



10 River Street East | Prince Albert, SK | S6V 8A9 | [p] 306.764.2992 | [e] curator@historypa.com | [w] www.historypa.com

September 11, 2024

Dear Mayor Dionne and Members of City Council,

Thank you for accepting our submission for the 2025 external agencies budget review. The Prince Albert Historical Society in cooperation with the City of Prince Albert operate the four museums within the city. The Historical Museum, Police and Corrections, Evolution of Education and the John and Olive Diefenbaker Museums are open year round; the latter three museums are open by appointment in the winter months. The Bill Smiley Archives, housed in the Historical Museum, is open to the public for in-person or volunteer research. The Archive is one of the largest in Saskatchewan and houses over 600,000 individual pictures and negatives, 20,000 documents and 1,000 maps focusing on Prince Albert and area history.

The Historical Society has one full-time and two part-time permanent employees that provide organizational, programming and financial administration for the Society. The part-time staff are paid solely by Society funds; the Manager/Curator is paid by the Society from funds provided by the City of Prince Albert as outlined in the 2009 memorandum of understanding. Supporting the staff are 113 Society members, with approximately 30 members volunteering their time to advance the organization.

During the summer months, the City of Prince Albert provides payroll services for 12 museum interpreters. These interpreters and the City's support allow all four museums to be staffed regularly for visitors between May and August. This summer there were over 5,300 people who visited the museums. Visitation at the Police and Corrections, Evolution of Education and the John and Olive Diefenbaker museums remained stable or grew from last year. The Historical Museum visitation declined, but we are getting more visitors over the winter months, leaving visitation numbers to the museum stable.

To the end of August, the volunteers, including Jr. Society members have logged over 2,000 hours which is equivalent to 52 weeks of full-time work. The Jr. Society is a program that was formed in 2023 for youth who are interested in history. These youth are also encouraged to participate as volunteers in Society activities.

The Society is grateful for all the funding that it receives from the City of Prince Albert to operate the museums in the city.



Dr. C. H. & Lenore Andrews

Philip E. West

Memorandum Background

In 2009, the City and Prince Albert Historical Society signed a memorandum of understanding (MOU) regarding the ownership, care/maintenance, and operation of the museums. The MOU states that the City will care for the museums and provide funding for of the Manager's (now Manager/Curator) wages as well as a reasonable grant to support the annual budget of the Society. In 2023, the MOU was reviewed by the Society and found that the City was no longer in line with two items set out in the document. The grant paid to the Society did not cover the Manager/Curator's wages and the support grant was non-existent. Knowing the MOU needs to be updated, the Society would like to ensure both parties are doing what is set out in the original MOU before moving forward with a new agreement.

In early 2024, Historical Society President Michael Gange presented an update on the status of the MOU and what was needed to be in accord before a proper re-evaluation of the MOU takes place. Both Society and City administration worked together to find the actual amounts that were both asked for and received by the Society since the agreement came into effect. Documentation was shared between both administrations in July.

In August, Mr. Gange was able to meet with Mayor Dionne to discuss how both parties should move forward to ensure the MOU terms are maintained. From this meeting two items need to be addressed for the agreement to match what was originally stated; 1) that the City will provide compensation for the Society's Manager/Curator wages and 2) that there be a reasonable grant made to support the operations of the Society.

In order to meet the agreement's original intent, the total cost of the Manager/Curator position for 2025 is attached. Each year, a cost of living increase will be included.

During the August meeting, there also discussion about what a reasonable grant to the Society would be. The grant amount has not changed since 2013, so at the very least a cost of living increase should be taken into account. The minimum value today for a cost of living increase would be \$13,528.73, based on inflation from 2013- the last change in the operating grant. However, this would still be a decrease from 2011 when the Manager/Curator was still being paid by the City and the Society received \$15,950. Today that amount would be \$21,545.79. The Society does not have a target amount in mind when discussing the support grant, but we feel it should be between \$13,528 and \$21,545 based on cost of living and previous grants to the Society.

The Society's reasoning for the increased financial support is as such; over the last few years, the Society has focused on growing our connections to the community by creating new and engaging spaces in the Historical Museum, programming for all ages, the inclusion of the entire history of Prince Albert focusing on Indigenous history, and the long term sustainability of our organization. We have seen a shift in what we do and intend to continue working to strengthen our organization and the programming we provide.

