



# Board & Staff QUARTERLY REPORT

Winter 2023  
VOLUME 14, ISSUE 3

## PRESIDENT'S MESSAGE

On behalf of the MAS Board of Directors, I want to wish all of you a very Happy New Year and all the best to you in 2023. I am sure this coming year holds great promise for museums across Saskatchewan as many continue to recover from the pandemic, and build new programs and opportunities for engaging with heritage and culture within their communities.

Over the course of the Fall, MAS Board members and staff took part in various network meetings across the province, many of which were held in-person. We were very happy to see everyone again, and to hear about all the great work museums have been doing over the past year with engaging programming within their communities. Discussions at many network meetings focused on challenges and innovations surrounding virtual engagement during and since the pandemic. MAS very much appreciates the feedback received from members regarding these challenges, particularly the need for finding and accessing funding for digital initiatives in museums. There was also discussion regarding working together to meet the changing landscape of tourism in local museums, and how MAS can help through training, resources and other supports. Networks are already working collectively to advertise their museums in their networks and across the province, and we look forward to seeing the impact of those efforts. MAS encourages its members to reach out to MAS staff at anytime if they have any suggestions or need support.

The MAS Board of Directors warmly welcomes Tim Panas to MAS staff as the new Learning Program Lead. Tim has an extensive background with various heritage organizations in Saskatchewan, Alberta, and Manitoba, including as a heritage professional with Parks Canada. He also has experience with adult education and course development, as well as working with volunteers. Tim is very enthusiastic

and looks forward to working with you in the years to come.

MAS staff continues to work towards bringing engaging museum-related courses to you through its Certificate in Museum Studies and Special Topics programs. Courses throughout the fall focused on exhibits, collections, and engaging with communities, as well as digital preservation. Stay tuned for the upcoming suite of courses for spring, as well as the ongoing Community Chat series. Also, the latest version of Standards for Saskatchewan Museums has been released, which will be a great resource for members.

The MAS Board of Directors met in October and December with the focus of those meetings being on strategic planning and enterprise risk management processes, which will help inform MAS's long term strategic plans. These strategic planning sessions generated discussions regarding the future of museums and various changes and challenges faced, including how museums can play an active role in social discussions, and how museums matter in communities when facing crises of hate, violence, food security, climate change, etc. There were also important discussions surrounding the ongoing concerns regarding funding and tourism.

On behalf of the MAS Board of Directors, I wish you all a wonderful winter season and we look forward to connecting with you in the coming months.

Dr. Tracene Harvey

MAS President



# BOARD OF DIRECTORS

## President

**Dr. Tracene Harvey**  
Museum of Antiquities,  
Saskatoon

## Vice President

**Helanna Gessner**  
Diefenbaker Canada Centre,  
Saskatoon

## Past President

**Merissa Scarlett**  
Estevan

## Directors:

**Delta Fay Cruickshank**  
Biggar Museum & Gallery,  
Biggar

**Vincent Houghtaling**  
Moose Jaw Museum & Art  
Gallery, Moose Jaw

**Valerie Mulholland**  
Regina

**Dr. Barbara McNeil**  
Saskatchewan African  
Heritage Museum, Regina

**Dr. Angelina Weenie**  
First Nations University of  
Canada, Regina

**Andrew Whiting**  
Saskatoon

**Joanna Munholland**  
Strasbourg

## OFFICE REPORT

Happy New Year! I hope everyone had a safe, restful, and happy holiday season, and that we are feeling inspired and energized for the new year. Museums continue to hold the hearts of Saskatchewan, and we will work together to be more inclusive, accessible, and reflective of the stories that live in our communities.

As we get into the swing of things with a new Executive Director, we are thrilled to announce our newest team member, Tim Panas, giving us a full complement of staff. Tim joined MAS as the Learning Program Lead in October, and he has jumped in with both feet.

Organizationally, there are several significant projects on the horizon. We have met with the Board to conduct a strategic planning process and risk management assessment, resulting in a renewed strategic plan to guide our work at the Board and staff levels for the next three years. We have also developed MAS Advocacy Statements and we are in the midst of developing a new website. Finally, we will be updating and reviewing our Certificate In Community Museum Studies Program over the next year to ensure that it reflects contemporary best practices, inclusive language, and major movements within the museum sector.

