



Communicating
with the
Community



The Museums Association of Saskatchewan

2007/2008 Annual Report

Presidents/Executive Directors

Presidents:

Dr. C.R. Strother-Stewart	1968-1969
Gordon Wilson	1969-1971
W.H. Howes	1971-1973
Austin Ellis	1973-1974
Malcolm Wake	1974-1976
Nancy Dillow	1976-1978
Joan Mitchell	1978-1980
Bill Martodam	1980-1982
Wayne Morgan	1982-1985
Jane Turnbull Evans	1985-1987
David Klatt	1987-1989
Richard Moldenhauer	1989-1991
Mary Mahon-Jones	1991-1992
Ingrid Cazakoff	1992-1996
Frances Westland	1996-1997
Geri Jacques	1997-1999
Sheila Kelly	1999-2001
Katherine Fitton	2001-2003
Chad Debert	2003-2004
Brenda Barry Byrne	2004-2007
Terry Graff	2007-2008

Executive Directors:

Wayne Mitchell (1976-1979)

Virgina Hatch (1979-1985)

Gayl Hipperson (1985-1998)

Lee Boyko (1998-1999)

Joan Kanigan-Fairen (2000-2007)

Brenda Sherring (2006-present)

The Museums Association of Saskatchewan

Museums Association of Saskatchewan is a non-profit, collective organization. The Association is governed by a member-elected Board of Directors representative of the museum community. The seven to eleven member Board develops policy and Staff are responsible for programs and services that achieve the Board's Ends (objectives) and priorities. Membership in MAS is open to everyone.

MAS provides educational opportunities for museums, personnel and their governing bodies. MAS is responsible for establishing the first Standards for Museums that now guides museum development across the country. The Association raises public awareness of museums and fosters communication among members of the museum community. MAS represents the interests and concerns of the museum community to governments and other agencies.

2007-2008 Membership

236 Institutes

7 Associates

206 Individuals

449 Members

Vision

Saskatchewan's cultural and natural heritage will be preserved, understood and celebrated through a strong vibrant museum community, valued and supported by society.

Statement of Philosophy

Heritage is our social and natural inheritance: the objects, ideas, places, and traditions of intrinsic value which have shaped our present and will guide our future.

We believe our collective inheritance is an asset that must be preserved, understood, and built upon by each generation.

We believe that museums, in service to society, provide stewardship for the material evidence of our human and natural inheritance and contribute to the understanding of the world and our place in it - our past, our present, and our future.

Purpose

To serve museums in Saskatchewan and work for their advancement.

Museums Association of Saskatchewan

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Communicating with Community is the theme that was chosen for this year's Annual General Meeting because it is the purpose behind the successes achieved and the challenges mastered over this past fiscal year.

The winds of change have been buffeting MAS from side to side for several years. MAS Board and staff have been gathering information about museums and community development, museums and education, museums and health, museums and economic growth, museums and baby boomers, museums and sustainable communities, museums and youth engagement, museums and interpretive centres, museums and keeping houses, the non-Eurocentric museum, museums on the web, museums as reflections of cultural diversity, museums and First Peoples, museums as dynamic stimulants of critical thinking, museums as pivotal hubs, museums and tourism, contemporary museum standards, museums and partnerships, museums and the future; we have even looked for some good museum jokes!

We collected all the surveys that have surveyed the membership and met with a variety of cultural industry leaders across the province. We met with the membership face to face on as many occasions as possible. We met with the auditors. We met with SaskCulture. We met with other heritage organizations. We met with government officials. We met with consultants. We have formed partnerships that we never had before.

In this past year, MAS Board and staff have met with member groups: Network Reps, two sessions of Network meetings, SIG Rep meetings, one on one meetings, First Peoples and Saskatchewan Museums Committee meetings and hosted the first Aboriginal Cultural Heritage Symposium in Saskatchewan. MAS has formed unique partnerships that have brought rural museums into a limelight. We have our sails tied down tight and we are ready to use those winds of change as a means with which to move forward.

MAS celebrates Saskatchewan as rural, as spacious, as culturally diverse. MAS sees Saskatchewan museums as being pivotal to community development. It is museums that provide society with the tools to sculpt its face. It is museums that enable the voice of our stories to be heard. It is museums that provide a means to pass wisdom on to youth. Museums explain why we are different and celebrate how we are the same.

Through museum growth, we can see that there may come a day when we no longer look across at 'their' heritage and talk about 'my' heritage. Instead, we will look all around us and talk about 'our' heritage, and our future.

Saskatchewan is changing. People are moving to our rural lands. Young people and new Canadians are crowding our urban centers. People are coming here to make money. People are telling Saskatchewan stories. Saskatchewan is becoming desirable. Today, we are making history. Faced with the risk of losing intrinsic values to commercialism, we need museums more than ever before and in whatever shape they choose to take. The Museums Association of Saskatchewan is here to lead.

