

National Aboriginal Lands Managers Association



2023-2024 Annual Report



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SECTION 1 ORGANIZATION

Message from the Chair

Shé:kon,

It is with great pleasure that I welcome you to the 2023-24 Annual Report for the National Aboriginal Lands Managers Association (NALMA).

As we reflect on another successful year, I am proud to say that our organization continues to make significant strides in supporting First Nation Land Managers across Canada. Our dedicated team, along with our Regional Lands Associations and partners, have worked tirelessly to provide valuable resources and training to raise professional standards in land management.

Throughout this past year, we have seen a growing interest in First Nation land management, and I am pleased to say that NALMA has been at the forefront of this growth.

We have continued to build relationships with government agencies, industry partners, and other organizations to promote the importance of land management.

I am also proud to highlight some of our accomplishments from the past year:

- Hosting a successful National Gathering in September of 2023
- Providing training and resources to over 500 First Nation land managers across Canada through our in-person and online training
- Celebrating our Graduating co-horts from our Professional Lands Management Certification (PLMCP) Program

As we look towards the future, I am confident that NALMA will continue to be a leader in promoting First Nation land management practices and advocating for our membership. We will also strive to expand our reach and partnerships to further advance our goals.

Thank you for your continued support and commitment to NALMA.

I am grateful for the dedication and hard work of our team, members, and partners in making our vision a reality.

Sincerely,

Amanda Simon
Chair
NALMA



Message from the Executive Director

Greetings NALMA community,

I am pleased to present the 2023-24 Annual Report for the National Aboriginal Lands Managers Association (NALMA). As we reflect on our accomplishments over the past year, I am filled with gratitude and pride for our organization and its members.

Through our continued efforts in promoting First Nation land management, we have seen significant progress in advancing our vision of sustainable land stewardship of our ancestral lands for future generations.

Our partnerships with government agencies, industry partners, and other organizations have allowed us to advocate for our membership and amplify our voices on important issues.

Our team has worked diligently to provide valuable resources and training to support First Nation land managers across Canada. Our in-person & online training offerings have reached over 500 participants, and our Professional Lands Management Certification (PLMCP) Program has supported emerging land managers in their professional development.

As we continue to navigate the complexities of land management, we will also continue to work towards bridging gaps between our traditional knowledge and Western science, recognizing the importance of both in sustainable land stewardship.

I would like to take this opportunity to extend my gratitude to our dedicated team, board members, regional associations and partners for their unwavering support and contributions towards our goals.

I would also like to thank our valued members for their commitment to NALMA and their efforts in stewardship of our lands and cultures.

I am confident that together, we will continue to make a positive impact on First Nation land management across Canada.

Thank you for your ongoing support and dedication.

Sincerely,

Leona Irons
Executive Director
NALMA



Our Mission & Values

Our Mission

National Organization of First Nation Lands Managers which will actively network 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.

“Raise Professional Standards in Land Management”

Our 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.

To raise professional standards in Land Management, NALMA's mandate focuses on three areas.

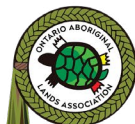
1. Technical Support: NALMA is able to provide technical expertise in the area of land management to both First Nation Lands Managers, First Nation organizations and government agencies.

2. Networking and Communication: 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.

3. Professional Development: NALMA will provide training and capacity building opportunities for First Nation Lands Managers.



Partners & Affiliations



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Board of Directors

The Board of Directors at NALMA plays a crucial role in guiding and overseeing the organization's operations. Comprised of experienced professionals, the board members bring diverse perspectives and expertise to the table.

They are responsible for setting NALMA's strategic direction, reviewing financial reports, and making critical decisions that impact the growth and success of NALMA. With their unwavering dedication and commitment to upholding NALMA's mission, values, and vision, the Board of Directors continues to drive the organization towards achieving its goals each year. Their leadership is truly invaluable to NALMA's continued success.



Amanda Simon

-
Chair
NALMA

-
Chair
FNLMAQL

-
Mohawk Council of
Kanesatake



John Manitowabi

-
Vice-Chair East
NALMA

-
Chair
OALA

-
Wiikwemkoong
Unceded Territory



CloAnn Wells

-
Vice-Chair West
NALMA

-
Chair
TALSAA

-
Blood-Kainai



Tom Bob

-
Secretary
NALMA

-
Chair
BCALM

-
Nanoose First Nation



Ted Merasty

-
Director
NALMA

-
Chair
SALT

-
Peter Ballantyne Cree
Nation

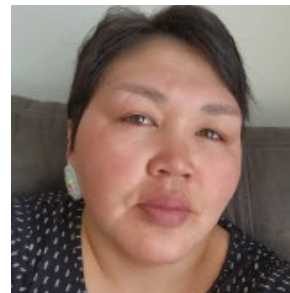


Horace Crane

-
Director
NALMA

-
Chair
Manitoba USKE

-
Bunibonibee Cree Nation



Wendy Netser

-
Director
NALMA

-
Chair
PLAN

-
Coral Harbor



Paula Pictou

-
Director
NALMA

-
Chair
ARALA

-
Pictou Landing First
Nation

2023-24 Board Meetings

May 17, 2023
Virtual meeting

July 18, 19 and 20, 2023
Halifax, Nova Scotia
In-person Board Meeting

September 25, 2024
RBC Convention Centre,
Winnipeg, Manitoba
Lunch with the PLMCP Graduating Students

January 18, 2024
Virtual meeting

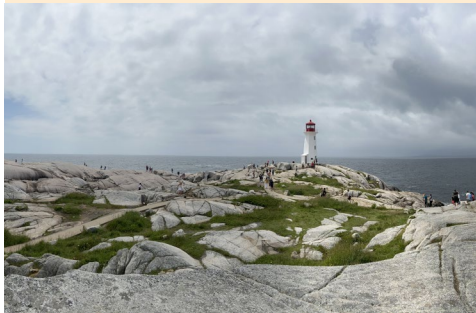
February 13, 14 & 15, 2024
Vancouver, British Columbia
In-person Board Meeting



Vancouver, British Columbia



Vancouver, British Columbia



Halifax, Nova Scotia



Halifax, Nova Scotia



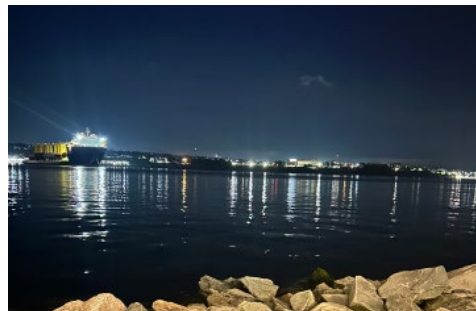
Vancouver, British Columbia

Retirement Recognition

Retirement is a significant career milestone, and we would like to take the opportunity to recognize all those who have retired in the past fiscal year 2023-24. NALMA would like to acknowledge and recognize the impact you all have made in your career, and we are grateful for your dedication, support and passion in the field of First Nation Land Management. We wish you all the best and we hope you savor and enjoy every moment of your retirement.

"What is Life? "It is the flash of a firefly in the night. It is the breath of a buffalo in the wintertime. It is the little shadow which runs across the grass and loses itself in the sunset. The True Peace. The first peace, which is the most important, is that which comes within the souls of people when they realize their relationship, their oneness, with the universe and all its powers, and when they realize that at the center of the universe dwells Wakan-Taka (the Great Spirit), and that this center is really everywhere, it is within each of us. This is the real peace, and the others are but reflections of this."

- Black Elk, Oglala Sioux and Spiritual Leader (1863 - 1950)



Halifax, Nova Scotia

Our Regional Lands Associations

The Regional Lands Associations (RLAs) are an integral part of NALMA, they work closely with their membership and represent the regional voice of NALMA in providing support, professional development and networking opportunities.

The RLAs play a vital role in facilitating communication and collaboration among member communities, as well as advocating for their interests at the regional level. Their ongoing work is crucial to achieving our collective goals and ensuring the continued progress of First Nation Land Management practices.