Key Areas of Growth

The Historical Society has grown in many areas, but we would like to highlight four areas that have had considerable impacts on the Society in the last five years.

Financial Stability

Financial stability for the Society is two pronged. In 2023, an endowment fund was created to ensure the long term stability and feasibility of the Society. For now, the fund will be left to grow and when the fund is large enough it will be used to aid the operation of the museums. The second part includes external funding. In the last three years, the Society has been able to secure at least \$142,000 in project and operational funding from local, provincial and federal sources. Two grants, Young Canada Works and Canada Summer Jobs, are applied for to offset the cost of the summer museum interpreters. The total amount of these grants vary from year to year based on the amount of funding available and the need from similar organizations.

A list from the last three years funders is attached.

Work with the Indigenous Community

Over the last seven years, the Society has worked to create relationships with Métis and First Nations Knowledge Keepers. These Knowledge Keepers have guided the Historical Society in developing the *Kistapinanihk*, *The Gathering Place* exhibit and have continued to support the Society in various ways. Our Knowledge Keeper group was then asked to help the City with the Indigenous Naming Initiative and interpretive materials along the Rotary Trail and at Little Red Park.

The Society has been able to create content that has been looked upon by other museums and institutions (both settler and Indigenous) for inspiration and as a basic road map of how to create and build relationships that foster a greater understanding of the community's history.

Education and Programming

For the last four years, the Society has employed a Program and Outreach Coordinator to look after the creation of programs for both public and school use. Unfortunately, there were bumps along the way but the Society is now in a place where we are able to provide consistent programming and outreach opportunities throughout the year.

Two popular children's programs are the Junior Society and summer camps. These programs offer a variety of learning opportunities for participants. Many participants and/or their families have no prior connection to the Historical Society. For adults, the most popular programs are the once monthly Coffee and Conversation, where Society members or invited guests speak about a topic and the second is the seniors' home outreach program. A Society volunteer

and/or resident program coordinator show pictures and have touchable artefacts that evoke memories and conversations among residents.

To date, there have been nearly 1,300 participants in PAHS programming.

Renovations

Since 2017 and the receipt of the Dr. CH and Lenore Andrews Bequest, the Historical Society has been renovating the Historical Museum. These renovations ensure that our displays and storage spaces stay modern, relevant, and meet museum standards for preservation. The Society has been able to use the Andrews Bequest to augment grant applications for this purpose.

The Society has completely redone the main floor display areas, created the *Kistapinanihk, The Gathering Place* exhibit, redone archive and collection storage areas, leveled floors, created new display panels, had new LED lights installed and new network cables and electrical to the Archive. Some of this work has been done by the City or the Society has been able to share the cost. Outside Society specific projects, the Society has spent over \$50,000 to maintain and renovate the physical museum building.

The Society has worked very hard to grow and do so within our capacity. The Society needs the continued support of the City of Prince Albert to maintain its new standard of operations. For 2025, the Society is asking the City to meet the memorandum of understanding's terms as set out in 2009, to ensure that the relationship between the Historical Society and City remain committed to successfully sharing our city's history.

Respectfully,



Michelle Taylor
Manager/Curator



Michael Gange
President

Museum Manager/Curator Costs for 2025

Payroll	\$	66,950.00	(3% increase from 2024)
CPP	\$	4,022.20	
EI	\$	1,468.77	
Vehicle	\$	1,200.00	
WCB	\$	600.00	
Health Benefits	\$	1,200.00	
Pension	\$	1,250.00	
Vacation Pay	\$	5,400.00	
Cell Phone	\$	360.00	
	\$	82,450.97	



Below is a list of funding the Historical Society has received to fund its projects and operations in 2022:

City of Prince Albert	\$71,080
Canadian Heritage- Museums Assistance Program	\$42,700
SaskCulture- Museum Grant Program	\$22,000
PA and Area Community Foundation	\$16,000
Museums Assoc. of SK- Tech Microgrant	\$ 673
City of PA- Community Grant Program	\$ 1,000
SK Council for Archives and Archivists (digitization)	\$ 5,000
Canada Summer Jobs	\$17,172
Young Canada Works	<u>\$ 6,874</u>
TOTAL	\$182,499

Below is a list of funding the Historical Society has received to fund its projects and operations in 2023:

City of Prince Albert	\$71,080
Canadian Heritage- Museums Assistance Program	\$56,000
SaskCulture- Museum Grant Program	\$22,000
PA and Area Community Foundation	\$14,000
Museums Assoc. of SK- Tech Microgrant	\$ 1,000
City of PA- Community Grant Program	\$ 5,500
Northern Lights Community Devel. Corp	\$ 4,405
Canada Summer Jobs	\$16,560
Young Canada Works	<u>\$17,510</u>
TOTAL	\$208,055

Below is a list of funding the Historical Society has received to fund its projects and operations in 2024:

City of Prince Albert	\$71,080
SaskCulture- Museum Grant Program (max funding \$30,000)	\$28,000
PA and Area Community Foundation	\$10,000
SK Council for Archives and Archivists (digitization)	\$ 5,000
City of PA- Community Grant Program	\$ 4,324
Canada Summer Jobs	\$11,760 (transferred to City application- therefore eligible for less)
Young Canada Works	<u>\$12,200</u>
TOTAL	\$142,364

**Prince Albert Historical Society
Budget Income Statement**

2025 Budget

REVENUE

Sales Revenue

Admission - Adult	
Admission - Student	
Admission - Child	8,000
Admission - Family	
Admission - Day Pass (all museums)	
Tours	1,500
Memberships	2,000
Tea Room	
Rent	750
Total Sales Revenue	12,250

Gift Shop Sales

Publications	1,400
Souvenirs - all museums	1,000
Other Location Souvenirs	100
Other sale items	
Archives Sales	50
Total Souvenir Sales	2,550

Donations - Tax Receipt

Donations - Tax Receipt - Cash	1,500
Donations - Tax Receipt - Cash Archives	250
Donations - Tax Receipt - in Kind	
Total Donations - Tax Receipt	1,750

Other Donations

Donations - all museums	200
Archive Donations	100
Other donations	
Total Other Donations	300

**Prince Albert Historical Society
Budget Income Statement**

2025 Budget

Operating Grants	
SaskCulture Museums Assistance	28,000
City P.A. - Society budget support	
City P.A. - Manager's wages	81,731
City P.A. - Vehicle Allowance	
Community Grant Program	
Other Grant	
deferred from previous	
Total Grants	109,731
Other Revenue	
Federal GST rebate	1,000
Chequing Interest	2,000
Investment Interest	3,000
Admin Fee Revenue	
Misc. Revenue	50
Total Other Revenue	6,050
Project Revenues	
Sask Archaeological Society - Grant	500
Nisbet Church and 1885 Blockhouse (GoGundMe	--
Indigenous Heritage Map Grant	--
Milliken Donation	
PA & Area Community Foundation Grant	
Program Registration	1,400
Events	2,000
Fundraising	
Garage Sale/Auction Proceeds	--
Endowment Fund	
SCAA (IGP) Grant	
NEW - Capital Projects	
Plus Deferred Revenue - Beginning of Year	
Less Deferred Revenue - End of Year	
Total Project Revenues	3,900
TOTAL REVENUE	136,531

**Prince Albert Historical Society
Budget Income Statement**

2025 Budget

EXPENSE

Cost of Goods Sold

Publications for resale	750
Souvenirs (CD's etc.)	500
Other items	50
Total Cost of Goods Sold	1,300

Payroll Expenses

	(Michelle, Olha- 3% over 2024)
Wages	88,000
Retroactive Wages	
Holiday & Stat Pay	8,900
Banked Hours	
Employer EI Expense	2,691
Employer CPP Expense	6,392
Employer WCB Expense	1,002
Pension Benefit	1,250
Vehicle Allowance	1,200
Chamber Benefits	2,281
Cell Phone	360
Total Payroll Expense	112,076

Communication Expenses

Advertising & promotion	2,000
Collection Communication	500
Exhibit Galleries Display	1,000
Programing Supplies	
Programing equip. & services	
Summer Staff Party	450
Total Communication Expense	3,950

