



MUSEUMS  
ASSOCIATION OF  
SASKATCHEWAN

MUSEUMS ARE MORE...



ANNUAL REPORT  
2023/2024

## 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 Westlund 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  
Royce Pettyjohn 2008-2009  
Céline Perillat 2009-2011  
Rhonda Lamb 2011-2013  
Crystal Craig 2013-2014  
Robert Hubick 2014-2016  
Yvonne Hotzak 2016 – 2018  
Teresa Carlson 2018 - 2019  
Corinne Daelick 2019 - 2020  
Merissa Scarlett 2020 - 2022  
Tracene Harvey 2022 - 2023  
Helanna Gessner 2023 - present

## EXECUTIVE DIRECTORS

Wayne Mitchell 1976 - 1979  
Virginia Hatch 1979 - 1985  
Gayl Hipperson 1985 - 1998  
Lee Boyko 1998 - 1999  
Joan Kanigan-Fairen 2000 - 2006  
Brenda Sherring 2006 - 2009  
Brenda Herman & Wendy Fitch 2009 - 2012  
Wendy Fitch 2012 - 2022  
Emma Morris 2022 - Present

## 2023-2024 MEMBERSHIP

257 Institutional  
10 Associates  
198 Individuals

465 TOTAL

Front Cover image: Museum of Natural Sciences,  
University of Saskatchewan, Saskatoon SK



### Museums Association of Saskatchewan

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Regina, Saskatchewan S4N 6E1

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Email: [mas@saskmuseums.org](mailto:mas@saskmuseums.org)

Website: [www.saskmuseums.org](http://www.saskmuseums.org)

# MUSEUMS ASSOCIATION OF SASKATCHEWAN

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**MAS strengthens Saskatchewan museums through community leadership, building capacity, and acting as the collective voice for our members.**

The Museums Association of Saskatchewan (MAS) is a non-profit, collective organization of over 250 member museums and a total membership of over 400, including individuals and associates. The Association is governed by a member-elected Board of Directors, representative of the museum community. MAS staff oversee the organization's budget, membership, programming, and communications.

The Museums Association of Saskatchewan supports Saskatchewan museums through a variety of education, advisory, resource, and networking programs.

MAS was founded in 1968, and has been committed to supporting the advancement of museums in Saskatchewan for over 50 years.

## VISION

Museums are safe spaces for everyone to engage in learning about our past, present, and future.

MAS is known as a partner in creating sustainable futures for museums.

## VALUES

**Truthful:** We expect honest storytelling to represent diverse heritages.

**Inclusive:** We champion safer spaces that are accessible, free from prejudice, and embrace diversity.

**Innovative:** We act with curiosity and courage to question methodologies; and, introduce new ideas and ways to engage.

## LAND ACKNOWLEDGEMENT

MAS's work and support reaches lands covered by Treaties 2, 4, 5, 6, 8, and 10 currently known as the Province of Saskatchewan, comprised of the territories of the Nêhiyawak, Anihšînāpēk, Dene, Dakota, Lakota, Michif/Métis, and Nakota nations.

We are committed to focus on repairing the relationships between immigrant Canadians who have settled here over centuries and the First Nations people who have walked these lands since time immemorial.

MAS recognizes the roles of museums in perpetuating colonial practices in Canada both directly and indirectly through collection and display practices, policy, and harmful rhetoric.

We acknowledge the role of museums in colonial practices in Canada and commit to explore our roles in nurturing meaningful relationships and building understanding. We dedicate our efforts to working together in a spirit of collaboration and reconciliation. We are all treaty people.

MAS is funded by SaskCulture, The Saskatchewan Lotteries Trust Fund, and Canadian Heritage.



# PRESIDENT'S MESSAGE

Welcome to spring! After a long winter, I am sure everyone is preparing for the beginning of a busy summer season and wanted to take this opportunity to remind you that as members you have access to MAS' resources and hope you take advantage of them to have your most successful year ever.

Looking back on 2023, our year started off with our AGM and mini conference at Wanuskewin focusing on the theme "No Stuff Without Stories", highlighting the importance of making space and allocating resources for listening to, gathering, and sharing stories connected to our collections. The events hosted throughout the year by MAS continued to reflect this theme and highlight the importance of creating safer spaces for all voices, especially those that have a history of being suppressed within museums. Improving the cultural agility of museums is key to meeting the Truth and Reconciliation Commission's (TRC) Calls to Action, honouring the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and being inclusive and welcoming to newcomers to Saskatchewan.

Being on the MAS Board of Directors means you are surrounded by people who are passionate about culture and heritage and aspire to elevate our community museums. The Board's responsibility is to you, the members, and we collectively work to identify ways for MAS to continue to meet your needs while creating a sustainable future for museums. At last year's AGM we said goodbye to our Past-President Merissa Scarlett, President Dr. Tracene Harvey, Andrew Whiting, and Valerie Mulholland. The 2023-2024 Board of Directors included returning members: myself President Helanna Gessner, Vice-President Joanna Munholland, Delta Fay Cruickshank, Vincent Houghtaling, Dr. Angelina Weenie, and Dr. Barbara McNeil, and new members Nathaniel Day, Ally Forand, Courtney Tuck-Goetz, and Caitlin (Cat) Woloschuck. Dr. Weenie ended her term early to move out east and I would like to thank her for her commitment to the Board during her term. To fill the vacancy, we were pleased to welcome Jennifer Fitzpatrick to the Board. Over the past year, the Board worked on enhancing its overall competency in governance by taking part in a book club, focusing on the Carver Policy Governance Model. I want to share my sincere gratitude to the MAS Board for their willingness to learn and grow, their dedication to the membership and MAS' vision, and for their support during my first term as President.