In closing, we would like to thank the many volunteers across Saskatchewan who dedicate thousands of unselfish hours to providing places to house our cultural identity. In this same light, we thank those who have dedicated their working lives to pursuing careers in cultural and heritage development; though these professionals are paid, their remuneration often does not reflect their hours of dedication and level of education. We would also like to thank all those who are members of the Museums Association of Saskatchewan and, with their membership, publicly endorse the need to ensure that Saskatchewan cultural heritage is available for all to enjoy and learn from. We also thank those in our Provincial Government for their recognition of the pivotal role that museums have in establishing a climate of community well-being by furthering creativity, democracy, diversity and knowledge. We thank the Provincial Government for providing much needed operational funding through the SaskLotteries system and we thank the Federal Government for providing project funding that has enabled MAS to further Aboriginal cultural heritage and to develop training opportunities for museum personnel. Finally, a special thank you to the Board and the staff for bringing the Museums Association of Saskatchewan through all stages of its 40 year growth. Some were tough times, some were easy times; all times have sculpted the face of Saskatchewan.

Sincerely,

Terry Graff, Past President and
Brenda Sherring, Executive Director

Message

The MAS Board of Directors governs the Association through the continual development and review of the Association's governance policies. These policies fall into four main areas. Ends policies address why MAS exists and what the Board wants the organization to achieve. Governance Process policies specify how the Board conceives, carries out and monitors its roles and responsibilities. Board-Staff Relationship policies define how authority is delegated and monitored, and Executive Limitations policies establish prudent and ethical boundaries for all executive activity and decisions.

In 2007-2008, the Board began the process of organizational renewal by reviewing how it governs the Association. The Board continues to govern according to Policy and also has established the following committees: Advocacy, Audit, Nominations, Membership, SaskCulture Funding Review, MGP Review and Executive Director Performance Review.

The Board is diligent about governing with an emphasis on outward vision. They continue to use their Strategic Plan to help guide Board activities and to better support the work of achieving the Association's Ends. The Board continued with Board-Member linkages and met with the Special Interest Group and Network Representatives as well as with the First Peoples and Saskatchewan Museums Committee. With the Funding Review conducted by SaskCulture, the Board devoted a good deal of time to responding to the suggested Implementation Plan through meetings with the SaskCulture Funding Review Committee and SaskCulture Board of Directors. The Board also met with the Department of Culture, Sport and Recreation

for the purpose of bringing awareness to the need of establishing a strategy to preserve the cultural heritage of Saskatchewan through support of museums.

Board of Directors

Acting President

Royce Pettyjohn,
*S.W. Sask. Oldtimers' Museum & Archive,
Maple Creek*

President

Terry Graff,
Mendel Art Gallery, Saskatoon

Past President

Brenda Barry Byrne,
Art Gallery of Prince Albert

Directors:

Lucille Bullerwell
Clayton McClain Memorial Museum, Cut Knife

Justin Freitag
Wanuskewin Heritage Park, Saskatoon

Rebecca Gibbons (Interim)
Saskatchewan Communications Network, Regina

Céline Perillat (Interim)
Duck Lake Historical Museum

Lyndon Tootoosis
Independent Curator, North Battleford

Vera Weenie-Kasokeo
*Poundmaker Historical Centre
& Teepee Village, Payton*



2007-2008 Board of Directors:

Justin Freitag, Royce Pettyjohn (Vice President), Lucille Bullerwell, Terry Graff (President), Brenda Barry Byrne (Past President), Vera Weenie-Kasokeo, Céline Perillat, insert: Lyndon Tootoosis



Governance

Advocacy

In response to requests from the membership, the Board made Advocacy one of the organization's priorities. The Board struck an Advocacy Committee who approached the Minister of Culture, Sport and Recreation and outlined the pivotal role that museums play in community development. They stressed the need for a strategy to ensure that museums will receive support to further the development of cultural heritage in our province. The Minister responded with a letter assuring that MAS would be consulted as the government moves forward with a Policy on Heritage in Saskatchewan.

The Board also sent Board members to each Network meeting to discuss the Board's vision and the role of advocacy in each museum's respective community. The Board advocated for museum support to SaskCulture at both the Funding Review and at the meeting with SaskCulture to defend the application to the Lotteries Trust Fund for Global Funding. Staff researched the positive impact that museums have on community development in preparation for designing an Advocacy Strategy. Staff supported advocacy efforts of the Saskatchewan Arts Alliance.

Communications

Correspondence

In response to the increasing use of email to communicate, MAS launched an email newsletter, *Ephemeris*, to provide time sensitive and web linked news to the membership. MAS also issued a one page, two-sided, newsletter called *MuseNews*, four times a year.

The MAS Web Site (www.saskmuseums.org) had First Class Conferencing (FCC) added to it as a means to allow members to engage in conversations outside of face-to-face meetings. The MGP results were posted on the web site. Content was kept up to date. The whole web site is slated for updating in 2008.

Meetings and Conferences

MAS's 40th Annual General Meeting was held in Regina at the Royal Saskatchewan Museum. The day consisted of a tour of the RCMP Heritage Centre

- *Peter Quiring is a long term volunteer at the Regina Plains Museum and is one of the museum's unique stories. He bakes some of the best shortbread cookies for us at Christmas, fixes things here and there and takes on a photographer's role when needed, but he really made headlines when he created a replica of his boyhood home. The result is still on display at the museum and has created considerable interest in this project. It was the cover of our 2007 Christmas card and a front page story in the December 17 Leader Post by Ron Petrie. As Peter has said – the replica cost more than the original house and took more time to build. His home has since delighted thousands of visitors since he brought it to the museum.*

The RPM, in 2008, is creating six new Reminiscence kits. Peter's home and the related stories will make up one of these kits. Peter is taking his kit and stories to interact with other seniors in Regina. He will also be part of some storytelling sessions at the museum. These projects have also benefited Peter in many ways since he has become part of this museum and, subsequently, part of its history.