We continue to embrace change through the ways we work and connect. We remember that each person brings a completely unique perspective and set of experiences, and that together we build a valuable perspective to better serve Saskatchewan's museums.

Read on and see some of the things we were busy doing between October 1st and December 31st.

“ Story, as it turns out, was crucial to our evolution - more so than opposable thumbs. Opposable thumbs let us hang on; story told us what to hang on to. ”

Lisa Cron, Wired for Story

## STAFF

**Emma Morris**  
Executive Director

**Sarah Durham**  
Museums Advisor

**Tim Panas**  
Learning Program  
Lead

**Brenda Herman**  
Director of Finance

**Amber Hanover**  
Community  
Engagement Lead

**Terri Morris**  
Administrative Assistant

# COMMUNITY LEADERSHIP

## CANADIAN MUSEUMS ASSOCIATION (CMA)

Emma Morris (Executive Director) has been involved in several activities at the national level during this reporting period, including participating on the planning committee for the 2023 CMA Conference.

As a PTMA, the ED continues to participate as much as possible in the renewal of the National Museum Policy. There are several conversations happening across the country about what museums want to see in the policy and how it will be used. There was a survey released at the end of 2022 directly to all Canadian museums, and the MAS posted reminders about the importance of participation so that Saskatchewan's voice comes through clearly in the early deliberations about the policy and content.

The MAS continues to support and promote the CMA's "Moved to Action" report among our membership. The document calls for support for Indigenous-led organizations, initiatives, and self-determination at every level of museum operations and within all museum positions across the country and is aimed at advancing the Truth and Reconciliation Commission of Canada "Call to Action #67" that asks the federal government to provide funding to the CMA to review, in partnership with Indigenous peoples, Canadian museum policies and practices and make recommendations for the sector to become more compliant with the [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#).

## TECHNOLOGY MICROGRANTS

MAS received \$45,000.00 from the Province of Saskatchewan to provide Technology Micro-Grants to help member organizations purchase much-needed technology and equipment, helping to ease the transitions required by the pandemic. The program was successful, with all 71 organizations who applied being awarded a portion of their full request.

Thank you to everyone for submitting all of your follow up information on time. MAS submitted our follow up report on the program to the ministry, and we received a letter accepting our report and

closing out the project. They did report the impacts of the micro-grants within government, ensuring that it is well-known and documented that initiatives like this are helpful for MAS members. Thank you to the Government of Saskatchewan for investing in Saskatchewan museums!

## PARTNERSHIPS

MAS is a contributing partner in the Alberta Museums Association led Reconsidering Museums Consortium project, whose purpose is to determine the role of museums in Canada in the 21st Century. The final phase of the project involves the development of tools museums can use to better share their value to community, an Advocacy Policy, new website, and Action Guide as part of the Reconsidering Museums toolkit. For more information visit the Alberta Museums Association website page: <https://www.museums.ab.ca/what-we-do/reconsidering-museums.aspx> where you can learn more about this project. MAS will share the new website through social media and ephemera when it is live.

## NETWORKS

The Fall Network meetings were held both in person and virtually throughout October. MAS staff and Board were able to attend all of the meetings and it was wonderful to catch up with members. We are looking forward to meeting again this Spring.

The Spring 2023 submission for Network Grants are due March 31st, 2023. The application forms have been circulated. If you want to be a part of a Network or want to know more about the program or grant, contact the MAS office at [mas@saskmuseums.org](mailto:mas@saskmuseums.org) or Amber Hanover at [community@saskmuseums.org](mailto:community@saskmuseums.org) or by phone at 306-780-9451.



# CAPACITY DEVELOPMENT

## COURSES AND WORKSHOPS

MAS was able to deliver a number of special interest courses, as well as Certificate Program and they were delivered both in person and virtually. We design our training and resources to support museum staff and volunteers of all kinds, from board members to student workers and emerging to established professionals.

