



National Aboriginal  
Lands Managers  
Association

# Multi-Year Report 2020-2023

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# Partners and Affiliations



**Assembly of First Nations**



Indigenous Centre for  
Cumulative Effects  
Centre autochtone sur  
les effets cumulatifs



P.L.A.N.



Saskatchewan Aboriginal



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# NALMA Mandate and Values

## MANDATE

We are a National Organization of First Nation Land Managers which actively networks towards the enhancement of professional development and technical expertise in the functions of Lands Management and which will also incorporate First Nations values and beliefs in Lands Management always keeping in mind the grass-root practices when dealing with Lands Management.

## VALUES

As stewards of the land, we are committed to empowering land managers to the highest standards of ethics and professionalism. We are responsible for the sustainable management of our ancestral lands for future generations.

NALMA will provide a channel for successfully networking through open lines of communication, knowledge sharing, and the establishment of partnerships and strategic alliances across Canada.



**NETWORKING  
& COMMUNICATION**

**Raise Professional  
Standards in Land  
Management**

NALMA is able to provide technical expertise in the area of land management to both First Nation Lands Managers, First Nation organizations and government agencies



**TECHNICAL  
SUPPORT**



**PROFESSIONAL  
DEVELOPMENT**

NALMA will provide training and capacity building opportunities for First Nation Lands Managers.

# NALMA Board of Directors

The Regional Lands Associations are independent regional or territorial associations established by land managers and recognized by NALMA. Directors for each RLA make up the Corporate body of NALMA. This model allows Regional perspectives to be discussed at a National level.



**Amanda Simon**  
*Mohawks of Kanesatake*  
First Nation Lands  
Managers Association for  
Quebec and Labrador



**Tom Bob**  
*Nanoose First Nation*  
British Columbia  
Aboriginal Land Managers



**John Manitowabi**  
*Wikwemikoong Unceded Indian  
Reserve*  
Ontario Aboriginal Lands  
Association



**CloAnn Wells**  
*Blood – Kainai*  
Treaty and Aboriginal Land  
Stewards Association of Alberta



**Theodore Merasty**  
*Peter Ballantyne Cree Nation*  
Saskatchewan Aboriginal Land  
Technicians



**Horace Crane**  
*Bunibonibee Cree Nation*  
Manitoba Uske



**Wendy Netser**  
*Coral Harbour*  
Planning and Land  
Administrators of Nunavut

## Thank you!

NALMA would like to thank **Ashley Ymana and Albert Marshall** for their dedication and service during their respective terms with the National Aboriginal Lands Managers Association.

# Regional Lands Associations and NALMA Membership

NALMA Membership is made up of 8 Regional Lands Associations and such other eligible persons or Associations as admitted by resolution of the Board.

Members of the Regional Lands Associations represent all Land Management regimes, including bands operating under the Indian Act (No Regime, Reserve Land and Environment Management Program (RLEMP), 53/60), Signatories to the Framework Agreement (FA) on First Nation Land Management (Development and Operational), as well as other regimes (Cree Naskapi Nations, Settlement Bands, and all 25 Hamlets under the Nunavut Agreement).



## Atlantic Region Aboriginal Lands Association

The ARALA Executive Board has been very active and meeting regularly to ensure that all corporate and operational requirements are being achieved. Primarily focusing on reviewing and updating policies including ARALA By-Laws and Personnel policy, which are completed to date. The Board held 10 virtual meetings and 1 in person meeting.

ARALA was established in 2000 and has since been incorporated under the Canada Not-for-Profit Corporation Act in August of 2019. Further, ARALA is extra-provincially registered with New Brunswick, Nova Scotia, Prince Edward Island and Newfound & Labrador. The administrative hub has been operating for two years, ARALA office is location in Elsipogtog First Nation in New Brunswick.

### GOALS AND OBJECTIVES

The members of the Atlantic Region Aboriginal Lands Association (ARALA) are committed to the preservation and management of First Nation land which is integral in supporting the capacity development of land managers.

The goal of ARALA is to provide a comfortable working environment to Atlantic Region First Nation Land Managers and to provide opportunities to network on land related issues and land management functions.

### ARALA Membership

- Atlantic Region Aboriginal Lands Association
- Abegweit First Nation
- Acadia First Nation
- Eel Ground First Nation
- Eel River Bar First Nation
- Elsipogtog First Nation
- Eskasoni First Nation
- Kingsclear First Nation
- Lennox Island First Nation
- Madawaska Maliseet First Nation
- Membertou Band
- Metepenagiag (Red Bank) First Nation
- Miawpukek Mi'kamawey Mawi'omi
- Oromocto First Nation
- Paqtnkek Mi'kmaw Nation
- Pictour Landing First Nation
- Sipekne'katik First Nation
- St. Mary's First Nation (Sitansisk)
- Tobique First Nation
- We'Koqma'q First Nation
- The Confederacy of Mainland Mi'kmaq



## ADMISTRATIVE HUB ACTIVITIES

- ARALA newsletter which provided updates of activities was completed and distributed to membership
- ARALA logo updated
- Promotional materials developed and distributed to members (facemasks and tote/grocery bags)
- Website and App development [www.arala.ca](http://www.arala.ca)

## PROJECTS

- ARALA has completed several projects with the aim of establishing priorities and direction for the following areas:
- Strategic Planning for the next five-years has been successfully completed with the assistance from the ARALA subcommittee which comprised of four members as well as a member for the executive board.
- An ARALA Personnel Policy audit was conducted and reviewed by the Board Members.

## HONOURABLE MENTIONS

ARALA Board welcomes three representatives from Abegweit First Nation, Tyler Gould, Madawaska Maliseet First Nation, Karen McGill and Eel River Bar First Nation, Veronica Narvie.



## MEMBERSHIP MEETINGS

**Date:** December 3, 2020

**Location:** Virtual Go-to-Meeting

**Training Topics:**

Communicating Climate Risks through Interactive 3D Mapping

Barry Stevens, President of Stevens Solutions & Design Inc, provided a presentation including a 3D LiDar modeling (interactive map) which produces valuable information on environmental risks, for example, flooding, fires etc.) and potential impacts to infrastructure. The information produced can help to inform land use planning in the communities. There were approximately 15 members that participated for the training session.

**Date:** December 3, 2020

**Locations:** Virtual Go-to-Meeting

The ARALA members had the opportunity to provide updates regarding their respective communities and motions were passed related to expenditures, review and acceptance of minutes and motion to accept an auditor for the 2020-2021 ARALA audit. The Executive Director provided and update to the membership regarding ARALA activities.

**Date:** February 18 & 19, 2021

**Location:** Virtual Go-to-Meeting

**Training Topics:** By Laws – overview of Indian Act

Jenny Restoule-Mallozzi, Barrister & Solicitor, provided the training specific to by laws. The presentations provided an overview and introduction to by-laws in First Nations, governing legislation, various types of by-laws, creating by-laws and best practices in avoiding pitfalls. There were approximately 12 participants for the two-half day training sessions.

## BOARD MEETINGS

**Date:** August 18 & 19, 2020

**Location:** Hampton Inn & Suites, Millbrook First Nation

The ARALA Board held a two-day meeting in person meeting at the Hampton Inn, Millbrook First Nation. The board reviewed and provided recommendations for proponents for upcoming projects, review of workplan and provided general updates regarding community activities. Further, Leona Irons, Executive Director, NALMA provided an updates on activities.



## WEBSITE DEVELOPMENT/COMMUNICATIONS

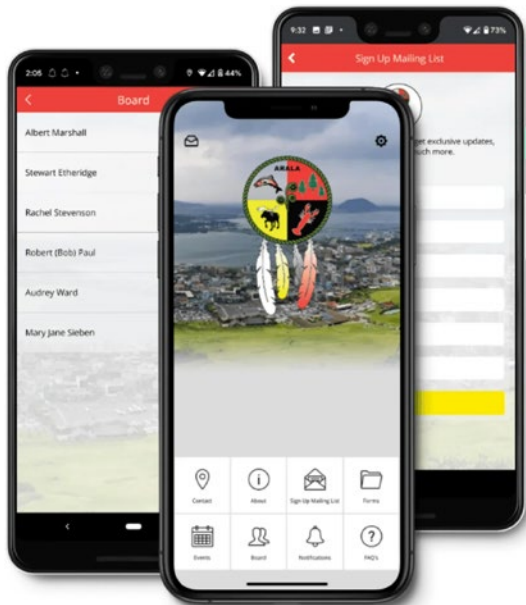
ARALA is currently working with a Canadian website and mobile app provider, SMBapps, to create both a new, mobile responsive website and mobile app for the ARALA membership base.

The key features and forms included within the mobile app will provide easy access to:

- ARALA Board Contact Information
- About ARALA, including mission, mandate, and history
- Easy sign up to ARALA's mailing list
- Relevant Forms for joining the association
- Events Calendar
- Frequently Asked Questions

The app also provides instant push notifications to all smartphones that have the app installed. Push Notifications will enable ARALA administration to send out important notices or bulletins to members directly. The app is now available for download.

Both the mobile app and the website will include features such as upcoming events, frequently asked questions and general land management information. There will also be information regarding becoming an ARALA member and the necessary process and documentation required to do so. Both the ARALA website and app will be launched in July 2020 and the mobile app will be available for download for both Apple (iPhone) and Android devices at no charge to users.



## ARALA Board



**Paula Pictou**  
President  
Paqtnekek Mi'kmaw Nation



**Vacant**  
Vice President



**Mary Sieben**  
Treasurer  
Elsipogtog First Nation



**Rachel Stevenson**  
Secretary  
Pictou Landing First Nation



**Robert (Bob) Paul**  
Director  
Oromocto



**Audrey Ward**  
Director  
Metepenagiag First Nation

Thank you to **Albert Marshall & Stewart Etheridge** for their dedication and service during their term with ARALA.

## Contact Us

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# British Columbia Aboriginal Land Managers

During 2020-21 BCALM focused on preparing to establish their Regional Lands Association hub for the following year. These activities consisted of ensuring there were proper policies in place prior to the recruitment of an Executive Director for the association. The Executive Board of Directors worked diligently together to create policies that reflect the mission, goals and values of BCALM and to ensure that the association would be successful in building a strong team to assist in the support of First Nation Land Managers in the province of British Columbia.

## MISSION, GOALS, AND PURPOSE

### Mission Statement

We, the British Columbia Aboriginal Land Managers ("BCALM"), seek to manage our First Nation lands and resources through professional best practices that promote sustainable use in the interest of our future generations

### Goals

The goals of the BC Aboriginal Land Managers are to provide a working/learning environment to facilitate the participation and networking of all First Nation Land Managers on land related issues and to create systems that will assist First Nations in various land management functions.

### The purpose(s) of the BCALM is:

- To support the needs of Aboriginal Land Managers in British Columbia.
- To manage our First Nation lands and resources through professional best practices that promote sustainable use in the interest of our future generations.

## BOARD MEETINGS

The BCALM Board meetings and business were managed virtually. BCALM is actively working towards establishing as an Administrative Hub. By focusing on the policy development and strengthening the governance structure, BCALM will be ready to move forward within the next few years.

**July 9<sup>th</sup>, 2020**

**August 5<sup>th</sup>, 2020**

**September 14<sup>th</sup>, 2020**

**October 7<sup>th</sup>, 2020**

**November 24<sup>th</sup>, 2020**

## MEMBERSHIP MEETINGS AND ACTIVITIES

**Date:** March 2, 2021

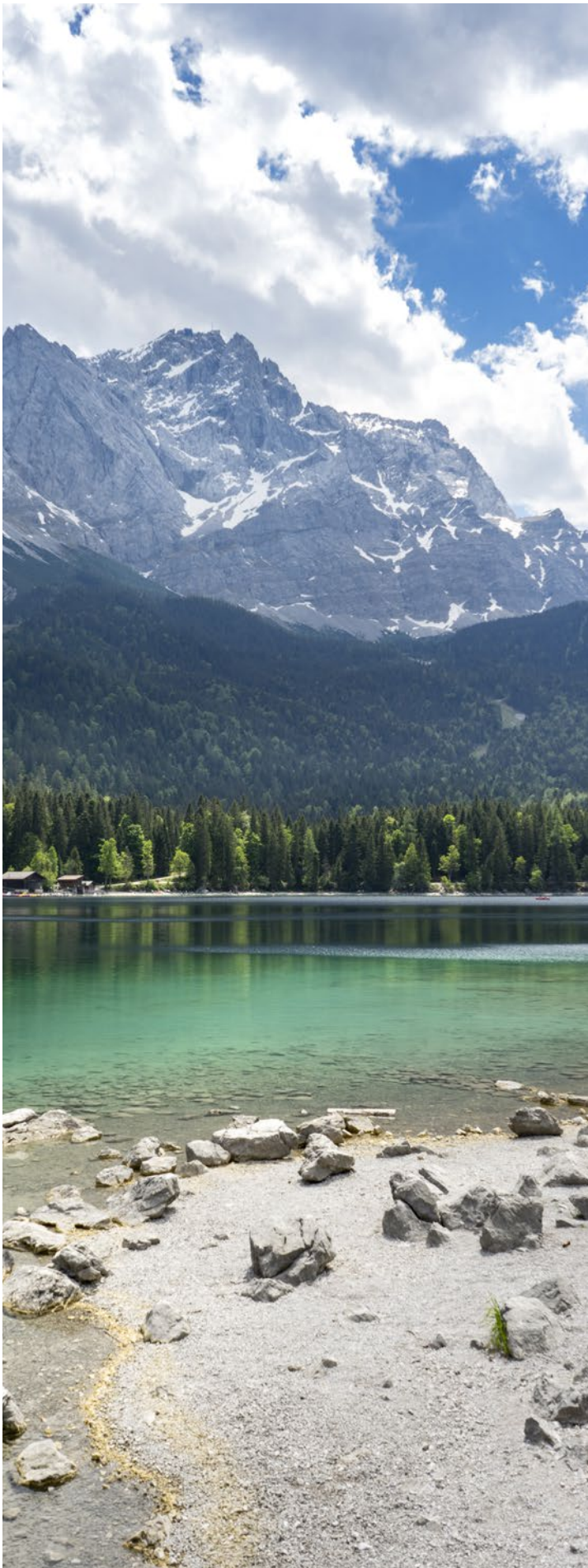
**Location:** Virtually via Go-To Meeting

**Training Topics:** Alderhill Planning Inc, Kate Davis, "Best Practices in Engagement and Facilitation"

**Attendance:** 19 Members, 1 NALMA Staff

## BCALM Membership

- Adams Lake Indian Band
- Adam Munnings
- Aitchelitz First Nation
- Akisq'nuk First Nation
- Beecher Bay
- Binche Whut'en
- Bonaparte Indian Band - St'uxwtews
- Daylu Dena Council
- Donovan & Company
- Giles Wendling
- Gitanmaax Indian Band
- GW Solutions
- John Burns
- Kanaka Bar Indian Band\*
- Katzie First Nation
- Kitselas First Nation
- Kwadacha Nation
- Kwikwetlem First Nation
- Lil'wat Nation
- Little Shuswap Lake Indian Band (Skwiax te Secwepemcu'lecw)
- Lower Nicola Indian Band
- Lower Similkameen Indian Band
- Lytton Indian Band
- McLeod Lake Indian Band
- Munnings Law
- Nadleh Whut'en Indian Band
- Nanoose First Nation
- Neskonlith Indian Band
- Okanagan Indian Band
- Old Massett Village Council (Haida Nation)
- Osoyoos Indian Band
- Penticton Indian Band
- Aitchelitz, Skowkale & Yakweakioose
- Shuswap Indian Band
- Skowkale First Nation
- Soowahlie Indian Band
- Squiala First Nation SAY Lands
- Sts'ailes Indian Band
- Teslin Tlingit Council Yukon FN with BC Lands
- T'it'q'et Indian Band
- Tk'emlúps te Secwépemc
- Tla'amin Nation
- Tobacco Plains Indian Band
- Toosey Indian Band (T'esqox)
- Tsawout First Nation
- Tzeachten Indian Band



## BCALM Board



**Tom Bob**  
President  
Nanoose First Nation



**Stephen Jimmie**  
Vice - President  
Lower Nicola Indian Band



**Terry Babin**  
Secretary  
Tobacco Plains Indian Band



**Deanna Honeyman**  
Director  
Tzeachten First Nation



**Theresa Morris**  
Treasurer  
Binche Whut'en

Thank you to **Marilyn Porter and Sierra Stump** for their dedication and service during their term with BCALM.