Advocacy &

and the Royal Saskatchewan Museum. The AGM was held in the late afternoon followed by a banquet celebration. The next morning CHIN provided a workshop.

MAS hosted the first Saskatchewan Aboriginal Heritage Symposium at the Dakota Dunes Casino. It was attended by 70 participants.

Staff presented the value of museums at the SUMA conference. Member groups met face to face and on line throughout the year. The Executive Director was appointed to Tourism Saskatchewan's Board of Directors by the Saskatchewan Arts Alliance and SaskCulture as the representative of Art, Culture and Heritage. MAS has met with heritage organizations in the province to discuss common goals and future directions.

Partnerships

MAS partnered with SaskTourism to list museums according to theme and amenities in the re-vamped Vacation Guide. MAS also partnered with SaskTourism to promote museums at three of the four Tourism Portals. MAS partnered with SCN to facilitate the production of the Treasures for the Mind vignette series. MAS also partnered with SaskTel to launch the SaskTel Centennial exhibit which traveled to 10 rural museums beginning in March 2008.

Media Coverage

MAS staff have presented the valuable employment experience that a student receives if given the opportunity to work in a museum. MAS staff and volunteers have presented the positive impact that the Aboriginal Cultural Heritage Symposium will have on building relations. MAS staff presented the positive impact that culture and creativity has on community development. MAS staff illustrated the need for a repatriation policy and strategy, using the repatriation efforts of the Pasqua pictograph as an example.

Communications

- *This past year has been very exciting for the Allen Sapp Gallery. We are wrapping our second year of using SMART technology in our educational programming. As a result of the programming that the gallery is doing, we have had requests to showcase our use of SMART technology. We have had requests from MAS, schools, teachers and artists.*

"Through the Eyes of the Cree and Beyond", the Allen Sapp Gallery's national touring exhibition was originally scheduled to be wrapped up in May 2008, but it has now been extended to November 2009 to accommodate a stop in Swift Current in June and a stint at the Museum of Manitoba in 2009. Over the past five years it has traveled to 16 venues in five provinces and one territory, it has been seen by over 100,000 visitors and has won two awards. In 2007-2008 both Sask Learning and Alberta Learning listed and recommended its catalogue and multi-media education kits.

In November 2007 Cowboy Country did a wonderful high definition documentary on the gallery, which aired nationally in 2008.

In 2007 the Allen Sapp Gallery signed an agreement with the Keepers of the Treaty from Red Pheasant Reserve to house the Red Pheasant Treaty document. This rare document is over 130 years old and it is believed only a few remain. The treaty is a significant artifact in the history of the Plains Cree and the gallery is being asked to house it, this is a first in Saskatchewan (the Royal Saskatchewan Museum has a similar agreement but no treaty).



Certificate in Community Museum Studies is a program of nine courses: *Organization and Management, Museums and the Community, Collections Management, Care of Collections, Exhibit Design, Museums and Education, Marketing the Museum, Volunteer Management, and Research*. These courses provide entry-level training in museum studies, creating an understanding and recognition of the scope of knowledge, skills and standards of excellence required to operate a successful public museum. In 2007-2008, 101 registrants participated in five courses – *Marketing the Museum* in Weyburn, *Volunteer Management* in Rosetown, *Organization and Management* in North Battleford, *Care of Collections* in Melfort, and *Museums and Education* in Moose Jaw.

Certificate in First Peoples Museum Studies is a program of eight courses, four from the original Certificate – *Museums and the Community, Collections Management, Care of Collections, Exhibit Design or Museums and Education* – and four new courses – *Community Context, Repatriation, Care of Collections II, and Interpretation*. This Certificate provides the essential knowledge, skills and standards of excellence necessary to manage a First Nations or Métis collection. Two of the new courses, *Repatriation* and *Care of Collections II*, were developed and piloted in 2007. Based on the pilot, *Care of Collections II* is in the final revision stage. The *Community Context* course is currently under development and will be offered in 2008-2009. The fourth new course, *Interpretation*, will be developed the following year.

Consultation & Reference Services provides member museums with access to information and assistance on all aspects of museum operations and is based on standards as articulated in Standards for Saskatchewan Museums – 2002. Services are available by telephone, e-mail or in person at Network meetings. Services include referrals to appropriate resources both within MAS and to outside individuals and agencies. Requests for information remained constant. Network members were able to obtain personal assistance from MAS staff as part of the Network meeting.

Introduction to Saskatchewan Standards and Standards for Boards are workshops designed to create a feeling of comfort in understanding and applying standards in museum operations and

governance. These workshops are delivered by people from community museums – Gwen Zweifel, Yvette Wojcik, Frances Westlund, Delores Cutler – who come from different parts of the province and have chosen to share their knowledge and experience with standards. In August 2007, four new people – Lydia Mathies, Audrey Tate, Lorraine Waskowic and Crystal Craig – joined the group and participated in the train-the-trainer workshop. In 2007-2008 *An Introduction to Standards* was delivered in, September in Esterhazy, to 20 participants. Standards for Boards was delivered to the boards of seven different museums.