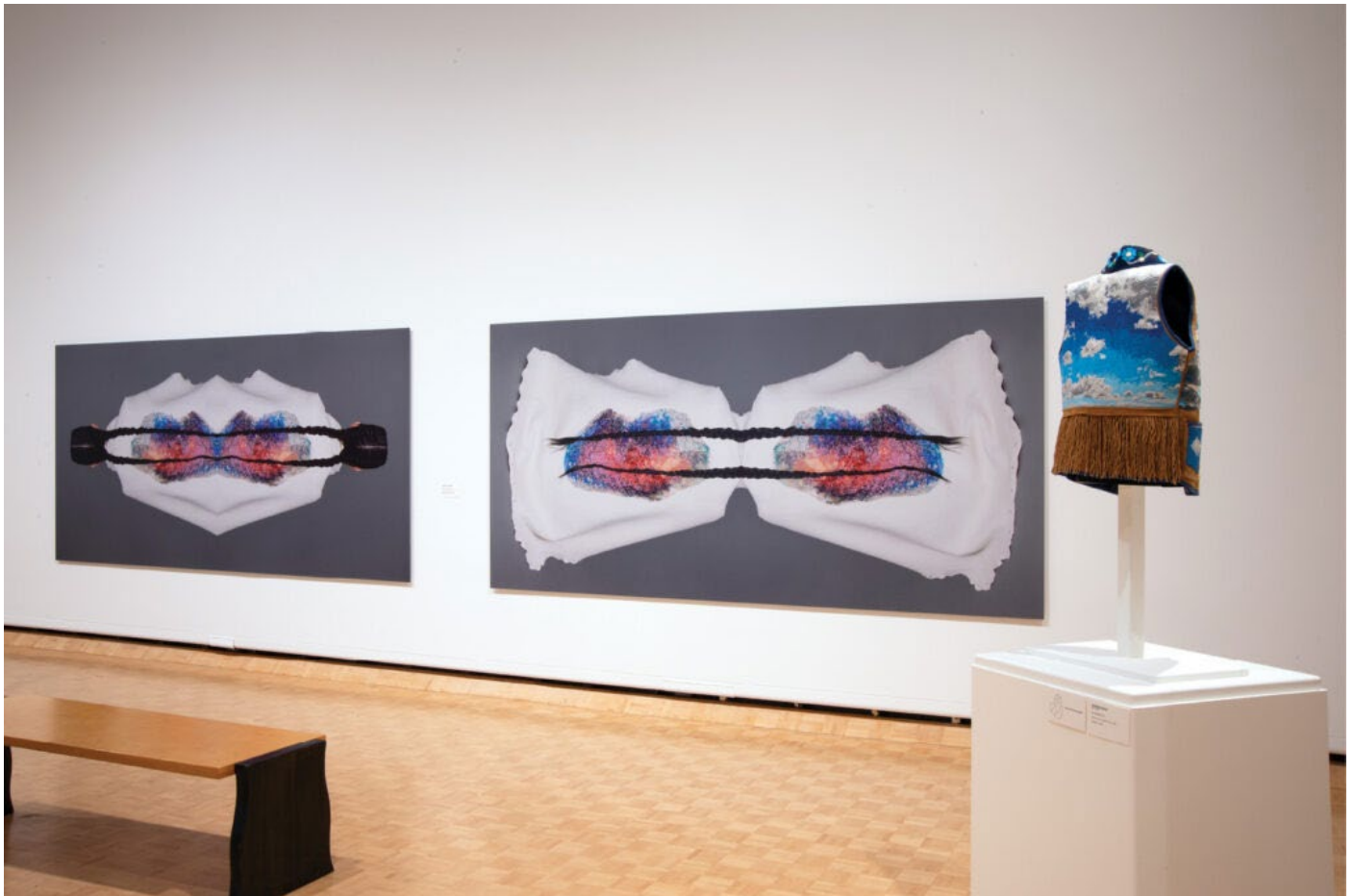
I would like to thank Emma Morris, our Executive Director, for the devoted leadership she has provided MAS this past year. The Board is excited to see the wonderful things MAS will do in 2024. Her team at MAS serves over 250 Institutional members, providing support, advice, and educational opportunities. We are so lucky to have Sarah, Amber, Tim, Brenda, and Terri on the MAS team, and the Board thanks you for all your efforts to achieve MAS' goals and for helping our community museums meet theirs.

On behalf of the MAS Board of Directors, I would like to thank our funders: SaskCulture and Saskatchewan Lotteries and the Department of Canadian Heritage. We would also like to thank the Government of Saskatchewan, the Department of Ministry of Parks, Culture and Sport for their continued investment in our communities by supporting our museums with the Technology Micro Grant for Community Members in the summer of 2023, and committing to the Museums Improvement Micro Grant for Community Museums in spring 2024.

Finally, on behalf of the Board, I want to thank the membership for your commitment to culture, heritage, and our shared history in Saskatchewan. Your support of MAS allows us to work together to meet our goal of museums being safe spaces for everyone to engage in learning about the past, present, and future. I wish you all the best as the summer season begins and look forward to seeing all the amazing things your museums achieve this year.

Helanna Gessner (she/her)

President, MAS Board of Directors



Exhibition view of Radical Stitch (2022) Mackenzie Art Gallery:  
Catherine Blackburn, *Bodies and Homelands* (2020) Laminated photo mounted on dibond, 149.9 x 302.3 cm. Global Affairs Canada, Visual Art Collection.  
Katherine Boyer, *The Sky Vest* (2021) Seed beads on smoked moosehide, 121.9 x 61 x 25.4 cm. Collection of the artist. © Katherine Boyer  
Photo: Don Hall. Courtesy of the MacKenzie Art Gallery

# EXECUTIVE DIRECTOR'S MESSAGE

This has been another exciting year for museums which has required us to be flexible, innovative, and creative. I am so proud of MAS's work this year, and I am grateful for the support and expertise of the staff and Board as Saskatchewan's museum professionals continue to strive for excellence. Saskatchewan is rich in story and culture, and when it comes to museums, our people continue to be our strength.

Over the past year, MAS has focused on strengthening the sector by providing training, Community Chats, and resources that support relevance and sustainability. We have also focused on continuing to build and nurture relationships with our membership, stakeholders, and the public. While many museums are facing challenges with funding and tourism, we are committed to addressing these challenges through advocacy to museum funders, building awareness with the public to increase tourism, and building capacity with museums to support their programming, management, and operations.

It cannot look like it did in the past; museums are making themselves invaluable spaces for important conversations, truth-telling, celebrating our stories, exploring our cultures, and learning about how we all got to where we are today. Building and nurturing meaningful relationships with Saskatchewan's diverse communities is foundational to MAS's leadership role with museums in Saskatchewan.

The key provincial organizations MAS works with through direct partnership and shared outcomes continue to be: SaskCulture, Heritage Saskatchewan, Saskatchewan Archaeological Society (SAS), the Districts for Sport, Culture & Recreation, Saskatchewan History & Folklore Society, Saskatchewan Council of Archives and Archivists (SCAA), Saskatchewan Arts Alliance (SAA), Gabriel Dumont Institute, Provincial Archives of Saskatchewan, the Government of Saskatchewan's Department of Parks, Culture & Sport, Organization of Saskatchewan Arts Council (OSAC), the University of Regina Department of History, and University of Saskatchewan Departments of Archaeology and Anthropology. The working relationship MAS has established with each is valued by the Association and enhances the ability of MAS to be a leader in the museum sector in Saskatchewan.