## Contact Us

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# First Nation Lands Managers Association for Quebec and Labrador

This fiscal year, FNLMAQL has focused on strengthening the capacity of the Regional Association, in order to be able to effectively manage their activities as an Administrative Hub. Early in the fiscal, the focus was primarily on policy development and planning, to ensure that the Administrative Hub would effectively meet the needs of its members. With the appropriate policies in place, the FNLMAQL Board was able to hire Valerie Fauteux, as their Executive Director.

## MISSION STATEMENT, GOALS AND OBJECTIVES

The First Nation Lands Managers Association of Québec and Labrador is a regional non-profit, non-political organization whose mission is to unite and assist all members to exchange knowledge, ideas, and expertise in all areas of Lands Management while incorporating our traditional values, beliefs and practices.

The FNLMAQL's primary goal is to unite the First Nations Lands Managers through a Provincial Association. Overall goals of the First Nation Lands Managers Association for Québec and Labrador are shared with the National Aboriginal Lands Managers Association (NALMA). Other goals include:

- to apply, obtain and administer financial support from governmental and private sources
- to promote and market this Association within the province of Québec and the region of Labrador to communicate in both official languages lands management issues of Québec First Nations
- to communicate in both official languages lands management issues of significance to First Nations
- to provide continuing in-service education for First Nations Lands Managers
- to share regional Land Management activities and interests with NALMA
- to work collaboratively with other Regional and National Aboriginal Lands Managers Association in providing technical advice and guidance to the Department of Indigenous and Northern Affairs Canada regarding First Nation Lands Management issues
- to encourage and foster the incorporation of First Nation values, culture and beliefs into Lands Management systems and processes



## BOARD MEETINGS

May 21, 2020

June 9, 2020,

August 25, 2020

September 17, 2020

November 10, 2020

December 15, 2020

January 20, 2021

February 2, 2021

## FNLMAQL Membership

- Conseil de Abénakis Odanak
- Conseil de la Nation huronne- wendat
- Conseil des Abenaquis Wolinak
- Conseil des Innu de Ekuanitshit
- Conseil des Innus de Pessamit
- Conseil des Montagnais Essipit
- Cree First Nation of Waswanipi
- Innu Takuaikan Uashat mak Mani-utenam (Maliotenam)
- Innu Takuaikan Uashat mak Mani-utenam (Uashat)
- Kitigan Zibi Anishinabeg
- Listuguj Migmaq Government
- Micmacs of Gesgapegiag
- Mohawk Council of Kahnà:ake
- Mohawk Council of Kanesatake
- Pekuakamiulnuatsh Takunikan
- Sheshatshiu Innu First Nation
- Timiskaming First Nation
- Winneway

## ADMINISTRATIVE HUB ACTIVITIES

The First Nation Lands Managers Association for Québec and Labrador first met in 2001 and have been officially incorporated since 10 September 2002. Articles of continuance and Bylaw No.1 was updated and approved in accordance with the Canada Not for Profit Act on September 23, 2014.

The FNLMAQL Board has completed and approved the Administrative, Personnel and Governance policies. The association has hired for the position of Executive Director, she has been working since 17 February 2020. The FNLMAQL has met twice as an executive and twice as membership during the 2019-2020 fiscal year.

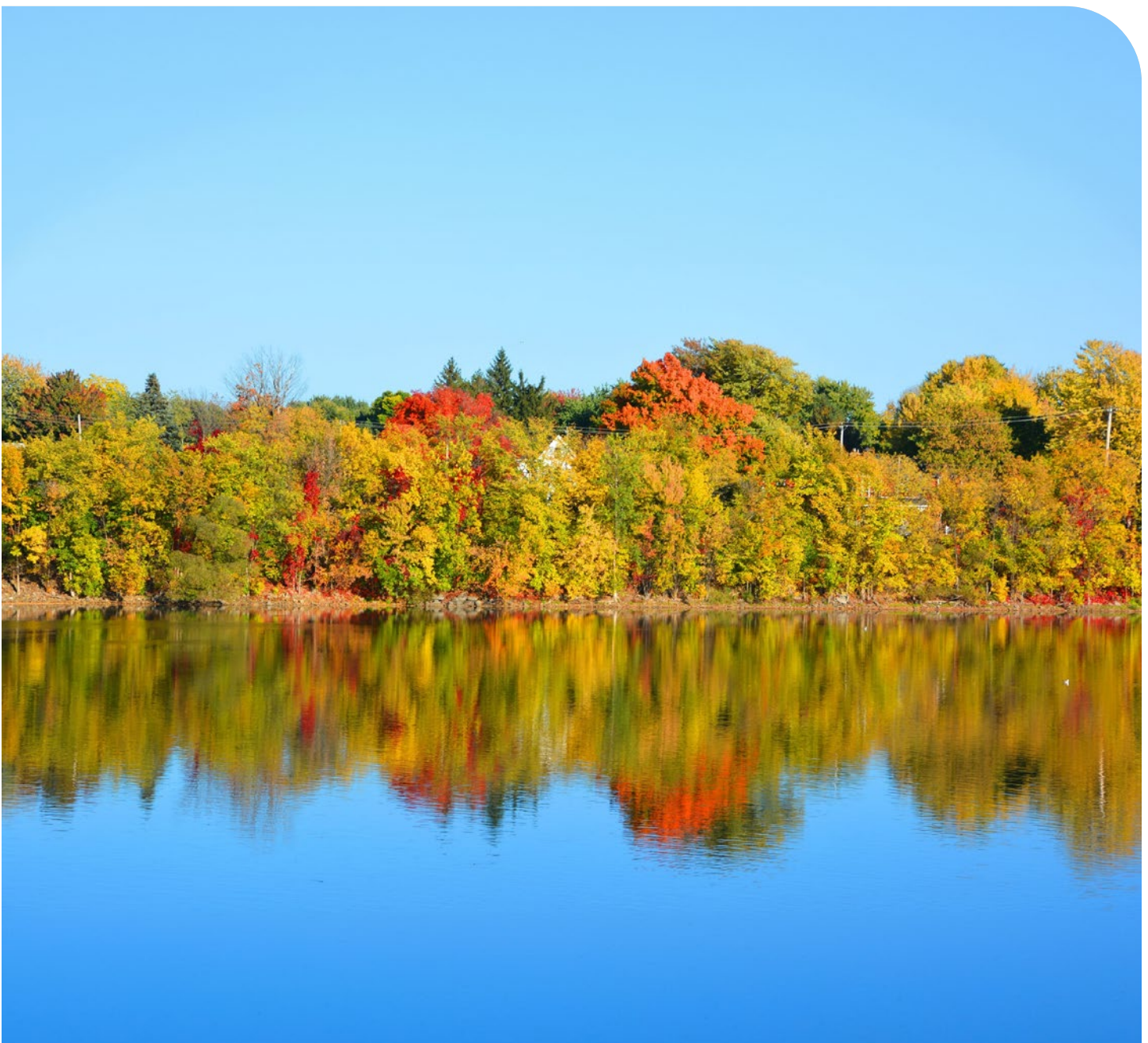
The establishment of a FNLMAQL hub will support networking, communication and the capacity development of lands managers in Québec and Labrador in a way that addresses the unique opportunities and challenges of our region. The hub will

also further the mission of the FNLMAQL to unite and assist all members to exchange knowledge, ideas and expertise in all areas of land management while incorporating our traditional values, beliefs and practices

The FNLMAQL Board has developed policies to ensure efficient, fair and transparent management of the association.

The policies include:

1. Governance Policy
2. Administrative Policy
3. Personnel Policy



## **PARTNERSHIPS/PROJECTS**

FNLMAQL continues to develop their relationship with Indigenous Services Canada to explore options and troubleshoot lands management issues as they arise. It is important to the success of First Nations to be have an open dialogue with their regional ISC counterparts. It is the hopes of the FNLMAQL to raise awareness of Land Management within the Provinces of Quebec and Labrador. This will be achieved by focusing on outreach activities and networking with other like-minded organizations.

## **WEBSITE DEVELOPMENT**

FNLMAQL Executive Director has been working diligently on the development of a website that will service both English and French land managers. As the role of land managers continue to grow beyond just managing the land, it is imperative that the appropriate tools are easily accessible at all times. Developing useful and relevant land management content is the primary goal.

## **Training on Technological Skills**

In the fall of 2020, the Association offered online technological trainings with Canadian Economic Services Organization which included topics such as:

- Microsoft Office basics;
- Electronic signatures and PDFs;
- How to find reliable resources online; and
- Collaborating remotely.

These trainings were offered in English and in French.

## **BOARD GOVERNANCE TRAINING**

In the Winter of 2021, the Association offered a training called Board on Board, provided by Becker Associates' Canadian Nonprofit Academy. This training was provided remotely, over two half-days and provided the Board of Directors guidance on the roles and responsibilities of being on the Board within a non-profit organization. Other members of the Association who had in the past expressed interest in participating at the board level were invited to attend the training.

An integral part of this training is ongoing access to a learning management program, which allows for any FNLMAQL participant to access the training modules and FNLMAQL specific documentation. Access to this platform encourages continued learning and support for Board members or FNLMAQL members who are interested in learning more about its governance. Trainings and documentation were offered in English and in French.



## ANTICIPATED TRAININGS

The Association anticipates offering the following trainings over the next fiscal years:

- Conflict Resolution for Lands Managers
- Excel – Introductory to Advanced
- Introduction to Environmental Management
- Introduction to Wills and Estates

If you have any comments or suggestions, please contact the Association to make sure your thoughts are heard!

## FRENCH PLMCP TRAINING

The Professional Lands Management Certification Program (PLMCP) consists of two levels: the Level I component is completed through a partner university, while the Level II, technical training component, is delivered through NALMA.

PLMCP Level I delivery in French has not taken place since the early 2000's. After assessing the French-language universities in Quebec, NALMA entered into discussions with UQAT for the PLMCP Level I French delivery. UQAT met the ideal criteria needed to become a partner university and their enthusiasm was evident. Agreements were signed for program and course completion in early Spring 2021.

The PLMCP Level I French delivery is anticipated to be offered in 2022-2023. A Memorandum of Understanding (MOU) draft wording has been agreed upon and the formal signing of the MOU will take place at a later date. An agreement has also been reached with UQAT to create a Natural Resources toolkit, and this will be one of the several electives to be offered in the current online PLMCP Level II delivery. Any individuals interested in training and deliveries can refer to the Education Policy posted on the NALMA website.

## FNLMAQL Board



**Amanda Simon**

Chair  
Mohawk Council of  
Kanesatake



**Sarah Jerome**

Vice Chair  
Gesgapegiag



**Michel Durand Nolett**

Treasurer  
Conseil de Abénakis Odanak



**Roselyn Tebiscon**

Secretary  
Timiskaming First Nation



**Theresa Morris**

Treasurer  
Binche Whut'en

Thank you to **Guylaine Simard and Nick Ottawa** for their dedication and service during their term with FNMLAQL.



## Contact Us

FIRST NATIONS LANDS  
MANAGERS ASSOCIATION  
FOR QUEBEC AND LABRADOR  
[www.fnlmaql.ca](http://www.fnlmaql.ca)



**Valerie Fauteux**

Executive Director  
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## Manitoba Uske

USKE has now been operating since November of 2018. We have successfully completed two financial audits. Our office has grown from having no staff to having 9 Full-time Staff Members, 6 Contract Staff and 5 Elders who function as our Elders Committee. Our Team is continuing to grow with the expanding services we provide through the various departments at Indigenous Services Canada (INAC) and Crown Indigenous Relations and Northern Affairs (CIRNA). Along with our expanding services, more than half of the First Nations in Manitoba have joined USKE since the opening of our Regional Office.

### MISSION STATEMENT, GOALS, AND OBJECTIVES

#### Mission Statement

To share unique experiences and common interests in the area of First Nation Land Management, to incorporate cultural values and traditions, and to ensure that the Crown maintains its fiduciary relationship with First Nations. Through the participation, co-operation and sharing of knowledge and experiences relating to land issues within the Manitoba Uske and with other First Nations, progress can be made towards new initiatives in the management of First Nation Lands.

#### Goals and Objectives

The goal of Manitoba Uske is to provide a source of networking between Manitoba Region First Nations Lands Managers, INAC and the National Aboriginal Lands Managers Association on land related issues, to create systems that will assist First Nations in all areas of Land Management. Guided by the following principles:

- Develop an on-going communication link (INAC, NALMA, Regional Lands Associations)
- To participate in the areas of policy (revisions, development) and procedures with regard to Lands Management
- To contribute in the growth of developing a fair and consistent professional process for administering First Nation Lands
- Manitoba Uske effectively and efficiently assists First Nations in exchanging current information on projects, policies, developments, by-laws, court cases and processes relevant to land and resource management
- This exchange of information allows Manitoba First Nations and their Lands Managers to develop strength through information and experience sharing. It also provides a forum for Lands Managers to discuss local, regional, provincial, national lands management topics and the impact of these topics on the lands managers and their First Nations

### BOARD MEETINGS

#### April 2020

- Board meeting /virtual to discuss staff contracts & renewals; plans to carry forward into the new fiscal year;
- Discussion around staff performance reviews (Nalma shared template);
- Review of job descriptions & updates;
- Strategic plan & policies, and By Laws reviews/ revisions – USKE retained Achieve Management to assist in the reviewing of USKE by-laws, and to conduct a 5-year Strategic Plan; USKE anticipates reviewing the documents with membership at the next in-person meeting for thorough review & implementation;
- Review of overall workplan, financial budget.