First Nations and Métis Initiative

Through the support of the Museums Assistance Program from Canadian Heritage, MAS is able to contribute to the development of First Nations and Metis heritage. The goals of this initiative are:

1. To explore new forms of museums (i.e. cultural centres, keeping houses, etc.) and ways of providing services and to provide a forum for museums and members of the Aboriginal community to engage in dialogue
2. To support First Nations and Métis communities in museum initiatives
3. To facilitate First Nations and Métis involvement and partnerships in non-Aboriginal institutions that have First Nations and Métis collections
4. To support the work of the First Peoples and Saskatchewan Museums Committee

The work of this initiative is guided by the First Peoples and Saskatchewan Museums Committee, which advises and recommends policy to the MAS board, and develops strategies for programs and services. The mandate of the Committee is to develop a framework for cultivating mutual respect between the Saskatchewan museum community and the First Nations and Métis communities. The Committee has a number of goals, but has given priority to strategies that will provide access by First Nations and Métis people into the Saskatchewan museum community. In keeping with the goals of the initiative, consultation and on-site visits were provided to Aboriginal communities planning heritage projects, and non-Aboriginal museums needing to improve the care

of their First Nations and Métis collections. Other project activities, planned for 2007-08, were delayed when the Director of Aboriginal Cultural Heritage moved to a new position outside of MAS. However, the Association was able to hire Terry Lavellee in early 2008 to organize Saskatchewan's first Aboriginal Cultural Heritage Symposium under the direction of the First Peoples and Saskatchewan Museums Committee. On March 29, 2008 seventy people, from museums and Aboriginal communities, attended the symposium in Saskatoon. (See highlights for description.)

Two other key activities planned for 2007-08, creation of content for an Aboriginal presence on the MAS website and a follow-up survey on First Nations and Métis collections in Saskatchewan museums, will be completed in 2008.

First Nations and Métis Collections Care Grant was introduced to the museum community in 2000. The grant is designed to provide financial assistance to museums seeking resources and working relationships within the First Nations and Métis communities. The goal is to support museums in their implementation of the First Nations and Métis standards. There are two deadlines per year – September and January.

The Learning Coalition (TLC) is an alliance of four provincial museum associations: Alberta, Saskatchewan, Nova Scotia and Ontario, for joint action in individual and organizational development. In 2007-2008, the Coalition contributed to the completion of the Job Description Tool Kit, which was uploaded onto the MAS website in August 2007. The Coalition offered an online workshop entitled, *Aboriginal Collections: Redefining the Meaning of Care*, which was offered over a period of one month and was taught by Lori Whiteman and Lorne Carrier. Fifteen participants from all four Coalition provinces participated in the online workshop. Work is almost complete on developing a tool for museums to self-assess their relationship with their community. This will be ready to pilot in 08-09. In February 2008 TLC participated in training meetings with CHIN and with CCI. An important outcome of those meetings is a closer working relationship with these organizations on identifying learning needs and strategies to address the needs.

Networks are self-determined regional groupings of museums according to geographic proximity. They meet twice a year, to share ideas and work collectively. Operating grants are available to assist in basic network operations. There were 12 active Networks in 2007-2008. Each network has an average of 12 members. Network members comprise 69% of MAS institutional members.

Networks continue to play a key role within the Association as vehicles for member consultation. Each Network was partnered with a MAS Board member who presented the Board's strategic priorities at the fall, 2007, Network meetings.

The Network Representatives also met twice to discuss common issues, ideas, and concerns. Their spring meeting was largely spent meeting with representatives of the MAS Board of Directors to discuss organizational issues.

Resource Library holds over 1,400 titles, which are available for loan at no charge to members. Materials include books, periodicals, and A.V. materials on all aspects of museum operations. Environmental monitoring equipment, including hygrothermographs, data-loggers, and light meters, are also available for loan through the Resource Library. Members accessed the library, on average, twice a month.

Special Interest Groups (SIG) are groups of individuals working in particular museological areas. SIGs facilitate individual and organizational development of the museum community by acting in partnership with the MAS Board and staff in advocacy, education, and communication. In 2007-2008, two new SIGs – a Research SIG, and a Marketing and Communications SIG, joined the eight existing SIG groups – Interpreters, Conservation, Education and Public Programs, Collections Management, Directors/Managers, Exhibitions, Family of Sites and First Peoples.

The SIG Representatives met four times over the past year plus twice online using the new First Class Conferencing System (FCC) that MAS has installed. Discussions focused on evaluating the new Coaching Program, planning professional development for 2008-2009, updating SIG information for the MAS website and getting oriented to FCC, providing the

Learning Coalition with feedback on their projects, and welcoming the two new SIG representatives.

Special Interest Program provides professional development in specific museum fields, focusing on philosophy, practices and issues. A variety of learning activities are offered to museum staff at the intermediate to advanced level on subjects chosen by the Special Interest Groups. In 2007-08, 60 individuals attended 3 different workshops – Using Technology to Build Community Relationships, Using New/SMART Technology in Programming, and New Principles of Interpretation in Practice, which had both an inclass and online component. 6 Discussion Groups were also offered and attended by 67 participants. The Coaching Program offers museum professionals the services of a coach to provide on-site guidance and expertise in a specific area of need. Four institutions accessed the program – Prince Albert National Park invited Dr. Sam Ham to help them improve their approach to interpretation and interpretive programming. The Godfrey Dean Art Gallery invited Kate Davis to help them improve their governance as an art's organization. The Saskatoon Zoo Society invited Eric Koshinsky to help them improve their ability to effectively use their website, and the T-Rex Discovery Centre invited Trent Fraser to help improve their ability to attract corporate sponsorships.

