

**SASKATCHEWAN  
ABORIGINAL**



**LAND  
TECHNICIANS**

**ANNUAL  
REPORT**

**2024-2025**

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## Executive Overview

The Saskatchewan Aboriginal Land Technicians (SALT) is an organization dedicated to supporting and empowering Indigenous communities in Saskatchewan through land management and technical expertise.

This executive summary provides an overview of SALT's history, mission, objectives, and future initiatives.

### ABOUT US

The Saskatchewan Aboriginal Land Technicians (SALT) is a non-profit organization dedicated to empowering First Nations across Saskatchewan with the knowledge, tools, and resources needed to manage and protect their traditional lands effectively.

Since its establishment in 1993, SALT has actively engaged with First Nation land managers, government agencies, and other stakeholders to foster sustainable land management practices that respect traditional values and protect the environment for future generations.

SALT operates as a regional land management association within the broader framework of Indigenous land management in Canada. As part of its organizational structure, SALT receives funding and support from the National Aboriginal Lands Managers Association (NALMA) as well as regional offices of Indigenous Services Canada (ISC).

This relationship enables SALT to access resources, training, and guidance that help strengthen local capacity for effective land management among Saskatchewan First Nations.

Through its affiliation with NALMA, SALT benefits from national best practices, policy development, and professional networking opportunities that enhance its ability to serve First Nations. Additionally, funding from ISC regional departments supports SALT's mandate to deliver technical assistance, program development, and ongoing education for land managers.

This collaborative approach ensures that SALT is well-equipped to address complex land management issues and advocate for the interests of First Nations in Saskatchewan.

### Mission Statement

Saskatchewan Aboriginal Land Technicians (SALT) is a non-political entity that supports Saskatchewan First Nations Land Managers in developing and increasing capacity on their Traditional territories while respecting local customs and traditions.

## Objectives & Strategic Plan

### Objective

The team expanded its strategic focus this year to include solid waste management, additions to reserve (ATR), GIS education, and economic development. This expansion was made possible through the regional Indigenous Services Canada funding. SALT achieved:

- Program development for pasture management training.
- Supporting First Nations who are accessing First Nation Solid Waste Initiative funding and the Operation and Maintenance funding for solid waste infrastructure.
- Support First Nations as they navigate the complex government process of Treaty Land Entitlement (TLE) and Additions to Reserve (ATR).
- Communicate and promote all funding and program opportunities of government and non-government avenues.
- Provide continuing in-house education for Land Managers and Solid Waste operators.
- Foster and build partnerships to leverage other organizations' expertise and resources and effectively navigate different environmental, economic, and jurisdictional issues.

### Strategic Plan

Saskatchewan Aboriginal Land Technicians (SALT) is dedicated to empowering First Nations through comprehensive land management support, technical capacity building, and strategic partnerships.

Guided by a vision to respect traditional customs and enhance self-determination, SALT's 2022–2027 Strategic Plan focused on four pillars: strengthening governance and administration, expanding partnerships, developing innovative programs, and advancing communications.

Over the years, SALT actions have focused on:

- Building organizational capacity and governance to support land managers and First Nations.
- Fostering partnerships with Indigenous Services Canada, government ministries, post-secondary institutions, NALMA, and other key stakeholders to leverage expertise and resources.
- Developed and delivered programs in areas such as solid waste management, Additions to Reserve (ATR), Treaty Land Entitlement (TLE), technical training, and youth engagement.
- Enhancing communications to raise awareness of SALT's services, advocate for First Nations' interests, and support knowledge sharing across communities.

SALT has evolved beyond the traditional scope of a regional Lands Management association by establishing a range of specialized units designed to address the diverse and emerging needs of Saskatchewan First Nations.

Beyond its technical mandate, SALT has prioritized building partnerships that extend its reach and impact. Through fostering relationships, SALT ensures its specialized units are positioned to leverage external expertise and resources, supporting First Nations as they assume greater jurisdiction over their lands and tackle multifaceted environmental, economic, and jurisdictional challenges.

## Message from the Chair



Tansi,

To my friends, colleagues, board members and partners, the Annual Report reflects the spirit and commitment that SALT brings to the Reserves of Saskatchewan, and I hope in reading it, it provides you with a thorough understanding of who and what we are and where we are headed.

The years since SALT's inception have truly flown by, bearing witness to the organization's impressive growth and transformation. Under the thoughtful guidance of the Board and the steadfast leadership of Executive Director Leonard Tipewan, SALT has become a strong and respected force in Indigenous land governance. The collective vision and commitment have built a foundation that supports communities and empowers future generations.