The courses delivered/scheduled and the number of registered participants are as follows:

Museums and the Community, Certificate Program, online (15 participants)  
September 26 - November 7

Collections Management, in person (13 participants)  
Friday, October 7

CCI: Digital Preservation, online (23 participants)  
Tuesdays, October 11, 18, and 25

Oral History: 2 part session, online (16 registered)  
October 21 and November 4

Ethnocultural Community Engagement and Equity: Building Meaningful Relationships, online (this session was postponed until January 2023 due to organizational concerns)

## ADVISORY

Advisory Services are available all year to members. Requests frequently come in via e-mail and phone and are similarly followed-up with phone calls, e-mails, zoom meetings, or site visits where appropriate.

From October to December there were a total of 51 inquiries, with submissions winding down towards the holiday season. All submissions to the Advisory are carefully tracked to help MAS to continue to provide assistance that complies with best practices and standards established within the heritage field, and to help MAS further develop necessary guidelines. Broadly speaking, inquiries for this quarter have included questions on financial management, human resource management, general collections management, conservation, collections research, upcoming programming from MAS, and some requests for research and information.

Inquiries to the Advisor predominately come from MAS Members, but approximately 39% of inquiries this quarter came from non-members.

The SaskCollections initiative also falls under the oversight of the Museums Advisor. This quarter the Advisor has continued working on the development of the SaskCollections Research Portal, a publicly accessible umbrella SaskCollections webpage to which all participating SaskCollections users may contribute their collections information. Going forward, this Research Portal will replace the standalone front-end webpages that SaskCollections participants used to create public access.

The Sixth Edition of Standards for Saskatchewan Museums was completed in December. A PDF version of this latest version is available for free to download on our website from the Member Area under the Online Resources section (<https://saskmuseums.org/members/online-resources>).

## RESOURCE LIBRARY

We continue to upgrade and expand both our environmental monitoring and oral history equipment kits that are available for members to borrow. Details on the new kits and the loan procedures will be coming soon.

Several new books have been added to the library as well, including "Museums as Agents of Change (Murawski, Mike 2021)", "Transforming Inclusion in Museums (Moore, Porchia, Rose Paquet and Aletheia Wittman 2022)", and "The Art of Access: A Practical Guide for Museum Accessibility (Pressman, Heather and Danielle Schultz 2021)".

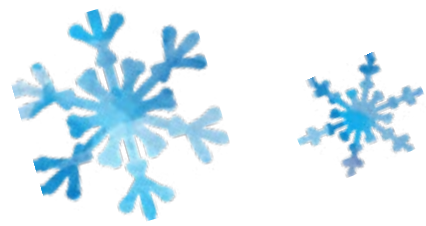
For more information about the library, please contact Tim Panas at [programs@saskmuseums.org](mailto:programs@saskmuseums.org) or by phone at 306-780-9241.

If you wish to stop by the office to have a look at our library, we invite you to do so. Please contact Emma at [ex.director@saskmuseums.org](mailto:ex.director@saskmuseums.org) or by phone at 306-780-9280 ahead of your visit to make sure that someone will be there as we continue with a hybrid work model (both remotely and in the office).





# COLLECTIVE VOICE



## ADVOCACY

MAS's major advocacy has been around IDEA (inclusion, diversity, equity, and accessibility), reconciliation, the role of museums, and the ongoing commitment that this work entails. We have focused on providing resources and framework for members to commit to this work and celebrate successes.

When discussing MAS's collective voice, we have talked at length about posting and sharing with intention rather than being reactionary. This became a significant piece of our strategic planning work as well. With this in mind, MAS has developed a space on the website for organizational statements on specific issues, days, and events, such as organizational statements on the National Day for Truth and Reconciliation and a statement on making museums Safer Spaces. We feel that this better reflects our position within the province, our stance that "Museums Are Not Neutral," and better situates us to highlight the work that our membership is doing to support these initiatives through our social media channels.