Standards for Saskatchewan Museums is the document developed by MAS to articulate goals and guidelines for achievement in all areas of museum operation. It was initially developed in 1988 and was revised in 1991 and most recently in 2002. The Standards Document was developed in consultation with the museum community and its guidelines provide the base upon which a healthy, relevant museum community is built. It also provides the foundation upon which MAS programs, including the Museum Grant Program, the Certificate in Community Museum Studies and Consultation and Reference services, are based.

● *The Swift Current Museum opened a new facility in May, 2007. It provided an opportunity to enhance our internal operations and service to the public. Some of the changes included new permanent and temporary exhibit galleries, the addition of a Collections Officer position, dedicated storage for our archives collection, and partnering with Tourism Swift Current for visitor information.*

Along with many Saskatchewan cities, Swift Current is experiencing significant growth. This will present both challenges and opportunities as we plan and initiate new programs and interpretive experiences for residents and visitors alike.



Museum Grant Program

The Museum Grant Program (MGP) provides operational funding from the Saskatchewan Lotteries Trust Fund to museums throughout Saskatchewan. The program is intended to support and promote the advancement of operational excellence. Saskatchewan Lotteries distributes funding to museums through the MGP which is administered by MAS, and to galleries through the Gallery Grant Program (GGP), which is administered by the Saskatchewan Arts Board.

In 2007 – 2008, funding for the MGP was \$475,000, which was an increase of 4% from the previous year. Through the MGP, 99 museums received funding. There were 51 applications to Stream I, 40 applications to Stream II, and 14 applications to Stream III. It is important to note that museums of all sizes and scopes, with many different mandates, received money from the MGP. Results are posted on www.saskmuseums.ca

Detailed summary reports were again produced in order to provide museums with an analysis of their application and included resource information and support for improvement.

- *The Herbert CPR Station Museum and Tourist Information Centre operates from the first Monday in June to the Labour Day weekend, providing historic exhibits of CPR memorabilia, heritage artefacts in the Reed Valley School House and a pioneer cottage. Rolling stock includes a caboose, snow plow, and a boxcar. The Association has an operational model train for viewing pleasure. The museum complex also provides tourist information services. The kitchen provides 'Faspa' as the specialty menu item in addition to beverages, desserts and other refreshments. The complex is completely wheelchair accessible with exception of the snow plow. The members annually host a newcomers welcome in conjunction with Welcome Express, a Canada Day Celebration on July 1, and several times during the season there are special events featuring local old-time music on the station platform. These events usually feature food items such as pie & ice-cream, or cake and ice cream, or barbecued burgers and hot dogs. Christmas in Herbert has been a success with decorations galore and a banquet in early December as a way of raising funds and promoting community pride. Staff and volunteers provide historic and heritage tours of the complex and special events for schoolchildren and for seniors are offered periodically.*



- *When MAS contacted Assiniboia & District Museum questioning our interest in hosting the SaskTel exhibit for a short time, I accepted without even talking to my board members. This changed the timeline we had in mind, but what good are plans if they can't be changed?*

As we started looking at our artifacts to see what would be appropriate to complement the Centennial display, we surprised ourselves with what we actually had.

Our original early February opening was delayed, but the display arrived a few days before the new scheduled opening and we were ready for the show on March 12th.

We had a ribbon cutting and Open House to kick off the temporary display. Representatives from Head Office, SaskTel and MAS were present. We had invited any former SaskTel or Sask Government Telephone employees that still live in the area. The Assiniboia Mayor cut the ribbon made of SaskTel packing tape, and held by two local, retired SaskTel employees. Speeches were given by Royce Pettyjohn, Vice President of MAS and Greg Indzeoski, from Sask Tel Corporate Communications Office. We had 55 people attend the Official opening of the display.

Our annual school program was run in conjunction with the display, with 220 students participating this year. What a charge! Watching these little people try to call home on a rotary dial phone! There were also challenges using tin can phones.

We had 346 people visit our museum in the three weeks the display was on-site, a phenomenal number for the winter.



Yearly Highlights

The Aboriginal Cultural Heritage Symposium

grew from the need identified by the First Peoples and Saskatchewan Museums Committee to provide an opportunity for Aboriginal and non-Aboriginal people to come together to discuss heritage issues and concerns. One of the key goals of the symposium was to use the results of the symposium to determine future directions for MAS. The day began with a pipe ceremony, followed by the opening prayer by an elder and introductory remarks from MAS and the province, represented by Don Morgan, Minister of Justice and Attorney General. Jack Royal, Director of the new Blackfoot Crossing Interpretive Centre in Alberta, and Mark Callette, Manager of Batoche National Historic Site, opened the door for the discussions by talking about their respective sites and in particular, how important strong relationships and partnerships are in achieving their mandates. Discussions were focused around three "Talking Circles" on repatriation, making connections and future vision, and were enhanced by guest speakers who lead the conversations. In reviewing the information from all the "Talking Circles" there was a reoccurring theme of learning: learning through listening, exchanging information, storytelling, learning in non-traditional environments, learning to work together to better understand one another, learning respect, learning how to build partnerships, and the need for appropriate education. The symposium provided the opportunity to raise and discuss a wide range of important issues. At the close of the day it was evident that the discussion needed to continue after the symposium. As one person commented, "Sometimes we can be so afraid to do the wrong thing that we don't do anything. That in itself is wrong. We need to continue this dialogue and hopefully we can find the way to do that." The First Peoples and Saskatchewan Museum Committee will be setting objectives and acting on what was learned in the symposium.