As the years have grown longer so has our collective vision and responsibility to the people and we take pride in that work ethic to ensure Land Management continues to be front and center in our communities. The services SALT provides to the Nation's is held by a strong and diverse workforce that is there to support and provide guidance to those who request and need assistance to help their Nations build capacity.

The Natural Resources of our lands and territories is only becoming more important and sought after, and the onus is on our organization and those across Turtle Island to ensure the best available technologies and services are provided so that First Nations are better equipped to manage the environment to suit their interests and needs.

This document provides the information and knowledge that the staff and Board members have worked diligently on with collaboration with NALMA, ISC and Saskatchewan Regional partners over the past year. We look forward to working together in partnership and cooperation to enhance the quality-of-service SALT provides to Land Managers across the Province. Tiniki, Ninanaskimon.

Theodore John Merasty  
SALT Board Chair



## Message from the Executive Directors' Office

Dear Friends, Partners, and Community Members,

It is my honor and responsibility to present this year's Annual Report on behalf of the Saskatchewan Aboriginal Land Technicians (SALT). As we reflect on the past year, we are proud of the continued growth, advocacy, and commitment shown by our staff, leadership, partners, and communities in advancing Indigenous land governance in Saskatchewan.

SALT was founded on the principles of respecting traditional customs, self-determination, and fostering relationships. This year, we continued to pursue that path with purpose — empowering our members through technical training, policy development, and capacity-building initiatives based on Indigenous values and knowledge systems.

Our work is driven by the understanding that land is more than a resource — it is identity, history, and future. In 2024–2025, we expanded our training programs to reach more First Nations Land Managers and Technicians across the province. We also strengthened our involvement in national land governance discussions, ensuring Saskatchewan voices are heard and respected at every table.

We are particularly proud of the collaborations that brought knowledge keepers, youths, and technicians together to learn, share, and lead. From hands-on training in land codes and GIS systems to community-based sessions focused on traditional land use and stewardship, SALT continues to bridge generations and technologies.

Looking ahead, we remain focused on supporting the full realization of Indigenous land governance — where First Nations continue being the stewards of their lands and by empowering rather than directing. And together, we are making meaningful progress.

On behalf of the SALT Board of Directors, staff, and our growing network, I thank you for your continued support, partnership, and trust. As always, we stand committed to supporting our Nations and communities.

**Leonard Tipewan**  
Executive Director

## SALT Board of Directors

The Board of Directors is an oversight board comprising First Nation Land Managers across Saskatchewan. SALT also has two board positions filled by an ISC delegate and a University of Saskatchewan delegate. These are non-voting members, but they add to the overall knowledge for oversight. The Board meets at least four times yearly to review SALT progress and ensure that activities align with the mandate.



**Theodore J Merasty**

**Chair**

Peter Ballantyne Cree Nation



**Jason Ballantyne**

**Vice Chair**

Montreal Lake



**Kelsey Watson Daniels**

**Treasurer**

Mistawasis Nehiyawak



**Deanna Ryder**

**Director**

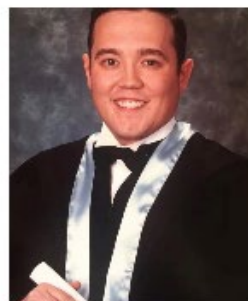
Carry The Kettle



**Wendell Head**

**Director**

Red Earth



**Ty Roberts**

**Director**

Lac La Ronge



**Natalie Dueck**

**Indigenous Service Canada,  
Lands Manager**

George Gordon First Nation



**Jordie Gagnon**

**University of Saskatchewan,  
Senior Strategic Officer  
Indigenous Programs and  
Partnerships**

Metis Local 10

Any Land Managers interested in a board of director seat are welcome to contact the Executive Director, Leonard Tipewan, who will present the names to the Board.

## Board Meetings

The Board formally met four times in the year to ensure the continuous growth of SALT. The board also participated in various trainings and workshops hosted by SALT.

In December, a two-day Board session was conducted to review bylaws and a discussion of the following year's strategic plan. It was an opportunity for the board and staff to plan, prioritize activities, and train in governance and oversight.

## SALT Board Meeting Dates:

- July 15, 2024
- October 02, 2025
- December 19, 2024
- March 28, 2025



## Operations

### Our Network

As a Regional Lands Association (RLA), SALT is committed to raising the professional standards in Land Management. SALT supports NALMA in its focused areas of Technical Support, Network and Communication, and Professional Development.