Federally, MAS works with the Canadian Museums Association (CMA), the National Trust for Canada, the Department of Canadian Heritage, the Canadian Conservation Institute (CCI), the Canadian Heritage Information Network (CHIN), and Digital Museums Canada. MAS also works with the other ten Provincial/Territorial Museum Associations (PTMAs) to share resources, advocate about national issues, and come together to strengthen the sector on a national level.

MAS staff were able to participate in several stakeholder events, including regular CMA/PTMA virtual meetings, the National Trust for Canada annual conference, SaskCulture's annual meeting and their Eligible Cultural Organization meetings, as well as numerous informational webinars, both provincial and national.

MAS's work continues to be guided by the needs of the sector and our Strategic Plan. We instituted an Annual Planning Session with all MAS staff, which was a full-day planning session in January. We are hopeful that this will help with our operations and scheduling to ensure staff capacity and that we are able to deliver on all of our deadlines and commitments.

Finally, MAS was successful in receiving a Museum Assistance Program (MAP) grant through the Government of Canada's Department of Canadian Heritage to support the creation of MAS Active

Access: Bringing History Home, an Elder-led repatriation database. We look forward to working with our members and new relationships as we undertake this major project to support the future of museums in our province.



- Emma Morris, Executive Director, MAS

## COMMUNITY LEADERSHIP

### BOARD OF DIRECTORS

MAS is a member-driven organization governed by an elected 10-member Board of Directors, which governs according to the principles of policy governance. During 2023-2024, the Board met several times via Zoom and in person, and was diligent in ensuring it provided strategic guidance and leadership to MAS. Additionally, the Board participated in professional development to better understand Policy Governance.

The Board continued to follow a strategy based on self-assessment to ensure critical areas are addressed. The Board has continued to focus on the relationship between itself and the membership during 2023-2024. Regular communications of Board activities through the Quarterly Reports continued during the year.

### BOARD MEMBERS AS OF MARCH 31, 2024

#### President

Helanna Gessner - Diefenbaker Canada Centre, Saskatoon

Dr. Barbara McNeil - University of Regina, Regina

#### Vice President

Joanna Munholland - Strasbourg

Ally Forand - Western Development Museum, Saskatoon

#### Directors

Delta Fay Cruickshank - Biggar Museum & Gallery, Biggar

Courtney Tuck-Goetz - Western Development Museum, Saskatoon

Cat Woloschuk - Saskatoon

Vincent Houghtaling - Moose Jaw Museum & Art Gallery

Nathanial Day - Regina

## SAFER SPACE GUIDELINES

The Museums Association of Saskatchewan (MAS) is dedicated to providing a safer space for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, age, language, body size, race, ethnicity, nationality, religion, socioeconomic standing, or otherwise. This applies to all MAS spaces and programs, including workplace, in-person and online events, in-person online synchronous and online asynchronous programming, as well as all online platforms, emails, and any other spaces that MAS hosts.

MAS does not tolerate any form of discrimination, harassment, or any inappropriate conduct. This includes but is not limited to: racism, white supremacy, sexism, heterosexism/homophobia, cissexism/transphobia, sizeism, ableism and ageism, sexualized violence, and harassment. Anyone who acts in any type of behaviour that is considered harmful, violent or aggressive may be prohibited, expelled, or banned from these spaces.

MAS acknowledges that the work of creating safe, welcoming, and inclusive spaces and experiences for everyone is an active process.

As we work together as a sector towards inclusion, MAS expects and encourage our members, participants, and users to:

- Respect others' physical and emotional boundaries;
- Respect others' identities and backgrounds, including pronouns and names;
- Do not assume or make judgments on anyone's gender identity, sexual preference, survivor status, health status, economic status, religion, background, beliefs, opinions or otherwise;
- Report any inappropriate behaviour to MAS staff;
- Care for yourself and others.

What is a safer space?

A safer space is a supportive, non-threatening environment, intended to be free of bias, conflict, criticism, or potentially threatening actions, ideas, or conversations. We use the word safer to acknowledge that safety is relative: not everyone feels safe under the same conditions. By acknowledging the experiences of each person, we hope to create as safe an environment as possible. Using the term safer space also reflects the fact that discrimination and harassment can and do occur even in spaces where norms, policies, and procedures have been put in place to prevent such behaviour, and that the work of increasing safety is an active process that should never be considered done.



Our Safer Space Guidelines can be found in full, including acknowledgements and resources at <https://www.saskmuseums.org/about/safer-space-guidelines/>



“The stories we tell literally make the world. If you want to change the world, you need to change your story. This truth applies both to individuals and institutions.”

- Michael Margolis - CEO and founder of Storied; a leading authority on narratives for disruption.

## — CAPACITY DEVELOPMENT

Using the lessons we have learned over the past several years, MAS has continued to move forward in capacity development to better meet the needs of our members and the general public for program delivery. To make our programming more accessible to students both within the province and beyond, we have begun to adapt all of our course materials to formats that allow for their delivery both online via Zoom and in-person. This shift towards providing virtual online classes has proven extremely successful over the past year, with high attendance for both Certificate Program in Community Museum Studies and Special Topics courses. Further, we are looking to develop our Certificate Program courses to be offered through an online asynchronous format which will allow for even greater accessibility to our educational programming.

### CERTIFICATE IN COMMUNITY MUSEUM STUDIES PROGRAM

The Certificate Program in Community Museum Studies (<https://saskmuseums.org/education/ccms/>) offered by MAS provides individuals with the basic skills and knowledge they will need to be able to work within a cultural or heritage setting, regardless of its size. Reflecting the diversity of the individuals who work within a public museum setting, the courses that make up this program are designed to be easily accessible to individuals with a wide range of backgrounds, including museum employees, volunteers, and early career professionals. There are ten courses to complete and obtain the final certificate, however, individuals can take as few or as many courses as they wish to meet their professional needs and interests or those of their institution.

In the 2023-2024 year, MAS was able to offer six of our Certificate Program courses in an in-person and online format: Organization and Management, Exhibit Design, Volunteer Management, Museums and Education, Marketing the Museum, and Museums 101. As in the previous year, the primary focus in class scheduling was to prioritize the offering of classes that had not been offered recently to assist participants in completing their Certificates in a timely manner. This past year also saw the collaboration of MAS with the Department of History, University of Regina, to present an in-person lecture version of Museums 101 to students enrolled in their Workshop in Museum Studies course. This lecture was also open to enrolment from the general public, allowing for early

career professionals and students to interact with experienced museum staff and volunteers, which created a unique learning experience for all participants. This past year has also seen the continued formalization of the MAS course calendar to implement a regular rotation of Certificate Program classes to allow for participants to complete their certificate in a minimum of three years.

