

Board Report

Greetings, Members!

You may have heard that we've had some staffing changes at the SAS. In August, with mixed emotions, we said goodbye to our Executive Director, Dr. Tomasin Playford. Tomasin did her undergraduate degree and PhD in Manitoba, and her Master's degree here at USask. She moved from Manitoba to come and be with us for over a decade, and we were so lucky to have her for that time. The SAS flourished under Tomasin's leadership and she leaves behind a legacy of hard work, dedication, loyalty and a love of all things governance! Tomasin accepted a position with SaskCulture, where we know she will thrive and do great things, as she did for us. We wish her all the best!

Dr. Karin Steuber has been appointed as the Interim Executive Director for one year, in which time the Board will conduct a search for a new, permanent ED. Karin completed her undergraduate degree in Alberta, her Master's and PhD degrees at USask and is also an adjunct professor at the University. She has been with the Society for 11.5 years, working closely with Tomasin and Belinda as the Public Outreach Coordinator. She is uniquely qualified to fill this role and we are so happy to have her!

Belinda Riehl-Fitzsimmons has accepted a new role as Executive Assistant. Belinda has a Bachelor's degree in archaeology from USask and has been with the SAS for 18 years. She brings a wealth of knowledge and corporate memory to this position and will work closely with Karin to maintain the daily operations of the SAS. Belinda has always been a great asset to the SAS team and we're excited she agreed to step into this new position!

We have also welcomed some new Board members this year: Dr. Christopher Foley (All Points chapter representative), Bruce Crouter (Regina chapter representative), Connor Probert (Anthropology Student Association chapter representative) and Alyshia Reesor (Saskatoon chapter representative). New reps on the Board means a new Board, new ideas and a fresh start. We welcome them all and hope they enjoy their time with us.

The Board has had an opportunity to meet twice since the AGM – once in August by Zoom and again in October, in person, at the SAS office in Saskatoon. In August, we did a board orientation session, discussed the need for and establishment of Nominations and Audit and Risk Management committees and reviewed some financial items, which included changes to signing authority per Tomasin's resignation. However, the primary focus of the meeting was discussion around the search for a new Executive Director.

The Board is looking to make this a national search and Denise Huynh (First VP), Cara Pollio (Second VP) and I will be taking the lead to develop a strategy and the next steps.

In October, Board members were able to sit down and meet in person. It was so nice to have everyone together. The big topics for the day included budget approval, policy monitoring and discussing a memo from one of our chapters. The budget was reviewed, discussed and approved without changes and we moved on to policy monitoring. Wendy Fitch (MAL) gave a presentation on how monitoring works for non-profit governing boards and, together, the Board worked through some examples to get an idea of what the expectations are. Each Board member, and some committees, will be responsible for monitoring certain policies throughout the year. We established a calendar and will review a few policies at each board meeting with a goal of all policies being reviewed annually to keep the Board accountable. This first year will be the most difficult and tedious, as we learn to navigate through the process, but it will become standard practice over the next few years.

Finally, we reviewed a memo addressed to the Board that came from one of our chapters. This memo outlined a number of points that centered around two primary areas of concern for the chapter: the organizational restructuring that the SAS has been working through, and a perceived lack of transparency by the SAS Board. The Board discussed the items at length, considered what is allowable by *The Saskatchewan Non-Profit Corporations Act* (2022) considered previous decisions made at the board table, and reviewed our board policies to see how we might move forward with restructuring and how we can improve transparency. We did this while also keeping in mind that we will be having both member and chapter engagement meetings in the coming months (watch for more information from the SAS on those). We reported back to the chapter, as well as all other chapters, because they are affected by these discussions as well. There will be a need for bylaw changes at our next AGM to align with *The Saskatchewan Non-Profit Corporations Act* (2022), the primary one being that chapter representatives cannot be appointed – appointments can only be made for existing positions on the Board. All chapter representatives are currently appointed to the Board, even if they are an elected member within their own chapter. This is not allowable and makes the SAS non-compliant with the Act.

In the spring, the Board opted to increase meeting frequency to six meetings per year: two in person (full days) and four by Zoom (shorter sessions). This increase in frequency will allow for more regular interaction among Board members, retention of information and more opportunities to identify any issues or concerns. This

becomes especially important as the members of the Board will be very busy in the coming months as we navigate the organizational changes, learn about policy review, look for a permanent Executive Director and attend to standard board business, which includes continued training from the Multicultural Council of Saskatchewan.

As the winter holidays approach, we hope you get time to relax and do things you enjoy.

Yours in Heritage,
Loni Williams - President

Call for Nominations for Board Members

The following positions are open for nominations:

- President
- First Vice-President
- Second Vice-President
- 2 (two) Members-at-Large

All terms are for two years. Incumbents may run for a consecutive term, with a maximum service of six consecutive years in the same position.

The SAS has six board meetings per year (two in person on Saturdays, and four online on weekday evenings). There may be additional meetings called for committee work.

The SAS values diversity and inclusivity. We welcome applications from individuals who have skills in finance, fundraising, human resources, governance, policy, risk management, technology and marketing. For further information or for nomination forms, please contact the SAS office or complete the form on our website here: <https://thesas.ca/board-nominations-form/>.

The SAS no longer accepts nominations from the floor. The deadline for nomination applications is January 31.

Names and biographies of nominees will be included in the February Quarterly.

SAS Member Grant Deadline January 31

The Saskatchewan Archaeological Society (SAS) supports people in physical and cultural communities in stewarding archaeological heritage for our collective wellbeing. The SAS member grant program provides members with funding to undertake projects and activities to support the quantity and quality of involvement so more people can learn about, appreciate, and work towards stewarding Saskatchewan's archaeological heritage.

Criteria

Applicants must be a member of the SAS in good standing. The project or activities are to be completed by December 15 of the application year. Any required legislative permits are to be obtained for the project or activity.

Eligibility

Members do not have to reside in Saskatchewan to apply, but the project or activities should take place in, or be relevant to Saskatchewan. Projects or activities already completed are not eligible. Applicants with outstanding member grant final reports are not eligible. Applications with more than one applicant will be accepted but a primary applicant must be identified for issuance of a T4A (see Grant Disbursements/Conditions for successful applications). **The maximum award amount is \$1,000.**

Funding Priorities (as determined by the Board):

- Indigenous applicants or projects/activities that directly benefit Indigenous people.
- Projects/activities that include a public outreach component.
- Archaeological research.

Application Process

There is a single annual intake with a deadline of January 31. Use the SAS Member Grant Application Form to include project or activity goals, methods, and outcomes; location(s); personnel; start and anticipated completion date; and a detailed budget. Submit the completed application to General@TheSAS.ca or in person at the SAS office.

Applications will be acknowledged within 5 business days. The Audit and Risk Management Committee will assess applications after the annual deadline and applicants will be notified of the results within 4-8 weeks of the deadline.

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