**Atlantic Region
Aboriginal Lands
Association (ARALA)**

Phone | 506-523-4873

www.arala.ca



**British Columbia
Aboriginal Land
Managers (BCALM)**

Phone | 604-716-6340

www.bcalma.ca



**First Nation Lands
Managers Association for
Quebec and
Labrador (FNLMAQL)**

Email | info@fnlmaql.ca

www.fnlmaql.ca



**Ontario Aboriginal Lands
Association (OALA)**

Phone | 519-857-9228

www.oala-on.ca



**Planning and Land
Administrators of
Nunavut (PLAN)**

Email | cmccue@nalma.ca



**Saskatchewan Aboriginal
Land Technicians (SALT)**

Email | info@salt-sk.ca

www.salt-sk.ca



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

Email | info@talsaa.ca

www.talsaa.ca



**Manitoba USKE
(USKE)**

Email | contact@uske.ca

www.uske.ca

Our Membership

NALMA's membership is made up of dedicated and passionate Land Managers who are committed to the responsible management and stewardship of First Nation lands. Our diverse membership allows us to represent a wide range of perspectives and experiences in our work.

We are proud to have such a strong and engaged membership that continues to support NALMA in promoting effective Land Management practices for the benefit of all First Nation communities across Canada.

Our members are the driving force behind our organization, and we are grateful for their ongoing hard work, dedication and involvement.

“ *NALMA is a dynamic organization committed to providing efficient tools and resources to its members through the Regional Land Associations and Associate Members.* ”

ARALA

21

BCALM

48

FNMLAQL

18

OALA

58

PLAN

14

SALT

Non Membership
based

TALSAA

21

USKE

42

Established by First Nation Lands Managers, and incorporated in December 2000 as a:

- Not for profit
- Non-political
- Technical organization

Funded mainly by Indigenous Services Canada (ISC)

Our Members operate under various land regimes:

- **RLEMP** – Reserve Land and Environment Management Program (Indian Act)
- **FAFNL** – Framework Agreement on First Nation Land Management (Sectoral Self Government)
- **Comprehensive Self-Government**

Under NALMA's umbrella there are eight Regional Lands Associations (RLAs) who jointly account for a total membership of 222 First Nations and Inuit community members at large.



SECTION 2 OPERATIONS

Our Staff



Leona Irons
Executive Director



Jill Knott
Finance & Senior Officer



Charlene McCue
Lands Project Coordinator



Crystal Bourke
Communications & IT Support



Sherry Mattson
Director of Education & Training



Debra Campbell
Master Instructor



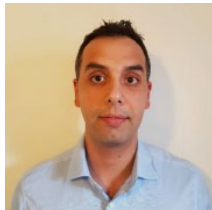
Buffy Hill
Education & Training Administrator



Juliana Thompson
Program Administrative Support



Cera Knott
Program Administrative Support



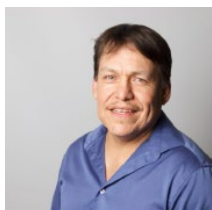
Alex Marques
LUP Program Specialist



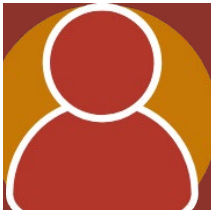
Becky Wolfe
LUP Funding Officer



Krista Knott
LUP Program Administrative Support



Graeme Sandy
Survey Program Manager



Jacques Desrochers
Land Survey Program Advisor



Sean Thompson
ATR Program Specialist

As the 2023-24 fiscal year has come to a close, we would like to take this opportunity to introduce our dedicated team at the National Aboriginal Lands Managers Association (NALMA).

Our staff plays a crucial role in helping us achieve our mission of supporting and enhancing land management practices for Indigenous communities across Canada. We are also excited to announce some new additions to our team that happened during the past year:

Alex Marques joined the NALMA team in September of 2023, he is working for NALMA in the capacity of Land Use Planning Program Specialist.

Krista Knott joined the NALMA team in January of 2024, she is working for NALMA in the capacity of Land Use Planning Program Administrative Support.

Crystal Bourke joined the NALMA team in January of 2024, she is working for NALMA in the capacity of Communications & IT Support.

Juliana Thompson joined the NALMA team in February of 2024, she is working for NALMA in the capacity of Program Administrative Support.

Welcome to the team, Alex, Krista, Crystal and Juliana! Each one brings a unique skill set and experience that will further strengthen our organization's ability to serve our membership in Land Management.



We also said farewell to some of our NALMA staff members who left the organization during the 2023-24 fiscal year. Each of these individuals brought valuable contributions and expertise to our team, and although they will be missed, we do wish them all the best in their future endeavors.

We would like to recognize and thank the following staff members for their dedication and hard work during their time at NALMA:

James Roach
Carly Armstrong
Stewart Etheridge
Stephanie Tripp

Losing a loved one is never easy, especially when that person has been an integral part of their community.

The *In Memoriam* page in our Annual Report serves as a tribute to those who have passed away within the past year and were connected to NALMA in one capacity or another.

In Memoriam



We recognize their contributions and accomplishments and celebrate their lives and legacy. It is a reminder that their impact will continue to live on through the work of NALMA and its member communities.

May their memories be a source of inspiration for future generations as we continue to strive towards building sustainable and thriving lands for our communities.

Together, let us honor their legacies and keep their spirits alive in all that we do.

Achievement Award: Wanda McGonigle, Hiawatha First Nation

Wanda McGonigle is a caring compassionate Lands Manager who has spent the last 30 years serving her community of Hiawatha First Nation. Wanda began her career in 1993 as the Education Counsellor and moved into the Role as Lands Officer in 2000.

Wanda began her lands career managing the lands program under 53/60 delegation of authority as well as managing the Hiawatha First Nation Housing Program up until 2013 when a Housing Coordinator was hired. Wanda also completed her RLEMP training under NALMA and she served as a Board member for OALA. “Funny enough, I had the pleasure of training Wanda in 2000 when I left the Lands Officer Position. As they say, everything comes full circle and I returned to work under Wanda in July of 2021. Much had happened in the last 23 years since my departure. Wanda led the Lands Department in a successful vote in May of 2021, and we are now an Operational Land Code First Nation.” said Georgette Howard, Lands Officer, Hiawatha First Nation.

Wanda has a passion for Lands and has always enjoyed every aspect of her Job. Over her years of service, she has seen many changes, whether it be changeover in staff at the First Nation Level or the forever changing staff and name of DIAND, INAC, ISC! There is one thing for sure, Wanda always said, you either love lands or you don’t and it’s pretty clear, Wanda loves Lands!

Wanda has served her First Nation for the last 23 years as Lands Manager and and retired on October 13, 2023.

The purpose of the Land Management Achievement Award it to recognize a Land Manager/Officer deemed to have excelled in an area of First Nation Land Management in one of the following categories.

1. A Lands Manager/Officer who has excelled overall in land management within their community.
2. A Lands Manager/Officer dedicated to the preservation of Aboriginal culture in land management.
3. A Lands Manager/Officer who has given a lifetime contribution to land management of ten (10) years or more to his/her community.
4. A Lands Manager who has excelled in lands management and has contributed and influenced the field of land management beyond their community.



Wanda McGonigle, Lands Manager, Hiawatha First Nation

Additions to Reserve Policy Redesign Engagement

Since being first introduced in 1972, the Additions to Reserve Policy has been updated in 1991, 2001 and 2016. The Additions to Reserve Policy is due for a significant change to ensure First Nations can create and add to reserves effectively and efficiently. Creating or adding land to reserves enables First Nations to seek strategically located lands to support their community and economic development objectives.

Through Budget 2021, the Government of Canada allocated funding to work with Indigenous partners as a first step in redesigning the Additions to Reserve Policy. The objective of this funding is to support engagement activities led by First Nations and Indigenous organizations that result in policy options, considerations and recommendations for the Additions to Reserve Redesign.

NALMA recognizes that the Addition to Reserve process is a unique and can be a complicated. It is a multi-step process and varies from region to region. Setting realistic expectations for ATR initiatives and managing those expectations is often a long and complex road.

In response to the ATR Policy Redesign Initiative NALMA gathered a group of experts to share their technical experience and knowledge that may address possible recommendations for improvements related to the redesign of the 2016 ATR addressing the numerous concerns around the ATR process.

NALMA held their first meeting with the Technical Expert Advisory Group (TEAG) virtually in March with face-to-face meetings to follow in April, May and June. The ATR Policy Redesign Report of recommendations from the TEAG will be completed in July 2024.

“ NALMA held their first meeting with the Technical Expert Advisory Group (TEAG) virtually in March with face-to-face meetings to follow in April, May and June. The ATR Policy Redesign Report of recommendations from the TEAG will be completed in July 2024.

”



NALMA's 12th National Gathering

The 12th National Lands Managers Gathering hosted by the National Aboriginal Lands Managers Association in September 2023 was a resounding success. The event, held bi-annually, brings together Land Managers from First Nation communities across Canada to network, share knowledge, experiences and best practices.