## USKE Membership

- |   |  |   |
|---|--|---|
| <ul style="list-style-type: none"> <li>• Brokenhead Ojibway Nation</li> <li>• Buffalo Point First Nation</li> <li>• Bunibonibee Cree Nation</li> <li>• Canupawakpa Dakota Nation</li> <li>• Chemawawin Cree Nation</li> <li>• Cross Lake First Nation</li> <li>• Dauphin River First Nation</li> <li>• God's Lake First Nation</li> <li>• God's River First Nation</li> </ul> | <ul style="list-style-type: none"> <li>• Kinonjeoshtegon First Nation</li> <li>• Lake Manitoba First Nation</li> <li>• Lake St Martin First Nation</li> <li>• Little Saskatchewan First Nation</li> <li>• Long Plain First Nation</li> <li>• Misipawistik Cree Nation</li> <li>• Nelson House First Nation</li> <li>• Nisichawayasihk Cree Nation</li> <li>• Norway House Cree Nation</li> <li>• Opaskwayak Cree Nation</li> </ul> | <ul style="list-style-type: none"> <li>• O-Pipin-Na-Piwin Cree Nation</li> <li>• Peguis First Nation</li> <li>• Rolling River First Nation</li> <li>• Roseau River First Nation</li> <li>• Sagkeeng First Nation</li> <li>• Sapotaweyak Cree Nation</li> <li>• Swan Lake First Nation</li> <li>• Tootinaowaziibeeng First Nation</li> <li>• Wuskwi Sipiik First Nation</li> <li>• Waywayseecappo</li> </ul> |
|---|--|---|

## ADMINISTRATIVE HUB ACTIVITIES

### Hiring of new staff (Name, Position, etc.)

- Derrick Gould - Flood Advisor (CIRNA funding)
- Lillian Patrick - Executive Assistant
- Brandon Bird - Maintenance
- Shania Gould - Communications
- Bertha Sayer - Term/Temporary Admin Assistant

## MEMBERSHIP MEETINGS

### Regional General Meetings

Provincial closures due to Covid-19 caused USKE to find alternative methods to meet workplan deliverables;

- USKE Staff, Board, & Land Managers all moved to working remotely.
- USKE continued to offer meetings and webinars VIA virtual platforms;
- USKE Board meeting – review on how to proceed & continue conducting business;
- Provided updates on local office closures & activities conducted while “shut down”;
- USKE board held a meeting in April to review new fiscal year and approve workplan & budget;
- Board were made aware that USKE secured an additional funding allocation from Climate & Adaptation Branch to conduct a two-year project focusing on flood lands on reserves;
- Board approved for USKE to purchase a Drone to conduct aerial surveys for 8 interested First Nations; USKE land managers experienced in drone operation were recruited to host a drone training to all USKE member Nations;
- USKE hosted a Drone training in Heckla Island; Over 34 participants attended with 20 First Nations bringing their drones and participating in the training that was held in Peguis First Nation; the event was a huge success;
- The office is almost back to full operations. All staff and scheduled visitors are adhering to the Manitoba Health Guidelines.
- Our staff continues to provide resources for First Nation USKE members (and potential USKE members), Indigenous organizations and government agencies i.e.: meetings, resources, land management

- tools. Ongoing support is continually provided.
- Manitoba USKE continues to move forward on implementing deliverables as identified in the workplan & budget. With the expansion of the MB USKE Office, we now have more floor space and offices for upcoming projects and future tentative staff positions.
- Manitoba USKE continues to reach out to different agencies and continues to build our partnership network with the different Indigenous organizations, levels of government (Federal, Provincial, Municipal) and companies that have specialized professional services specifically for First Nations (i.e.: First Nations Major Projects Coalition, etc.
- Work continues with formally introducing Manitoba USKE to the general public (indigenous & non-indigenous) throughout Manitoba.
- Winnipeg Metro Region reached out to Manitoba USKE requesting input on information regarding servicing agreements, land use and development opportunities that First Nations and Municipalities can collaborate on.
- Manitoba USKE continues to assess & develop our IT office needs and is looking to acquiring video conferencing equipment, tentative computer updates and tentative contracting of a specialized IT technician; with plans to possibly host a Virtual Conference in February 2021; funding for this project will come from funds received last fiscal to host a gathering that USKE had to postpone due to the Pandemic;
- Manitoba USKE is reviewing our IT data storage needs & is in current collaboration with an IT specialist in database storage.
- Manitoba USKE continues to work on building a relationship with the Province of Manitoba
- acting in the best interests of our member First Nations.
- USKE continues to participate in other projects with our member First Nations (and soon to be members) on projects involving lands, waterways and environmental issues.
- USKE received a request by Treaty 1 Governance organization to offer a Designation training to seven First Nations; we anticipate partnering with Nalma & staff / contractors on this project;
- USKE got approval from the Climate & Adaptation Branch to implement a Flood Lands Project for the 2019-2020 fiscal year; this project will then extend into the next fiscal year; project involves working directly 8 First Nations on flood related projects, conducting surveys, onsite community visits etc.,
- ISC Manitoba Region to explore a larger scale project involving conducting aerial surveys on interested First Nation lands; and to include the housing & infrastructure department on the is pilot project; as well as inviting representation from CMHC— however no response was ever provided;
- On an aerial survey conducted in the one of select participating First Nations, USKE captured images of brand new homes being built on lands that were saturated with water—inevitably make the brand new home unlivable due to comprised structure impacted by flood land saturation; USKE anticipated offering a project that would support conducting surveys on First Nations that produced maps that could be shared with Infrastructure and CMHC –so that funding spent on homes or roads would be not be spent on areas that were not deemed suitable for such projects; unfortunately there still has been no response to our offer as of October 16, 2020;

## MEMBERSHIP MEETINGS

- USKE is participating on a National Flood Guidelines / Mapping Project with Natural Resource Canada; we are assisting in the development in the Mapping Guidelines for First Nations; our focus is on Manitoba Region: the committee consists of various indigenous representatives from across Canada.
- USKE received a request by the Native Commercial Fishermen Industry to make a presentation for their membership; and to share what our organization does and if there is any opportunity for a partnership— specifically with the Flood Lands project; comments were made that the quality of water & erosion, wind & wave action etc., all having an impact on First Nation lands situated around the lakes.

## HONOURABLE MENTIONS

- In July 2020 Patricia Mitchell stepped down as Chair of USKE and officially took on the role of Executive Director. Horace Crane, who was the Vice Chair stepped into the role of Chair for USKE. Also, during this year, Calvin Campeau who sat as the Secretary on the USKE Board, also stepped down and took on the role of ATR Advisor. (Due to Covid-19 USKE opted to delay their elections until they were able to have an in-person AGM).
- Workshop training:
  1. **Drone training** - Provided to 42 participants representing 34 first nations – drone purchase: \$40,000.00.
  2. **Survey/mapping training** - Provided to a small number of first nations – deliverable is 1 first nation that surveyed and mapped their community and submitted this information to Ottawa which Ottawa accepted the mapping information and this resulted in the first nation being allocated \$1,000,000 for their project.
  3. **General assessment /multi-year AGREEMENTS** - review of Uske policies, procedures etc.,

## Manitoba Uske Board



**Horace Crane**  
Chair  
Bunibonibee Cree Nation



**Eric Cameron**  
Vice Chair  
Swan Lake First Nation



**Edith Spence**  
Secretary  
Opaskwayak Cree Nation



**Keith Peskoonas**  
Treasurer  
God's Lake First Nation

Thank you to **Calvin Campeau** for his dedication and service during his term with USKE.

## Contact Us



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**Patricia Mitchell**  
Executive Director  
E: [p.mitchell@uske.ca](mailto:p.mitchell@uske.ca)



# Ontario Aboriginal Lands Association

In 1995 a small group of Ontario First Nation Lands Managers formed an association to address unique land management issues and related common interests while providing a forum to strategize on problems and concerns. OALA was formed to support and assist fellow Lands Managers when needed.

This group was the first of its kind in all of Canada, and OALA can proudly say that OALA was the birth of Regional Lands Association organizations Nationwide!

In the Spring of 2020, OALA quickly adapted their work plan and adjusted the typical outreach and training methods to meet the current needs and circumstances of our members. Meetings were held virtually, over email, and survey monkey. While training sessions were offered through online webinars. It was a year that showcased patience and perseverance during an unpredictable time.

As OALA continued to grow as an administrative hub, hiring 3 additional staff meant that deliverables would continue to be met, and land managers would continue to be supported. With the finalization of the 5-Year Strategic Plan, OALA can continue to build capacity, provide networking opportunities, and technical support to land managers in Ontario, in whatever circumstances are thrown our way.

The OALA team is incredibly excited to implement another ambitious work plan in 2021-2022 to raise the professional standards in land management.

## MISSION STATEMENT

**O**rganization of committed First Nations in Ontario.

**A**ctively network towards the enhancement of professional development and technical expertise in:

**L**ands Management issues;

**A**chieve a recognized role within the various levels of government and provincial territorial organizations.

## BOARD MEETINGS

All OALA Board Meetings hosted online using Go To Meeting Platform:

- **April 2020**
- **July 2020**
- **August 10, 2020**
- **October 1, 2020**
- **October 15, 2020**
- **December 17, 2020**
- **February 8, 2021**
- **March 8, 2021**
- **April 12, 2021**

## RLA Membership Directory (listed alphabetically):

OALA membership has been growing steadily since 1995, and welcomes perspectives from all First Nations, under all Land Regimes. OALA Members are fortunate to have access to a broad network of hard-working lands professionals who share their experiences and knowledge with each other. This encourages mentorship opportunities, sharing of resources, and sharing experiences, so that we can learn from each other. This approach helps to broaden the understanding of what it means to manage land on a First Nation.

- Aamjiwnaang First Nation
- Alderville First Nation
- Algonquins of Pikwakanagan
- Anishinaabeg of Naongashiing
- Atikamesheng Anishnawbek
- Aundek-Omni-Kaning First Nation
- Batchewana First Nation
- Beausoleil First Nation
- Bingwi Neyaashi Anishinaabek
- Chappleau Cree First Nation
- Chippewas of Georgina Island
- Chippewas of Kettle and Stony Point First Nation
- Chippewas of Nawash Unceded First Nation
- Chippewas of Rama First Nation
- Chippewas of the Thames
- Constance Lake First Nation
- Curve Lake First Nation
- Delaware Nation-Moravian of the Thames
- Dokis First Nation
- Fort William First Nation
- Garden River First Nation
- Henvey Inlet First Nation
- Hiawatha First Nation
- Lac Seul First Nation
- Long Lake #58 First Nation
- Magnetawan First Nation
- Matachewan First Nation
- M'Chigeeng First Nation
- Michipicoten First Nation
- Mississaugas of the New Credit First Nation
- Mitaanjigamiing First Nation
- Mohawks Council of Akwesasne
- Mohawks of the Bay of Quinte
- Moose Deer Point First Nation
- Munsee-Delaware Nation
- Niacatchewenin First Nation
- Nipissing First Nation
- Rainy River First Nations
- Rocky Bay First Nation

- Sagamok Anishnawbek First Nation
- Saugeen First Nation
- Serpent River First Nation
- Sheguiandah First Nation
- Six Nations of the Grand River
- Temagami First Nation
- Thessalon First Nation
- Wabigoon Lake Ojibway Nation
- Wahnapiatae First Nation
- Wahta First Nation
- Walpole Island First Nation
- Wasauksing First Nation
- Whitefish River First Nation
- Wiwemikong Unceded Indian Reserve #26

## MEMBERSHIP MEETINGS

**Date:** March 24, 2021

**Location:** Virtual Meeting via Go To Meeting online

### Agenda Topics:

- Introduce the OALA Board of Directors and Staff
- OALA 5-Year Strategic Plan
- Federal Incorporation Introduction to Members - OALA Objectives and By-Law Update
- Website and Communications
- Online Lands Transactions Procedural Manual
- Career Guides and Supplemental Tools Resources

## ADMINISTRATIVE HUB ACTIVITIES

The 2020-2021 fiscal year saw additional growth to OALA's administrative hub. OALA is pleased to welcome 3 additional staff to the organization to help fulfil the mandate of the organization.

**Shannon Smith, Administrative Support** was hired in November 2020 and will support OALA staff, and the board of directors to carry out the daily operations of the organization. Shannon will provide financial assistance to the Executive Director, and manage all minutes and record keeping functions for OALA.

**Melanie Jacobs-Douglas, Project Coordinator** was hired in January 2021 and will be responsible for managing, developing, and distributing all relevant communications, including the OALA website and member portal. Melanie will coordinate membership meetings, webinars, and other events, as well as assist in various projects and initiatives, including the development of proposals, budgets, and reporting obligations.

**Alison Irons-Cummings, Estates Coordinator** was hired in January 2021 and will lead the Estates Unit to provide support to First Nations for the often-complex path of administering estates for First Nation members who have passed on reserve. Alison will also be responsible for developing tools, resources, and training opportunities for Ontario land managers in the area of Estates.

## OALA 5-YEAR STRATEGIC PLAN 2021 - 2025

The Strategic Planning process was meant to be initiated with OALA members at the March 2020 AGM, however due to the Covid-19 pandemic, and restrictions on travel, the process had to be amended. With the help of Cambium Indigenous Professional Services, a new plan was crafted to effectively engage with OALA members and collect valuable information and thoughts as to the current and future goals of OALA.

The Strategic Plan was approved by the OALA Board on December 16th, 2020 and presented to members on January 26, 2021. OALA is very excited to begin implementing the 5-year plan.

## SPECIAL PROJECTS/CONFERENCES

### Land Surveying Basics

*Bob Fligg, NRCan*

September 2, 2020

Participants: 9 First Nations; 5 ISC; 3 NALMA/RLA

### Survey Capacity Program

*Rob Leblanc, NRCan*

September 14, 2020

Participants: 13 First Nations; 7 ISC; 2 NALMA

### Research Using Google Earth

*Cindy Kliman, NRCan*

September 15, 2020

Participants: 14 First Nations; 6 ISC; 1 NALMA

### Drawing from our Ancestors: Teachings for Self Care

*Kathy McLeod-Beaver, Alderville First Nation*

September 16, 2020

Participants: 7 First Nations; 2 ISC; 5 NALMA/RLA

### Additions to Reserves 101

Greg White, ISC

September 16, 2020

Participants: 8 First Nations; 6 ISC; 3 NALMA

### TimberOps and Digital Twinning Demonstration

*Christine Gossland, LlamaZoo Interactive*

September 17, 2020

Participants: 9 First Nations; 4 ISC; 4 NALMA/RLA

### MRP General Introduction

*Kathy McCue, COEMRP*

September 21, 2020

Participants: 8 First Nations; 5 ISC; 3 NALMA/RLA

### Estates Process Overview

*Whitney Martin, ISC*

September 22, 2020

Participants: 10 First Nations; 10 ISC; 2 NALMA/RLA

### Custom Allotments & Traditional Land Holdings

*John Burns & Caitlin Stockwell, Donovan & Co.*

February 23, 2021

Participants: 7 First Nations; 2 OALA

## Framework Agreement on First Nation Land Management

Julie Pellerin, LABRC & Christine Laino, ISC

September 24, 2020

Participants: 9 First Nations; 7 ISC; 7 NALMA/RLA

## Commercial Leasing Overview

Karl Comete, ISC

February 25, 2021

Participants: 7 First Nations, 3 ISC; 3 NALMA/RLA

## Indian Lands Registry System – Public Access

Sandra Debassige, ISC

March 2, 2021

Participants: 21 First Nations; 21 ISC; 1 OALA

## WEBSITE UPDATES

OALA's website has undergone some changes this fiscal. With new content and features being developed, the public side of the site is now easier to navigate and offers more information for members, including:

- Events Calendar
- Resources and Documents
- Board and Staff Contact
- Frequently Asked Questions
- Training & Mentorship

OALA's Member Portal is also undergoing a transformation and expects to go live in the 2021-2022 fiscal year.

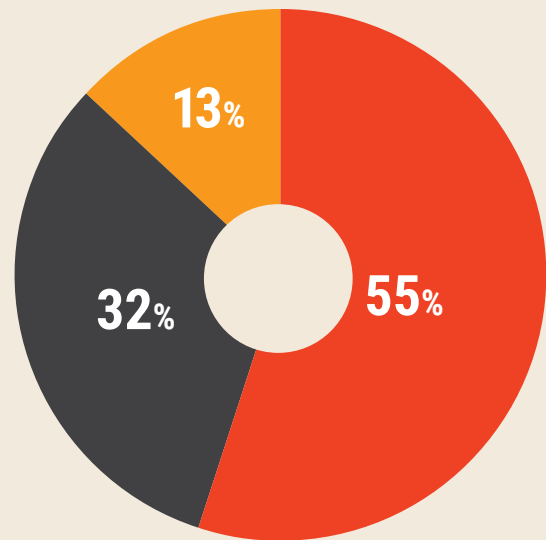
New areas will include:

- Discussion Boards
- Lands Related Resources
- Templates & Samples
- Webinar Recordings

The goal is to ensure clear, transparent, and relevant information to Ontario First Nations to help build capacity in land management.