SaskTel Centennial Exhibit

In partnership with SaskTel, MAS developed a travelling exhibit which celebrates the 100th anniversary of SaskTel. The exhibit was designed to travel around the province – primarily to small, rural community museums throughout 2008. Host communities were encouraged to create complementary exhibits drawn from their own collections. MAS also created a Teachers' Resource Guide to accompany the travelling exhibit. It was designed to meet specific curriculum

needs for students in Grades 4 through 8 and to address some components of the Grades 3 and 9 curricula.

Entering into this partnership has provided MAS with an opportunity to demonstrate how museums play a pivotal role within their communities. They are able to showcase and celebrate the ingenuity and creativity of Saskatchewan people, demonstrating what can be accomplished when we work together.

Job Description Tool Kit

In the summer of 2007 a new learning resource was made available to members on the MAS website. Planned by the SIG Representatives and the Learning Coalition, and written by Maureen Matthew of InnovaLearning, the Job Description Tool Kit gives union and non-union museums direction in designing, writing, and evaluating job descriptions for the major and most common jobs in museums. The tool kit has two parts: a workbook which describes how to research and write a job description and includes tools to use, and a job bank containing examples of job descriptions from various museums in Canada. Sample descriptions are available for positions in operations (management, communications, finances, and support positions), collections management, conservation, curatorial, education, and exhibitions.

The Job Description Tool Kit was developed in response to requests from museums for information on the mechanics of developing job descriptions as well as examples of actual descriptions used by museums. The Human Resources Study, Trends & Directions, found that only approximately 50% of staff in Saskatchewan museums have job descriptions. The intent of this learning resource is to help museums improve their organizational performance and thereby advance their capacity to serve their community.

Coaching Program

Another outcome of the Human Resources Study, Trends & Directions, was the identified need for short-term intensive learning experiences when an organization needs it most. This led to the development of the Coaching Program. In its second year of being offered, this personalized on-site coaching approach is proving to be a very effective professional development strategy for staff and

for improving organizational performance to meet challenges and take advantage of opportunities. As one participant stated after the experience, “He (the coach) was the right person in the right place at the right time.”

FirstClass System (FCC)

In our efforts to increase avenues of communication and work more collaboratively with members, the Association purchased the licence to use FirstClass from SoftArc Inc. Global Area Communications. FirstClass is a communication and information system that integrates email with group conferencing, access to existing databases, forms processing, real-time discussions and online communication functions. This past year the SIG Representatives were the first to experiment with the system. They held two real-time discussions – the first to get oriented to the system and the second to hold a meeting. The SIG Representatives are also beginning to use it to work on a project together. We hope to have the MAS Board and other member groups using FCC in 2008.

Tourism Saskatchewan Visitor Reception Centres – pilot project

MAS partnered with Tourism Saskatchewan to give member museums an opportunity to be part of a pilot project where they would mount small promotional exhibits at two of the five Visitor Reception Centres (VRC) in Saskatchewan. The two VRCs participating were located in Langenburg and North Portal. MAS invited members in close proximity to the two VRCs to participate in the pilot project. Each participating museum was to select an object and provide an appropriate ‘story’ to accompany the object which would exemplify their museum. They were also to provide summer hours of operation. MAS edited the copy and provided the finished, mounted version of all text to the VRC.

The partnership between MAS, Tourism Saskatchewan and the seven participating museums was a good opportunity to market museums to the visiting public. Not only did the seven museums participating receive a higher profile but the displays showcased all museums in Saskatchewan to tourists stopping at the two participating VRCs.

Saskatchewan Museums – Treasures for the Mind

Museums Association of Saskatchewan entered into a partnership relationship with Ted Delanghe of Communicom Associates to produce a series of vignettes, averaging 2 minutes in length, of stories revolving around a single artefact found in Saskatchewan museums. The 20 vignettes produced will be broadcast on the Saskatchewan Communications Network (SCN).

The Treasures for the Mind project was a follow up to the 10 vignettes produced based on the Saskatchewan Women of Influence exhibit panels produced by MAS members in 2005. In both cases MAS was able to showcase unique stories based on the collections in member museums by partnering with Communicom Associates and SCN.

- For five days in August, the Cut Knife Community Museum played host to "Young Friends of the Museum" a summer day-camp program for local kids aged 6-12 exploring heritage and history.

This year, participants enjoyed activities such as: making a loaf of bread from scratch, learning about our horse and pond friends, making a trip to Poundmaker Historical Centre and putting on their own play that portrayed the Battle of Cut Knife Creek.

The activities were enjoyed by all, and encouraged the children to become more interested and aware of their heritage and local history.