SALT regularly updates its list of band contacts and has expanded its reach to include individuals participating in the Kanawayihetaytan Askiy (KA) Program at the University of Saskatchewan, Tribal Councils, and public works staff.

As the federal government seeks to devolve a number of its responsibilities back to First Nations, and as all levels of government acknowledge and further respect the Indigenous right to self-determination, there is a need for a First Nations-led organization to provide training, advocacy, and oversight for land management activities.

These areas include the Indian Land Registry, Treaty Land Entitlement processes, solid waste management, environmental monitoring, and more. SALT is positioning itself as an entity committed to ensuring that First Nations have access to appropriate training and ensuring services are adequately funded for the future and well-being of the Nation.

### Our Staff

The Association has focused on building internal capacity.

Current staff is made up of NALMA support positions and program transfer staff:

- **Leonard** Tipewan, Executive Director
- **Alfred** Gamble, Executive Assistant
- **Corina Ryder**, Finance Officer
- **Anita** Lafleur, Administrative Assistant
- **Breanna** Salm, Programs and Partnership Lead
- **Jamin** Mike, Communications Coordinator
- **David** Brass, Solid Waste Management Team Lead
- **Kori** Wuttunee, Recycling and Public Education Specialist
- **Terry** Keewatin, Solid Waste Community Navigator
- **Alvin** Delorme, Addition to Reserve Lead
- **Judith** Wasacase, Addition to Reserve Specialist
- **Tracy** Desjarlais, Addition to Reserve Specialist

## SALT Hosted Technical Training Events

The Association provides annual educational and technical capacity-building training through its economic recovery monies provided by our parent organization, **NALMA**. SALT has four consistent conferences offered throughout 2022-2026:

### Drone training

- Hosted in Regina on August 13, 14, and 15, 2024. In partnership with Blackhawk Aeronautical Solutions, it offers a three-day hands-on training session.

### Pasture management and Rider training

- Hosted in Carry the Kettle First Nation on July 3-4, 2024, and Witchekan Lake First Nation on September 24-25, 2024. This program combines in-class and field training. Topics covered included identifying healthy range land, weeds, and wetland health. Horse handling and effective pasture management were also a focus.

### Survey basics

- SALT collaborated with Natural Resources Canada (NRCan) to present their work on building survey understanding on reserve, ensuring that First Nations know what to look for when a survey is done or requested. Hosted in Saskatoon on October 8-9, 2024.

### Prosperity from the Land 2025

- Two-day conference hosted by SALT to enable networking amongst community leaders, land managers, and other stakeholders.

## Annual Drone Training



### Key Outcomes of the 2024 Drone Training:

- **Expanded Access & Participation**  
The training was limited to 35 seats, prioritizing First Nations that had not previously received training or a drone from SALT. This year, 31 participants attended, and 12 new First Nation participants received drones for their Lands Departments, expanding the reach and impact of the program.
- **Hands-On Technical Capacity Building**  
The three-day session combined classroom instruction with practical, hands-on flight training. Participants learned to operate drones, understand safety protocols, and apply advanced flying techniques. This approach empowered communities to take ownership of monitoring land changes and provided opportunities for ongoing environmental stewardship.
- **Community Monitoring & Stewardship**  
By equipping First Nations with drones and training, SALT enabled communities to independently monitor their lands. This supports local decision-making, environmental management, and the ability to track changes over time, strengthening self-determination and technical capacity.
- **Certification & Compliance**  
The agenda included an opportunity for participants to take the Transport Canada Online Drone Examination, supporting regulatory compliance and professional development for land managers.

These outcomes demonstrate SALT's commitment to building technical capacity, supporting environmental stewardship, and empowering First Nations through practical training and resource provision. The program's success is reflected in increased participation, expanded access to technology, and strengthened community monitoring capabilities.

# Annual Pasture Management and Rider Training



## Key Outcomes of the 2024 Pasture Management Events:

- **Expert-Led Sessions**  
Sessions were led by SALT's Executive Director Leonard Tipewan, Kevin Anderson from Witchekan Lake First Nation, and professionals from Nature Conservancy of Canada, Ducks Unlimited Canada, Jody Busch Horsemanship, and the Ministry of Agriculture. This ensured a diverse and practical learning experience.
- **Hands-On Demonstrations**  
Day 2 of the Witchekan Lake event focused on in-field demonstrations, allowing participants to apply pasture riding and management techniques directly on the land. This hands-on approach was highly valued by attendees.
- **Practical Skills for Land Managers**  
Topics included grass types, rangeland assessment, rebate programs, horse learning, livestock health, diseases and treatments, horsemanship, colt starting, and rope horse training. These skills are directly applicable to daily land management and stewardship. Attendees highlighted the usefulness of hands-on demonstrations and the relevance of topics to their work in pasture management and land stewardship.

