need for more locations to meet.

Opportunities:

- Continue to build strategic partnerships with NWTAC, MACA & CIRNAC
- Work with the school of community government and Indigenous governments regarding training.
- Have our Executive Director travel to regions to provide hands on assistance and support.
- Promote cultural safety training program and SAO cultural safety tool kit.
- Provide SAO orientation training.
- Communicate and share resources and tools between communities.

Threats:

- Concern regarding overlapping roles with others such as NWTAC and MACA.
- Lack of permanent funding to support operations, programs, and services.
- High SAO turnover in some communities.
- Concern for not being recognized as a valuable service by SAO's.
- Potential for LGANT to be absorbed by another entity.

Goals & Objectives

Goal 1: Pursue strategic partnerships.

Objective 1 – Build and strengthen partnerships with MACA, NWTAC & CIRNAC.

Objective 2 - Increase formal and informal partnerships throughout the NWT.

Objective 3 - Enhance sponsorship from partners.

Objective 4 – Grow and diversify the number of participants in roundtable sessions at the Annual Conference.

Goal 2: Promote the value of Membership.

Objective 1 – Communicate the advantages and benefits of membership.

Objective 2 – Broaden and increase membership.

Objective 3 – Promote and make accessible Cultural educational resources and training.

Objective 4 – Excellent networking opportunities such as the annual conference, annual general meeting and other opportunities identified by the membership.

Goal 3: Strengthen organizational sustainability.

Objective 1 -Continue good fiscal management.

Objective 2 - Secure funding for operations costs.

Objective 3 – Develop plan to secure ongoing funding.

Objective 4 - Ensure all member and associate member fees are current.

Goal 4: Provide accessible development opportunities.

Objective 1 - Host annual conference and AGM.

Objective 2 - Enhance training and development section of website.

Objective 3 - Develop and/or promote a variety of training and development options.

Objective 4 – Build on the relationship with the School of Community Government.