## SPECIAL TOPICS COURSES

Acting as supplementary educational opportunities to our Certificate Program, MAS provides Special Topics workshops and courses that provide participants with timely and relevant information and training. In 2023-2024 MAS offered three diverse workshops addressing a wide range of topics to aid organizations to better meet their programming needs and their mandates. Our first course, conducted by Cameron Hart of the Saskatchewan Council for Archives and Archivists (SCAA), "Introduction to Basic Archives" instructed participants on establishing and organizing document and photograph archival collections. The second, offered in partnership with the Saskatchewan Archaeological Society (SAS), was a two-day training session on "Archaeology and Saskatchewan Museums - Collections, Interpretations, and Ethics". In this workshop participants learned of the history of archaeology in the province, the ethics and legalities surrounding the care and documentation of archaeological collections, and the proper methods in identifying artefacts. Our third workshop was "No Stuff Without Stories", facilitated by Vincent Murphy. This informal, two-day workshop engaged participants in discussions around activating their collections through storytelling.

## RESOURCE LIBRARY AND EQUIPMENT LOANS

The MAS library is a significant source of information and resources for all aspects of museum work. Comprised of over 1,100 volumes, it is available to MAS members through both in-office use and on a short-term loan basis. Throughout the 2023-2024 year, the library has continued to grow, acquiring new material on a variety of topics to provide members with the most current information and scholarship in such areas as conservation, museum operations, Indigenous engagement, the decolonization of museum environments, equity, and accessibility. At present the library is still undergoing a re-cataloguing process to make it even more accessible to MAS members, with the expectation that this work will be completed within the next year.

MAS maintains an assortment of equipment that is made available to loan to member organizations to assist in protecting, preserving, and documenting their diverse collections. Kits available include environmental monitoring equipment, scanners, audio and video recorders, and microphones. This past year has been spent updating and completing an assortment of these kits. Equipment loans are available on a short-term loan basis (ranging from 2 to 4-week periods).

A complete list of kits is available to members on the MAS website (<https://saskmuseums.org/resources/equipment-loans/>). Requests for equipment loans can be made online through the submission form on our website or by e-mailing MAS.

Current kits available for loan are:

- Environmental Monitoring Kits:
  - Elsec 765C UV + Logger (UV, Rh%, Temp)
  - HOBO MX1101 (Rh%, Temp)
  - HOBO UX100-023A (Rh%, Temp)
- Digitization Kits:
  - SnapScan SV600 (overhead book scanner)
  - Epson Perfect V600 Photo Scanner (8.5 x 11 flatbed scanner)
  - Ricoh Theta v360 camera (360° camera)
- Microphone (Transmitter and Receiver) Kits:
  - RØDE Wireless GO
  - RØDELink Filmmaker
  - Sennheiser Lavalier Mic
- Oral History Kits:
  - Zoom H1 (Audio Recorder)
  - Zoom H6 (Audio Recorder)
  - Zoom Q4 (Video Recorder)

Kits are designed to be easily used, containing all necessary component parts and resources to assist users with completing their projects. MAS has plans to continue to develop the equipment loan program to ensure that it supports members in their preservation and promotion of Saskatchewan arts and heritage. Any questions about the Equipment Loans may be directed to the Museums Advisor ([advisor@saskmuseums.org](mailto:advisor@saskmuseums.org)).



Image: Yorkton Brick Historic Flour Mill, Sod Turning Ceremony.  
Photo courtesy Lindsey Kautz, LF Photography

## TECHNOLOGY MICRO GRANT FOR COMMUNITY MUSEUMS

MAS was grateful to receive \$45,000.00 from the Government of Saskatchewan's Department of Parks, Culture, and Sport (PCS) to administer to Saskatchewan museums. There was a significant uptake in the program with 50 museums applying for the fund. This funding addressed a need that became more evident due to the pandemic closures and major decreases in tourism and other income channels.

MAS would like to thank the Government of Saskatchewan and PCS for this financial commitment to museums in Saskatchewan. The impacts on our members are significant, and MAS is grateful for the Government of Saskatchewan's recognition of this need and investment in our communities through museums. The maximum application was \$2,000.00, and many applicants were funded fully for their projects. MAS looks forward to seeing these projects implemented and how they will serve our members and the people of Saskatchewan over the coming years.

## ADVISORY SERVICES

The Advisory Services are primarily intended to support MAS Institutional Members in achieving their goals and is based upon the *Standards for Saskatchewan Museums*. Advisory consultations are confidential. Consultations may be done via email, phone, online, referral, and/or site visit.

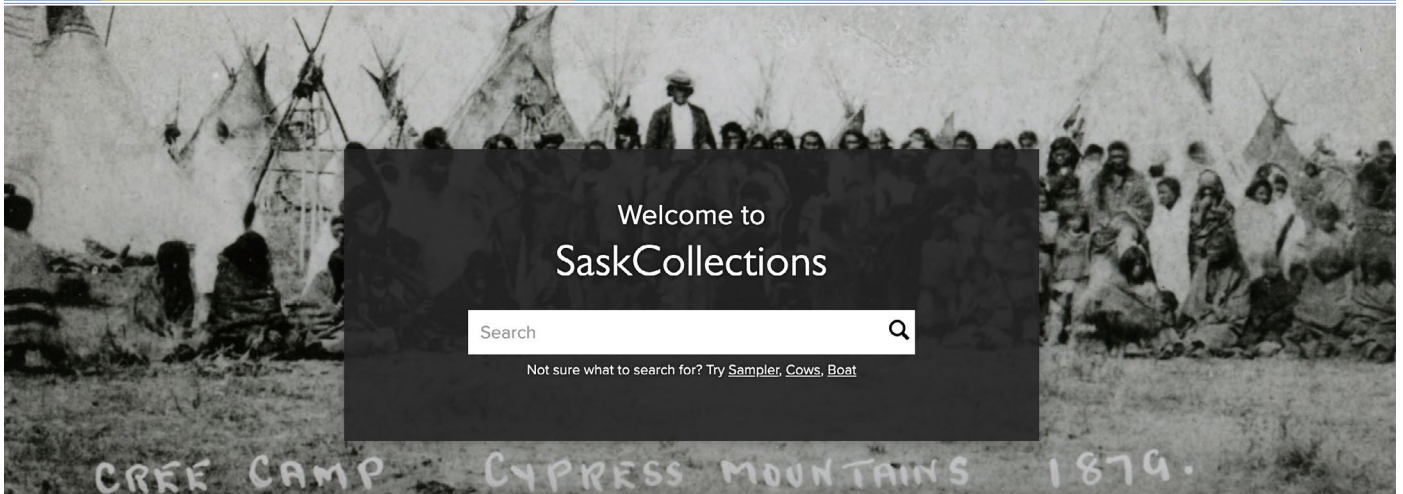
In 2023-2024, the Advisory Services fielded 301 requests, with the majority of those requests (81%) coming from institutional members, with 16% of all submissions made by members of the general public.