## EVENTS

### OCTOBER

- Yukon by Yukoners: Pleistocene to Present, Yukon Museum and Heritage Association annual conference online (Sarah, Emma)
- South Central Museum Network Meeting (Amber)
- Collections Management Course (Amber and Sarah)
- ERM Risk Register review with all MAS Board and Staff
- CCI Workshop (Sarah)
- Seneca Root Museum Network Meeting (Amber)
- Info session with reps from Dept. Canadian Heritage on National Museum Policy (Emma)
- Heritage Regina meeting (Emma)
- Northeast Museum Network Meeting (Sarah)
- MAS Board Meeting (Emma and Brenda, MAS Board)
- River Valley Museum Network Meeting (Amber)
- Quill Plains Museum Network Meeting (Sarah)
- West central Museum Network Meeting (Emma)
- CCI Workshop (Sarah)
- NPTMA Funding Application working group (Emma)
- SaskCulture ECO Meeting (Emma)
- National Trust Conference, incl. National Council Meeting (Emma)

- Oral History Course (Sarah)
- Qu'Appelle Valley Museum Network Meeting (Sarah)
- Parkland Valley Network Meeting (Sarah)
- CCI Workshop (Sarah)
- MAP grant deadline (Emma)
- NPTMA Meeting (Emma)
- Network Meeting (Emma, Sarah, and Tim)

### NOVEMBER

- National Museum Policy meeting (Emma)
- Oral History Course Q&A (Sarah)
- National Museum Policy Meeting (Emma)
- National Learning Plan Meeting (Emma)
- Districts and MAS Brainstorming Synergies (Emma and Sarah)
- MAS Strategic Planning Meeting (Emma)
- Heritage Regina Meeting (Emma)
- PTMA Meeting (Emma)
- SaskCollections training (Sarah)
- Volunteering in Arts sector discussion (Sarah)
- Exhibit opening, The Gathering Place, PA (Emma)

## DECEMBER

- Strategic planning session (MAS Staff)
- National Trust meeting (Emma)
- National Trust for Canada Webinar - Diversity & Inclusion Part 1: Building Communities (Amber, Sarah)
- Historic Brandtner Murals meeting (Emma)
- MAS Board Meeting (Emma, Brenda, MAS Board)
- MAS Office Closed for the Holidays December 24th to January 2nd

In addition, several staff members have also taken the opportunity to attend a variety of informative virtual courses and web series. There were also regular meetings, such as bi-weekly all staff meetings, CMA Conference Planning Meetings, and Program Staff Meetings.

## OPERATIONS

The MAS staff continue to work in a hybrid model, both remotely and in the office. This model is working well for all of us, and we are pleased to have received the Special Initiatives Fund from SaskCulture, which has allowed us to transition to cell phones and better equip our home offices. If you need to reach any staff, please don't hesitate to call, as we are all accessible again Monday – Friday, 8am – 4pm and by leaving a message or sending an email.

Now that we have a full staff and a brand new strategic plan in place, we are getting to work on our major deliverables for the next few years. There are several new projects that we are undertaking to better serve our membership, and we are examining our processes to ensure that they meet the needs of museums in Saskatchewan. Stay tuned for some exciting changes at MAS including new initiatives and programs that will be rolling out beginning this year.

As you know, MAS receives its operational funding from the Saskatchewan Lotteries Trust for Sport, Culture, and Recreation, for which we are very grateful. We are particularly thankful this year because of the multi-year funding formula in place, which has meant MAS received stable funding to continue providing programs and services to museums throughout the province. As the only province in the country with an independent Trust distributing Lottery funding, Saskatchewan is the envy of the rest of the country for both the stability and amount of funding that the museum sector, including MAS, receives annually through the Lotteries Trust Fund.



- Emma Morris, Executive Director, MAS

We gratefully acknowledge the support of:



## SOCIAL MEDIA STATS

E-Phemera has been completed and distributed as scheduled along with a variety of additional group emails on topics of interest.



### Website Visits

16,492

### Sessions

Oct 15 - Jan 17

### Youtube

### Watch Time

15.2 hours

### Video Views

82

### Facebook Followers

1571

down from 1,589

### Twitter Followers

1812

down from 1846

### Instagram Followers

985

up from 939