Program Expenses

Base Wages	30,900
Supplies	1,500

Prince Albert Historical Society

Budget Income Statement

2025 Budget

Promotions	500
Equipment	250
Contract/Honoraria	2,500
Total Program Expense	35,650
Collection/Archives Expense	
Reference material	500
Collection/Archives Supplies	2,500
Collection/Archives equip. purch.	1,000
Storage Rent at SHARE	7,000
Tax receipted Gift in Kind	
Collection conservation	200
purchase of	
Total Collection/Archives Expense	11,200
Other Expenses	
Building Maint. & Occupancy Costs	2,500
Building equip. purchase	5,000
Office equip. purch.	
Office Expenses	3,500
Licenses & Memberships	1,200
Meeting and meals expenses	500
Training	500
Travel	
Review engagement	5,000
Contracts	3,000
Honouraria	
Financial Service Charges	250
Cash Short (Over) on tills	
Bad debts	
Inventory Valuation	
Membership Benefits	
IT (Information Technology)	2,000
Cell phone contract	
Misc.	
Total Other Expenses	23,450

**Prince Albert Historical Society
Budget Income Statement**

2025 Budget

Project Expenditure

Andrews Bequest	
Capital Projects	
Reno Projects	
Sask Archaeological Society	500
Nisbet Church and 1885 Blockhouse	
Digitization (SCAA Grant)	
PA & Area Community Foundation.	
MAS Technology Microgrant	
Events	
Fundraising expenses	
Deferred costs from prior year	
Deferred costs end of year	
Total Project Expenditures	500
TOTAL EXPENSE	188,126
NET INCOME	-\$51,595
PROJECTS	3,400
OPERATIONS	-54,995



2021-2024 Strategic Plan



About the PAHS:

The Prince Albert Historical Society dates back to 1887, when the Saskatchewan Institute was formed to preserve the history and natural history of the Prince Albert area. Unfortunately, the building housing the Institute burned down and all artefacts lost in 1890. The organization ceased to function until 1923, when a group met to form a new version of the Society, the current version of the Prince Albert Historical Society was formed in 1932.

The Society has gone through growth and decline in its 88 year existence. Originally, the Heritage Museum was housed in the Nisbet Church once located in Kinsmen Park, one of two buildings donated to the Historical Society in the early 1930s. The museum collection moved to the Queen's Bench Courthouse, back to the Church and finally to the Central Firehall in 1976. The Historical Museum opened to the public in June 1977. Since that time, the Historical Society has increased the number of museums under its care by three in two other locations in the City- the Evolution of Education Museum, the Rotary Museum of Police and Corrections, and the John and Olive Diefenbaker Museum National Historic Site of Canada.

In 2009, the Historical Society entered into a formal agreement with the City of Prince Albert to oversee the care and maintenance of the museum buildings. The care and ownership of the artefacts remains with the Historical Society.

In 2018, the Nisbet Church and the Blockhouse, located in Kinsmen Park, were deconstructed with the purpose of rebuilding them and providing a heritage corridor on the riverbank, west of the Historical Museum. Recently, the Historical Society has undertaken major renovations at the Historical Museum to make it more historically relevant and more accessible to the public.

Overview:

This is the third strategic plan for the Prince Albert Historical Society. This session, led by Ruth Kinzel of Kinzel Cadrin and Associates Consulting of Saskatoon, took place on July 22, 2020, just three weeks after the province allowed groups of 30 people to meet inside. The Covid-19 pandemic meant that we were unable to meet to update the plan until this time. For this session, the board wanted to update the previous plan and create a manageable plan for the Society for the next 3 to 4 years.

The first plan done for the Historical Society, in 2015, focused not only on what the Board/Society wanted but also the wider community, as representatives from other organizations were invited to attend the planning session. From this plan, the Society learned a lot but ended up with no work plan to follow through on. The 2017-2020 plan was good, but the Society found the outcomes were hard to achieve and fell behind in completing a portion of the plan.

This current plan will help move the Society forward and bring more recognition to it within the community.

This plan focuses on three strategic goals to build capacity in the areas of Resources, Facilities, and Community Engagement and Awareness.

Purpose:

To preserve and promote the heritage of Prince Albert and area for residents, visitors and researchers to understand the past and inform the future.

Vision:

All of the Prince Albert Historical Society's museums are inviting and accessible to people of all ages, cultures and backgrounds. They are destinations in their own right for residents, tourists and researchers, and we see increases in visitation every year.

Our facilities are wheelchair accessible and have ample space for exhibitions, programming, rentals, and climate controlled collections storage. Our collections are preserved using professional best-practice museum standards.

Our staff are well-trained and are enthusiastic about sharing information about our collections with visitors. Our interactive programs are sought after by residents and visitors alike.