The success of this program is not reflected in the attendance numbers. Below you will see a table that incorporates the challenges that SALT faces when attempting to formulate a program for the vast Province of Saskatchewan. These examples show how SALT's approach to pasture management training in 2024 was responsive to challenges faced by Saskatchewan First Nations, ensuring that solutions were practical, inclusive, and sustainable.



Challenges	Solution
Diverse land conditions & experience	Flexible curriculum, tailored instruction, broad topic coverage
Limited equipment/resources	Practical demos, info on funding/rebates, networking with support organizations
Logistical barriers	Travel/meal/accommodation reimbursement, flexible scheduling
Weather/environmental constraints	Contingency plans, schedule adjustments, and feedback-driven improvements



## Annual Introduction of Survey Basics

This training was limited to 30 participants to ensure quality engagement and lessons learned. The two-day event combined classroom instruction with hands-on field demonstrations at Wanuskewin, emphasizing the following key outcomes:

- **Technical Capacity Building**  
Participants gained direct experience with survey equipment, including GPS units, tripods, and metal detectors. Training covered monument exposure, GPS and topo shots, and reading survey plans (distance, bearing, angle), ensuring attendees could apply these skills in their communities.
- **Digital Data Handling**  
The agenda included exporting survey data (.csv files) and importing it into Microsurvey/CADD software, supporting digital record-keeping and technical proficiency.
- **Community Empowerment**  
The hands-on approach enabled participants to independently conduct surveys and manage land data, strengthening local decision-making and stewardship.

These outcomes reflect SALT's strategic focus on technical education, practical skill development, and empowering First Nations through accessible, high-quality training opportunities.

First Nation Delegate Attendees		
Mosquito, Grizzly Bear's Head, Lean Man	Lac La Ronge Indian Band	Montreal Lake Cree Nation
Zagime Anishinabek	Red Earth Cree Nation	Kahkewistahaw
Makwa Sahgaiehcan	Flying Dust	Canoe Lake Band
One Arrow First Nation	Pheasant Rump Nakota FN	Yellow Quill
Sturgeon lake	Saulteaux First Nation	Witchehan Lake



# Prosperity from the Land 2025 Economic Development Conference

Thanks to last year's NALMA funding surplus, we were able to organize a third economic development conference. This event, titled "Prosperity from the Land 2025," took place in Saskatoon on January 21-22, 2025.

SALT facilitated an environment where community leaders, land managers, and other stakeholders could come together to network and learn. The discussions centered on economic development programs that are relevant and beneficial to First Nations land technicians and leadership throughout Saskatchewan.

The two-day conference was made possible through collaboration with Regional ISC, Saskatchewan Indigenous companies, the Ministry of Energy and Resources, academic institutions, and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC). This partnership provided ample opportunities for discussion and learning, ensuring a comprehensive experience for all attendees.

First Nation Attendees		Organization Attendees
Sweetgrass First Nation	Fishing Lake FN	Chickadee Indigenous Relations
White Bear FN	Keeseekoose First Nation	Crown-Indigenous Relations and Northern Affairs Canada
Fishing Lake 1907 Surrender Trust	Red Pheasant Cree Nation	GeoVerra
White Bear FN	Peter Ballantyne Cree Nation	Government of Saskatchewan
Pasqua First Nation	Muskoday First Nation	Indigenous Services Canada
George Gordon First Nation	James smith Cree nation	Ministry of Agriculture
Zagime Anishinabek	Fishing Lake Trust	Ministry of Energy and Resources
Kinistin Saulteaux Nation	Mistawasis Legacy Trust	Ministry of Highways
Little Black Bear	Muskoday First Nation	Natural Resources Canada
Chakastaypasin band	MGBHLM	
Muskeg Lake Cree Nation	Makwa Sahgaiehcan	
Cote First Nation	Birch Narrows Dene Nation	
Big River	Mosquito, Grizzly Bears Head, Lean Man First Nation	
Sturgeon Lake First Nation	Red Pheasant Cree Nation	
Montreal lake	Whitecap Dakota Nation	
Red Earth	Saulteaux First Nation	

# Annual Land Manager Conference (AGM)

A two-day conference that allowed SALT staff, ISC staff, and First Nation Land Managers in the province to come together and share knowledge, enhance skills, and address common challenges that communities are facing. This conference is a yearly touch base to ensure that knowledge mobilization on evolving programs is happening regardless of turnover rates. SALT utilizes this conference to ensure that all members are up to date on SALT activities, and it serves as an opportunity for feedback, direction, and accountability.