The gathering was well attended by over 120 representatives from various First Nation communities across Canada. We would like to extend our sincerest thanks and appreciation to the Manitoba USKE for their support and assistance in hosting the event.



“ We would like to extend our sincerest thanks and appreciation to Manitoba USKE for their support and assistance in hosting the National Gathering.

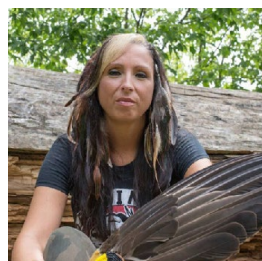
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Keynote Speaker

Dr. Pamela Palmater is a Mi'kmaw citizen and member of the Eel River Bar First Nation in northern New Brunswick. She has been a practicing lawyer in good standing with the Law Society of New Brunswick for 23 years and is currently a Professor and the Chair in Indigenous Governance at Toronto Metropolitan University (Formerly Ryerson University). Pam has two sons, Mitchell and Jeremy, who are also active in the community.

She has four university degrees, including a BA from St. Thomas in Native Studies, and an LLB from UNB. She went on to complete her Masters and Doctorate in Law from Dalhousie University Law School specializing in Indigenous and constitutional law.

Pam has been studying, volunteering and working in First Nation issues for over 30 years on a wide range of social, political and legal issues, like poverty, housing, child and family services, treaty rights, education and legislation impacting First Nations. She is frequently called as an expert before Parliamentary and United Nations committees dealing with laws and policies impacting Indigenous peoples.



*Dr. Pamela Palmater
Mi'kmaq Lawyer & Professor
Toronto
Metropolitan University*

“Reconciliation Through the Lens of Lands Management”

Plenary Presenters:



Chief Gordon Bluesky
Brokenhead Ojibway Nation



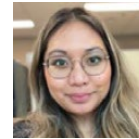
Dr. Bruce McIvor
Lawyer & Historian
First Peoples Law LLP



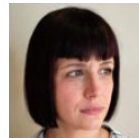
Dr. Niigaan Sinclair
Professor & Head of the Department of Indigenous Studies
University of Manitoba



Julie Eldridge
A/Sr Evaluation Officer
Indigenous Services Canada



Faye Urmeneta
Junior Evaluation Officer
Indigenous Services Canada



Manon Labelle
Manager of RLEMP
Indigenous Services Canada

*Ray "Coco" Stevenson
drummed during the Opening
ceremony of our 12th National
Gathering and during the
Graduation Gala.*



The 12th National Lands Managers Gathering also provided a valuable platform for participants to network and make new connections within the First Nation Land Management community.

Participants had the opportunity to attend presentations on a wide range of topics related to land management, including but not limited to sustainability, resource management, and community engagement.

The presentations are available on the NALMA website for those who were unable to attend. There also was opportunity to participate in a community tour and cultural activities to further enhance the learning experience.

Many attendees expressed their gratitude for the opportunity to meet new colleagues, exchange ideas and learn from one another.

We believe that these relationships will continue to strengthen and support each other in our shared goal of responsible and sustainable land management.

Looking ahead, we are excited for the 13th NALMA National Gathering which will be hosted by the Atlantic Region Aboriginal Lands Association (ARALA) in 2025. We anticipate another successful event with even more participation from First Nation Land Managers across Canada.

Thank you once again to all who attended and contributed to the success of the 12th National Lands Managers Gathering.

Together, we continue to work towards preserving and protecting our lands for future generations.

See you in 2025!

2025 National Gathering Host:



NALMA's 12th National Gathering

During the National Gathering, NALMA hosted several breakout sessions to provide participants with opportunities to delve deeper into specific topics related to Indigenous Land Management and governance. Some highlights of the breakout sessions:

The *Natural Resource Management* session was led by Hugo Asselin, a professor at Université du Québec en Abitibi-Témiscamigue. This session explored managing natural resources and the importance of incorporating traditional knowledge into modern natural resource management practices.

The *Building Strong Relationships with Industry* breakout session was led by Melanie Daniels, owner of Chickadee Indigenous Relations Ltd. Participants learned about the best practices for building positive and respectful relationships with industry partners.

NALMA also hosted a session on *Reserve Land Governance*, which was presented by Debra Campbell, Master Instructor at NALMA. This session examines governance practices essential to land management, powers of Chief and Council, and fiduciary obligation.

All breakout sessions provided valuable information, insights, and tools for participants to further develop their understanding of land management and governance. NALMA aimed to provide a well-rounded and comprehensive learning experience for all participants.

Breakout Session Presenters

Cynthia Westaway
Senior Counsel, First Peoples Law LLP
Topic: By-laws

Shaun Peters
ATR Project Manager, Manitoba USKE
Topic: Addition to Reserve Process
Topic: Manitoba Focus Youth Workshop
Topic: Land Management Profession

Clifford Smirl
Appraiser, Kent-Macpherson
Topic: Appraisals

Hugo Asselin
Professor, UQAT
Topic: Natural Resource Management

Ken Bighetty
Cree Puppeteer
Topic: Language Revitalization, Cree

Leonard Tipewan
Executive Director, SALT
Topic: Addition to Reserve, Saskatchewan Focus

Alvin Delorme
ATR Specialist, SALT
Topic: Addition to Reserve, Saskatchewan Focus

Melanie Daniels
B.Sc.
Topic: Building Relationships with Industry

Debra Campbell
Master Instructor, NALMA
Topic: Reserve Land Governance

Kevin Payne
Manager, Trust Moneys, ISC
Topic: Trust Accounts



“Reconciliation Through the Lens of Lands Management”

Community Tour

The Community Tour is an integral part of NALMA's National Gathering, providing attendees with the opportunity to learn and explore different communities in Canada. This year, on September 28th, we had the pleasure of touring the Canadian Museum for Human Rights and various urban reserves.

Our first stop was at the iconic Canadian Museum for Human Rights, located in Winnipeg. The museum is dedicated to exploring human rights issues and promoting respect and understanding through education. As we embarked on a self-guided tour, we were able to witness powerful exhibits and interactive displays that shed light on important social issues faced by individuals and communities around the world. It was a meaningful and thought-provoking experience for all attendees.

After our visit to the museum, we continued our journey to different urban reserves in the surrounding area. These stops included Madison, Naawi-Oodena, Headingley, and Red Sun, providing us with a glimpse into the unique cultures and traditions of these communities.

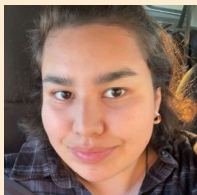
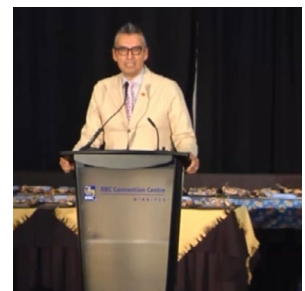
We were fortunate enough to have members from each reserve welcome us and share their stories, allowing us to gain a deeper understanding of Indigenous history and current issues faced by these communities.

The Community Tour not only allows attendees to explore new places, but it also serves as an opportunity for networking and building connections with community leaders and members. We would like to extend our gratitude to all the communities and individuals who welcomed us on this tour, making it a memorable experience for everyone involved.

We look forward to continuing these tours in future National Gatherings, promoting cultural exchange and understanding among Indigenous peoples across Canada.

“ *An urban reserve is land within or adjacent to an urban municipality that has been set apart by the federal Crown for the use and benefit of a First Nation.*

”



Gina Bob
Nanoose First Nation

Youth Panelist
National Gathering



Dakota Marsden
Pinaymootang First Nation

Youth Panelist
National Gathering



Sarah Jerome
Gesgapegiag First Nation

Youth Panelist
National Gathering

Celebrating Success

At the 12th National Gathering hosted by NALMA and Manitoba USKE in September 2023, a special ceremony was held to celebrate the graduates of the Professional Lands Management Certification Program (PLMCP).

This ceremony marked a significant milestone for these individuals who have successfully completed Level I: Post-Secondary Training and Level II: Technical Training.

The event was attended by representatives from various First Nation communities across Canada, as well as government officials and subject matter experts. The graduates were recognized for their dedication, hard work, and commitment to upholding the professional standards set out by NALMA.