We are "current" and have evolved with our community to ensure our marketing activities and programs are relevant. We collaborate with community groups and businesses to promote the vibrant history of Prince Albert and area. We have secured financial stability from sales of merchandise in our gift shop, to leases on our meeting and food services space, to sponsorships and donations to grants. As a result of our work and our partnerships we have identified and found support for other significant historic sites.

We have a mutually beneficial relationship with the City of Prince Albert and they provide adequate financial support for our shared vision of preserving the history of our City and area.

The Prince Albert Historical Society, its museums, artefacts, and archives, are an integral part of Prince Albert and area.

Strategic Goal 1

Community Awareness, Engagement, and Outreach

Building recognition and need of the Historical Society within the City and immediate surrounding area

Objective	Outcomes	Success	Ongoing Activities
<p>1.1 Build relationships with diverse communities in the City</p>	<ul style="list-style-type: none"> - invitation of others to meetings and events - partner with other organizations to create events and displays - Historical Society to participate in or present to other organizations - host specific events for new/recent immigrants and other cultural groups. 	<p>Participation of the Society and/or groups in at least 3 “events” per year</p> <hr style="width: 20%; margin: 10px auto;"/> <p>2022- participate in PAMC walkathon and summer camp with community support</p> <ul style="list-style-type: none"> - Opening of the Gathering Place exhibit, unveiling of the Isbister plaque at the Historical Museum - Coffee and conversation- community members provide history on topics important to them <p>2023- Multicultural Marvels summer day camp</p> <p>2021-2023- free days throughout the year; free programs during the winter months</p> <p>-participation in Literacy Day at the Gateway Mall</p>	<p>Seniors outreach Municipal Cultural Action Plan (MCAP) Prince Albert Urban Indigenous Coalition (PAUIC) Prince Albert Science Centre PA Multicultural Council</p> <p>-----</p> <p>2021- The National Indian Brotherhood Trust Fund has allowed for the hiring of an Indigenous project researcher to complete research and development of the Indigenous history space.</p> <p>2021-2024- collaboration with the First Nations University/University of Regina to promote Indigenous artefacts in the collection, and provide scientific study of those artefacts.</p> <p>2021-2022- monthly programming targeting at risk and immigrant families, funded by the Community Grant Program</p> <p>2022- Digitization project of the Daily Heralds with the JMC Public Library and PA Daily Herald.</p> <p>8Feb22- signed official MOU with Canoo as partner for new immigrants to visit museums for FREE for a 1 year period. We have been part of this program for approximately 8 years</p>

		<p>A large enough interest in the senior's outreach we have had to create a "self-serve" option that does not require volunteers to run the program.</p> <ul style="list-style-type: none"> - Digitization of PA Daily Herald microfilm reels in partnership with the Daily Herald and the Prince Albert Library- as of 2024, 1910 to end 1981 will be digitized 	
1.2 Build relationships with those on our social media platforms	<ul style="list-style-type: none"> - post more frequently as per schedule - provide more interactive content 	<p>Increase the number of followers and active engagements; creation of a posting schedule</p> <p>-----</p> <p>Regular posts about what the Society is doing and archival photographs have increased both engagement and the Society's reach. In 2022, engagement over 38,000 and a reach of over 1.1 million people- rivalling some of the larger institutions. By end June 2023, we are about 75% of 2022 numbers.</p> <p>-more videos posted to Youtube and Coffee and Conversation programs recorded and posted for interested people to view.</p>	<p>Picture posts, *new videos</p> <p>-----</p> <p>2021-2021- FB/Instagram videos of interesting PA history and buildings</p> <ul style="list-style-type: none"> - Posting schedule with featured days, including past Mayors and prominent women in the community - Have seen increased engagement on the social media outlets - 2022 TikTok posts (was not that useful- platform deleted in 2024)
1.3 Creation of educational opportunities	<ul style="list-style-type: none"> - hire a qualified museum educator to create and run programs – hired September 2020 - contact schools and other organizations to partake in PAHS 	<p>Creation of day camp, held 2x year; uptake by schools and school aged children in our programs</p> <p>-----</p>	<p>Suitcases</p> <p>Temporary museum educator position (hired January 2020)- title changed to Programming and Outreach Coordinator December 2022</p> <p>-----</p>