To help our members realise their institutional goals, the Advisory Services has produced many resources over the years. Many of these resources, like the Tip Sheets, Bulletins, Workbooks, and the sixth edition of *Standards for Saskatchewan Museums* are fully accessible online in the Resources section of the MAS website under Online Resources as PDFs (<https://saskmuseums.org/resources/online-resources/>). Templates of Collections Documentation Forms are also available on our website as direct download Word Documents. Physical copies of *Standards* are still available for purchase from MAS while supplies last.



Image: T.rex Discovery Centre, Royal Saskatchewan Museum, Eastend SK





## SASKCOLLECTIONS

SaskCollections is a cloud-based collections database using the CollectiveAccess platform to address the needs of small to medium-sized institutions and is hosted by MAS. It is intended to serve the needs of our members in two ways:

1. Collections Management – by providing a collections database for each participating institutional member;
2. Public Access – by providing a centralised publicly accessible webpage where participating institutions can share their collections with the wider public online.

Any MAS Institutional Voting Member is eligible to apply to SaskCollections. As of March 31st, 2024, there is a total of 38 Institutional Members participating in the SaskCollections initiative with individual institutional collections databases. Across all SaskCollections systems, there is a total of 241,314 objects catalogued, with 14,175 new objects catalogued this fiscal year, which amounts to a 6% annual increase.

The SaskCollections Research Portal (<https://saskcollections.org/>), is in its second year. The Research Portal allows participating SaskCollections members to contribute their institution's collections to a publicly accessible website. Visitors may browse collections from all current participating MAS members, showcasing the artistic and cultural heritage of Saskatchewan. Visitors can also browse the collection of specific participating institutions.

There are currently 6 contributors to the SaskCollections Research Portal; Swift Current Museum, Kenderdine Art Gallery, Grand Coteau Heritage & Cultural Centre, Estevan Art Gallery & Museum, Whitewood Tourism and Heritage Association, and the Diefenbaker Canada Centre.

## COMMUNITY CHAT

In 2023-2024 MAS committed to continue to present our Community Chats, a public online presentation, via Zoom, where museum folks from across the province connect for an online personal development opportunity, a chance to network with other museums, to chat, ask questions, and seek advice. The following Community Chats were presented:

- Safer Spaces Webinar with Elder Sid Fiddler;
- What is in a Name? Indigenous Place Names in Museums with Dr. Tim Panas;
- Repatriation, Where and How to Start;
- SaskCulture Grant Writing Workshop;
- Poisonous Pigment: Exploring Arsenical Green in GLAM Collections

You can view a YouTube playlist (<https://www.youtube.com/@saskmuseums4669>) of our previously recorded Community Chats online, and you can also find more information on upcoming Community Chats on our website (<https://www.saskmuseums.org/services/community-chat/>).

## MAS ANNUAL GENERAL MEETING AND MINI CONFERENCE

MAS held an in-person conference at Wanuskewin on June 10th, 2023, which included keynote speakers, the MAS Annual General Meeting, the annual Member Forum, and the MAS Awards.

The conference theme for 2023 was “No Stuff Without Stories”, focusing on the power of storytelling and the role of museums in keeping, recording, and sharing these stories. We heard from colleagues about how museums must move beyond the stuff in our collections to build meaningful relationships in our communities and ensure sustainable futures.

One of the speakers was Stephanie Danyluk, Senior Manager, Community Engagement and Indigenous Initiatives, Canadian Museums Association (CMA), who spoke about the CMA’s *Moved to Action Report* and presented the new *Small Museums Toolkit*. We also had a presentation about the development process of the Saskatchewan Archaeological Society’s (SAS) new book, *Points of View*, from Dr. Karin Steuber, Outreach Coordinator, SAS, and were pleased to have a demonstration on flintknapping and Indigenous knowledge from Gabriel Lamarche, Archaeology Master’s student from USask.

We welcomed four new Board Members, Ally Forand, Courtney Tuck-Goetz, Nate Day, and Cat Woloschuk, for two-year terms.

At the Board meeting immediately after the AGM, Helanna Gessner was elected as President and Joanna Munholland elected as Vice-President. The Past President position was vacant.



# COLLECTIVE VOICE

MAS undertakes various activities directed at different audiences to create greater public awareness and understanding of the past, present, and future impact of Saskatchewan's culture and heritage.

During 2023-2024, MAS maintained its investment in select, multiplatform, paid advertisements such as ads in the Municipalities of Saskatchewan magazine *Urban Voice* and the *Prairies North Magazine*. In addition, MAS has continued to focus and invest more resources in social media advertising to better address continuing changes in demographics.

MAS has continued the Community Chats which started during the pandemic, though on a less frequent schedule. They have proven to be a valuable tool and they continue to address opportunities within our membership to learn and engage with each other.

MAS has also increased our focus on advocacy at the provincial and federal levels to ensure that momentum around sector discussions is maintained and that we are not missing opportunities to speak to the current challenges and opportunities with government agencies, funders, and other non-profits. Some of the priorities for our advocacy continue to be around making museums safer spaces for everybody, accessibility and diversity, the role of museums in social justice and self-determination, repatriation, funding, and policy development.

## CORE COMMUNICATION TOOLS

The MAS Board & Staff Quarterly Report is a publication requested by members to inform them of Board and MAS activities. It was published in July and October 2023 and January 2024 and was sent electronically to members; it was also posted to the MAS website (<https://saskmuseums.org/about/reports/>). This Annual Report comprises the fourth quarterly report for the fiscal year.

E-Phemera, MAS's e-newsletter, is sent out to a mailing list of over 1640 subscribers. It features MAS news/opportunities, member and community news, events, job postings, professional development opportunities and more. In 2023-2024, the E-Phemera mailing list grew by 120 people.

The purpose of MAS's website, [saskmuseums.org](https://saskmuseums.org), is to provide accessible and searchable information to our members, museum professionals, volunteers, and the public. It continues to be updated regularly, ensuring member information, news and events, along with MAS events are made available as quickly as possible. We thank everyone for their patience as we continue to develop some of these updates.