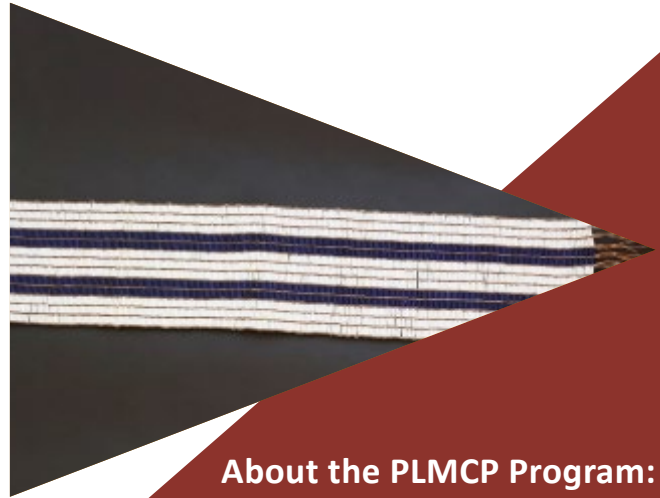
During the ceremony, each graduate received their Professional Lands Management Certification certificate, symbolizing their achievement and responsibility as a certified Land Manager. This certification not only signifies their knowledge and skills in land management, but also their adherence to the professional Code of Ethics set forth by NALMA.

The graduates of the PLMCP Program represent a new generation of leaders in the field of First Nation Land Management. With this certification, they are equipped with the necessary tools and knowledge to effectively manage lands on behalf of their communities.

The ceremony also served as a reminder of the importance of ongoing professional development and staying current in the field. As Land Managers, these individuals have a crucial role to play in sustainable land management practices and must continue to uphold the highest standards of professionalism.

NALMA's PLMCP continues to make strides towards elevating the standards of First Nation land management across Canada.

Through this certification program, NALMA is helping to develop a strong network of qualified and dedicated Land Managers who are equipped to support their communities in making informed decisions about their land and resources.



About the PLMCP Program:

In order to implement the Reserve Land and Environment Management Program (RLEMP), NALMA in collaboration with Indigenous Services Canada (ISC) and subject matter experts developed the Professional Lands Management Certification Program (PLMCP).

NALMA's PLMCP Program is used across Canada to signify that a Land Manager meets specific criteria, keeps current in the field, and adheres to a professional Code of Ethics. It represents both an achievement and a responsibility for the individual Land Manager.

A Land Manager successfully completing Level I: Post-Secondary Training and Level II: Technical Training will be eligible to receive a Professional Lands Management Certification certificate from NALMA.

The PLMC is a comprehensive and rigorous program that combines both theoretical and practical training in land management. It covers various topics such as land use planning, environmental assessments, consultation and engagement with First Nation communities, resource management, and more.

The PLMC Program serves as a valuable tool for First Nation communities to build capacity in land management and ensure responsible stewardship of their lands for future generations.

For more information about the program, please visit:

<https://nalma.ca/units/professional-development-unit>

Graduates

2018-2019

Bernadette Akachuk
Tracey Desjarlais
Renault Eashappie
Jean Guimond
Harley Myran
Angela Fountain

White Bear First Nations
Whitecap Dakota First Nation
Carry The Kettle First Nation
Mohawk Council of Kahnawà:ke
Long Plain First Nation
Shackan Indian Band

2019 – 2020

Colleen Brant
Cindy Couch
Sonia Kytwayhat
Melissa MacDonald
Landis Tourangeau
Jamie Medicine Rope
Delainie King
Shayne Lynxleg
Rose Okimaw
Kristopher Oppenheim
Shaun Peters
Ralph Roulette
Kassandra Sackaney
Clarissa Whitehead
Benjamin Young

Mohawks of the Bay of Quinte
Splatsin
Makwa Sahgaiehcan First Nation
Membertou
Cote First Nation
Kawacatoose First Nation
Mississaugas of the Credit First Nation
Tootinaowaziibeeng Treaty Reserve 292
Driftpile Cree Nation
Coldwater Indian Band
Long Plain First Nation
Long Plain First Nation
Algonquins of Pikwakanagan First Nation
Yellow Quill First Nation
Wuskwi Sipiik First Nation

2020-2021

Edith Spence
Sylvia Andrews

Opaskwayak Cree Nation
Little Shuswap Lake Band

2021-2022

Brian Benjamin
Carrie Joy Big Plume
Larissa Dustyhorn
Brittany Linford
Keri-lyn Medicinerope
Maureen Pachapis
Carolyn Turning Robe
Cathy Yandean

Buffalo River Dene Nation
Tsuut'ina Nation
Kawacatoose First Nation
Okanagan Indian Band
Kawacatoose First Nation
Big Island Lake Cree Nation
Siksika Nation
Matachewan First Nation

2022-2023

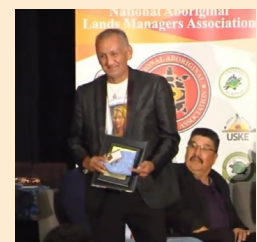
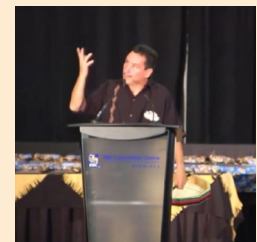
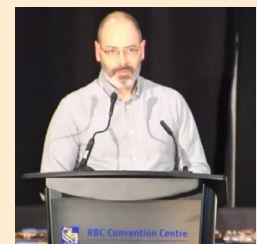
Courtney Angus
Candace Carter
Trevor Davies
Steven Diabo
Tabitha Eneas
Logan Esquimaux
Marie Gregory
Juniper Groves

Mohawk Council of Akwesasne
Pasqua First Nation
Pelican Lake First Nation
Mohawk Council of Kahnawà:ke
Penticton Indian Band
Aundeck Omni Kaning First Nation
Rolling River First Nation
Squamish Nation

2022-2023 *Continued*

Terry Keewatin
Laurel Lathlin
Erica Louie
John Manitowabi
Bartholomew Metansinine
Tina Mitchell
Jenilee Neveau
Irvin Peters
Geraldine Russ
Deanna Ryder
Rochelle Smith
Rhonda Svederus
Desiree Thomas
Natasha Youngchief

Cote First Nation
Opaskwayak Cree Nation
Osoyoos Indian Band
Wiikwemkoong Unceded Territory
Animbiigoo Zaagi'igan Anishinaabek
Mohawk Council of Akwesasne
Batchewana First Nation
Sturgeon Lake Cree Nation
Old Massett Village Council
Carry The Kettle First Nation
Chippewas of the Thames First Nation
O'Chiese First Nation
Snuneymuxw First Nation
Beaver Lake Cree Nation

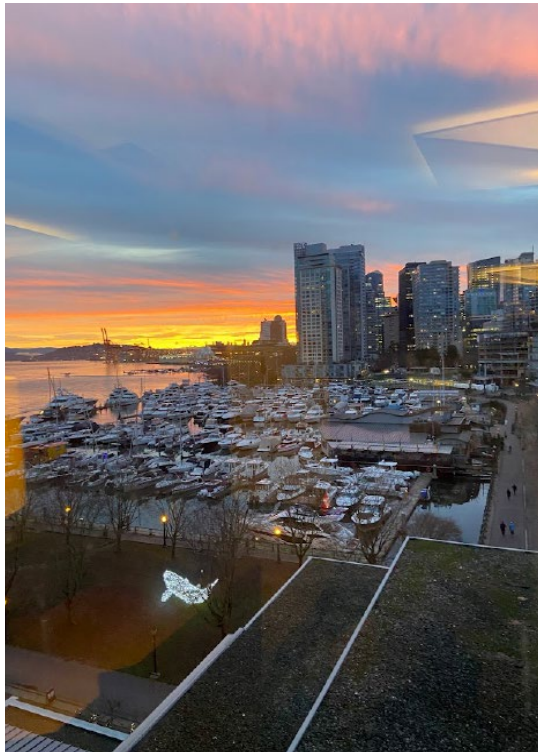


New Entrants into Reserve Land and Environment Management Program (RLEMP)

The National Aboriginal Lands Managers Association (NALMA) is pleased to report on the progress of the new entrants into the Reserve Land and Environment Management Program (RLEMP). In partnership with Indigenous Services Canada (ISC), we are excited that new entrants are being accepted into the program following ISC's announcement in 2023.

With a goal of welcoming 25 to 44 new First Nations participants within the next 5 years, this expansion of RLEMP comes as a result of new funding announced in ISC's Budget of 2023. As an organization dedicated to supporting and empowering First Nations land managers, NALMA is thrilled to see this growth in the program and looks forward to working with new participating communities.