## OALA WEBINAR PARTICIPANTS 2020-2021



- Ontario First Nations
- Indigenous Services Canada
- NALMA/RLA

## OTHER ACTIVITIES

### CAREER GUIDE FOR LANDS, ENVIRONMENT, AND ECONOMIC DEVELOPMENT PROFESSIONALS

Lands, Environment and Economic Development Professionals are vitally important to the wellbeing of First Nations communities. Proper Lands, Environment and Economic Development are the foundation upon which communities flourish.

#### The Career Guide for Lands, Environment and Economic Development Professionals in Ontario First Nations

summarizes the results of the 2020 survey. Read the Career Guide for detailed information, statistics, tables and charts that illustrate the current trends in lands, environment and economic development professions, as well as considerations for Chief and Council members who hold portfolios related to these fields. You will find the latest information on themes such as: Job Titles, Education, Succession Planning, Job Schedules and Time Demands, Salary and Compensation, Training and Professional Development, Job Satisfaction, Effects from COVID-19, and more.

**The Supplementary Tools Guide for Lands, Environment and Economic Development Professionals in Ontario First Nations** provides tangible resources to assist you in your career development. The results from the 2020

Survey confirmed that Lands, Environment and Economic Development Professionals are expected to wear many hats on a daily basis.

The Supplementary Tools Guide is intended to support and guide you in key areas of your day-to-day responsibilities, including time management; proposal writing; succession planning; self-care; and many more helpful tools, templates and resources.

**The Pandemic and Emergency Preparedness Guide for Lands, Environment and Economic Development Professionals in Ontario First Nations** addresses some of the challenges that survey participants reported experiencing during the COVID-19 pandemic, combined with strategies to prepare for future pandemic and emergency events.

This Guide provides recommendations and lessons learned from First Nation communities during COVID-19; tools for identifying essential services; planning for departmental continuity and resumption; project management while working from home; protecting your health and safety; funding relief; sample pandemic and emergency plans, and adaptable templates.

### APPRAISAL TOOLKIT

In partnership with the National Aboriginal Lands Managers Association, this toolkit will be developed to provide Ontario Land Managers with a basic understanding and key concepts related to appraisals on Reserves, such as mortgages, sale of homes, fair market value, leases (both locatee and commercial), reading an appraisal, developing a database and Matrimonial Real Property; all of which First Nations have a huge responsibility, but lack the tools and resources to manage effectively when it comes to appraisals.

An Appraisal Toolkit Working Group will support the development of the Appraisal Toolkit into the 2021-2022 fiscal year.

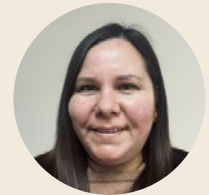
**More information:** <https://oala-on.ca/career-guides/>



## OALA Board



**John Manitowabi**  
Chair  
Wikwemikoong Unceded Territory



**Delainie King**  
Vice-Chair  
Mississaugas of the Credit First Nation



**Georgette Howard**  
Director  
Hiawatha First Nation



**Anthony Laforge**  
Director  
Wahnapiatae First Nation



**Delaney Jacobs**  
Treasurer  
Curve Lake First Nation



**Cathy McLeod**  
Director  
Nipissing First Nation

Thank you to **Larissa Johnston, Kiley Shebagegit and Tina Morrisseau** for their dedication and service during their terms with OALA.



### Ontario Aboriginal Lands Association (OALA)

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**Jessica Pickett**  
Executive Director  
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# Planning and Land Administrators of Nunavut

A successful election was held, and a new Executive Committee has been formed. For various reasons, PLAN Executive Board members are challenged to fill positions.

Representatives from Gjoa Haven and Rankin Inlet attended the Land Regime training in Toronto in September 2019. PLAN members continue to take part in Community Planning on-line course which began in October and is sponsored by Nunavut Municipal Training Organization.

## MISSION STATEMENT, GOALS, & OBJECTIVES

### Mission Statement

To effectively facilitate the transfer of lands and ensuing governance responsibilities as per Article 14 of the Nunavut Land Claim Agreement through enhanced training and support mechanisms at the community level. The PLAN will act as the premier professional land & planning administration body in Nunavut.

### History

Each community in Nunavut (25 in total) has a “Community Land Administrator” who is responsible for all activities pertaining to community planning and land administration. PLAN is composed of these communities. PLAN received its Certificate of Incorporation on March 29th, 2004. PLAN has seen a few Board of Directors over the past few years and is currently proactive in re-establishing activity for its members.

### Goals & Objectives

- Be the premier professional body for planning and land administration in Nunavut.
- Be proactive in our involvement with ongoing governance evolution.
- Uplift the morale of the community land administrator by securing funding for these positions and provide ongoing training initiatives.
- Legitimize the work of the community land administrator to the highest standard.
- Develop capacity by providing relevant lands management training to all members.
- To provide networking opportunities for members for land management dialogue.
- Develop partnerships with the Government of Nunavut, Indigenous Services Canada, and the Nunavut Municipal Training Organization.

PLAN members faced many of the same challenges with the Covid-19 pandemic as other Regional Lands Associations.

Connectivity with working in remote locations had a great impact on the ability in being able to come together as a group for RLA activities. PLAN members have recognized the need for enhanced Internet access, training in programs such as AutoCAD, and additional equipment for surveying and mapping. In January 2020, a call-out was made to PLAN members to provide funding for tools and technical resources to aid PLA's in completing their daily job responsibilities.





## UPDATES RELATING TO THE UNIT

- PLAN Members continue to take part in training such as the Planning and Land Administration course facilitated by the Nunavut Municipal Training Organization in a virtual environment.
- The PLAN Board of Directors experienced two vacancies over this past year due to the exceptional skills and abilities of these individuals being required in other areas of their Hamlets. It will be the goal of PLAN to have a fully established Board of Directors in 2021/22 as well as working on policies for the association for the anticipation of establishing an RLA Hub in the future.

## PLAN Membership

- Arctic Bay
- Kinngait
- Clyde River
- Grise Fiord
- Sanirajak
- Igloolik
- Iqaluit
- Kimmirut
- Pangnirtung
- Pond Inlet
- Qikiqtarjuaq Broughton Island
- Resolute Bay
- Sanikiluaq
- HQ Land Administrator - Kitikmeot
- Cambridge Bay - Ikaluktutiak
- Gjoa Haven - Uqsuqtuq
- Kugaaruk - Pelly Bay
- Kugluktuk - Coppermine
- Taloyoak - Spence Bay
- GN Regional Land Administrators - Kivalliq
- Arviat Eskimo Point
- Baker Lake
- Chesterfield Inlet
- Coral Harbour
- Rankin Inlet
- Nauyasat
- Whale Cove

## BOARD MEETINGS

- **June 3rd, 2020**
- **July 24th, 2020**
- **August 20th, 2020**



## PLAN Board



**Wendy Netser**  
Chair  
Coral Harbour



**Blandina Kakkianiu**  
Vice-Chair  
Kugaaruk

Thank you to **Ashley Ymana, Beatrice Morgan, Eric Lawlor and Ida Porter** for their dedication and service during their term with PLAN.



**Charlene McCue**  
Lands Project Coordinator  
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# Saskatchewan Aboriginal Land Technicians

SALT continues to expand in providing services to the First Nations. ATR/TLE unresolved files is a priority for ISC and First Nations. Third party interests seem to dominate the progression of moving files forward. The auctioning off of Crown Land by the Province of Saskatchewan (Ministry of Agriculture) have impeded the acquisition of these Crown Lands by First Nations to fulfill their TLE obligations and have also transgressed into exercising Treaty Rights of First Nations on said lands. The Witchehan Lake First Nation have filed a lawsuit against the Province of Saskatchewan. SALT continues to deliver various training programs on a regular monthly basis, and we continue to combine our training programs with the Diploma programs we have at the University of Saskatchewan.

## MISSION STATEMENT, GOALS AND OBJECTIVES

### Mission Statement

A forum for experienced First Nations Lands Technicians and INAC Land Managers to discuss issues and concerns around the implementation and administration of land management programs in the Saskatchewan Region in an open non-political environment. With the mandate to circulate new ideas, strategies and regional policies as they relate to lands management.

### Goals & Objectives

To circulate new ideas, strategies and regional policies as they relate to lands management.

## ADMINISTRATIVE HUB ACTIVITIES

- Black Sun continue to host our webpage, however we hired an actual IT specialist on a part time basis to rectify server issues.
- Personnel and Administration policies have been completed and reviewed by the SALT Board.

## STAFFING

- Corina Ryder was hired as Finance Office for SALT.

## BOARD MEETINGS

Board meeting dates and locations:

- **Nov 9, 30 2020,**
- **Dec 21, 28, 2020,**
- **January 22, 2021**
- **February 11, 2021**
- **March 29, 30, 2021**

## MEMBERSHIP MEETINGS/TRAINING

### February 1, 2021

Ya Thi Nene Lands and Resources RLEMP Applications

- Black Lake
- Fond du Lac
- Hatchet Lake

### February 4, 8, March 1, 3, 5, 2021

Firelight Group – GIS Applications

500+ Participants (Global Indigenous Participation)

### March 15, 2021

Presentations to University Classes – Land Management University of Regina and the University of Saskatchewan (Law)

### March 17, 2021

Meetings with ISC (Strategic Planning and Green Energy Program)  
SALT Board and ISC Staff

### March 23, 24, 2021

Climate Change Webinar

ISC Presenters - 46 Participants

### March 30, 2021

Administration Policy, Personnel Policy, Employment Contracts and Benefits, QuickBooks program.

\*It is important to note that SALT membership consists of their Board of Directors. Their workplan and services are delivered openly to all 70 First Nations in Saskatchewan.

## SALT Membership

- Buffalo River Dene Nation
- Carry the Kettle First Nation
- Canoe Lake Cree First Nation
- Flying Dust First Nation
- Mosquito-Grizzly Bear's Head-Lean Man
- Muskeg Lake
- Peter Ballantyne Cree Nation
- Montreal Lake First Nation
- White Bear First Nation
- Kawacatoose First Nation
- Ahtahkakoop
- Muskowekwan Band #85
- The Key First Nation
- Sweetgrass First Nation
- Saulteaux First Nation
- Beady's & Okemasis First Nation
- Mistawasis Nehiyawak

## WEBSITE/COMMUNICATIONS

SALT was asked to deliver and facilitate the Waste Management Program on behalf of the regional Saskatchewan ISC offices. The "TOR" were agreed upon by both ISC and SALT. A posting for the position for "Waste Management Officer" was circulated amongst the First Nations. Effective immediately.

For more information about SALT, please visit their website [www.salt-sk.ca](http://www.salt-sk.ca)



## SALT STAFF

Front row, left to right: Corina Ryder, Finance Officer Leonard Tipewan, Executive Director. Back row, left to right: Alfred Gamble, Executive Assistant Darwin Derocher, ATR/TLE

## SPECIAL PROJECTS

In partnership with the University of Saskatchewan, Red Berry Bio Reserve, Mistawasis Nehiyawak, Muskeg Lake Cree Nation and SALT, the Living Labs program stream was approved for Phase 1 under Agriculture and Agri-Food Canada. The project will aim to develop practical best management practices for sequestering Carbon and reducing GHG emissions, while supporting ecological health and socio-economic wellbeing in the Prairies. Phase 2 is full project submission.

A series of Webinars (total 5) will be facilitated by SALT on the topics of ATR/TLE. Past leaders who initiated the TLE process will present at these Webinars.



## SALT Board



**Theodore J Merasty**  
Chair  
Peter Ballantyne Cree Nation



**Jason Ballantyne**  
Vice Chair  
Montreal Lake



**Kelsey Watson-Daniels**  
Treasury  
Mistawasis Nehiyawak



**Deanna Rider**  
Director  
Carry The Kettle First Nation



**Wendell Head**  
Director  
Red Earth



**Ty Roberts**  
Director  
Lac La Ronge



**Natalie Dueck**  
ISC, Lands Manager  
George Gordon First Nation



**Jordie Gagnon**  
University of Saskatchewan,  
Senior Strategic Officer  
Indigenous Programs and  
Partnerships. Metis Local 10

Thank you to **Clement Durocher** and **Norma Catarat** for their dedication and service during their term with SALT



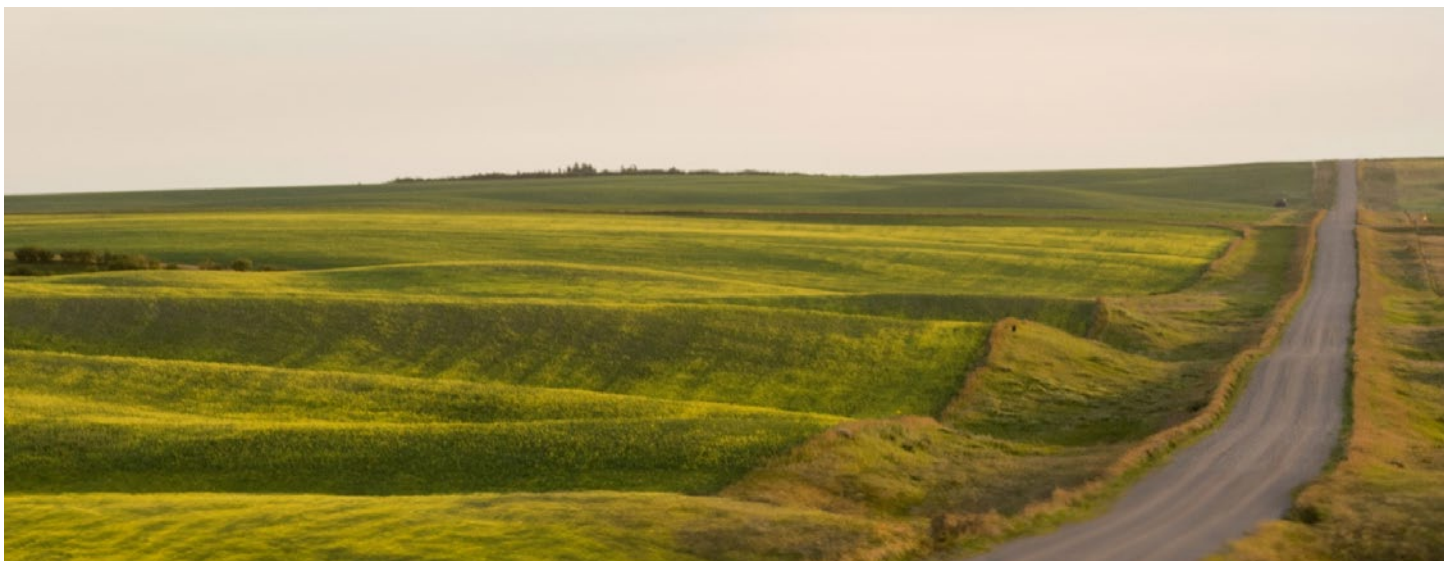
## Contact Us

### Saskatchewan Aboriginal Land Technicians

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[www.salt-sk.ca](http://www.salt-sk.ca)



**Leonard Tipewan**  
Executive Director  
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# Treaty and Aboriginal Land Stewards Association of Alberta

TALSAA has decided to pursue the establishment of a Regional Lands Association Hub in 2020/21, including the process of becoming incorporated.

## MISSION STATEMENT, GOALS, & OBJECTIVES

### Mission Statement

As stewards of our Traditional and Reserve Lands in Alberta, utilizing First Nation's values, traditions and beliefs, we will promote sustainable development and effective practices through the enhancement of professional development and technical expertise in the area of land and natural resource management.