The MAS website had 81,000 users in 2023-2024, for a total of over 74,900 sessions.

The MAS Facebook, Twitter, Instagram and YouTube accounts are maintained as a way for MAS to share MAS news, events and programming, as well as interesting heritage and museum-related information more widely.

One of the areas of growth for MAS on social media was Facebook, seeing an increase in the number of page visits (2,400). Facebook posts reached over 10,000, and there was an increase of 111 Facebook followers (1583). Instagram also saw growth in the number of followers, (1135). Twitter currently has 1771 followers, and MAS' YouTube channel had a total of 516 views, amounting to a total of 67.6 hours of watch time.

## ADVOCACY

To affect positive change on behalf of the museum sector in Saskatchewan, MAS undertakes various activities that fit into the broad definition of advocacy - viewed fundamentally as building positive relationships with decision-makers to achieve desired goals. This process takes place in different ways with several stakeholders, including funders, governments, and provincial and federal non-profits. By building positive relationships with stakeholders, MAS lays the groundwork for targeted advocacy activities on behalf of Saskatchewan's museum sector.

In 2023-2024 MAS's advocacy activities included:

### PTMAs, National Museum Policy

MAS continues to participate in collaborative activities with the Canadian Museums Association (CMA) and the other ten Provincial/Territorial Museums Associations (PTMAs), including advising on the revision of the National Museum Policy. This policy was created in 1972 with the most recent revision in 1990. This current revision is significant, as it is used as the foundation document for all federal museum support programs including the Museums Assistance Program (MAP), the Canadian Conservation Institute (CCI), and the Canadian Heritage Information Network (CHIN). We participated in significant engagement throughout the past year and are eagerly anticipating the renewed policy.

### National Trust for Canada

MAS participated in the National Trust for Canada teleconferences during 2023-2024. These are regular sessions the National Trust conducts which enable MAS to engage with the broader heritage sector on advocacy activities, including developing a strategy for reaching new audiences for heritage. The Executive Director also attended the National Trust for Canada's conference in Ottawa in 2024, and participated in the National Council discussions that preceded the conference, ensuring participation at the national level on behalf of Saskatchewan museums.

### SaskCulture

MAS attended SaskCulture's Eligible Cultural Organization meetings at the provincial level, and has been involved in the Museums Grant Program (MGP) administered by SaskCulture on behalf of the Saskatchewan Lotteries Trust Fund.

### University of Regina (U of R)

The U of R history department offered a new vocational course that included the MAS course Museums 101. We are hopeful that this relationship will increase interest in professional placements in member museums. MAS is working on accessing development funding for making our renewed courses virtual as a next step to bring it all online and increase accessibility.

### Reconsidering Museums Consortium

Reconsidering Museums sets out to better understand what museums mean to Canadians and to support our sector with the tools and language necessary to advocate for the value of museums. It is led by the Alberta Museums Association (AMA), in partnership with the Canadian Museums Association (CMA), MAS, and a consortium of provincial and territorial museums associations.

Find the website and toolkit at <http://reconsideringmuseums.ca/>.



## Canadian Museums Association (CMA)

The CMA's *Moved to Action* document, which supports the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and Truth and Reconciliation Commission's (TRC) Call to Action #67, 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. We have also worked closely with the CMA regarding repatriation and best practices.

## MAS AWARDS

In 2018, as a way of marking the Museum Association of Saskatchewan's 50th Anniversary, the MAS Board developed an Awards program. Categories include the Award of Merit for Institutions, Award of Merit for Individuals, the Young Professional Award, and the Honorary Lifetime Achievement Award.

On Saturday June 10th, 2023 MAS presented the 2023 MAS awards, with categories that included the Award of Merit for Institutions, Individual Award of Merit, and an Honorary Lifetime Achievement Award. This year we also presented a special Certificate of Excellence, for the outstanding contribution to the museum sector and contemporary best practices.

Thank to all of those in the Saskatchewan Museum Community for your hard work and dedication. Thank you to the nominators for bringing these efforts to light to be recognized by MAS and their peers across Saskatchewan. It is an honor each year to review the applications highlighting the great work that is being done.

## Award of Merit - Institution

### "Wapaha Ska Oyate: Living Our Culture, Sharing Our Community at Pion-Era, 1955-69"



Since 2018, the Western Development Museum (WDM) and Whitecap Dakota First Nation (WDFN) have been renewing their historic relationship that began over 70 years ago. This renewal has resulted in a new co-curated permanent exhibit.

WDFN Elders and Knowledge Keepers remember Pion-Era as an important part of the community's summer, where families gathered to live aspects of their culture together alongside their non-Indigenous neighbours in Saskatoon. Today, they honour their relatives' contributions

to Pion-Era through this important exhibit with partners at the WDM, while acknowledging the barriers they faced in doing so.

The WDM and WDFN partnership is an exceptional example of working together in the spirit of Truth and Reconciliation by centering Indigenous histories in the provincial museum. Together they have developed an innovative model of best practices for Indigenous and non-Indigenous heritage relations, archival justice and co-curation that is an inspiration.

We would like to acknowledge the Elders, Knowledge Keepers and Chief and Council from Whitecap Dakota First Nation who have informed the project and exhibit at every stage, as well as this award.

## Award of Merit - Individual

### Victoria Kablys, Conservator, Royal Saskatchewan Museum (RSM)



Victoria is the sole Conservator at the Royal Saskatchewan Museum, and her personal practice is a passionate contribution to the care of Indigenous belongings housed at the RSM in a way that is collaborative and prioritizes Indigenous access, control, and voices.

Victoria's leadership and innovative work related to the rehousing of the RSM's Indigenous Studies Collection. This began in 2019 and recently culminated in an extensive and practical publication in the Journal of the Canadian Association for Conservation.

There were many issues related to the existing storage of the collection, including layout and furniture, storage methods, and collection management and documentation that made it difficult for Indigenous communities and museum staff to access the collection. Because the Indigenous Studies Collection also includes the Sacred, Ceremonial, and Culturally Sensitive Collection, it was imperative that improvements be made to facilitate access.