The expansion of RLEMP will provide more opportunities for First Nations to exercise greater control over their reserve lands, resources, and environment under the Indian Act. Along with increased funding for all new participants, the program also offers educational support through the Professional Lands Management Certification Program (PLMCP) delivered by NALMA.



Through the PLMCP Program, individual land managers can receive certification that denotes their expertise and adherence to a professional Code of Ethics. We are proud to partner with four universities across Canada to offer post-secondary training in both English and French, as well as specialized technical training through NALMA's Professional Development Unit. Through the support from ISC and NALMA participants will be able to enhance their skills and knowledge in land management.

In addition to expanding RLEMP, ISC has also announced new funding support for participating First Nations through an increase of the base level funding. This shows ISC's commitment to supporting First Nation communities in managing their reserve lands according to the terms of the Indian Act and hiring and training First Nation land managers.

This funding will allow for greater flexibility and resources for First Nations to implement sustainable land management practices and address land-related topics within their communities.

NALMA is excited for the future of RLEMP and the positive impact it will have on First Nations communities. We encourage interested First Nations to submit their expressions of interest and look forward to welcoming new entrants into the PLMCP Program through RLEMP, in the upcoming years.



Indigenous Services
Canada

Services aux
Autochtones Canada

A Trailblazer for First Nation Land Management

Leona Irons, a member of Curve Lake First Nation in Ontario, has dedicated over 40 years of her life to land management. Leona has always been passionate about advocating for the land management profession.

Having grown up in Curve Lake First Nation, she witnessed firsthand the effects of improper land usage and wanted to make a difference. Her determination led her to pursue a career in First Nation Land Management, where she spent over 40 years advocating for the protection and preservation of First Nation reserve lands.

In recognition of her lifelong commitment to this cause, Leona was recently appointed to the Order of Canada. This prestigious honor is bestowed upon individuals who have made extraordinary contributions to the nation. And Leona's dedication and hard work certainly fits the bill.

Throughout her career, Leona worked tirelessly to build land management capacity and promote the importance of this profession. She started out as an employee at Indian and Northern Affairs Canada, before becoming a First Nation Land Manager for Hiawatha First Nation and eventually Curve Lake First Nation.

But Leona's vision extended beyond just her own community. She and other First Nation Land Managers saw the need for a National Association for First Nation Land Managers across Canada, and in 2000 they founded the National Aboriginal Lands Managers Association (NALMA).

Under her leadership as Executive Director, NALMA has flourished and celebrated its 23rd year of operation in April 2023. Leona also assisted in the establishment of eight Regional Lands Associations (RLA) across Canada, further expanding the reach and impact of NALMA.

Leona's commitment to responsible and sustainable land management has not only benefited her own community but also countless other Indigenous communities across Canada. Her expertise and leadership have raised the profile and funding for NALMA and RLAs, ensuring that these important organizations continue to support Indigenous land management for years to come.

Leona Irons' appointment to the Order of Canada is a testament to her unwavering dedication and hard work in the field of First Nation Land Management. Her legacy will continue to inspire future generations to protect and preserve Indigenous lands for the betterment of all. NALMA is proud to have Leona as their Executive Director and looks forward to her invaluable contributions towards sustainable land management.

We congratulate Mrs. Irons on this well-deserved honor and thank her for being a trailblazer in this important field.



About the Order of Canada

The Order of Canada is how our country honors people who make extraordinary contributions to the nation.

Since its creation in 1967—Canada's centennial year—more than 7 600 people from all sectors of society have been invested into the Order. The contributions of these trailblazers are varied, yet they have all enriched the lives of others and made a difference to this country.

Their grit and passion inspire us, teach us and show us the way forward. They exemplify the Order's motto: *DESIDERANTES MELIOREM PATRIAM* ("They desire a better country").

NALMA UNITS

NALMA has several units that work together to support and advance First Nations land and environment management. These units include:

Professional Development Unit

The Professional Development Unit is responsible for promoting and providing training and development opportunities for First Nation land managers. This unit offers various specialized training opportunities to enhance technical skills and knowledge in land management practices. The unit also supports & promotes the certification program for First Nation Land Managers through the Professional Lands Management Certification Program (PLMCP).

Land Use Planning Unit

The Land Use Planning (LUP) Unit works to build capacity for LUP in First Nations communities across Canada. The LUP Unit provides support services to First Nation Communities across Canada to aid in the process of Land Use Planning. They also deliver training and workshop sessions, these workshops include LUP Toolkit Training, on-site or virtual community LUP Training, and more.

Additions to Reserve Unit

NALMA's ATR Unit provides training to First Nations across the country in the additions to reserve (ATR) process. Adding lands to reserve is a multi-faceted undertaking that usually involves consultation with other First Nations and governments, environmental assessments, surveys, third party engagement, and other issues that can be time consuming and complex.

The ATR Unit assists land managers with the project management necessary to navigate this process through comprehensive training, the development of support resources such as the ATR Toolkit, and expert advice to First Nations.

Survey Unit

The Survey Unit provides guidance and support to First Nations in all aspects of surveying, mapping, and geographic information systems (GIS). This unit also offers training on using GIS technology for land management purposes.

The Survey Unit is dedicated to building the capacity of First Nation communities to utilize modern surveying and mapping techniques in the management and development of their lands.

Lands Technical Unit

The Lands Technical Unit is responsible for providing technical land support services, project management, undertaking active outreach, and engagement activities, building capacity and resources, advising on professional development opportunities to assist First Nations and the Regional Lands Associations (RLA) with their land management project needs.

Environment Unit

The Environment Unit at NALMA focuses on providing support and resources to First Nations, specifically in the area of environmental management. This includes developing new tools and providing training for those responsible for managing environment issues on reserve lands and traditional territories.

They also monitor amendments and legislation related to First Nation reserve lands, collaborate with government partners to promote sound environmental practices, and provide access to expertise and networking opportunities for those working in the First Nation environmental sector. They also provide services such as environmental training, advisory support, referrals, and identifying environmental focused funding opportunities.



Professional Development Unit

Introduction

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.

NALMA's Professional Development Unit (PDU) has continued to provide training along with appropriate and enhanced delivery modes to support the expressed needs of lands managers performing their roles. NALMA PDU Staff is comprised of Debra Campbell, Master Instructor; Alex Marques, Land Use Planning Coordinator; Charlene McCue, Lands Project Coordinator; Buffy Hill, Education & Training Administrator; Juliana Thompson, Program Administrative Support II; Leona Irons, Executive Director and Sherry Mattson, Director of Education & Training.

Priority areas of focus include the Professional Lands Management Certification Program (PLMCP) Level II: Technical Training, specialized and virtual training events.

In ongoing efforts to meet the stated and identified needs of lands managers, we continue to add new toolkits to our Specialized Training and Events Schedule.



Professional Lands Management Certification Program

The Professional Lands Management Certification is primary to NALMA's professional development mandate. Land managers who successfully complete Level I: Post-Secondary Training and Level II: Technical Training are recognized with certification in Professional Lands Management from NALMA.

Level I: Post Secondary Training

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, course formats, and modes of delivery though all provide land managers with necessary training to examine basic environmental, legal, and economic aspects of land management.

We encourage 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.

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). Training is also of benefit for students from any land regime and those wishing to gain increased understanding about land management.

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



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. For more information about the Aki and Environmental Stewardship Program please visit: <http://algomau.ca/GEOGPLMCP>

Or contact:

Nairne Cameron, Ph.D., Associate Professor,
Dept. of Geography, Geology and Land Stewardship
P | 705-949-2301 ext. 4374
E | land1@algomau.ca
E | nairne.cameron@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.

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>

Or contact:

Pamela Shaw, Director,
Master of Community Planning Program
P | 250.619.9739
E | Pam.Shaw@viu.ca



Microprogramme en gestion territorial 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 et certificat de 1^{er} cycle en gestion territoriale en contexte autochtone

Contactez-nous:

Edith Roy
Commis aux études - Volet affaires modulaires et cycles supérieurs
Téléphone : 819-874-8728 poste 6562
Sans frais : 1 877-870-8728 poste 6562
Courriel : etudes-autochtones@uqat.ca



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.