Staff

Brenda Sherring <i>Executive Director</i>	Mandy Rathgeber, <i>Membership Assistant</i>
Patricia Fiori <i>Director of Learning</i>	Lorne Carrier, <i>Director of Aboriginal Cultural Heritage</i>
Wendy Fitch <i>Director of Research and Museum Development</i>	Jan Morier, <i>Director of Communications</i>
Brenda Herman <i>Director of Finance & Admin.</i>	

At the end of 2007, MAS had four full time positions and one part time. Lorne Carrier accepted the position of Manager of the Aboriginal Tourism Association of Saskatchewan (ATASI). Mr. Carrier continues to participate on the First Peoples and Saskatchewan Museums Committee. When Mandy Rathgeber's summer student contract ended, she then pursued employment in the tourism industry. Jan Morier was increasingly drawn to self-employed desktop publishing and community enhancement activities and decided to pursue those interests on a full-time basis. Patricia Fiori moved from a full time position to 80% time. MAS will be seeking a full time Education Intern, to train under Patty, as soon as funding is available and as soon as we can sustain this position. MAS also aims to sustain a full time Administration Assistant position.

Special Interest Groups

Interpreters

Andrew Whiting,
Beaver Creek Conservation Area

Education and Public Programs

Laura Kinzel, *Mendel Art Gallery*

Conservation

Elaine Rohatensky, *Parks Canada*

Collections Management

Debbie Massett,
Western Development Museum

Museum Managers

Dean Bauche, *Allen Sapp Gallery*
Jennifer Hoesgen, *Humboldt Museum*
& *Art Gallery*

First Peoples

Linda Young, *Adjunct Professor*
University of Saskatchewan

Exhibitions

John Snell, *Saskatchewan Science Centre*

Marketing and Communications

Karen Worobec, *RCMP Heritage Centre*

Family of Sites

Janette Hamilton,
Saskatchewan Provincial Parks

Research

Christa Nicholat, *Gabriel Dumont Institute*

Staff

Patricia Fiori,
Museums Association of Saskatchewan

Networkers

North East Museums Network

Gailmarie Anderson, *Melfort Museum*
Shirley Ulvild, *Birch Hills &*
District Museum

North West Museums Network

Gwen Zweifel, *Frenchman Butte Museum*
Dorothy Schwartz, *Maidstone &*
District Museum

Prairie Trails Museums Network

Dora Wall, *Main Centre Heritage*
Heather Wilson, *Morse Museum*
& *Cultural Centre*

Qu'Appelle Valley Museums Network

Flo Miller, *Motherwell Homestead NHS*
Bob Campbell, *Wolseley Community*
Museum

Seneca Root Regional Museums Network

Dorothy Korol, *Ukrainian Heritage Museum*

South Central Museums Network

Audrey Tate, *Mossbank & District Museum*
Colleen Raes, *Wood Mountain*
Rodeo/Ranch Museum

South East Museums Network

Sandra Hanni, *Allie Griffin Gallery*
Cheryl Andrist, *Estevan Art Gallery &*
Museum

West Central Museums Network

Shirley Bennett and Marie-Helene Debert,
Biggar Museum and Gallery

Moose Jaw Museums Network

Joan Maier, *Moose Jaw*
Museum & Art Gallery

Parkland Museums Network

Marilyn Sparrowhawk, *Esterhazy*
Community Museum
Anthony Jordan, *Moosomin Regional*
Museum

Quill Plains Museums Network

Ruby J. Lindsay, *Naicam Museum*

Last Touch Museums Network

Wes Bailey, *Cupar & District Museum*

Staff

Wendy Fitch,
Museums Association of Saskatchewan

First Peoples and Saskatchewan Museums

Shawn Ahenakew
Mark Calette
Robert Doucette
Felicia Gay
Ken Goodwill

Dr. Margaret Hanna
Denny Morrison
Céline Perillat
Evelyn Siegfried
Lyndon Tootoosis

Linda Young
Lorne Carrier, Iris
O'Watch
(Staff Support)

Museum Grant Program Jury

Stream 1

Flo Miller
Keith Knox
Dolores Cutler
Audrey Euteneier
Wendy Fitch (Staff Support)

Stream 2

Heather Gibson
Chad Debert
Jacquie Mallory
Cathy Paproski

Stream 3

Ingrid Cazakoff
Jennifer Hoesgen
Céline Perillat
Gary Young

Audit Committee

Joanne Grant
Allen Lefebvre

Lyndon Tootoosis
(Chair)

Brenda Herman
(Staff Support)

Brenda Sherring
(Staff Support)

Management's Responsibility

To the Members of Museums Association of Saskatchewan:

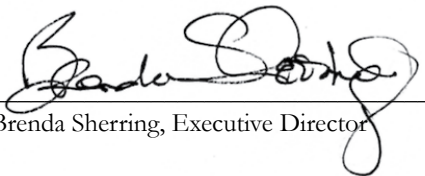
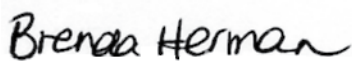
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian generally accepted accounting principles. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors and Audit Committee are composed of Directors who are neither management nor employees of the Association. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Audit Committee has the responsibility of meeting with management and external auditors to discuss the internal controls over the financial reporting process, auditing matters and financial reporting issues. The Committee is also responsible for recommending the appointment of the Association's external auditors.

Meyers Norris Penny LLP, an independent firm of Chartered Accountants, is appointed by the members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Committee and management to discuss their audit findings.