The AGM agenda consisted of a Board update, SALT services and programs overview, breakout session feedback collection on future needs of training for land managers, as well as a keynote address for Cynthia Westaway, First Peoples' Law. A total of 120 participants registered, including delegates from various First Nations and invited partnership organizations.

First Nation Attendees	Invited Organization Attendance
Ahtakakoop Cree Nation	Agriculture & Agri-Food Canada
Beardys & Okemasis Cree Nation	Bridge to Land, Water, Sky
Big River	Ducks Unlimited Canada
Birch Narrows Dene Nation	First Nations Land Management Resource Center
Carry The Kettle	Government of Saskatchewan
Cote First Nation	Government Relations Aboriginal Consultation Unit
Cowessess First Nation	Indigenous Services Canada
Fishing Lake First Nation	kihci-okāwīmāw Askiy Knowledge Centre, College of AgBio, USask
Flying Dust First Nation	Kinnikinnick Consulting
George Gordon First Nation	Nature Conservancy of Canada
Kahkewistahaw First Nation	NRCan
Keeseekoose First Nation	Saskatchewan Ministry of Agriculture
Little Black Bear's Band	SWANA Northern Lights
Makwa Sahgaiehcan	Treaty Land Sharing Network
Montreal lake	Ya'thi Nene Lands and Resources

Mosquito MGBHLM First Nation
Muskeg Lake Cree Nation
Muskoday First Nation
One Arrow First Nation
Pelican Lake First Nation
Peter Ballantyne Cree Nation
Piapot First Nation
Red Earth Cree Nation
Saulteaux First Nation
Sturgeon Lake First Nation
The Key
Thunderchild First Nation
Witcheakan lake
Yellow quill
Zagime Anishinabek



## Core Programming and Services

The organization focused on creating educational resources and workshops, and relationships with First Nation staff members who participate in two branches of Land Management.

### Additions to Reserve (ATR) / Treaty Land Entitlement

SALT has been building relationships with First Nation staff, Saskatchewan (provincial crown), and Canada (federal Crown). Throughout 2024, SALT has worked directly with First Nation staff to provide best practices, file manager assistance, and mentorship in the ATR process.

### Solid Waste

SALT plays a central role in supporting First Nations communities across Saskatchewan with solid waste management. Their approach is multifaceted and collaborative, focusing on technical assistance, training, advocacy, and partnership development.

SALT works strictly as an advisor to the First Nations on Best practices and understanding the process. Waste Management and ATR services differ from our Regional Lands technical training courses. SALT works with how the communities have structured their departments and tailors our focus for each community.



# Addition to Reserve (ATR) and Treaty Land Entitlement (TLE)

## Additions to Reserve (ATR) and Duty to Consult (DTC) Workshop

The Additions to Reserve and Duty to Consult workshop, hosted by Saskatchewan Aboriginal Land Technicians (SALT) in Regina, brought together First Nation land managers, Treaty Land Entitlement coordinators, and representatives from provincial and federal ministries.

The event fostered practical dialogue, strengthened relationships, and provided hands-on mentorship for ATR file management and consultation requirements. Participants gained actionable strategies for engaging with government partners, enhancing technical capacity, and advancing community land management goals.

Feedback was overwhelmingly positive, with attendees valuing the interactive sessions, resource sharing, and opportunities for direct engagement. The workshop's success was reflected in requests for more collaborative events and continued support for First Nations navigating ATR and Duty to Consult processes.



# Solid Waste Management

## Key Functions and Activities

- **Technical Assistance & Training:**  
SALT provides specialized training for First Nation staff and solid waste operators. This includes workshops, hands-on sessions, and certification opportunities (such as WHMIS), ensuring communities have the skills and knowledge to manage waste safely and effectively. SALT organizes conferences, workshops, and technical sessions that bring together community members, government representatives, and industry experts. These events foster knowledge sharing, networking, and collaborative problem-solving.
- **Program Development & Funding Support:**  
SALT helps First Nations access government funding, such as the First Nation Solid Waste Initiative and Operation and Maintenance funding for infrastructure. They guide communities through application processes and promote available opportunities.
- **Pilot Projects & Innovation:**  
SALT collaborates with Indigenous Services Canada and other partners on pilot projects, such as the Household Hazardous Waste removal initiative. This project equipped communities with specialized containers and diversion bays, improving local waste management infrastructure.
- **Resource Development & Advocacy:**  
SALT develops toolkits, best practice guides, and educational materials to support ongoing improvement in solid waste management. They advocate for adequate funding, policy changes, and recognition of First Nations' unique needs and rights in environmental stewardship.
- **Partnerships:**  
SALT works closely with organizations like SWANA, Recycle Saskatchewan, and government ministries to leverage expertise and resources, ensuring solutions are practical and sustainable for diverse communities.