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

Or contact:

Jordie Gagnon, Senior Strategic Officer
P | 306.966.4041 F | 306-966-8894
E | Jordie.gagnon@usask.ca
E | agbio.studentservices@usask.ca

Fifteen (15) 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) credits are selected from a choice of elective courses developed from enhanced specialized training toolkits. Choice of electives will vary annually.

Examples of Elective choices that have been offered have included:

- ELECATR Additions to Reserve/Reserve Creation (1.5 credits)
- ELECBLD By-Law Development (1.5 credits)
- ELECCC Climate Change (1.5 credits)
- ELECNR Natural Resources (3 credits)
- ELECWM Waste Management (1.5 credits)
- ELECEM Estates Management (3 credits)

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

Prior Learning Assessment and Recognition

The NALMA Prior Learning Assessment Recognition (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 are assessed through many ways when an experienced individual applies to challenge PLMCP: Level I and/or Level II competencies through PLAR. The process is highly self-directed 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 assessors. The assessors are subject matter experts as well as certified land managers.

One PLAR candidate received PLMCP Certification in 2020-2021 and a second PLAR candidate received PLMCP Certification in 2021-2022. Currently, several individuals are in various stages of the NALMA PLAR process.

For more information regarding the NALMA PLAR process, contact Sherry Mattson, Director of Education and Training smattson@nalma.ca



PDU Updates

The 2017 RLEMP Engagement identified the need for PLMCP: Level I French delivery and additional geographic and regional proximity for those wanting to pursue their certification. NALMA has partnered with a 4th post secondary institution, Université du Québec en Abitibi-Témiscamingue (UQAT) which offers PLMCP: Level I in French. The first cohort began at UQAT in the summer of 2022 and continues to welcome new students.

Although in-person training is the optimum mode of delivery for much of our content and materials, in response to COVID-19, PLMCP Level II: Technical Training transitioned to online delivery in 2021-2022 and continued to be offered through blended mode of delivery into 2023-2024. Various learning management systems were researched, and Brightspace D2L was found to offer the best learning 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 course instructors were deeply involved with the transitioning of their course content and materials to the learning platform. Necessary course content and material is shared within Brightspace for thorough inclusion of resources, documentation, PowerPoints, videos, and guest presenters.

In addition, opportunities for ongoing engagement and student participation within the courses are provided through 'live' virtual lectures and seminars which occurs through a seamless integration of Virtual Classroom. Assignments and various assessments completed directly within the Brightspace site also create what NALMA PDU staff feel is a rich learning experience to complement the in-person components.

The transition from in-person to online deliveries for Level II was challenging and demanding. 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.

In fact, evidence of this dedication and commitment are the results of two cohorts successfully completing Level II entirely virtually: 2021-22, ten (10) and 2022-23, eighteen (18)!

In 2023-2024, Level II transitioned again to blended learning. Blended mode delivery consisted of 3 days in person and 4 weeks online. Students are expected to commit to 60 hours for a 3-credit course and 30 hours for a 1.5-credit course. Currently 17 students are on track to successfully complete Level II.

Most participants appreciate blended learning, the combination of in-person and online training to further deepen their understanding of land management areas of focus.

The PLMCP Certification Program has 225 Certified Land Managers. Due to COVID-19 and travel restrictions, NALMA's National Gathering was postponed several times. However, NALMA, in partnership with Manitoba USKE, was able to host the 12th National Gathering in September 2023, in Winnipeg, MB. NALMA formally recognized and honoured fifty-three graduates from 5 cohorts at the Graduation Gala.

NALMA utilizes Dadavan (an Indigenous data management software) to preserve our student records. Dadavan protects the student's data privacy. The student information system also allows for customization to meet NALMA's unique needs.

Specialized Training

Although in-person specialized trainings were suspended during the pandemic due to travel limitations, virtual trainings were offered as an alternative. NALMA resumed specialized trainings during the 2023-2024 fiscal. The following in-person trainings were delivered:

- Additions to Reserve (multiple)
- By-law Development (multiple including bilingual)
- Climate Change
- Commercial Leasing
- Contaminated Sites
- Estates Management Toolkit
- GIS Pilot
- Land Appraisals
- Land Use Planning (multiple)
- Natural Resources
- Reserve Land Designation
- Species at Risk

Examples of Virtual Trainings

(60 minute to 3- hour events)

- How to Set up a Lands Office
- Introduction to Land Management for Chief and Council
- Introduction to Land Regimes
- Introduction to Surveys (Bilingual)
- Land Use Planning
- National Addition to Reserve Tracking System (NATS) (multiple)



In addition to the above national audience trainings, our staff also supported many individual First Nations and organizations with numerous presentations and webinars including:

- How to Set up a Lands Office (multiple)
- Introduction to Land Management (multiple)
- Introduction to Land Management for Chief and Council (multiple)
- Introduction to Land Management for Youth
- Introduction to Land Regimes
- Links to Learning (multiple)

Hands-On Practical Training & Direct Technical Support

Hands-On Practical Training & Direct Technical Support is anticipated to resume in 2024-2025.

Honourable Mentions

NALMA staff and others who have helped with the training needs including responding to transitions necessary over the past while.

Contact Information

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Support Staff

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Education and Training Administrator
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Juliana Thompson
Program Administrative Support II
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Land Use Planning Unit

The 2023-2024 fiscal year marked major transition for the Land Use Planning (LUP) Funding Initiative and the NALMA LUP Unit. The LUP Funding Initiative rolled-out revised funding guidelines and the creation of three new funding categories to meet the wide-ranging needs of First Nations across the country. The current approach allows increased flexibility for First Nations to develop background research and to gauge their readiness for proceeding to land use plan development under a separate agreement.

In addition, a new category for reviewing and updating existing land use plans was created to meet the need of First Nations who have established planning and development regimes. With increased funding from ISC for this program, restructuring the LUP Unit, raising awareness about the importance of land use planning and the availability of funding, and improving the land use planning training experience were key objectives of the fiscal year. A total of 26 First Nations received funding from NALMA's funding initiative in 2023-2024, bringing the total of funded projects under this program from 18 to 44.

LUP Updates

The 2023-2024 fiscal year brought substantial changes to the composition of NALMA's LUP Unit. Alexander Marques, Land Use Planning Program Specialist, joined in September to replace James Roach. Due to the rapid increase in number of applicants and available funding to the LUP Funding Initiative, the need to create a Funding Officer position to manage funding agreements became evident. Becky Wolfe, formerly in the role of Land Use Planning Administrator, who has been with the LUP Unit from its inception, became the Land Use Planning Funding Officer at the end of the fiscal year. Krista Knott was brought on to the team in January 2024 as the new Land Use Planning Administrative Support.

- Land Use Planning Toolkit Training delivery was updated to include more detailed content regarding community engagement and introducing spatial analysis techniques into the 2.5 day in-person training course.

- Offering Toolkit Training is a powerful way to raise awareness about the importance of land use planning to First Nation communities and the NALMA LUP Funding initiative. Approximately 100 land management professionals have participated in NALMA's LUP training over the last fiscal year.

- NALMA's land use planning unit is encouraged by the creation of an Indigenous Services Canada led working group on Land Use Planning. NALMA intends to fully participate in this process to better its service delivery and to continue to support First Nation's in their land use planning efforts. Other outreach efforts completed by the LUP Unit include presenting at the Alberta and B.C. 'Cando' Links to Learning events in November and December of 2023 respectively. Total attendees are estimated at 90 persons across three speaking events.

- The NALMA LUP Unit opened the call for 2024-2025 Land Use Planning Initiative funding in December 2023 and closed on February 2, 2024. In total, 36 qualifying applications were received and 26 will be awarded funding in the 2024-2025 fiscal year. This will increase the total number of funded LUP projects at 70. It is estimated that the LUP unit will carry more than 50 open projects through the 2024-2025 fiscal year.