April 24, 2008


Brenda Sherring, Executive Director
Brenda Herman, Director of Finance & Admin.

Auditors' Report

To the Members of Museums Association of Saskatchewan:

The accompanying summarized balance sheet, and statements of revenues, expenditures and surplus, including supporting schedules, and investment in capital assets are derived from the complete financial statements of Museums Association of Saskatchewan as at March 31, 2008 and for the year then ended on which we expressed an opinion without reservation in our report dated April 24, 2008. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the Corporation's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Regina, Saskatchewan

April 24, 2008


Chartered Accountants

Museums Association of Saskatchewan
Summarized Balance Sheet
As at March 31, 2008

	<i>2008</i>	<i>2007</i>
Assets		
Cash and short-term investments	249,470	213,193
Accounts receivable	71,577	57,348
Prepaid expenses and deposits	2,575	2,575
	323,622	273,116
Investments	104,359	101,840
Capital assets	12,964	1,461
	440,945	376,417
Liabilities		
Bank indebtedness	1,988	-
Accounts payable and accrued liabilities	21,284	23,319
Grants received in advance	184,000	179,109
	207,272	202,428
Members' Equity		
General reserve	90,732	90,732
Investment in capital assets	12,964	1,461
Surplus	129,977	81,796
	233,673	173,989
	440,945	376,417

Summarized Statement of Revenues, Expenditures and Surplus
For the year ended March 31, 2008

	<i>12 Months Ended 2008</i>	<i>13 Months Ended 2007</i>
Revenue		
Grants from Saskatchewan Lotteries Trust	408,217	385,828
Other grants/partnerships	146,792	158,240
Self-generated	33,848	37,490
Total revenues	588,857	581,558
Expenditures (Schedule 1)	529,173	593,114
Excess (deficiency) of revenues over expenditures for the period	59,684	(11,556)
Surplus, beginning of period	81,796	91,861
Change in amount invested in capital assets	(11,503)	1,491
Surplus, end of period	129,977	81,796

Summarized Statement of Investment in Capital Assets
For the year ended March 31, 2008

	<i>12 Months Ended 2008</i>	<i>13 Months Ended 2007</i>
Balance, beginning of period	1,461	2,952
Purchase of capital assets	18,909	-
Amortization of capital assets	(7,406)	(1,491)
Balance, end of period	12,964	1,461

Detailed financial statements are available on request.

Museums Association of Saskatchewan
Summarized Schedule 1 – Expenditures by Division
For the year ended March 31, 2008

	<i>12 Months Ended 2008</i>	<i>13 Months Ended 2007</i>
Governance	44,588	40,024
Administrative Services	100,892	115,044
Contracts	60,596	41,706
Advocacy		
Professional/Government relations	3,059	1,518
Awards	374	-
Salaries/benefits	17,503	4,594
Total Advocacy	20,936	6,112
Communications		
Membership Relations	39,427	75,765
Public Relations	4,435	11,698
Salaries/benefits	54,693	51,945
Overhead	3,774	5,212
Total Communications	102,329	144,620
Museum Development		
Education	45,157	78,879
Advisory	-	2,552
Resource library and materials	296	1,868
First People's Initiative	32,147	22,115
Member funding	5,500	7,964
Salaries/benefits	101,473	113,430
Overhead	15,259	18,800
Total Museum Development	199,832	245,608
Total expenditures by division	529,173	593,114

Detailed financial statements are available on request.

Acknowledgements

● This year, the Reynold Rapp Museum in Spalding, celebrated its new addition with a ribbon cutting ceremony. In his address to the gathering, Palmer Ruten said, "It is our responsibility as a community to preserve our history. Mayor Olwen Hoffman, whose duty it was to officially cut the ribbon to open the annex, echoed that thought, saying that preserving our heritage, knowing where you have come from to understand where you are going, is very important for the next generation. She congratulated the many volunteers who have created a "living working museum" in their community. The volunteer museum board and their helpers had worked hard to get ready for this day. The green, tree-shaded grounds were in shape. Musicians, Ken Degenstein and Orest Spizawaka provided a pleasantly festive background for the Strawberry Shortcake Social held on the grounds and the museum, with its fresh coat of exterior paint, sparkled.



MAS gratefully acknowledges its major funding agencies for their financial support: The Saskatchewan Lotteries Trust Fund administered through SaskCulture and The Museums Assistance Program through the Department of Canadian Heritage. In addition, MAS would like to thank Young Canada Works for supporting a student position. MAS would also like to thank SaskTel for their partnership initiative that brought an inaugural touring exhibit, SaskTel's Centennial, to many rural museums throughout our province. MAS thanks the Department of Tourism, Parks, Culture and Sports for its commitment to preserve the cultural heritage of Saskatchewan for future generations to learn and grow from.

We recognize and thank all of the leaders of member groups, workshops and courses. The Association also thanks the government bodies, organizations, agencies, companies and individuals that have worked so hard to help the Museums Association of Saskatchewan help museums to achieve their mandates and to be the best that they can be.

MAS especially acknowledges the contributions of the many volunteers and staff who are dedicated to serving museums throughout Saskatchewan.



2008 is the 20th Anniversary of
"Standards for Saskatchewan Museums"



- Conference Participants vote to adopt "Standards for Saskatchewan Museums" at the 1988 Annual General Meeting