### Goals & Objectives

The main objectives of TALSAA are to advocate and facilitate on-going professional development and capacity building with Alberta First Nation Land Managers and to enhance existing networking and communications with relevant government and non-government agencies, to assist in improving and sustaining responsible management of First Nations lands and natural resources in Alberta. TALSAA is also the official Alberta regional affiliate of the National Aboriginal Land Managers Association (NALMA) of Canada, whose objectives mirror those of TALSAA.

As the objectives of TALSAA are focused ultimately on the sustainability of First Nation lands, natural resources and Communities in Alberta that are within the jurisdiction and interest of the Federal Crown, the short and long term work plan of TALSAA includes the development and implementation of initiatives concurrent with various Canadian Government Department portfolios, policies and business line items, mainly with Indigenous Services Canada. As a result, the efforts of TALSAA in pursuit of their mission, also provides an opportunity to assist Indigenous Services Canada and other Federal Government Departments with the delivery of programs, initiatives and communications, as they relate to Alberta First Nations and TALSAA.

## BOARD MEETINGS

TALSAA Board Meetings

- **June 2, 2020** - Location: Zoom
- **November 19, 2020** - Location: zoom
- **December 3, 2020** - Location: Zoom
- **January 7, 2021** - Location: Zoom



## ACTIVITIES

### January 14, 2021

Location: Zoom

**Training Topics:** Project Management Training, facilitated by Environmental Project Management & Training Solutions. Participants received certificates in "Introduction to Project Management Planning (for Land Managers)"

At the January 14th meeting also had Andrew Wujcik give an update from Indigenous Services Canada (ISC). Items discussed include commercial lease template, a national template is under development, Lands Management Manual revisions, Impact Assessment Act 2019 and the Modernization of the Indian Referendum Regulations (IRR) and the First Nations Elections Regulations.

**Attendance:** 4 First Nations, 1 Trainers/Instructors, 2 Resource/Staff. No need to list the actual First Nations, or people, just total number for each type)



## SPECIAL PROJECTS

In October 2020 TALSAA hired Crystal Janvier-Romaniuk as the TALSAA Executive Director in order to establish the Regional Lands Association (RLA) Hub in Alberta. Crystal is a member of the Cold Lake First Nations, Treaty 6 territory and grew up Treaty 8 territory on her mother's reserve of Driftpile, AB and has an extensive experience working with First Nations communities in the field of health promotion. Crystal has a BA Honors degree in Native Studies and a MSc. in Health Promotion Studies and is currently in her second year of completing an Executive MBA in Indigenous Business and Leadership from Simon Fraser University.

TALSAA became both federally and provincially incorporated in January 2021. As a part of establishing the RLA hub, TALSAA's Governance, Administration and Human Resources policies are undergoing an extensive review in order to be accepted and implemented for continued and future operations. The TALSAA Board will be expanding and will see the addition of two members to the Board of Directors. TALSAA is taking the steps to fulfill financial management obligations as a part of the operation of the RLA Hub

### Link to the Video:

<https://www.youtube.com/watch?v=wSt3PL5gjKY>

TALSAA created a short promotional video that was distributed to Alberta First Nation contacts, including TALSAA membership. Clo Ann Wells, TALSAA Chair from the Blood tribe, Elvis Thomas-TALSAA Vice-Chair, Rose Okimaw, TALSAA member from Driftpile First Nation and Len Quinney, TALSAA member from Frog Lake First Nation appeared in the video.

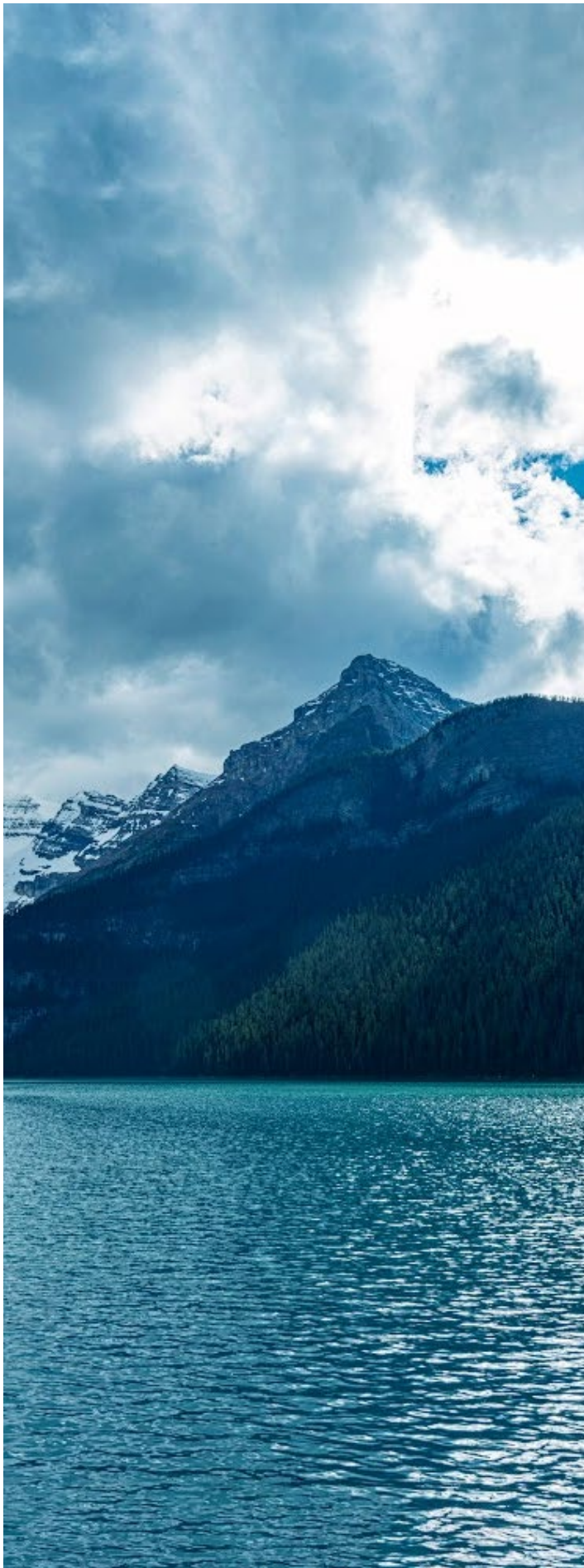
The purpose behind the video was to bring awareness of the benefits of being a member of TALSAA, the support that TALSAA provides to members in building capacity amongst First Nation Land Managers. TALSAA will be developing a website for the association in late 2021. The website will serve as a primary tool for potential Alberta First Nations seeking to learn more about TALSAA or that have expressed an interest in joining TALSAA. In addition, there will be a member's portal for TALSAA members to access training information, TALSAA board materials, presentations and other TALSAA business. The Executive Director has been contacting and meeting with prospective web developers.

TALSAA members have recognized the need for food sovereignty, and this topic has been brought to the forefront during the Covid-19 pandemic. TALSAA is planning a workshop on food sovereignty and security for First Nations in the spring of 2021.

## TALSA Membership

- Alexander First Nation
- Beaver Lake Cree Nation #131
- Bigstone Cree Nation
- Blood – Kainai
- Chipewyan Prairie First Nation
- Driftpile Cree Nation
- Enoch Cree Nation
- Fort Mackay First Nation
- Frog Lake First Nation
- Montana First Nation
- Peerless Trout First Nation
- O'Chiese Band Administration
- Piikani Nation
- Siksika First Nation
- Swan River First Nation
- TsuuT'ina First Nation
- Whitefish Lake First Nation #128
- Woodland Cree First Nation
- Bearspaw First Nation
- Maskwacis Cree Tribal Council
- Cold Lake First Nation





## TALSAA Board



**Clo-Ann Wells**  
Chair  
Blood-Kainai Nation



**Elvis Thomas**  
Vice-Chair  
Woodland Cree First Nation



**Benita Koochicum**  
Treasurer  
Fort Mckay First Nation



**Hester Breaker**  
Secretary  
Siksika Nation



**Noreen Plain Eagle**  
Director  
Piikani Nation



**Rose A. Okimaw**  
Director  
Driftpile Cree Nation

Thank you to **Elizabeth Arcand** for her dedication and service during her term with TALSAA.



### Treaty and Aboriginal Land Stewards Association of Alberta (TALSAA)

PO Box 1024  
21510 Chief Lapotac Boulevard  
Enoch, AB T7X 1B0  
[www.talsaa.ca](http://www.talsaa.ca)



**VACANT**  
Executive Director  
E: [ed@talsaa.ca](mailto:ed@talsaa.ca)

# Centre of Excellence for Matrimonial Real Property

March 31st, 2021 marked the successful completion of the COEMRP mandate. Originally scheduled to roll up in 2018, the operation of the Centre of Excellence was renewed twice to ensure that First Nations, to whom the legislation applied, were afforded the opportunity to maximise their level of awareness and preparedness to address on-reserve MRP issues. Despite ongoing challenges related to the COVID-19 pandemic, all staff remained true to our goals. These included providing information and training to First Nation leadership and technicians, assisting spouses and common-law partners to understand the options available to them under the legislation, supporting the implementation activities of other stakeholders, and remaining abreast of developing case law and changing public policy.

## Updates relating to the Unit

The Centre of Excellence for Matrimonial Real Property responds to inquiries from First Nation technicians, leadership, members, residents, and legal professionals. This year, 32% of the inquiries were regarding the provisional federal rules and 21% were related to wills and estates. Other inquiries included community-based presentation requests, information on implementation, requests for printed and electronic resource and funding inquiries.

The Centre provided fourteen (14) virtual presentations to First Nations, provincial/territorial organizations, and continuing legal education sessions. The Centre of Excellence for Matrimonial Real Property also partnered with the Land Advisory Board Resource Centre's Training, Mentorship and Professional Development Unit on a webinar titled MRP Laws under Land Code. In addition, the MRP Specialist also participated as a panelist in a discussion on MRP as part of the LABRC National Online Conversation Series. In response to requests from NALMA members and other stakeholders, the COEMRP also developed two new publications. The first is a Toolkit for Will Planning for First Nation Peoples Living on Reserve. The second is a Domestic Agreements Template and Guide. Both reflect the current provisions of FHRMIRA and are intended for use by individuals under the guidance and advice of their legal counsel.

The COEMRP also contracted with Arbutus Law to produce a Report on The Recognition of Custom Allotments in First Nation Reserves: Considerations for First Nation Councils and Courts in the Context of Applications under FHRMIRA as well as a Wills Toolkit for First Nation Members Living on Reserve in Québec. As always, all of our publications are available in both French and English and can be found on our Resources page at [www.coemrp.ca](http://www.coemrp.ca). Finally, the COEMRP redesigned the MRP Implementation Focused Toolkit Training to include template job descriptions, Gantt Charts, checklists, file management procedures etc.



This document is currently being translated and will appear on our website soon.

Online training is also being developed to provide on-going access to information and professional development where in-person training is not possible. As part of the re-design of NALMA's Professional Lands Management Certification Program, a 1.5 credit, on-line elective course was developed to provide on-going training to Land Managers.







The COEMRP's original 5-year mandate was to be complete after the 2017/2018 fiscal year. In 2017-18, ISC and NALMA coordinated a national engagement to receive feedback and advice on implementation challenges of the act and new features that could help support the implementation of the Family Homes on Reserves and Matrimonial Interest or Rights Act. After considering the feedback, the Centre's mandate was extended until March 31st, 2021. On that date, after successful completion of their mandate, NALMA rolled up operations of the Centre of Excellence for Matrimonial Real Property.

Effective April 1, 2021, the Center's support services transitioned into NALMA operations and will be normalized into the NALMA mandate until March 31st, 2023. NALMA will continue to offer MRP training to PLMCP students, Land Technicians and First Nations. Support will continue to be available to respond to requests for information from First Nations regarding the implementation of the FHRMIRA or to assist First Nation technicians, leaders, members, and residents with their understanding of the FHRMIRA. Inquiries can be directed to Kathy McCue, NALMA MRP Specialist at 705-927-5224 or via email at [kmccue@nalma.ca](mailto:kmccue@nalma.ca).

The MRP team would like to thank their partners for their support in achieving the Centre's mandate. The partners include: Public Safety Canada, RCMP, Native Women's Association of Canada, National Aboriginal Circle Against Family Violence, Assembly of First Nation Quebec-Labrador.

**We would like to thank Kathy McCue, Crystal Cummings, Lori Cummings, Shayne McDonald, Laurie Hockaday, Chris Angeconeb, and Catherine Fagan for their excellent work and their commitment to the success of the Centre.**

The First Nations Housing Professionals Association (FNHPA) now administers the Centre of Excellence for Matrimonial Real Property (COEMRP), please direct any questions and inquiries to:

**First Nations Housing Professionals Association (FNHPA)**

**Carrie Zeppa**  
 Manager, Matrimonial Real Property  
 E: [carrie@fnhpa.ca](mailto:carrie@fnhpa.ca)  
 P: 705-963-2262  
[www.fnhpa.ca](http://www.fnhpa.ca)



# Land Use Planning Unit

Land Use Planning is the process of planning a scientific and orderly allocation of land, community resources, facilities, and services with a view to maintaining and improving the physical environment and the economic and social conditions of the community. First Nation communities develop Land Use Plans (LUPs) to ensure their identity, priorities and values are being met. The LUP Unit provides funding, technical support and builds Land Use Planning capacity with First Nation communities.

In 2020-21, the Unit continued implementation of the LUP Funding Initiative and held an LUP funding call for proposals, provided outreach on the value of land use planning, continued to provide support to communities developing LUPs, and adapted training materials to be delivered virtually.



First Nations may apply for funding to assist in the development of their Land Use Plans (LUP). NALMA will ensure First Nation communities receive adequate support and training throughout the application process, the development of the plan, and its implementation. For more information on this Initiative, visit: [www.nalma.ca/units/land-use-planning-unit](http://www.nalma.ca/units/land-use-planning-unit).

## Contacts

### Alex Marques

*Land Use Planning Program Specialist*  
amarques@nalma.ca | 705-741-6941

### Becky Wolfe

*Program Administrative Support*  
bwolfe@nalma.ca | 705-875-1024

## Community Land Use Planning Updates and Highlights

In 2020-21, the LUP Unit delivered digital outreach and training activities, including the following:

- Organized and Presented “Land Use Planning and Land Management on Reserve Land” as part of Canadian Institute of Planners Indigenous Perspectives Webinar Series (June 2020)
- Presented and participated in discussion panel at CANDO Economic Development Youth Summit, topic “Lands History and Land Use Planning” (August 2020)
- Presented as part of CANDO Links to Learning conference, topic “Developing a Community Land Use Plan on First Nation Lands” (December 2020)
- Wrote and submitted article for Ontario Professional Planners Institute Y Magazine - RPP Profile on James Roach, LUP Unit Coordinator (January 2021)
- Delivered Land Use Planning presentation to Manitoba USKE (February 2021)
- Delivered Land Use Planning and Climate Change presentation to SALT (March 2021)

Direct funding and technical support were provided to 6 First Nation communities developing Land Use Plans. In 2020-21:

- One funded community completed an LUP
- 5 funded communities continued progress on their LUPs

A funding announcement for First Nations interested in developing Land Use Plans was issued December 2020. The LUP Unit hosted 2 webinars to provide interested applicants with an overview of the application process. Interest in funding was expressed by 20 First Nation Communities. Funding decisions and allocations were made in 2021-22. The LUP toolkit and PLMC301 Course Manual on Land Use Planning were updated in preparation of virtual course delivery in 2021-22.