## Solid Waste Management Gathering

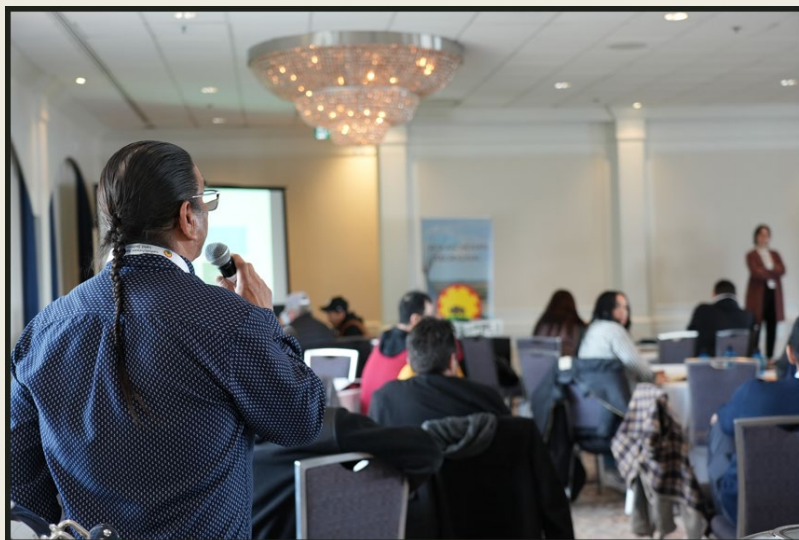
Hosted on March 11-12, 2025, in Saskatoon. The conference was designed to bring together First Nations lands and waste management staff, government representatives, and industry experts to share best practices, technical knowledge, and community experiences in solid waste management. The event aimed to foster networking, professional development, and collaborative problem-solving for Saskatchewan First Nations.

### Outcomes and Impact

- **Knowledge Sharing:** The conference facilitated the exchange of technical expertise and community experiences, especially around landfill operations, hazardous waste management, and recycling initiatives.
- **Networking:** Participants had opportunities to connect with peers, government officials, and industry experts.
- **Professional Development:** Attendees received WHMIS certification and learned about new tools and programs to enhance solid waste management in their communities.
- **Community Engagement:** The event emphasized practical solutions, community involvement, and ongoing support for First Nations waste management initiatives.

### Impact

Through these efforts, SALT empowers First Nations to independently manage their solid waste, improve environmental outcomes, and build technical capacity. Their leadership ensures that communities have access to training, funding, and support tailored to their specific circumstances, strengthening self-determination and stewardship of traditional lands.



## Moving Forward

The Saskatchewan Aboriginal Land Technicians (SALT) organization has revamped its website to enhance user-friendliness and serve as a comprehensive resource for information and funding opportunities from various organizations.

SALT has successfully collaborated with the Ministries of Agriculture, Environment, Energy, and Resources to promote knowledge mobilization in a non-political manner. The focus is on delivering management plans to First Nations and ensuring their voices and inputs are accurately represented.

The University of Saskatchewan has inaugurated a knowledge center, and SALT is eager to continue contributing to course content and direction and promoting the institute. SALT's approach is to empower rather than direct, applying the OCAP principles—Ownership, Control, Access, and Possession—to all data held for First Nations.

We are all stewards of this land and can learn from each other, given the proper access and opportunities. SALT is proud to provide those opportunities and ensure that First Nations have all they need to continue stewarding the lands.



## Contact Us



**SALT**

**SASKATCHEWAN  
ABORIGINAL  
LAND TECHNICIANS**

**We are here to help!**

-  SALT 112-335 Packham Ave Saskatoon, Saskatchewan S7N 4S1
-  Room 204 Treaty 4 Governance Center, Fort Qu'Appelle, Saskatchewan
-  (306) 382-6283

**salt-sk.ca**