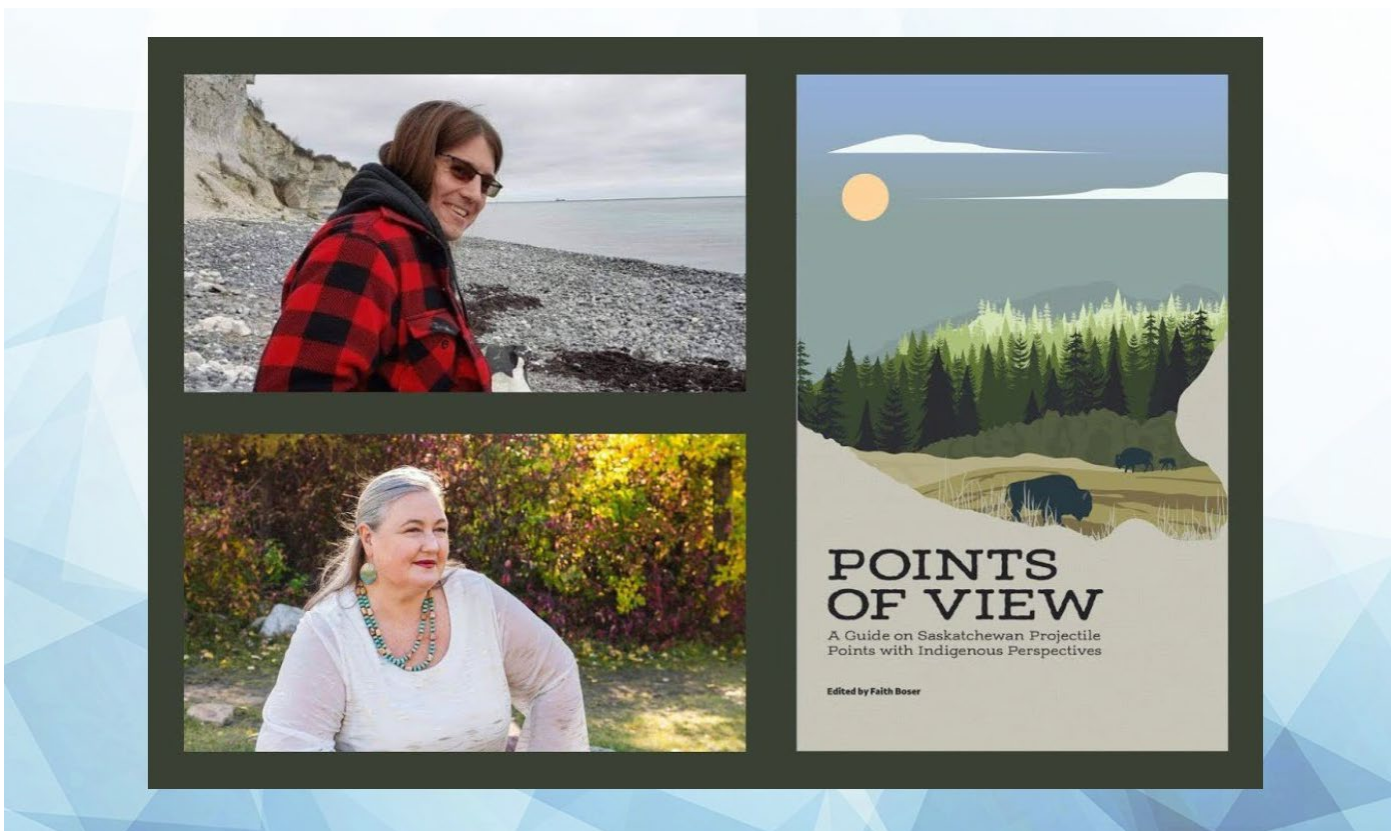
While Victoria acknowledges that there is still a lot of work and improvements that could be made, it is now possible to welcome community visits to view the belongings, providing research tours of the storage area to local Indigenous scholars and museum professionals, and to facilitate important community loans.

Victoria is increasingly connecting and building relationships by prioritizing use of the space at the RSM by Indigenous communities in a way that respects them and their cultural belongings.

## Certificate of Excellence

Outstanding contribution to the museum sector and contemporary best practices.

### The Saskatchewan Archaeological Society's publication "Points of View: A Guide on Saskatchewan Projectile Points with Indigenous Perspectives"



The Saskatchewan Archaeological Society's publication "Points of View: A Guide on Saskatchewan Projectile Points with Indigenous Perspectives" makes a valuable contribution to both the interpretation of Saskatchewan's extensive history, and to the area of community engagement and the inclusion of Indigenous voices into public interpretation and understanding of their history.

For sixty years, the SAS has been a leader in the preservation of archaeological heritage in the province and in the promotion of educational programs that enhance awareness of the extensive human history to be found in Saskatchewan. With the adoption of the recommendations of the Truth and Reconciliation Commission of Canada, SAS has been striving to ensure that Indigenous voices, traditions, and perspectives are heard in all aspects of archaeological research and interpretation, from academic research, to public programming and museum exhibitions.



## Honorary Lifetime Achievement Award

### Wendy Fitch



Wendy Fitch started working for MAS in 1986 as the Museums Advisor. She worked tirelessly to care for and promote museums and their diverse collections, and to befriend the folks who work there for over 26 years.

In 2012, Wendy took on the role of Executive Director of MAS. Wendy's natural leadership and kind demeanor guided her success in that role.

Through all her years at MAS, her commitment to museums in Saskatchewan never failed. Wendy is a genuine fan of all things museum, and of all things Saskatchewan. Wendy advocated hard for Saskatchewan museums at all levels of government, always ensuring the smaller institutions were represented as much as the larger institutions.

Wendy was proud to have spent time in nearly all of the museums in our province, whether for a visit and tea, or to get down to business and help solve a problem. She was also always available over the phone to have a chat or to offer advice.

MAS would not be what it is today without Wendy Fitch, and nor would the over 250 museums in Saskatchewan.

We are grateful for her dedication and passion over the course of her career, and are so thankful that she continues to be involved in the museum community in a variety of ways beyond her retirement.

Thank you for a lifetime of service, Wendy. It has certainly been an achievement worth celebrating.



# FOR THE RECORD

## STANDARDS FOR SASKATCHEWAN MUSEUMS

Sixth Edition (December 2022)

*Standards for Saskatchewan Museums* intends to serve the needs of the diverse museum community throughout Saskatchewan. While what is put forth in this document is meant for the benefit of Saskatchewan-based museums, the standards outlined do not necessarily differ from the established best practices for museums elsewhere in Canada or the world.