	<p>programs – first contact with schools made mid-October 2020</p> <p>-partner with other community organizations to create and run programs</p>	<p>2023- worked with SUNTEP to create Indigenous themed suitcases to go into schools</p> <ul style="list-style-type: none"> - Family programs during the school breaks and on Saturday afternoons - creation and success of two summer day camps (History Hunters and Multicultural Marvels) - Creation of the PAHS Junior Society- spring 2023 there were 12 registered in the program (geared toward kids 8-12 years old) - Creation of Coffee and Conversation program—La Colle Falls presentation in January 2024--- nearly 80 in attendance 	<p>2020- suitcase program was revamped and made Covid friendly.</p> <p>Fall 2021- invitation to teachers with a “Teacher Night” event at the museum to show how we align with curricula.</p> <p>2021-2022- Renovate the current dated main floor meeting area to a meeting and education space to allow for larger groups in the museum; contacted AODBT and have worked with them to renovate and develop a plan to provide an educational space</p> <ul style="list-style-type: none"> - Hosted a practicum student from Athabasca University (Heritage Resource Management) <p>Since 2022, PAHS has applied for grants from the PA and Area Community Foundation and the City of PA Community Grant Program to help fund the creation and running of programs as well as wages for the Outreach Coordinator</p>
<p>1.4 Increase awareness that the museums are open year round</p>	<ul style="list-style-type: none"> - communication with Society members and the public - signage to show business hours 	<p>Increased visitation and usage of the museums throughout the winter months</p> <p>-----</p> <p>2022- seasonal signage on the front of the Historical Museum</p> <ul style="list-style-type: none"> - Increased social media presence - Historical Society doing public presentations and encouraging winter visitors <p>-winter 2023/24 more school visits throughout the winter to the</p>	<p>Winter 2020- offered specific programming when school was out</p> <p>Winter 2021- sign purchased to be installed on exterior of HM</p> <p>2021 creation of the PAHS monthly newsletter to keep members informed about what is going on with the Society</p> <p>2023 and 2024 attendance at the PA and Area Teacher’s Association conference.</p>

		Historical Museum; fewer in the spring 2023 -creation of brochures and social media posts to highlight winter hours	
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Strategic Goal 2

Facilities

Building facilities that will accommodate the Society's growing collections, use, and staff into the future

Objective	Outcomes	Success	Ongoing Activities
2.1 Creation of a historic corridor along the riverbank	<ul style="list-style-type: none"> - 2020 construction of the Blockhouse - active fundraising campaign -2021 construction of the Nisbet Church - partnership with the City for care and maintenance 	Reconstruction of the church and blockhouse	<p>Working to raise funds for the construction Communication with the City for a development permit Consultations with the builder -----</p> <p style="color: red;">2020-2021- we have worked to get plans stamped by an engineer and secure a builder for the buildings. 2023- rebuild of the Church and Blockhouse has been put on hold -decision in winter 2023/24 to focus on the rebuilding of the Church instead of the Blockhouse in the spirit of reconciliation. City came forward with alternative locations.</p>
2.2 Provide year round service to the public	<ul style="list-style-type: none"> - trained volunteers or staff scheduled during the winter - new front all season doors at Historical Museum - advertise other museums available by appointment 	<p>Historical Museum *front* doors are open and staffed through the fall and winter -----</p> <p style="color: blue;">2022- creation of Coffee and Conversation that provides public programming 1x month in the winter</p> <ul style="list-style-type: none"> - Christmas tea at the museum 	<p>Museums are open, but through the side door. -----</p> <p style="color: red;">Winter 2021- exterior signage purchased 2021- have made contact with AODBT to renovate front entry area and Sergeant Room/offices</p>