# Land Use Planning Unit

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## Updates relating to the Unit

In 2021-22, and 2022-23, the LUP Unit conducted program activities including the following highlights:

- Delivered PLMC301 (Land Use Planning) course to 19 Land Managers (Sept 19-Oct 30, 2022), and 11 Land Managers (Sept 20 – Oct 31, 2021)
- Provided a Guest Lecture to Algoma University Indigenous Community Planning Course, Feb 1 2021,
- Delivered LUP in 60 Minutes recorded webinar Jan 25, 2021,
- Provided 2 targeted LUP training sessions for Community Planning Teams, at the request of the communities,
- Hosted an internal Unit strategic planning session in June 2022 to review progress and determine objectives for the next three years,
- Participated in the ISC Lands Program Evaluation – results available in 2023,
- Distributed questionnaire (in coordination with Land Surveying Unit) to assess NALMA member LUP and Surveying needs,
- Hosted a training workshop in Mississauga Ontario for First Nation land managers currently receiving land use planning funding from NALMA (described in more detail below).
- Presented at Alberta Links to Learning in partnership with TALSAA, March 2023
- Issued a call for proposals for the LUP Funding Initiative, inviting eligible First Nation communities to apply for funding to support land use planning projects.
- Provided funding to 17 First Nation communities to support ongoing land use planning projects.



## Workshops

**March 7-9, 2023**

**Location:** Mississauga, ON

**Training Topics:** The LUP Unit provided a training workshop to First Nation Land Managers currently receiving land use planning funding from NALMA. The workshop provided an opportunity for technical training, information sharing, and networking for Land Managers. Participants were invited to share project updates with their peers and discuss any LUP challenges and opportunities faced.

**Attendance:** 19 attendees representing 14 First Nation communities, 2 NALMA Staff, 1 ISC Guest Speaker

# Professional Development Unit

The Professional Development Unit (PDU) has been very busy throughout the 2020-2021 fiscal year, and as such, it now consists of additional NALMA staff to support the developments over the past months. NALMA PDU Staff includes Debra Campbell-Master Instructor, Buffy Hill-Education and Training Administrator, James Roach-Land Use Planning Coordinator, Kathy McCue- MRP Program Specialist, Charlene McCue-Lands Project Coordinator, Sherry Mattson-Director of Education and Training, Leona Irons-Executive Director, and most recently, Stewart Etheridge-Communications and IT Support.

## Updates Related To The Unit

The 2020-2021 fiscal year had been anticipated to be another busy year for in-person Specialized Training opportunities as well as the delivery of the Professional Lands Management Certification Program (PLMCP) Level II: Technical Training. Unfortunately, the COVID-19 Pandemic threw a wrench into our ability to offer in-person training due to travel restrictions and health and safety concerns. However, on the bright side, it did allow our staff an opportunity to fully engage with the PLMCP Level II redesign which might not have been possible otherwise. The redesign has primarily been based on the Reserve Lands and Environment Management Program engagement 2017 and feedback received. This redesign continues to meet the objective of building capacity in lands management for First Nations' Lands Managers and others desiring increased knowledge and skills in lands' areas.

Another exciting development is that NALMA has a new partner institution, Université du Québec en Abitibi-Témiscamingue for the development of PLMCP Level I in French. This program is anticipated for summer of 2022 commencement.

## Professional Lands Management Certification Program

To implement the Reserve Land and Environment Management Program (RLEMP), and to support the skills and expertise required to implement this program in First Nations' communities, the Professional Lands Management Certification Program (PLMCP) was created in collaboration with ISC (formerly INAC), along with subject matter experts.

Achievement of the PLMCP Certification signifies the land manager meets specific criteria, keeps current in the field, and adheres to a professional code of ethics. This

nationally recognized and widely used PLMCP certificate represents both an accomplishment and a responsibility for the individual land manager.

Land managers who successfully complete Level I: Post-Secondary Training and Level II: Technical Training, will be recognized with a certificate in Professional Lands Management from NALMA.

## Level I: Post Secondary Training

Currently, PLMCP Level I is being offered at 3 post-secondary institutions: Algoma University, University of Saskatchewan, and Vancouver Island University. Each university offers varying programs and course formats. Descriptions below are based on face-to-face and in-person delivery. Refer to the links below to learn more about each respective institutions' deliveries, particularly due to travel restrictions.



## The Kanawayihetaytan Askiy (KA) Program at the University of Saskatchewan

The KA Program, formerly the Indigenous Peoples Resource Management Program, is a uniquely designed certificate program that is focused on providing a broad range of topic areas specific to the management of lands and resources. The KA Program examines basic environmental, legal and economic aspects of land and resource management in Aboriginal communities. The KA Program also provides students with the opportunity to increase skill levels in communications, computers, time management, leadership, research, and project management.

For more information about the KA program, please visit <https://agbio.usask.ca/programs/kanawayihetaytan-askiy-ka-program.php>

### Contact:

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E: [agbio.studentservices@usask.ca](mailto:agbio.studentservices@usask.ca)



## Aki and Environmental Stewardship Program at Algoma University

The Aki and Environmental Stewardship program is an innovative and dynamic certificate program designed to provide essential grounding in the field of land management. The Level I portion of the program consists of 6 courses that cover a broad range of topics related to lands, resources and environmental management. Learners can also take an additional 4 courses and receive a certificate from Algoma University. The Aki program blends in-person sessions with online learning options and offers choice between elective options for the final course. Learners can customize their learning and optimize their experience to suit their needs and interests. In this program, students build their knowledge, skill base, and relationships to work effectively in the field of land management and to prepare for Level II of PLMCP. The credits from PLMCP may be used to ladder into a diploma or degree program at Algoma University if certified land managers wish to continue to build their expertise in the field of land management after taking PLMCP. For more information about the Aki and Environmental Stewardship Program please visit: [https://www.algomau.ca/wp-content/uploads/2018/09/AUC18-NALMA-Booklet-Print-1.pdf?\\_ga=2.71961744.220111613.1538580712-1459412088.153858071](https://www.algomau.ca/wp-content/uploads/2018/09/AUC18-NALMA-Booklet-Print-1.pdf?_ga=2.71961744.220111613.1538580712-1459412088.153858071)

### Contact:

Nairne Cameron, Ph.D., Associate Professor, Dept. of Geography, Geology and Land Stewardship  
705-949-2301 ext. 4374  
E: [land1@algomau.ca](mailto:land1@algomau.ca)



## Professional Indigenous Lands Management Certificate at Vancouver Island University

The Indigenous Lands Management Certificate (ILMC) provides a structured set of courses relevant to individuals involved or interested in land use planning/lands management with First Nation communities. The Certificate will acquaint students with the necessary background in history, community design, community engagement, social research, intergovernmental relations, legal issues, treaties and agreements, land codes, site planning, and plan

implementation to be successful as a Lands Planner/Manager in a First Nations' community. The successful completion of the Certificate will offer the student a grounding in the skills and tools they need to address issues in their home community and/or gain employment in other communities, agencies, and levels of government. The materials used will be relevant and will reflect the diversity of Indigenous communities across Canada. A community of learners will be developed as students complete the Certificate with other like-minded participants, and on-line platforms will be developed to encourage peer-support and cross learning long after the completion of the Certificate. For more information about the Professional Indigenous Lands Management Certificate please visit: <https://www.viu.ca/programs/arts-humanities-social-sciences/professional-indigenous-lands-management-certificate>

### Contact:

Pamela Shaw, Director, Master of Community Planning Program  
P: 250.753.3245 extension 2620  
E: [Pam.Shaw@viu.ca](mailto:Pam.Shaw@viu.ca)

## PLMCP Level II: Technical Training

Level II: Technical Training is delivered by NALMA and deals with specific roles and responsibilities of a First Nation Land Manager operating under the Indian Act, (RLEMP). Students will learn the basic concepts and knowledge that govern land management activities, assisting them in their role as a land manager.

Technical training provides the student with skills such as interpreting policies and procedures, recognizing appropriate authorities, understanding legal rules enabling or constraining land management decisions. As stated above, Level II consists of 18 credits, comprised of mandatory core courses and elective courses.

Fifteen (15) of these credits are acquired through the successful completion of 5 core courses (3 credits):

- PLMC101 Laws (Treaties), Acts and Regulations
- PLMC201 Environmental Management
- PLMC301 Land Use Planning
- PLMC401 Land Transactions
- PLMC501 Land Administration

Three (3) of these credits are selected from a choice of elective courses.

Current electives choices:

- ELEC-MRP Matrimonial Real Property (1.5 credits)
- ELEC-ATR Additions to Reserve/Reserve Creation (1.5 credits)
- ELEC-BLD By-Law Development (1.5 credits)
- ELEC-NR Natural Resources (3 credits)

\*Additional Elective choices will be offered over time.

## **PLMCP Level II: Technical Training Transitioned to Online Delivery**

Although in-person training is the optimum mode for the delivery for much of our content and materials, the need to move to online and virtual training became necessary due to the pandemic and restrictions. Various learning management systems were researched, and the Brightspace d2l platform was found to offer the best platform for our needs as well as the anticipated needs of our students. Several NALMA staff received training in the use of this system in order to support the course instructors and students.

All PLMCP Level II Course Instructors have been deeply involved with the transitioning of their course content and materials into an online mode of delivery. Necessary course content and material is shared within Brightspace for thorough inclusion of materials, documentation, power points, videos, and even guest presenters. In addition, opportunities for ongoing engagement and student participation within the courses being provided through 'live' virtual lectures and seminars, assignments and various assessments being completed directly within the Brightspace site all create what NALMA PDU staff feel is a rich learning experience in spite of not being together and in-person.

The transition to online learning has been quite demanding for all involved, however, the enthusiasm from staff and students alike to take this on in order to continue to build capacity in lands management has been remarkable to be part of over the past year.

## **Specialized Trainings - Postponed Due to Covid Restrictions and Limitations**

Several training options for introductory overviews to be delivered virtually may take place in Winter of 2022.

## **Hands-On Technical Training**

Postponed due to COVID travel restrictions. Anticipated resumption in next fiscal.

## **Prior Learning Assessment and Recognition (Plar)**

The NALMA PLAR opportunity is an option developed in response to highly skilled and experienced land managers and others who requested alternative ways to demonstrate their knowledge and skills acquired over the years. Education, training, on-the job and hands-on skills may all be assessed through various ways when an experienced individual applies to challenge PLMCP Level I and/or Level II competencies through PLAR. The NALMA PLAR process is a highly self-directed process involving intense effort, dedication, and motivation on the part of screened candidates. PLAR Portfolios submitted for assessment go through a robust evaluation process by trained PLAR Assessors. The Assessors are PLMCP-Certified Land Managers who are also subject matter experts themselves. One PLAR Candidate was recommended to receive PLMCP Certification based on the PLAR Portfolio submitted this year past fiscal year. Presently, there are a couple of candidates engaged in the PLAR process.

## **Honourable Mentions**

Staff and students alike leaning in to the online-virtual reality we presently find ourselves living within due to COVID.

### **Contacts**

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Director of Education and Training  
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Buffy Hill  
Education and Training Administrator  
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P: 705-927-6252

# Professional Development Unit

The Professional Development Unit (PDU) was very busy throughout the 2020-2021 fiscal year, and as of 2021-2022, consisted of additional NALMA staff to support the developments over the past months. NALMA PDU Staff includes Debra Campbell-Master Instructor, Buffy Hill-Education and Training Administrator, James Roach-Land Use Planning Coordinator, Kathy McCue- MRP Program Specialist, Charlene McCue-Lands Project Coordinator, Janet Restoule-Program Administrative Support, Stewart Etheridge-Communications/IT Support, Sherry Mattson-Director of Education and Training, Leona Irons-Executive Director. During the 2022-2023 fiscal, Dr. Carly Armstrong, Environmental Coordinator, was welcomed back. Stephanie Tripp, Program Administrative Support II, was recently hired.

## Updates relating to the Unit

The 2020-2021 fiscal year had been anticipated to be another busy year for in-person Specialized Training opportunities as well as the delivery of the Professional Lands Management Certification Program (PLMCP) Level II: Technical Training. Unfortunately, the COVID-19 Pandemic threw a wrench into our ability to offer in-person training due to travel restrictions and health and safety concerns. However, on the bright side, it did allow our staff an opportunity to fully engage with the PLMCP Level II redesign which might not have been possible otherwise. The redesign has primarily been based on the Reserve Lands and Environment Management Program engagement 2017 and feedback received. This redesign continues to meet the objective of building capacity in lands management for First Nations' Lands Managers and others desiring increased knowledge and skills in lands' areas.

Another exciting development is that NALMA has a new partner institution, Université du Québec en Abitibi-Témiscamingue (UQAT) for the development of PLMCP Level I in French. A scan of universities in Québec was conducted for existing programs aligning in various ways with the PLMCP Program mandate. UQAT was invited to become a partner institution based on their programs, relationships with local and international Indigenous peoples and communities, as well as for their work and programs in lands. UQAT Level I delivery in French began in the late summer of 2022.

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manager meets specific criteria, keeps current in the field, and adheres to a professional code of ethics. This nationally recognized and widely used PLMCP certificate represents both an accomplishment and a responsibility for the individual land manager. Land managers who successfully complete Level I: Post-Secondary Training and Level II: Technical Training will be recognized with a certificate in Professional Lands Management from NALMA.

## Level I: Post Secondary Training

Currently, PLMCP Level I is offered at 4 post-secondary institutions: Algoma University, University of Saskatchewan, Vancouver Island University, and most recently, Université du Québec en Abitibi-Témiscamingue. Each university offers varying programs and course formats. We encourage all interested PLMCP participants to research university partner institutions for their specific program and course offerings, as well as mode of delivery – whether in-person and onsite, or online virtually, or a blended format consisting of both. Refer to the links and contact information below to learn more about each respective institutions' deliveries.



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### Contact:

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**Contact:**

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E: [land1@algomau.ca](mailto:land1@algomau.ca)  
E: [nairne.cameron@algomau.ca](mailto:nairne.cameron@algomau.ca)



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**Contact:**

Pamela Shaw, Director, Master of Community Planning Program  
P: 250.753.3245 extension 2620  
E: [Pam.Shaw@viu.ca](mailto:Pam.Shaw@viu.ca)



## Microprogramme en gestion territoriale en contexte autochtone at Université du Québec en Abitibi-Témiscamingue

Le microprogramme de premier cycle en gestion territoriale en contexte autochtone répond aux besoins personnels et professionnels des étudiants en permettant de développer des savoirs et des compétences en lien avec la gestion territoriale en contexte autochtone, dont les dynamiques territoriales, le cadre réglementaire et juridique, les différents types d'exploitation du territoire (forestière, minière et énergétique) ainsi que les relations entre les personnes autochtones et allochtones. Microprogramme de 1<sup>er</sup> cycle en gestion territoriale en contexte autochtone.

**Contact:**

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Secrétaire de direction à l'École d'études autochtones  
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## PLMCP Level II: Technical Training

Level II: Technical Training is delivered by NALMA and deals with specific roles and responsibilities of a First Nation Land Manager operating under the Indian Act, (RLEMP). Students will learn the basic concepts and knowledge that govern land management activities, assisting them in their role as a land manager. Technical training provides the student with skills such as interpreting policies and procedures, recognizing appropriate authorities, understanding legal rules enabling or constraining land management decisions. Level II consists of 18 credits and is comprised of mandatory core courses and elective courses.

Fifteen (15) of these credits are acquired through the successful completion of 5 core courses (3 credits each):

- PLMC101 Laws (Treaties), Acts and Regulations
- PLMC201 Environmental Management
- PLMC301 Land Use Planning
- PLMC401 Land Transactions
- PLMC501 Land Administration

Three (3) of these credits are selected from a choice of elective courses.

