



2026 – 2030

Strategic Plan



1 (867) 765-5630 

information@lgant.com 

4916 49th St., Yellowknife, NT X1A 3T5 



Local Government Administrators of the NWT (LGANT) Strategic Plan 2026 – 2030

From the Board

In December of 2025, the board and management of the Local Government Administrators of the Northwest Territories (LGANT) spent one and a half days planning for the organization's future. The result of that exercise is this 2026–2030 Strategic Plan. The plan is rooted in the purpose of LGANT: *To support municipal professionals in the Northwest Territories to high standards of administrative leadership.*

We built the plan around three clear pillars: Programs and Services, Governance and Communication, and Relationships. Within these pillars, we created a series of goals for ourselves which will expand professional development opportunities, add value for our members, and boost collaboration within our sector.

With our unique communities in mind, we built this plan with a series of practical, member-centered goals that will help LGANT remain as the center of support for local government administration for years to come.

On behalf of the LGANT Board,

President Fred Behrens

Vision, Mission, and Values

With collective foresight, board members have defined the organization's long-term aspirations through the vision and mission statements. These statements serve distinct purposes, focusing on LGANT's identity and goals.

Vision:

Promote excellence in community government administration.

Mission:

To be a progressive organization that delivers excellent service to our members through high-quality programs and support.

Values

These are the guiding principles that help to define how the Board of Directors of LGANT will operate, and the lens through which the board members will make decisions in the long-term best interests of the organization.

Value	What it Means
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 behaviour 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 Awareness	We recognize and respect cultural dignity and self-determination.

High Priorities

For 2026, the LGANT board has identified a series of four high-priority tactics.

These priorities are associated with the goals that appear in the table below as well as later in the plan. These priorities were chosen based on a combination of the importance of the work and the timeliness of the goal.

While the priorities listed in the table below are for the first year of the plan, it is likely that they will change over the lifetime of the plan, as work is completed and the environment changes.

Goal	High Priority Tactic
<i>Increase Professional Development Opportunities for Members</i>	Consult with Provincial and Territorial institutions to explore an accreditation program for NWT SAO's.
<i>Long Term Financial and Organizational Sustainability</i>	Secure long term grant funding to ensure financial stability.
<i>Enhanced Communication and Marketing</i>	Advertise LGANT and its benefits on social media platforms where appropriate.
<i>Broaden Collaborative Partnerships</i>	Ensure representatives from CAMA and other municipal sector organizations are invited to attend and participate in the LGANT conference.

Pillars, Goals, and Tactics

Note: Tactics that are considered high priority are highlighted in **green**.

PILLAR: Programs and Services

Goal 1: Increase Professional Development Opportunities for Members

Tactics

- 1) **Consult with Provincial and Territorial institutions to explore an accreditation program for NWT Senior Administrative Officers (SAOs).**
- 2) Develop the Advancing Local Government Administrators Program (ALGAP) for LGANT members.
- 3) Establish an LGANT mentorship program for new senior municipal leaders to be connected to experienced leaders in their related fields.
- 4) Explore the transitioning of community training programs from the Municipal and Community Affairs (MACA) School of Community Government to LGANT.
- 5) Meet annually with GNWT officials and MACA to discuss LGANT's potential for expanding programs and services and the costs associated.
- 6) Meet with NWT Association of Communities (NWTAC) and clarify association mandates and program offerings to ensure no duplication of services.
- 7) Explore fee for service programs for members.

How We Know we are Successful

Through a survey, LGANT 's members feel they have more professional development opportunities

Goal 2: Promote value to Members

Tactics

- 1) Increase number of in-person and virtual events.
- 2) Explore the feasibility of offering reduced rates for LGANT members to participate in the Canadian Association of Municipal Administrators (CAMA) conference.
- 3) Enhance the online training platforms to enable more focus group discussion on shared community government interests.
- 4) Explore developing policy/bylaw templates for community governments to consider for their own use.
- 5) Provide office/workspace for members traveling through Yellowknife.

How We Know we are Successful

Growth in LGANT Associate Membership and partnerships

PILLAR: Governance and Communication

Goal 1: Long Term Financial and Organizational Sustainability

Tactics

- 1) **Secure long term grant funding to ensure LGANT's financial stability.**
- 2) Increase number of members
- 3) Create and implement a four-year operational plan aligned with LGANT's strategic priorities.
- 4) Review and potentially adjust membership and conference fees to reflect inflation and day-to-day cost of operations.
- 5) Develop and pursue larger-scale sponsorship opportunities.
- 6) Monitor federal funding allocations.
- 7) Develop a succession plan for the Executive Director position.
- 8) Ensure access to training and professional development for the Executive Director position

How We Know we are Successful

LGANT delivers an overall increased number of programs and services.

Goal 2: Strong Indigenous Representation

Tactics

- 1) Increase Indigenous representation and leadership on the LGANT Board.
- 2) Integrate more Indigenous perspective and content across workshops, conferences, and resources.
- 3) Increase LGANT attendance at Indigenous government workshops, conference and gatherings.

How We Know we are Successful

Indigenous perspectives and participation are actively reflected on LGANT's board, programs and workshops.

Goal 3: Enhanced Communication and Marketing

Tactics

- 1) Advertise LGANT and its benefits on social media platforms where appropriate.**
- 2) Attendance at the NWT Job Fair to promote local government career opportunities.
- 3) Attendance at the NWT Tradeshow to market sponsorship and partnership opportunities.
- 4) Promote benefits of being an Associate Member
- 5) Acknowledge individual members for their long service

How We Know we are Successful

LGANT receives an increase in inquiries about programs, services and employment opportunities.

PILLAR: Relationships

Goal 1: Broaden collaborative partnerships

Tactics

- 1) Ensure representatives from CAMA and other municipal sector organizations are invited to attend and participate in the LGANT conference.**
- 2) Meet annually with government officials at MACA
- 3) Meet annually with relevant municipal sector organizations and associations within NWT and in other provinces.
- 4) Ensure LGANT attendance at partner conferences and events.
- 5) Explore educational opportunities with the NWT Fire Chief's Association.
- 6) Explore including LGANT on partner distribution lists to strengthen collaboration and increase access to educational opportunities.
- 7) Review long term agreements with local and Territory businesses.

How We Know we are Successful

The NWT associations engage more frequently with LGANT on matters that are relevant to members and the local government sector.

Conclusion

*This strategic plan represents the collective commitment of the LGANT board in building a forward-thinking and sustainable organization. Grounded in the vision to “**Promote excellence in community government administration**” and the mission “**To be a progressive organization that delivers excellent service to our members through high-quality programs and support**”, this plan provides both a guiding framework and a call to action.*

By clearly defining its values—*Service, Adaptability, Professionalism, Collaboration, and Cultural Awareness*— the LGANT board reaffirms the principles that will guide decision-making, foster collaboration, and strengthen and expand programs and services for members. The initiatives identified in the key areas of focus— Programs and Services, Governance and Communication, and Relationships, will have a lasting and meaningful impact on the sustainability of the organization.

While the specific high-priority tactics and performance measures will evolve over time, this flexibility ensures the plan remains responsive to the changing needs of community governments. Above all, this strategy positions LGANT not only to meet current challenges but also respond to future opportunities with confidence.

Through a shared vision, and strong leadership and collaboration, LGANT will continue to provide excellent support to community government administrators and their management teams in the NWT.