		<p>2023- smaller renovations completed and we are looking at the front entrance for the fall</p> <ul style="list-style-type: none"> - Historical Museum opens on Saturdays to provide more access to museum 	<p>2022- large scale renovations have been put on hold due to cost. Smaller renovations will be completed in the Sergeant Room and office.</p>
2.3 Create open and diverse display areas	<ul style="list-style-type: none"> - partner with the City to renovate 2nd floor windows and walls - installation of culturally diverse displays (Prince Albert's recent history) (year 3) - meaningful partnerships with cultural organizations 	<p>Increased participation by cultural organizations to exhibit their history</p> <p>summer 2022- the PA Multicultural Council, members of the Francophone and Ukrainian communities created displays in the Historical Museum</p> <p>winter 2022- completion of the Gathering Place exhibit in the Historical Museum</p> <p>2023- creation of an exhibit/education space with the renovation of the kitchen and meeting room.</p> <p>2024- have reached out to the Nigerian community to include a display about their culture.</p>	<p>Assessment of the Historical Museums windows in 2020 completed.</p> <p>-----</p> <p>2021- have spoken with AODBT about renovations to main floor as well as fixing the windows.</p> <ul style="list-style-type: none"> - Window assessment was added to the 2022 City budget
2.4 Long term feasibility of the Historical Museum building	<ul style="list-style-type: none"> - create a plan and design for a Historical Museum addition (year 3-4) - consider the City's new development for recreation facility - consultation with the City about an addition 	<p>Creation of a plan/blueprint of the enlarged museum</p>	<p>Talked with Wes Moore about possible development in 2018-2019</p>

Strategic Goal 3

Resource Development

Building financial and human resource capacities for the PAHS to grow into a strong, stable community organization

Objectives	Outcomes	Success	Ongoing Activities
3.1 Build a strong and diverse volunteer and membership base	<ul style="list-style-type: none"> - committee and volunteer job descriptions - welcome/orientation packages for new members and volunteers - promote inclusion of younger and culturally diverse members 	<p>Creation of member reference material; new active members in the Historical Society</p> <p>-----</p> <p>2021- new membership material was produced and benefits outlined. Welcome and orientation material has been developed for all new members.</p> <p>2022/2023 -new and younger individuals joined the Board of Directors moving the Society in different directions</p> <ul style="list-style-type: none"> - Junior Society members are taking on new volunteer roles when needed 	<p>Orientation material is being drafted by Curator</p> <p>-----</p> <ul style="list-style-type: none"> - Covid has put a hold on any member gatherings - Dec 2021- member tea- well attended and enjoyed by those who came <p>2023- continue to look for younger (30-40yrs) members to take on board roles</p> <ul style="list-style-type: none"> - There continues to be younger members of the Society, however they are mostly supporters and not actively involved.
3.2 Increase the number of professional museum staff	<ul style="list-style-type: none"> - hire a museum educator and part-time front desk/social media person - find funding to pay professional wages 	<p>More PAHS staff to allow more use and promotion of the museums year round</p> <ul style="list-style-type: none"> - have been able to keep a summer interpreter on into the fall to provide some help to permanent staff 	<p>Fall 2020- hired a full time museum educator</p> <p>Spring 2021- hired an Indigenous Project researcher</p> <p>Winter 2021-22- renamed the educator position to Programs and Outreach Coordinator (POC) to better reflect the position</p>

		<p>2022 and 2023- received PA and Area Community Foundation grant to support/fund the POC position</p> <p>2022 and 2023- received City of PA Community grant to support activities the POC does</p> <ul style="list-style-type: none"> - Museums Assistance Prog. Grant to provide contract work for students for a 2 year position, partnered with the First Nations University. 	
3.3 Society future financial stability	- financial independence from the City of Prince Albert	<p>Creation of endowment fund to allow long term financial stability for the Society</p> <ul style="list-style-type: none"> - endowment fund created in 2022 through the Saskatoon Community Foundation <p>2022 and 2023 increased the number of grants being applied for to fund museum projects/partnerships (Archives, Museum Assistance Program, Summer Student grants, PAA Community Foundation, City of PA Community Grant, etc)</p>	<p>2021-2022- creation of a fee structure for the Bill Smiley Archives</p> <ul style="list-style-type: none"> - Application for additional grants to aid with operations and projects. - Agreement from the board and exploration to create an endowment fund through the Saskatoon Community Foundation. <p>Updated gift shop has increased self-generated revenue</p>
3.4 Review and renew City Agreement	- accurately describe the needs of both organizations - accountability of both organizations for the benefit of all (City/PAHS/public)	<p>Creation of a new agreement/MOU with the City of PA that accurately reflect the changes in our organizations (not updated since 2009)</p>	<p>2023- discussions with the City were held to ensure that all parties are in line with the current MOU before it is renegotiated.</p> <p>January 2024- M. Gange presented to Council to ensure the MOU was in their knowledge base</p> <p>August 2024- M. Gange met with the Mayor and admin to discuss items that need to be aligned before the MOU can renewed;</p>

			Michelle provided background information to Judy MC for a report
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