Elective choices for the 2021 - 2022 PLMCP Schedule:

- ELECMRP Matrimonial Real Property (1.5 credits)
- ELECATR Additions to Reserve/Reserve Creation (1.5 credits)
- ELECBLD By-Law Development (1.5 credits)
- ELECNR Natural Resources (3 credits)

Elective choices for the 2022 – 2023 PLMCP Schedule:

- ELECMRP Matrimonial Real Property (1.5 credits)
- ELECATR Additions to Reserve/Reserve Creation (1.5 credits)
- ELECCC Climate Change (1.5 credits)
- ELEC-NR Natural Resources (3 credits)

Core Courses (15 credits) + Elective Courses (3 credits) = 18 credits

\*Additional Elective choices may be offered or alternated over time.

## PLMCP Level II: Technical Training Transitioned to Online Delivery in 2021-2022 and continued into 2022-2023

Although in-person training is the optimum mode of delivery for much of our content and materials, the need to move to online and virtual training became necessary due to the pandemic and restrictions. Various learning management systems were researched, and the Brightspace d2l platform was found to offer the best platform for our needs as well as the anticipated needs of our students. Several NALMA staff received training in the use of this system to support the course instructors and students. All PLMCP Level II Course Instructors have been deeply involved with the transitioning of their course content and materials into an online mode of delivery. Necessary course content and material is shared within Brightspace for thorough inclusion of materials, documentation, power points, videos, and even guest presenters. In addition, opportunities for ongoing engagement and student participation within the courses are provided through 'live' virtual lectures and seminars. Assignments and various assessments completed directly within the Brightspace site also create what NALMA PDU staff feel is a rich learning experience despite not being able to be together and to learn directly in-person.

The transition to online learning has been quite demanding for all involved; however, the enthusiasm from staff and students alike to take this challenge on and to continue to build capacity in lands management has been remarkable to be part of over the past couple of years. In fact, evidence of this dedication and commitment are the results of the past couple of PLMCP Level II trainings: ten (10) students successfully completed PLMCP Level II entirely on-line in 2021-22 and another eighteen (18) are on track to complete PLMCP Level II entirely on-line for our 2022-2023 cohort!

## Specialized Trainings – postponed due to COVID restrictions and limitations

However, multiple training options for introductory overviews delivered virtually did take place throughout 2021-2022. While some of these virtual trainings were offered in "Training in 60 minutes" sessions, others were offered over longer periods such as entire afternoons, and even entire weeks.

Virtual Sessions included the following, though many staff also delivered community, organization, and government virtual trainings in addition to those highlighted below:

- Surveys in 60 Minutes – simultaneous English and French translation
- Climate Change in 120 minutes – simultaneous English and French – 2 sessions
- Land Use Planning in 60 Minutes – simultaneous English and French translation
- MRP Series- 3 Sessions – simultaneous English and French translation
- By-Law Development over 2 full afternoons
- CLSS Demo – English and French sessions

- Condensed Land Management - weeklong – simultaneous English and French translation

## Hands-On Technical Training

Postponed due to COVID travel restrictions over 2020-2022; however, Hands-On Technical Training is anticipated to resume in 2023-2024.

## Prior Learning Assessment and Recognition (Plar)

The NALMA PLAR opportunity is an option developed in response to highly skilled and experienced land managers and others who requested alternative ways to demonstrate their knowledge and skills acquired over the years. Education, training, on-the job, and hands-on skills may all be assessed through various ways when an experienced individual applies to challenge PLMCP Level I and/or Level II competencies through PLAR. The NALMA PLAR process is a highly self-directed process involving intense effort, dedication, and motivation on the part of screened candidates. PLAR Portfolios submitted for assessment go through a robust evaluation process by trained PLAR Assessors. The Assessors are PLMCP-Certified Land Managers who are also subject matter experts themselves. One PLAR Candidate was recommended to receive PLMCP Certification in 2020-2021 and another PLAR Candidate was recommended to receive PLMCP Certification in 2021-2022.

## Honourable Mentions

Staff and students alike are leaning into our new reality and continue to make necessary adjustments fully demonstrating lifelong learning goals and skills.

## Contacts

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P:

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Education and Training Administrator  
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Sherry Mattson  
Director of Education and Training  
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# Survey Unit

Delivery of INAC Grants and Contributions Survey Program specifically for First Nations throughout Canada with exception of Operational First Nations Land Management Act (FNLMA) Bands;

Contracting out of land surveys to support First Nations priorities such as:

- Set Asides – Section 18(2)
- Land Designations – Section 53
- First Nation Allotments – Section 20
- Permits – Section 28(2)
- Re-survey of Exterior Boundaries
- Additions to Reserve
- Land Use Mapping for Band Land Purposes
- Other surveys to support land administration as recommended by INAC

Collaborate with INAC- HQ, NRCan-HQ and their respective regions to:

- Ensure project readiness
- Provide ongoing communication to ensure issues are addressed during all phases of the project

## Survey Program Highlights and Accomplishments

This was a unique year for the survey program in that over 20 First Nations were assisted with survey contracts worth more than \$860,000 in a globally awkward Covid year.

Surveys were completed in 19 FN across the country with 23 different survey projects. Some First Nations required recording multiple plans thereby greatly assisting in the land management of their FN. A few projects had to be delayed to the next fiscal year mainly due by Covid, directly or indirectly.

The survey program continues to assist the overall NALMA Certification redesign effort when needed as well as the LUP unit. Technical support continues to be offered to many First Nations across the country daily, whether it be a simple call or email or providing advice, sketches, or in-depth research.

National survey advisory committee meetings were developed by NALMA to garner interest with our partners at ISC, SGB and our own RLA's. The intent was to provide forum for the members to candidly discuss issues that hinder or help the efficient delivery of survey projects on First Nation lands. The merits of the meetings are still being assessed. Through trying times of the current world situation, it was one of the most successful years in the delivery of survey projects.

## Contacts

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Becky Wolfe  
Administrative Support  
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## Survey Projects 2020-21

This year the survey program was able to assist 19 FN across the country in 23 different survey projects. Some required recording multiple plans thereby greatly assisting in the land management of their First Nations.

Region	Project Type	km Surveyed or Parcels Surveyed
Atlantic		
Eel River Bar, NB	ATR	32 ha
Indian Ranch IR		
Oromocto FN, NB	ATR	6.0 ha
St. Annes Pt FN, NB	ATR Reserve Creation	1.6 ha
Pabineau FN, NB	Internal Survey of 7 lots	8 km
Eskasoni 3, NS	Provincial type for ATR	4.5 km
Eskasoni FN, NS	Exterior Boundary Survey	4 km
Big Hole Tract 8, NB	Designation	2.5 km
Tobique FN, NB	Internal survey New lots and roads	7 km
Glooscap FN, NS	Sub-division ATR lands	2 km 2 lots
Millbrook FN, Sheet Harbour	ATR	38 km
Abegweit - PEI, Scotchfort IR	Exterior Bdy survey	2 km
Abegweit - PEI, Morell IR	Exterior Bdry survey	2.6 km
QC		
Nation huronne Wendat	Boundary Investigation	6.0 km
Village des hurons Wendake 7		
ON		
Chippewas of Nawash, FN	Internal Subdivision lease	.04 ha
Chippewas of Nawash, FN	Internal Subdivision Road	0.7 km
Chippewas of Nawash, FN	Internal Subdivision Band Lot	.10 ha
Six Nations 40	Water treatment plant	27.7 ha
Saugeen, FN	internal lease/demarcate	11.13 ha
AB		
Sucker Creek, FN	Exterior Boundary	24 km
Sturgeon Lake, FN	Exterior Boundary	11.2 km
O'Chiese/Sunchild, FN	Exterior Boundary	29 km
Sunchild, FN	Exterior Boundary	9.6 km
BC		
Union Bar, FN	Investigation	N/A

# Survey Unit

In fiscal year 21/22 the survey unit managed the contract administration responsibilities for survey projects to help 18 First Nations with a total value of \$647,000.00. This included finishing some projects that we needed to carry over from the previous fiscal. The type of surveys needed varied depending on the region, ATR, exterior boundary, internal surveys, and Lidar surveys were needed in the north AB region. This was during the pandemic, but we were able to keep the survey crews working and some projects experienced delays because of it.

In the fiscal year 21/22 the survey unit was able to assist 16 First Nations with 18 survey projects at a value of \$800,000.00, in addition we managed unexpended projects for the previous year with a value of \$170,000.00.

## Updates relating to the Unit

- Hiring of new staff (Name, Position, etc.)
- Development of a new resource
- Establishing new partnerships
- Outreach Activities
- Program Activities
- Other Important Information

In 21/22 year since this was in the pandemic, we did not have any new partnerships however we did assist the OALA survey training sessions in Wiki but did not attend the training. In the 22/23 year we helped on a survey working group to further develop future survey training. Working with the LUP unit to offer assistance as needed, whether advice or through training.

## Special Projects/Conferences/Workshops

In 21/22 year, we did not do any in person training in this period however we did do some virtual webinars for MB USKE and SALT and with the PLMCP Land use planning course In 22/23 year, we attended with OALA survey training in Wiki in an onsite support role, developed webinar training for our survey in 60 minute session, worked with SGB to develop webinar training their new mapping website

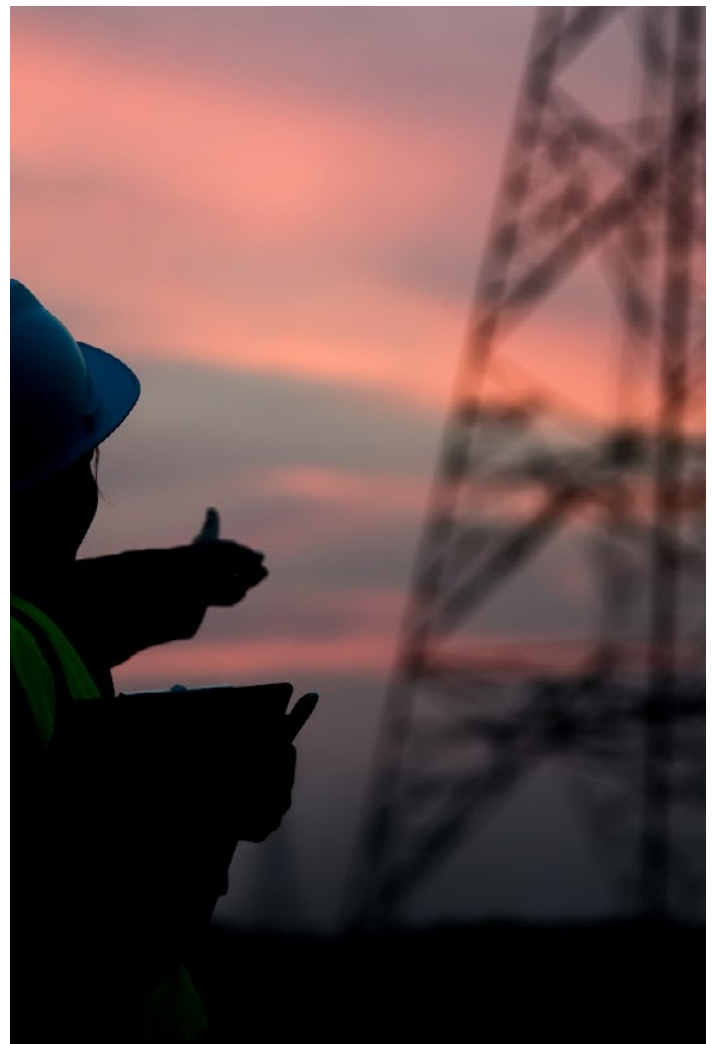
## Honourable Mentions

We are noticing a shift in technology, and we must look to develop new training methods to encompass this and revisit the existing criteria for survey projects. We are constantly exchanging ideas with various partners in ISC, SGB and RLA's to assist the lands manager in the performance of their duties.

## Contacts

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Survey Project Manager  
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P: 519 757 6881

Jacques Desrochers CLS (ret.) / atC (ret.)  
NALMA Survey Adviser  
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# Communications

## Websites


NALMA maintains 2 websites in order to offer information and services to membership in both official languages.


[www.nalma.ca](http://www.nalma.ca)



## Social Media

NALMA also manages French and English social media accounts on both Twitter and Facebook. Here you will find posts and links to NALMA specific announcements, such as training opportunities or information sharing, as well as news articles relevant to the field of land management.

 @NALMAca

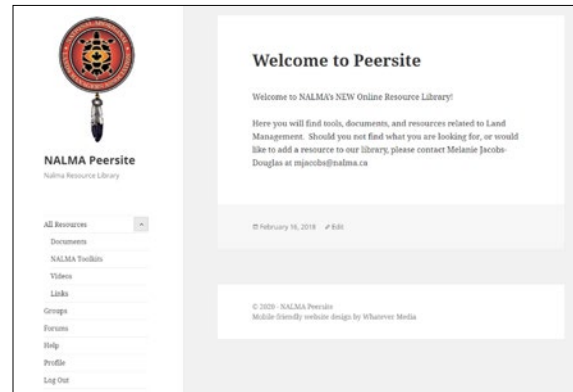
 @nalma.ca

## Online Resource Library

Documents and information relevant to land managers can be found in our members-only online resource library. Here you will find tools, documents, and resources related to Land Management. Should you not find what you are looking for, or would like to add a resource to our library, please contact Crystal Bourke at [cbourke@nalma.ca](mailto:cbourke@nalma.ca)

The PeerSite is organized into 3 main sections:

1. All Resources
2. Groups
3. Forums



Members can obtain login information by contacting:

Crystal Bourke  
Communications & IT Support  
E: [cbourke@nalma.ca](mailto:cbourke@nalma.ca)  
P: 705-927-1135

## Thank you!

NALMA would like to thank **James Roach and Carly Armstrong** for their dedication during their time with NALMA. Wishing you all the best!

-NALMA







# Audited Financial Statements



**NATIONAL ABORIGINAL LANDS  
MANAGERS ASSOCIATION**

**FINANCIAL STATEMENTS**

**MARCH 31, 2020**



**NATIONAL ABORIGINAL LANDS  
MANAGERS ASSOCIATION**

**FINANCIAL STATEMENTS**

**MARCH 31, 2020**

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**National Aboriginal Lands Managers Association  
Association nationale des gestionnaires des terres autochtones**



**NATIONAL ABORIGINAL LANDS MANAGERS ASSOCIATION**

**For The Year Ended March 31, 2020**

**MANAGEMENT REPORT**

The accompanying financial statements of the National Aboriginal Lands Managers Association are the responsibility of management and have been approved by the Board of Directors.

The financial statements have been prepared by management in accordance with Canadian Accounting Standards for Not-for-Profit Organizations. Financial statements are not precise since they include certain amounts based on estimates and judgements. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances, in order to ensure that the financial statements are presented fairly, in all material respects.

The Association maintains systems of internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and the Association's assets are appropriately accounted for and adequately safeguarded.

The Association's Board of Directors is responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving financial statements.

The Board of Directors review and approve the Association's financial statements for issuance to the members of the National Aboriginal Lands Managers Association. The Board of Directors meet periodically with management, as well as the external auditor, to discuss internal controls over the financial reporting process, auditing matters and financial reporting issues, to satisfy themselves that each party is properly discharging their responsibilities and to review the financial statements and the independent auditor's report.

The financial statements have been audited by Baker Tilly KDN LLP in accordance with Canadian generally accepted auditing standards on behalf of the Association. Baker Tilly KDN LLP has full and free access to the Board of Directors and National Aboriginal Lands Managers Association.

Chair

Date 2020-08-28

Executive Director

Date Aug. 28, 2020



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## **INDEPENDENT AUDITOR'S REPORT**

### **To the Directors of National Aboriginal Lands Managers Association**

#### *Opinion*

We have audited the financial statements of the National Aboriginal Lands Managers Association (the Association), which comprise the statement of financial position as at March 31, 2020, the statements of operations and changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

ASSURANCE • TAX • ADVISORY

*Baker Tilly KDN LLP is a member of Baker Tilly Canada Cooperative, which is a member of the global network of Baker Tilly International Limited. All members of Baker Tilly Canada Cooperative and Baker Tilly International Limited are separate and independent legal entities.*

Peterborough

Courtice

Lindsay

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*Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Baker Tilly KDN LLP*

Chartered Professional Accountants  
Licensed Public Accountants

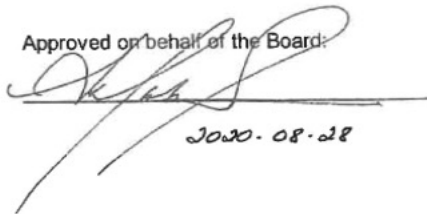
Peterborough, Ontario  
August 27, 2020

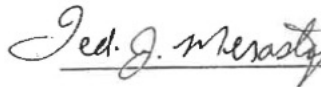
**NATIONAL ABORIGINAL LANDS MANAGERS  
ASSOCIATION**

**STATEMENT OF FINANCIAL POSITION  
As at March 31, 2020**

	2020	2019
	\$	\$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash (note 3)	5,045,449	5,026,601
Investment (note 5)	523,800	-
Accounts receivable	19,549	27,934
Prepaid expenses	11,236	6,472
	5,600,034	5,061,007
<b>Tangible capital assets (note 4)</b>	65,978	62,083
<b>Investment (note 5)</b>	-	512,800
	5,666,012	5,635,890
<b>LIABILITIES AND FUND BALANCES</b>		
<b>Current liabilities</b>		
Accounts payable and accrued liabilities	1,680,786	970,923
Due to Indigenous Services Canada (note 9)	-	207,140
Deferred revenue (note 9)	1,911,971	2,510,223
	3,592,757	3,688,286
<b>Fund balances</b>		
Operating fund	2,007,277	1,885,521
Equity in tangible capital assets	65,978	62,083
	2,073,255	1,947,604
	5,666,012	5,635,890

Approved on behalf of the Board:

  
2020-08-28

 Director

The accompanying notes are an integral part of these financial statements

**NATIONAL ABORIGINAL LANDS MANAGERS  
ASSOCIATION**



**STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES  
For the Year Ended March 31, 2020**

	Operating Fund 2020 \$	Equity in Tangible Capital Assets 2020 \$	Total 2020 \$	Total 2019 \$
<b>Revenue</b>				
CIRNAC and ISC (note 9)	7,564,852	32,814	7,597,666	6,623,339
Other	17,000	-	17,000	36,500
<b>Total revenue</b>	<b>7,581,852</b>	<b>32,814</b>	<b>7,614,666</b>	<b>6,659,839</b>
<b>Expenses</b>				
Operational PLMCP Training	3,192,815	-	3,192,815	2,157,177
The Centre of Excellence for Matrimonial Real Property	906,223	-	906,223	1,072,257
Land Use Planning (LUP)	443	-	443	947,584
Amendment 1	18,169	-	18,169	315,275
Amendment 2	817,429	-	817,429	164,913
Unexpended funding plan	2,510,223	-	2,510,223	1,568,621
Board initiatives	14,794	-	14,794	51,300
Amortization	-	28,919	28,919	22,357
<b>Total expenses</b>	<b>7,460,096</b>	<b>28,919</b>	<b>7,489,015</b>	<b>6,299,484</b>
<b>Excess of Revenue over Expenses for the Year</b>	<b>121,756</b>	<b>3,895</b>	<b>125,651</b>	<b>360,355</b>
<b>Fund balances - beginning of year</b>	<b>1,885,521</b>	<b>62,083</b>	<b>1,947,604</b>	<b>1,587,249</b>
<b>Fund balances - end of year</b>	<b>2,007,277</b>	<b>65,978</b>	<b>2,073,255</b>	<b>1,947,604</b>

*The accompanying notes are an integral part of these financial statements*

**NATIONAL ABORIGINAL LANDS MANAGERS  
ASSOCIATION**



**STATEMENT OF CASH FLOWS  
For the Year Ended March 31, 2020**

	2020	2019
	\$	\$
<b>CASH PROVIDED FROM (USED FOR):</b>		
<b>Operating activities</b>		
Excess of revenue over expenses for the year	125,651	360,355
Non-cash charges to operations		
Amortization	28,919	22,357
	154,570	382,712
Changes in non-cash working capital items		
(Increase)/decrease in accounts receivable	8,385	(14,460)
(Increase)/decrease in prepaid expenses	(4,764)	5,559
Increase in accounts payable and accrued liabilities	709,863	197,786
Increase/(decrease) in due to Indigenous Services Canada	(207,140)	120,022
Increase/(decrease) in deferred revenue	(598,252)	941,602
	(91,908)	1,250,509
<b>Net increase in cash from operating activities</b>	<b>62,662</b>	<b>1,633,221</b>
<b>Investing activities</b>		
Purchase of tangible capital assets	(32,814)	(40,446)
Accrued interest on investment	(11,000)	(12,800)
<b>Net decrease in cash from investing activities</b>	<b>(43,814)</b>	<b>(53,246)</b>
<b>Increase in cash</b>	<b>18,848</b>	<b>1,579,975</b>
<b>Cash - beginning of year</b>	<b>5,026,601</b>	<b>3,446,626</b>
<b>Cash - end of year</b>	<b>5,045,449</b>	<b>5,026,601</b>

*The accompanying notes are an integral part of these financial statements*



# NATIONAL ABORIGINAL LANDS MANAGERS ASSOCIATION



## NOTES TO THE FINANCIAL STATEMENTS For the Year Ended March 31, 2020

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### 1. NATURE OF OPERATIONS

National Aboriginal Lands Managers Association (the Association) is a national organization of First Nation Lands Managers actively networking towards the enhancement of professional development and technical expertise in the functions of First Nation Lands Management.

National Aboriginal Lands Managers Association was incorporated on December 21, 2000 as a non-profit, non-political organization and is governed by a board of eight (8) directors, each representing their respective Regional Lands Associations.

### 2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian Accounting Standards for Not-for-Profit Organizations. Significant aspects of the accounting policies are as follows:

#### (a) *Fund accounting*

In order to ensure observance of limitations and restrictions placed on the use of the resources available to the Association, the accounts are maintained in accordance with the principles of fund accounting. Under these principles, resources are classified for accounting purposes into funds that are in accordance with particular activities or objectives specified. These funds are classified as follows:

- (i) Operating fund - includes the day-to-day operating transactions for program delivery and administration; and
- (ii) Equity in tangible capital assets - includes the assets, liabilities, revenue and expenses related to tangible capital assets.

#### (b) *Tangible capital assets*

Tangible capital assets are recorded at cost which includes all amounts that are directly attributable to acquisition, construction, development or betterment of the asset. The cost, less residual value, if any, of tangible capital assets is amortized, over the expected useful life of the asset, as follows:

Office furniture and computer equipment	5 years
---	---------

#### (c) *Deferred revenue*

Deferred revenue represents restricted grants which have been collected but for which the related services have yet to be performed. These amounts will be recognized as revenues in the fiscal year the services are performed.

**2. SIGNIFICANT ACCOUNTING POLICIES, continued**

*(d) Recognition of revenues and expenses*

Revenues and expenses are reported on the accrual basis of accounting. The accrual basis of accounting recognizes revenues in the period in which the transactions or events occurred that give rise to the revenue; expenses are recognized in the period the goods or services are acquired and a legal liability is incurred or transfers are due.

The Association follows the restricted fund method of accounting for contributions through funding agreements. Restricted funding for the purchase of tangible capital assets is recognized as revenue in the equity in tangible capital assets fund when it is received or becomes receivable. Restricted funding for program operations is recognized in the year in which the related expenses are incurred. Unrestricted funding is recognized as revenue in the operating fund when it is received or becomes receivable.

Interprogram revenues and expenses recorded for program reporting have been eliminated in these financial statements.

*(e) Government funding*

The various program revenue amounts are based on contribution agreements with Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) and Indigenous Services Canada (ISC). CIRNAC and ISC will fund the Association for admissible expenditures incurred up to the amount of the contribution agreement. The reimbursement of these amounts is ultimately dependent upon their acceptance by CIRNAC and ISC.

*(f) Financial instruments*

*(i) Measurement*

The Association initially measures its financial assets and financial liabilities at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument.

The Association subsequently measures its financial assets and financial liabilities at amortized cost, except for fixed income investments, which are subsequently measured at cost plus accrued interest or fair value. Changes in fair value are recognized in the statement of operations.

Financial assets measured at amortized cost include accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and due to Indigenous Services Canada.

Financial assets measured at fair value include cash and investments.

*(ii) Impairment*

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in the statement of operations.

**2. SIGNIFICANT ACCOUNTING POLICIES, continued**

*(g) Use of estimates*

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year.

Key areas where management has made complex or subjective judgments (often as a result of matters that are inherently uncertain) include, among others, accounts payable and accrued liabilities and useful lives of tangible capital assets and amortization. Actual results could differ from these and other estimates, the impact of which would be recorded in future periods.

*(h) Income taxes*

The Association qualifies as a not-for-profit organization which is exempt from income taxes under the Income Tax Act.

*(i) Measurement uncertainty*

On March 11, 2020, the World Health Organization categorized COVID-19 as a pandemic. The potential economic effects within the Association's environment and in the global markets, possible disruption in supply chains, and measures being introduced at various levels of government to curtail the spread of the virus (such as travel restrictions, closures of non-essential municipal and private operations, imposition of quarantines and social distancing) could have a material impact on the Association's operations. The extent of the impact of this outbreak and related containment measures on the Association's operations cannot be reliably estimated at this time.

NALMA has identified the following implications in relation to the COVID-19 pandemic:

- Potential inability to deliver program services, primarily face-to-face training sessions, and other potential reductions in service delivery.
- Suspension of all staff travel, postponing major events scheduled for 2020-21, and moving the scheduled Board Meetings to virtual meetings.
- Reductions in the ability to adequately deliver services could result in reduction of government funding.

NALMA is working to developed a viable and effective alternative service delivery work plan and funding proposal to maintain operations and staff.

As an emerging risk, the duration and full financial effect of the COVID-19 pandemic is unknown at this time, as is the efficacy of the government and central bank interventions, and other mitigating measures. Any estimate of the length and severity of these developments is therefore subject to significant uncertainty, and accordingly estimates of the extent to which the COVID-19 pandemic may materially and adversely affect the Association's operations, financial results and condition in future periods are also subject to significant uncertainty. Therefore, uncertainty about judgements, estimates, and assumptions made by management during the preparation of the Association's financial statements related to potential impacts of the COVID-19 outbreak on revenue, expenses, assets, liabilities, and note disclosures could result in a material adjustment to the carrying value of the asset or liability affected.

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**3. CASH**

Cash includes amounts that are externally restricted for the delivery of programs as approved by CIRNAC & ISC.

	2020	2019
	\$	\$
Restricted	1,911,971	2,510,223
Unrestricted	3,133,478	2,516,378
	<b>5,045,449</b>	<b>5,026,601</b>

**4. TANGIBLE CAPITAL ASSETS**

Tangible capital assets consist of the following:

	Cost	Accumulated Amortization	Net Book Value	
	\$	\$	2020	2019
			\$	\$
Office furniture	44,757	37,133	7,624	8,106
Computer equipment	120,396	62,042	58,354	53,977
	<b>165,153</b>	<b>99,175</b>	<b>65,978</b>	<b>62,083</b>

**5. INVESTMENT**

The investment is a GIC with an annual interest rate of 2.2%, maturing July 29, 2020 recorded at cost plus accrued interest.

**6. FINANCIAL INSTRUMENTS**

Transactions in financial instruments may result in an entity assuming or transferring to another party one or more of the financial risks described below. The required disclosures provide information that assists users of financial statements in assessing the extent of risk related to financial instruments.

(a) Interest rate risk

Interest rate risk is the risk that the value of financial instruments will fluctuate due to changes in market interest rates. The value of fixed income securities will generally rise if interest rates fall and conversely fall when rates rise.

(b) Other risks

Unless otherwise noted, it is management's opinion that the Association is not exposed to significant other risks arising from these financial instruments. The risk assessment has been updated from the prior period for impact of COVID-19.

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For the Year Ended March 31, 2020**

**7. ECONOMIC DEPENDENCE**

The National Aboriginal Lands Managers Association receives a significant portion of its revenue pursuant to funding agreements with CIRNAC & ISC. The nature and extent of this revenue is such significance that the Association is economically dependent on this source of revenue.

**8. CHANGE IN ACCOUNTING POLICY**

During the year, the Association adopted section 4433 of the CPA Canada Handbook: Tangible Capital Assets Held by Not-For-Profit Organizations. Section 4433 replaces section 4431 of the same name. The main changes from Section 4431 include: the requirement that tangible capital assets are written down to fair value or replacement cost to reflect partial impairments when conditions indicate that the assets no longer contribute to an organization's ability to provide goods and services, or that the value of future economic benefits or service potential associated with the tangible capital assets are less than their net carrying amount. This section has have been applied prospectively. The adoption of this standard did not have an impact on the Association's financial statements.

**9. CIRNAC & ISC REVENUE AND DEFERRED PROGRAM REVENUE**

The following is a reconciliation of funding received from CIRNAC & ISC to the revenue recorded in the statement of operations and changes in fund balances and the deferred program revenue for the year ended March 31, 2020.

	Deferred Revenue March 31, 2019 \$	Funding Received/ Receivable 2020 \$	Revenue Recognized 2020 \$	Repayable to CIRNAC & ISC 2020 \$	Deferred Revenue March 31, 2020 \$
Annual Agreements					
Operational PLMCP Training	-	3,806,920	3,326,858	-	480,062
The Centre of Excellence for Matrimonial Real Property	-	1,711,408	917,938	-	793,470
Land Use Planning	-	400,000	443	-	399,557
	-	5,918,328	4,245,239	-	1,673,089
Other Agreements					
Amendment 1	-	35,000	23,419	-	11,581
Amendment 2	-	1,046,086	818,785	-	227,301
	-	1,081,086	842,204	-	238,882

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**NOTES TO THE FINANCIAL STATEMENTS  
For the Year Ended March 31, 2020**

**9. CIRNAC & ISC REVENUE AND DEFERRED PROGRAM REVENUE, continued**

	Deferred Revenue March 31, 2019 \$	Funding Received, Receivable 2020 \$	Revenue Recognized 2020 \$	Repayable to CIRNAC & ISC 2020 \$	Deferred Revenue March 31, 2020 \$
Unexpended Funding Plan					
Deliverables					
i) 11 land management training sessions	698,500	-	347,510	350,990	-
ii) Survey project funds and survey study	630,000	-	677,744	(47,744)	-
iii) LUP research and support and LUP 2018-19 projects - 4 First Nations	380,000	-	380,000	-	-
iv) ATR Unit and advisory committee	209,806	-	20,072	189,734	-
v) Indian Referendum Regulations Review - follow-up session	52,000	-	24,457	27,543	-
vi) OALA Land (Links to Learning) Conference	100,000	-	100,000	-	-
vii) MRP Conference	150,000	-	121,490	28,510	-
viii) 2018-19 MRP Special Project Fund - 9 First Nations	112,500	-	57,724	54,776	-
ix) French translation of newest MRP material	50,000	-	27,894	22,106	-
x) MRP mock ADR session	25,000	-	25,000	-	-
xi & xii) MRP Court Case Analysis / Matrimonial Property rights on Reserve Seminar	35,802	-	35,802	-	-
xiii) Yukon - Regional Lands Association Outreach	66,615	-	75,867	(9,252)	-
xiv) Other projects	-	-	616,663	(616,663)	-
	2,510,223	-	2,510,223	-	-
	2,510,223	6,999,414	7,597,666	-	1,911,971

# Contact Us



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