LUP Toolkit training, Community Tour, Tsuut'ina First Nation, Calgary



LUP Toolkit training, Community Tour, Tsuut'ina First Nation, Calgary

Special Projects/Conferences/Workshops

Date: September 24-29, 2023
Location: Winnipeg, Manitoba.
NALMA National Gathering
Topics: First Nations Lands Management, NALMA
Attendance: (N/A) Participant

Date: October 17-19, 2023
Location: Toronto, Ontario.
PLMC301 Land Use Planning, In-Person Instruction.
Topics: Community Engagement Techniques, Urban Design Thinking, Facilitation and Presentation Skills in Land Use Planning.
Attendance: 18 First Nation Participants, 1 Resource Staff, 1 Speaker

Date: November 29, 2023
Location: Calgary, Alberta.
CANDO Links to Learning
Topics: NALMA LUP Funding Initiative and LUP Unit services. Introduction to Land Use Planning
Attendance: ~45 Event Attendees, 1 Speaker

Date: December 11-13, 2023
Location: Vancouver, British Columbia.
CANDO Links to Learning
Topics: NALMA LUP Funding Initiative and LUP Unit services. Introduction to Land Use Planning
Attendance: ~20 Event attendees, 1 Resource Staff, 1 Speaker

Date: December 11-13, 2023
Location: Vancouver, British Columbia.
CANDO Links to Learning
Topics: NALMA LUP Funding Initiative and LUP Unit services. What is Land Use Planning and Why is it Important?
Attendance: ~25 event attendees, 1 Resource Staff, 1 Speaker

Date: January 17, 2024
Location: Online. NALMA LUP Virtual Toolkit Training
Topics: NALMA LUP Funding Initiative and LUP Unit services. Introduction to Land Use Planning. The Land Use Planning Process.
Attendance: 32 First Nations Participants, 2 Resource Staff, 1 Trainer

Date: January 23-25, 2024
Location: Vancouver British Columbia.
NALMA LUP Toolkit Training
Topics: NALMA LUP Funding Initiative and LUP Unit services. Introduction to Land Use Planning. The Land Use Planning Process. Understanding Community Engagement Techniques.
Attendance: 12 First Nation Participants, 2 Resource Staff, 1 Trainer

Date: February 13-15, 2024
Location: Halifax, Nova Scotia.
NALMA LUP Toolkit Training
Topics: NALMA LUP Funding Initiative and LUP Unit services. Introduction to Land Use Planning. The Land Use Planning Process. Understanding Community Engagement Techniques.
Attendance: 16, First Nation Participants, 2 Resource Staff, 1 Trainer

Date: February 21-22, 2024
Location: Winnipeg, Manitoba.
ISC National Meeting, Lands
Topics: NALMA Land Use Planning Funding Initiative Update.
Attendance: ~80 First Nations Land Management professionals in including ISC lands (Regional and HQ)

Date: March 5-7, 2024
Location: Calgary, Alberta. NALMA LUP Toolkit Training
Topics: NALMA LUP Funding Initiative and LUP Unit services. Introduction to Land Use Planning. The Land Use Planning Process. Understanding Community Engagement Techniques.
Attendance: 15 First Nations Participants, 5 ISC Lands Staff, 2 Resource Staff, 1 Trainer

Date: March 25-27, 2024
Location: Vancouver, British Columbia. NALMA
Introduction to Lands Management Toolkit Training
Topics: First Nation's Land Management, treaties, land transactions, land instruments and governance.
Attendance: (N/A) Participant

Honourable Mentions

The work that the LUP Unit carries out would not be possible without the larger NALMA team, ISC partners and the hard work of land management professionals who work hard to improve the lives of First Nation communities across the country.

Contact Information

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P | 705-741-6941

Becky Wolfe
Land Use Planning Funding Officer
E | bwolfe@nalma.ca
P | 705-875-1024

Krista Knott Support
Land Use Planning Administrative Support
E | kknott@nalma.ca
P | 705-933-4579

Survey Unit

The main function of the survey unit is to provide contract administration services for survey projects for the benefit of First Nations. In fiscal year 23/24 the survey unit managed these responsibilities to help 17 First Nations with 29 projects for a total value of \$1,000,000.00.

This included finishing some projects that we needed to carry over from the previous fiscal, per our normal routine. The type of surveys varied depending on the region, they included ATR, exterior boundary, internal surveys, locating and mapping and aerial drone surveys.

Survey Unit Updates

The survey program was involved in the formation of a new GIS toolkit. This toolkit was developed a few years ago but was stalled with the pandemic. Now we have a First Nation instructor, and we are using this first year as a pilot phase with the hope it is to be included in the future as a regular offering.

With the ever-changing nature of technology that drives this sector, the survey unit is constantly researching and incorporating new technologies. The development of this GIS toolkit is one of the ideas and in the future, we hope to be involved in many more technical offerings to help the lands managers.

An inclusive support network is currently being developed where we can offer help to each other to gain insight into new technologies and ask questions amongst each other. This is to offer a space to help people do their jobs and not feel overwhelmed.

Special Projects/Conferences/Workshops

The survey unit is involved in the OALA survey and mapping training sessions. We offer the land managers assistance in the day-to-day aspects of surveying for a lands manager and gives the students a look into accessing funds through our program. This year was held in Sudbury in August.

The Survey Unit also assist the LUP toolkit training by speaking to the students, offering ideas and examples of how surveying is in many aspects of land use planning. These were held in Vancouver Halifax and Calgary.

We attended the ACLS conference in Mt Tremblant Quebec, set up a booth and met face to face with some of our clients. In May we travelled to Iqaluit to speak about the survey program and learn of how things are accomplished in the region.



Our Atlantic and Quebec region is well served by our survey adviser as he offers much assistance to the lands managers, surveyors and ISC who can take advantage of the wealth of knowledge he possesses.

NALMA has a dynamic team established to evaluate many proposals we receive during the tendering phase. We have a great relationship established with the many offices of the Surveyor General Branch throughout Canada.

Contact Information

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Support Staff

Jacques Desrochers CLS (ret.) / atC (ret.)
NALMA Survey Advisor/ ANGTA Conseiller en arpentages
 Ottawa, ON and Rice Point PE
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 Curve Lake, ON
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Additions to Reserve Unit (ATR)

The 2023-24 fiscal year is the first full year of operation for NALMA's new Additions to Reserve Unit. The Unit was put in place to respond to the growing number of ATR submissions and the consequent need for training in the process expressed by First Nation land managers across the country. Priorities for the Unit included updating training resources, connecting with federal partners, and ensuring that training, which would fill-up shortly after being posted and resulted in waiting lists, was delivered to meet demand. Five face-to face training sessions were held, one targeted training was conducted, and two training sessions for RLAs were also held.

ATR Updates

- A 128 slide PowerPoint presentation was prepared that condenses the ATR Toolkit and presents training scenarios for participants. The presentation is adapted for training targeting a specific province and is adapted as the evolving ATR landscape requires and as regional particularities are included.
- The ATR Toolkit was updated. This was a major undertaking that includes not only revision of existing material but the addition of significant developments since the Toolkit was produced in 2016 (e.g., summaries of the Addition of Lands to Reserve and Reserve Creation Act (ALRRCA) and the Framework Agreement on First Nations Land Management Act, incorporation of information on the National Addition to Reserve Tracking System (NATS), and the inclusion of information on environmental resources like the First Nations Commercial and Industrial Development Act(FNCIDA). The re-write is complete and new toolkits are available.
- The training materials for the ATR elective have been revamped to provide more hands-on familiarity with the ATR process.



*Additions to Reserve training, May 2023
Vancouver, BC*

Special Projects/Conferences/Workshops

Training Events:

- Ottawa March 21-23, 2023: 20 participants
- Vancouver June 6-8, 2023: 17 participants
- October 24-26, 2023 (Ontario RLA): 20 participants
- Calgary November 21-23, 2024: 19 participants
- Vancouver January 23-25, 2024 (Targeted Northern BC FNs): 12 participants
- Ottawa March 12-14, 2024: 20 participants
- As a result of the Quebec RLA training in May, the ATR Unit has been in discussions with FNLMAQL regarding the development of information for members on the unique issues Quebec FNs experience in the ATR/RC process.
- The Unit has established a working relationship with Quebec provincial officials to explore further the unique Quebec ATR landscape. The information gathered in these discussions is relayed to the FNLMAQL to inform the development of the RLA's ATR materials.
- The Unit has consulted with legal counsel for ISC and Ontario Regional legal counsel to gather perspective on how the ATR/RC process may be accelerated. Information secured to date includes advice on how to secure good title/clear title, how delays with the registration of land acquired for ATR/RC can be avoided, and interpretations of ALRRCA.
- The Unit has worked with FNLMAQL to develop a project management piece for the ATR training.
- The ATR Unit participates in NATS training offered by ISC to keep abreast of technical knowledge. It also participates in the NATS training offered by NALMA to address any policy/process issues that may arise.
- The Unit presented a half-day session on the ATR process at Links to Learning in Vancouver (December 2023)

Honourable Mentions

- The Unit is in contact with ISC and CIRNA to monitor developments in the ATR Policy Redesign Project.
- The Unit began preparations for NALMA-led engagement sessions with First Nation ATR experts to develop proposals for the Policy Redesign.