*Standards for Saskatchewan Museums* is available for free viewing and download here: [https://saskmuseums.org/wp-content/uploads/2023/02/Standards\\_for\\_Saskatchewan\\_Museums\\_-\\_Sixth\\_Edition\\_-\\_2022\\_-\\_WEB.pdf](https://saskmuseums.org/wp-content/uploads/2023/02/Standards_for_Saskatchewan_Museums_-_Sixth_Edition_-_2022_-_WEB.pdf)

This Sixth Edition of *Standards for Saskatchewan Museums* was produced under the guidance of the Museums Advisor. Research and revisions were conducted by Joan Kanigan, Jane Dalley, Jessica Kelly, and John Snell. This edition was critiqued and reviewed prior to publication by an Indigenous Review Panel with Dr Evelyn Siegfried, Dr Sherry Farrell-Racette, Audrey Dreaver, and Barb Parchman, and a Peer Review Panel with Dana Murray, Delta Fay Cruickshank, Kaiti Hannah, and Michelle Loi, with input from the Canadian Heritage Information Network (CHIN).

If you cannot find what you are looking for in *Standards*, please contact the Museums Association of Saskatchewan office or the Museums Advisor directly at:

[mas@saskmuseums.org](mailto:mas@saskmuseums.org)

[advisor@saskmuseums.org](mailto:advisor@saskmuseums.org)

<https://saskmuseums.org/members/online-resources>

The Museums Association of Saskatchewan would like to acknowledge funding support for this project from SaskCulture and the Museums Assistance Program from the Department of Canadian Heritage.

### STAFF

#### **Executive Director**

Emma Morris

#### **Director of Finance**

Brenda Herman

#### **Learning Program Lead**

Tim Panas

#### **Community Engagement Lead**

Amber Hanover

#### **Museums Advisor**

Sarah Durham

#### **Administrative Assistant**

Terri Morris

# FINANCIALS

## AUDIT COMMITTEE

As of March 31, 2024

Joanna Munholland (Chair)  
Delta Fay Cruickshank  
Nate Day  
Barb McNeil  
Brenda Herman (Staff)

### **Management's Responsibility**

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To the Members of Museums Association of Saskatchewan Inc.:

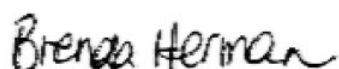
Management is responsible for the preparation and presentation of the accompanying summarized financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes 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 summarized 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 summarized financial statements.

The Board of Directors and Audit Committee are composed entirely 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.

MNP LLP, an independent firm of Chartered Professional Accountants, is appointed by the members to audit the summarized 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.

May 16, 2024



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Brenda Herman, Director of Finance

## Report of the Independent Auditor on the Summary Financial Statements

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To the Members of Museums Association of Saskatchewan Inc.:

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at March 31, 2024, and the summary statements of operations for the year then ended, are derived from the audited financial statements of Museums Association of Saskatchewan Inc. (the "Organization") for the year ended March 31, 2024.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

### Summary Financial Statements

The summary financial statements do not contain all the disclosures required by the Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

### The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated May 16, 2024.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with Canadian accounting standards for not-for-profit organizations.

### Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, Engagements to Report on Summary Financial Statements.

Regina, Saskatchewan

May 16, 2024

*MNP* **LLP**  
Chartered Professional Accountants

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#### MNP LLP

Suite 900, Royal Bank Building, 2010 - 11th Avenue, Regina SK, S4P 0J3

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MNP.ca

**Museums Association of Saskatchewan**  
**Summarized Statement of Financial Position**

*As at March 31, 2024*

	2024	2023
<b>Assets</b>		
Cash	43,513	58,213
Accounts receivable	4,130	3,711
Short-term investments	526,914	784,011
	<b>574,557</b>	<b>845,935</b>
<b>Capital assets</b>	<b>5,867</b>	<b>7,411</b>
<b>Investments</b>	<b>104,219</b>	<b>103,351</b>
<b>Prepaid expenses and deposits</b>	<b>3,828</b>	<b>5,438</b>
	<b>688,471</b>	<b>962,135</b>
<b>Liabilities</b>		
Accounts payable and accruals	60,011	52,576
Unearned revenue	475	294,988
	<b>60,486</b>	<b>347,564</b>
<b>Net Assets</b>		
Surplus	451,118	436,160
Investment in Capital Assets	5,867	7,411
General Reserve	171,000	171,000
	<b>627,985</b>	<b>614,571</b>
	<b>688,471</b>	<b>962,135</b>

**Museums Association of Saskatchewan**  
**Summarized Statement of Operations**

*For the year ended March 31, 2024*

	2024	2023
<b>Revenue</b>		
Grants from Saskatchewan Lotteries Trust Fund	589,000	589,000
Other grants/partnerships	45,000	150,396
Self-generated	67,764	53,268
<b>Total revenues</b>	<b>701,764</b>	<b>792,664</b>
<b>Expenditures (Schedule 1)</b>	<b>688,350</b>	<b>747,928</b>
<b>Excess of revenues over expenditures for the period</b>	<b>13,414</b>	<b>44,736</b>

Detailed financial statements are available on request.



**Museums Association of Saskatchewan Inc.**  
**Summarized Schedule 1 – Expenditures by Division**

*For the year ended March 31, 2024*

	2024	2023
<b>Governance</b>	<b>16,888</b>	29,717
<b>Management</b>	<b>166,575</b>	169,927
<b>Advocacy</b>		
Salaries/Benefits	29,317	25,429
Professional/Government Relations	2,960	2,893
<b>Total Advocacy</b>	<b>32,277</b>	28,322
<b>Communications</b>		
Salaries/Benefits	101,292	87,562
Overhead	12,689	10,704
Public Relations	7,929	14,471
Member Relations	19,151	11,616
<b>Total Communications</b>	<b>141,061</b>	124,353
<b>Museum Development</b>		
Salaries/Benefits	213,389	194,544
Overhead	29,143	27,048
Training Services	20,196	15,013
SaskCollections	14,181	92,251
Member Funding	49,200	50,400
Resource Materials	4,196	12,566
Standards	-	3,249
Knowledge Exchange	-	228
Advisory	1,244	310
<b>Total Museum Development</b>	<b>331,549</b>	395,609
<b>Total expenditures by division</b>	<b>688,350</b>	747,928

# ACKNOWLEDGEMENTS

MAS gratefully acknowledges its major funding agencies for their financial support: The Saskatchewan Lotteries Trust Fund for Sport, Culture and Recreation, and the Department of Canadian Heritage's Museums Assistance Program (MAP).

MAS would like to thank the Government of Saskatchewan and the Department of Parks, Culture, and Sport (PCS) for their financial commitment to museums in Saskatchewan by contributing funding to the MAS Small Project Grant/Museums Improvement Micro Grant for Community Museums.

Thank you to SaskCulture for their continued support.

MAS also thanks the governing bodies, organizations, agencies, companies, and individuals who have worked so hard to help the Museums Association of Saskatchewan assist museums in achieving their mandates and being the best they can be.

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

We gratefully acknowledge the support of our funders:

