

2025 ANNUAL REPORT



About LGANT

The 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)**.

CONTACT INFORMATION

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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.

Our 2025/2026 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

Derrick Squirrel
Executive Director, LFKN



Member at Large

Sherbaz Muhammad
SAO, Community Government
of Whati

President's Message

This past year has been a time of renewal, collaboration, and steady progress for LGANT. As we continue to support local governments across the Northwest Territories, our mission has remained clear. Through strong partnerships, engaged membership, and a dedicated board, we've made important strides in ensuring the voices of local government professionals are heard and respected at territorial and federal levels.

We've focused heavily on enhancing our training programs, reinforcing financial stability, and building platforms for dialogue. Whether through our attendance at key conferences, meetings with Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), or new initiatives like the Leadership for Safety Excellence Training, we have continuously sought opportunities to invest in our members and support their evolving needs. The feedback and participation from our members throughout the year have been invaluable in shaping our priorities and refining our services.

As we look ahead to the coming year, I remain optimistic and energized by the collective strength of this organization. With strong leadership from our Board and Executive Director Melanie Murphy, and the unwavering commitment of our membership, I am confident LGANT will continue to serve as a vital resource for local governments throughout the Northwest Territories.

LGANT's success throughout the 2024–2025 fiscal year would not have been possible without the incredible dedication, resilience, and hard work of our employees. I want to extend my sincere thanks to each of you for your commitment to providing exceptional service and support to our membership

I would also like to express my gratitude to our Board of Directors for their ongoing guidance and leadership. Whether through board meetings or email correspondence, your insight has been invaluable as we continue to explore new and innovative ways to move LGANT forward.

To our members, thank you for your unwavering support, resilience, and the strong leadership you demonstrate in your communities every day. You are the heart of LGANT's mission, and your efforts make the Northwest Territories a better place to live and work.

Looking ahead, I am excited about what the future holds for LGANT and the communities we serve across the NWT. We look forward to continuing our work together in 2025–2026.

Fred Behrens
LGANT President



Year end Report

Over the past year, LGANT focused on strengthening its organizational growth, both internally and through external partnerships and outreach. This commitment was reflected across governance, financial management, and member engagement.

To support this work, the LGANT Board of Directors met regularly to fulfill its governance responsibilities and provide strategic oversight. These meetings allowed the Board to approve budgets, review financial statements, plan for the annual conference, and address emerging needs within the sector. Board appointments and transitions were managed smoothly, including the addition of Tracy Thomas (SAO Fort Smith) and the appointment of Pushp Seth (SAO Behchoko) as Treasurer. Throughout the year, the Board maintained a strong commitment to transparency, inclusiveness, and sound decision-making.

Financially, LGANT remains in a solid position, supported by diligent budgeting, quarterly financial reviews, and the continued services of Avery Cooper as auditor. Managing operational funding and securing cost-effective office space were also key areas of focus. In parallel, the Board reviewed strategic partnerships, explored training opportunities, and strengthened communication strategies to keep members informed and engaged.

Significant progress was also made in research and member support. In 2024–2025, LGANT completed a new Wage and Benefits Survey and a Training and Support Needs Study. These efforts provided updated, reliable data on compensation and professional development needs across communities in the NWT. Insights from these surveys helped shape the year's training priorities, communication efforts, and conference planning. If you would like to read either of these documents, please contact us at information@lgant.com.

Looking ahead, LGANT plans to release updated versions of both the Wage and Benefits document and the Training and Needs Study in 2026. Meanwhile, new federal funding supported the expansion of training initiatives, and discussions are ongoing about improving access to news and resources. Member engagement through newsletters and social media continues to grow, reflecting the ongoing relevance and impact of LGANT's work.



Year end Report

Strategic Plan Highlights and Activities

The Local Government Administrators of the Northwest Territories (LGANT) made meaningful progress on its 2024–2025 Strategic Plan through a series of initiatives, decisions, and partnerships. The following narrative summarizes how key activities aligned with the four pillars of LGANT’s strategic vision for the fiscal year.

1. Pursue Strategic Partnerships

Throughout the year, LGANT prioritized building and strengthening partnerships that support local governance in the Northwest Territories. President Fred Behrens engaged in several high-level meetings, including discussions with Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) to advocate for ongoing operational funding. His attendance at the Band Managers Working Group and the Housing NWT Symposium in Yellowknife further exemplified LGANT’s commitment to maintaining strong links with both Indigenous and territorial organizations. Additionally, LGANT Partnered with the Northern Safety Association to Provide funding and support for members to complete the Leadership for Safety Excellence training , funded through federal contributions, delivered to support safety leadership in municipal operations. These activities reflect LGANT’s proactive approach to developing collaborative relationships that benefit its membership and enhance the organization's influence.

LGANT continued to build and enhance its relationships with both current and past sponsors, as well as with various local and territorial non-profit organizations. These include McLennan Ross LLP, Lawson Lundell LLP, De Beers Group, Prosper NWT (formerly BDIC), Mackenzie Recreation Association, Workers' Safety and Compensation Commission (WSCC), NorthwesTel, Stantec, and many others.

2. Promote the Value of Membership

Throughout 2024-2025, LGANT continued to promote the value of membership by improving communications and providing members with relevant and timely information. LGANT continued to increased its social media and newsletters engagements, indicating that more members are interacting with the organization's content. We continued to advertise our associate membership through our welcome packages, in our newsletter and on LGANT’s social media accounts.



Year end Report

During previous Annual General Meeting (AGM) members approved a bylaw change to allow retired senior administrative officers and band managers to become associate members. These initiatives collectively highlight LGANT's dedication to providing meaningful engagement and resources that resonate with its members.

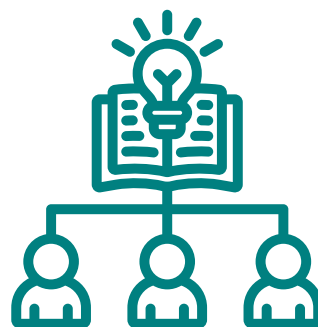
3. Create Organizational Sustainability

This year, LGANT took important steps to reinforce the long-term sustainability of the organization by actively pursuing additional funding through special grants, contribution agreements, sponsorships, and partnership programs that align with our mission and support LGANT's key initiatives. These efforts sustain critical projects such as the Wage and Benefits Survey, the Training and Support Needs Study, the Job Descriptions Database, the Strategic Plan, and more.

LGANT is enthusiastic about these new opportunities and proud to continue its partnership with MACA in delivering valuable programs and resources to members across the territory.

4. Provide Accessible Development Opportunities

Ensuring members have access to relevant and accessible training opportunities remained a priority for LGANT throughout the fiscal year. A comprehensive 2025 Training Survey was distributed and analyzed, with results helping to inform both short-term programming and long-term planning for professional development. LGANT continues to offer funding for the Leadership for Safety Excellence through federal funding, providing municipal leaders with important skills to support workplace safety and compliance. These efforts highlight LGANT's ongoing mission to provide high-quality developmental opportunities to municipal administrators across the territory.



Annual Conference & AGM

The 2024 LGANT Annual Conference, held from November 4–6 2024, brought together municipal leaders, professionals, and community members from across the Northwest Territories to explore key issues, emerging trends, and innovative practices affecting local, regional, Métis, and Indigenous governments. The conference opened with a warm welcome and announcements from the Honourable Vince McKay, Minister Responsible for Municipal and Community Affairs.

A keynote session titled “What’s Yonder? – Exploring Local Government Trends” was led by Dr. Gordon McIntosh. This engaging session took participants through a curated pictorial review of internal and external influences shaping local governance. It encouraged interactive discussion among attendees on shared challenges and innovative solutions across communities.

Pam August, former Director of Culture Activation at WestJet, facilitated a session on Workplace Culture, emphasizing the importance of leading culture intentionally and authentically. Her message – “mattering matters” – resonated with participants, highlighting the role of human connection in building healthy organizational cultures.

Cultural awareness and reconciliation were also central themes at the conference. Gerri Sharpe, Cultural Safety Officer, led a meaningful session on Cultural Safety, where she shared insights into Dene Laws and Inuit Societal Values and their application in the workplace. The session encouraged attendees to take small, informed steps toward reconciliation through understanding and respect.

Cathy Goulet, President of Killick Leadership, addressed the topic of economic development in remote areas in her session Making Local Impact. She discussed the need for tailored approaches to economic growth that reflect the unique realities of rural and Indigenous communities.

Zachary Silva, a consultant with deep experience in audit and strategic planning, presented on The Importance of Audits, offering practical advice on roles, responsibilities, and how to effectively prepare for audits in Northern organizations. Legal considerations were also discussed by Toby Kruger, Partner at Lawson Lundell LLP, who provided an overview of Legal Developments Affecting Municipalities in 2024.

Another timely and important session, Managing Your Workforce in a Disaster, was led by Christopher Buchanan, Partner at McLennan Ross LLP. In light of recent regional events, he addressed key strategies for organizations to support employees, manage layoffs, and shift to remote work during times of crisis.

The conference concluded with an Awards Banquet attended by sponsors, ministers, and deputy ministers, recognizing leadership and contributions from across the territory. Overall, the 2024 LGANT Annual Conference provided valuable insights, professional development, and a strong sense of community among attendees committed to shaping the future of local governance in the North.



Financial Report

STATEMENT OF FINANCIAL POSITION
Year ended March 31, 2025

LOCAL GOVERNMENT ADMINISTRATORS
OF THE NORTHWEST TERRITORIES

STATEMENT OF FINANCIAL POSITION
March 31, 2025

	<u>2025</u>	<u>2024</u>
ASSETS		
CURRENT		
Cash	\$ 127,921	\$ 194,244
Accounts receivable (note 3)	17,780	28,681
Prepaid expenses and deposits	<u>5,211</u>	<u>1,960</u>
	150,912	224,885
TANGIBLE CAPITAL ASSETS (note 4)	<u>510</u>	<u>1,133</u>
	<u>\$ 151,422</u>	<u>\$ 226,018</u>
LIABILITIES		
CURRENT		
Trade payables and accruals (note 5)	\$ 14,015	\$ 19,095
Wages and benefits payable	3,839	9,374
Deferred revenue (note 6)	13,815	61,823
Government remittances payable	<u>7,962</u>	<u>6,602</u>
	<u>39,631</u>	<u>96,894</u>
CONTINGENT LIABILITIES (note 7)		
NET ASSETS		
ACCUMULATED SURPLUS per page 3	86,791	104,124
RESERVE per page 3	<u>25,000</u>	<u>25,000</u>
	<u>111,791</u>	<u>129,124</u>
	<u>\$ 151,422</u>	<u>\$ 226,018</u>

Approved:

 Director

 Director

STATEMENT OF FINANCIAL POSITION

LOCAL GOVERNMENT ADMINISTRATORS OF THE NORTHWEST TERRITORIES

STATEMENT OF OPERATIONS For the year ended March 31, 2025

	2025 <u>Budget</u>	2025 <u>Actual</u>	2024 <u>Actual</u>
REVENUES			
GNWT contributions	\$ 290,300	\$ 238,778	\$ 285,475
Government of Canada contributions	30,000	77,788	13,650
AGM sponsorships, registrations and other	42,000	60,281	40,287
Membership dues	19,000	20,800	18,550
Interest income	4,700	3,765	4,640
Amortization of GNWT capital contributions	<u>1,300</u>	<u>-</u>	<u>2,475</u>
	<u>387,300</u>	<u>401,412</u>	<u>365,077</u>
EXPENSES			
Projects			
External (note 12)	<u>62,125</u>	<u>122,655</u>	<u>119,573</u>
Payroll			
Salaries and benefits	<u>211,500</u>	<u>213,698</u>	<u>192,967</u>
Core Business			
AGM and annual conference	35,000	32,344	9,891
Board meeting and travel	8,000	-	-
CAMA member bursary	3,000	3,000	-
Executive Director meetings and travel	5,000	3,071	5,344
President travel	<u>5,000</u>	<u>5,000</u>	<u>4,706</u>
	<u>56,000</u>	<u>43,415</u>	<u>19,941</u>
General and Administrative			
Accounting fees	1,000	717	987
Advertising and promotion	1,000	955	-
Audit fees	9,200	11,161	9,123
Insurance	2,100	2,164	2,010
Interest and bank charges	1,100	1,066	1,115
Membership fees	1,400	-	50
Office general and other	5,200	4,874	4,383
Office lease	15,600	15,637	18,604
Telephone	4,000	1,780	1,463
Website, Internet, E-Mail	<u>400</u>	<u>-</u>	<u>400</u>
	<u>41,000</u>	<u>38,354</u>	<u>38,135</u>
Other			
Amortization of capital assets	<u>1,400</u>	<u>623</u>	<u>1,384</u>
	<u>372,025</u>	<u>418,745</u>	<u>372,000</u>
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	<u>\$ 15,275</u>	<u>\$ (17,333)</u>	<u>\$ (6,923)</u>