Contact Information

Sean Thompson
Additions to Reserve Program Coordinator
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*Additions to Reserve training, March 2023
Ottawa, ON*



*Additions to Reserve training, March 2023
Ottawa, ON*



*Additions to Reserve training, March 2023
Ottawa, ON*

Lands Technical Unit

The Lands Technical Unit is responsible for providing technical land support services, project management, undertaking active outreach, and engagement activities, building capacity and resources, advising on professional development opportunities to assist First Nations and the Regional Lands Associations (RLA) with their land management project needs.

INDIGENOUS RELATIONS STEERING COMMITTEE- ASSOCIATION CANADA LAND SURVEYORS

LTU has been collaborating with the Indigenous Relations Steering Committee and Working Group for the Association of Canada Land Surveyors. This steering committee continues to develop resources and ways to engage with surveyors to convey the importance of working with First Nation communities. This year's conference took place in Cardigan, PEI from May 21-24, 2024.

NATIONAL ADDITION TO RESERVE TRACKING SYSTEM (NATS)-TRAINING

In addition to NATS being delivered to those who have taken the ATR Toolkit Training, it was also delivered to OALA members in November as well as in person at the BC Links to Learning in Vancouver in December. NATS training will be delivered in-person during the ATR Toolkit Trainings, beginning in fiscal 2024-25. This will allow the participants to have a more hands-on experience.

ENGAGEMENT WITH YUKON AND NWT LAND PROFESSIONALS

NALMA met again with the Yukon and NWT Professionals in November in Edmonton, AB. The participants took part in a condensed version of the Contaminated Sites Toolkit over two days. The third day was spent strategic planning for steps going forward in the establishment of an RLA Hub, closer to 2026. NALMA will continue to engage with Yukon and NWT Professionals in accordance with the steps outlined in the strategic planning guide.

PLANNING AND LAND ADMINISTRATORS OF NUNAVUT (PLAN)

NALMA has seen continued engagement with members of PLAN. NALMA worked with Northern Futures, a planning organization that works with northern communities to develop a quick reference guide focusing on the steps to performing everyday daily responsibilities.

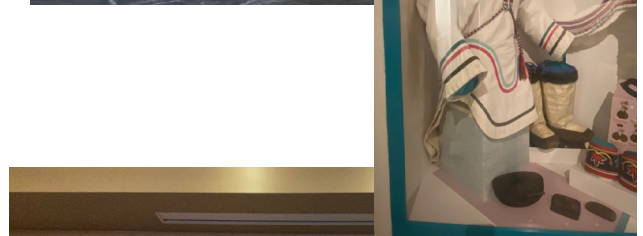
This quick reference guide was developed for newly recruited PLAs to assist with the gap of time of when they are onboarding and when they receive proper training, which is generally administered through the Nunavut Municipal Training Organization. PLAs, representatives from Community and Government Services (Gov't of Nunavut) were interviewed individually to assist in the development of this resource.

NALMA also worked with Northern Futures to update Arviat's community plan. Community plans often differ from the plans that are utilized by the Government of Nunavut. A review of best practices at the completion of the project will provide NALMA with guidance to assist other Hamlets with updating their community plans.

NALMA will continue to collaborate with other northern organizations to meet the needs of PLAs across the region.

Contact Information

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Lands Project Coordinator
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SECTION 3 FINANCIALS

National Aboriginal Lands Managers Association



Management Report

For the Year Ended March 31, 2024

Independent Auditor's Report

For the Year Ended March 31, 2024

Statement of Financial position

As at March 31, 2024

Statement of Operations & Changes

For Year Ended March 31, 2024

**NATIONAL ABORIGINAL LANDS
MANAGERS ASSOCIATION**

FINANCIAL STATEMENTS

MARCH 31, 2024

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



NATIONAL ABORIGINAL LANDS MANAGERS ASSOCIATION

For The Year Ended March 31, 2024

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 fulfils 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

Jedj Mandy Date Aug 20/2024

Executive Director

A. Greene Date August 20, 2024

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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, 2024, 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, 2024, 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.

Basis for Opinion

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

Courville

Lindsay

Colborne

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

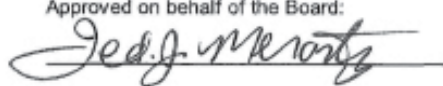
Peterborough, Ontario
August 20, 2024



NATIONAL ABORIGINAL LANDS MANAGERS ASSOCIATION**STATEMENT OF FINANCIAL POSITION**
As at March 31, 2024

	2024 \$	2023 \$
ASSETS		
Current assets		
Cash (note 3)	6,945,679	5,314,947
Investment (note 4)	549,388	536,480
Prepaid expenses	1,010,598	5,966
	8,505,665	5,857,393
Tangible capital assets (note 5)	80,598	21,081
	8,586,263	5,878,474
LIABILITIES AND FUND BALANCES		
Current liabilities		
Accounts payable and accrued liabilities	1,704,586	873,695
Deferred revenue (note 8)	4,769,053	2,980,896
	6,473,639	3,854,591
Fund balances		
Operating fund	2,032,026	2,002,802
Equity in tangible capital assets	80,598	21,081
	2,112,624	2,023,883
	8,586,263	5,878,474

Approved on behalf of the Board:


 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, 2024

	Operating Fund 2024 \$	Equity in Tangible Capital Assets 2024 \$	Total 2024 \$	Total 2023 \$
Revenue				
Indigenous Services Canada (note 8)	11,849,710	92,116	11,941,826	8,634,975
Other	46,308	-	46,308	9,837
Total revenue	11,896,018	92,116	11,988,134	8,644,812
Expenses				
NALMA core operations	7,119,114	-	7,119,114	4,961,426
Infrastructure Project Funding	1,929,189	-	1,929,189	-
ATR projects	179,239	-	179,239	-
Economic recovery	440,710	-	440,710	-
ATR Policy Redesign	19,900	-	19,900	-
Amendment 12	-	-	-	1,399,770
Unexpended funding plan 22/23	2,161,557	-	2,161,557	2,263,307
Board initiatives	17,085	-	17,085	14,801
Amortization	-	20,956	20,956	19,292
Loss on disposal of tangible capital assets	-	11,643	11,643	-
Total expenses	11,866,794	32,599	11,899,393	8,658,596
Excess (deficiency) of revenue over expenses for the year	29,224	59,517	88,741	(13,784)
Fund balances - beginning of year	2,002,802	21,081	2,023,883	2,037,667
Fund balances - end of year	2,032,026	80,598	2,112,624	2,023,883

The accompanying notes are an integral part of these financial statements

NALMA Communications

Communications Overview

NALMA is committed to providing accessible information and services to its membership in both official languages, which is reflected on our website platforms. The website serves as comprehensive resources for First Nations Land Managers, ensuring that all members can find relevant information and support.

Social Media Engagement

Our active presence on social media is crucial for fostering community engagement and sharing timely updates. NALMA manages both French and English accounts on Twitter and Facebook, where we post announcements related to training opportunities, information sharing, and relevant news articles in the field of land management.

Follow us at:



X/Twitter: @NALMAca



Facebook: @nalma.ca

Newsletters

Serve as a key communication tool, keeping our members informed about the latest developments at NALMA, upcoming events, and training opportunities. Published bi-annually in the Spring and Fall, these newsletters are designed to highlight important updates, showcase success stories from across Canada, and share valuable resources that supports Lands Managers in their work.

Each edition features:

- Updates on NALMA Initiatives
- Unit Updates
- Training Opportunities
- Success Stories
- Resources and Tools
- Upcoming Events and Specialized Training

Through our newsletters, NALMA aims to strengthen connections and ensure that all members have access to NALMA's information and updates. If you're not currently receiving our newsletters, please reach out to us to subscribe!

Online Resource Library: NALMA's Peersite

The members-only Online Resource Library is an invaluable tool for land managers, offering a wealth of documents and resources specifically tailored to their needs. The library is organized into three main sections:

- 1. All Resources:** A comprehensive collection of documents and tools available for all members.
- 2. Groups:** Resources tailored for specific groups within the NALMA community.
- 3. Forums:** A space for members to engage in discussions, share insights, and seek assistance.

If you cannot find a specific resource or would like to suggest materials/ resources for our member's library, please do not hesitate to contact us. We are here to support!

Crystal Bourke
Communications & IT Support
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Contact Us!

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