



**CANADIAN ARCHAEOLOGICAL ASSOCIATION
ANNUAL GENERAL MEETING
MAY 6, 2023**

In-person - **Kluskap D Room, Membertou Trade and Convention Centre**

ZOOM - <https://us02web.zoom.us/j/84363401005?pwd=SFIsZ3hiNWo3TDEwZ05vZjFOZ1k2Zz09>

Chair – Helen Kristmanson

Participants – 23 in person and 17 online

Helen Kristmanson reviewed the zoom protocols for this hybrid meeting and reminded participants that their attendance constituted permission to record the meeting.

Helen Kristmanson, Director-President, called the meeting to order at 3:35pm.

Helen wanted to take a moment to recognize the CAA meeting was being held on the Treaty Lands of the Nova Scotia Mi'kmaq. A thank you to the Nova Scotia Assembly of Mi'kmaq Chiefs and Membertou First Nation for allowing this CAA meeting to be held on their lands.

Helen then took a moment to introduce herself and the rest of the CAA Board of Directors.

Meeting was called to order at 3:35pm.

APPROVAL OF AGENDA

MOTION: Matt Beaudoin **MOVED** to approve the agenda for the CAA AGM 2023.

SECONDED by Ken Holyoke. There were no additions or changes. All in Favor. **CARRIED.**

APPROVAL of the MINUTES of the ANNUAL GENERAL MEETING 2022

The minutes from the 2022 Edmonton AGM had been posted on the CAA website, but copies were available for those in attendance today.

MOTION: Lisa Hodgetts **MOVED** for the approval of the AGM Minutes, from Edmonton in 2022.

SECONDED by Heather MacLeod-Leslie. All in Favor. **CARRIED.**

BUSINESS ARISING

Helen asked if anyone present had any Business Arising from the 2022 minutes. Nothing was added to the agenda.

ANNOUNCEMENTS

Future Conferences

2024 – Saskatoon

Helen and Joanne met with the incoming conference committee consisting of the University of Saskatchewan and the Saskatchewan Archaeological Society and they are already moving ahead with the planning.

2025 – Still searching for a host.

Awards 2023

In 2022 the two inaugural scholarship awards were presented. Each award offers \$1,000.00 and a one year complimentary Green membership to the recipient.

This year the **Equity and Diversity** scholarship was presented to Violet McPhee and the **Indigenous** scholarship was presented to Sarah Pocha-Tait.

Student Poster Award judging was still taking place today, so the winner will be announced on the website, post conference.

Public Communication Award for Publication Year 2022

Writer / Producer

Recipient: William Dumas and Rhian Brynjolson, for their books Amō's Sapotawan and The Gift of the Little People (2022, Highwater Press).

These books represent outstanding contributions in collaboration and communication that support insight and appreciation of Canadian archaeology, particularly within their Northern Manitoba Asiniskaw Īthiniwak (Rocky Cree) ancestral lands settings. The books are designed to teach young people about the old ways. The committee describes them as beautifully illustrated and refreshingly melding Indigenous storytelling and discussions of belongings (artifacts) in relation to place.

Professional / Institutional

Recipient: Saskatchewan Archaeological Society, for their book Points of View: A Guide on Saskatchewan Projectile Points with Indigenous Perspectives (2022, edited by F. Boser, SAS).

A re-envisioned and reworking of a classic archaeological handbook, this will be the go-to manual for anyone interested in learning more about archaeology and how to identify projectile points of the Plains, Boreal Forest, and Taiga. Images were purposely selected to highlight the variation for different points, including broken and reworked examples. Unique to this book is the integration of Indigenous perspectives by a diversity of Indigenous voices. The placement of these chapters at the beginning is deliberate. It emphasizes the 'two-eyed' and 'braided' knowledge approach to the volume. The committee describes it as familiar yet refreshing, aspirational, full of high-quality visualizations—both print and associated digital materials—and of widespread appeal.

Social Media

Recipient: Craig Ramsomair, for various 2022 social media outreach efforts on behalf of the Ontario Archaeological Society, including Facebook, LinkedIn, Instagram, and Twitter feeds.

The reach and maintenance of these social media feeds represent enormous work by the nominee. They highlight not only upcoming presentations and job opportunities, but also original content developed by the nominee and other OAS members, including engaging and helpful infographics featuring unique elements of archaeology as practiced in Ontario. Because so many social media feeds are utilized, the number and diversity of the audience being reached are impressive.

Smith-Wintemberg Award

Recipient for 2023 is Dr. David Black.

Elections

CAA elections this spring were to fill the position of President Elect and Secretary.

There were 99 votes, which is only approximately 18-19% of our membership, however, this is about par for voter turnout.

President Elect – Dr. Catherine Cottreau-Robins. Congratulations to Katie.

Secretary – Solène Mallet-Gauthier. Congratulations Solène.

Warm welcome to both Katie and Solène, but with that the CAA must say goodbye to Lisa Hodgetts. A

special thank you to Lisa for all her hard work and support to everyone on the Board. She will be dearly missed.

We are also saying goodbye to Maryssa Barras who was our secretary for the past two years, but we welcome her back to chair the Membership Committee.

The board also has to say goodbye to John Cresse, who is completing his five year term as CJA editor. His service has been incomparable, working away in the background on the CJA, as we often do not see what is happening until the unveiling of the new volume.

The CAA welcomes the incoming editor, Helen Dunlop. John and Helen are planning to work together during the transition.

REPORTS

President and Vice President

Helen commented that she and Sara have been working well together and will combine their reports as there is a lot of overlap.

First, a thank you to the organizing committee, Heather and her team, for putting on a wonderful conference. There has been a lot of positive feedback.

Over the last year, an objective of Sara and Helen was to be more in contact with all the CAA committees and to get a better understanding of their activities. This was a great opportunity to get to know everyone on each of the committees and to hear firsthand their strengths and weaknesses. With the assistance of Matthew Betts all committees were then brought together for a group chat to find ways to maximize common ground between groups and work together to find ways to advance their individual and shared objectives. This was time very well spent by the board and the committees. Sara commented that everyone involved felt this was time well spent and there were opportunities where everyone could work together to avoid duplication. The outcome of the discussions was to schedule bi-annual meetings with all committee chairs to provide synergy. The CAA Board is available for support and the lines of communication are always open.

Helen wanted to take a moment and introduce Cheryl Takahashi, who is the CAA webmaster.

A letter of support was drafted for Bill C23 – Ken Holyoke will report more later in his report. Ken chairs the Advocacy committee and last fall proposed a Professionalization Series to have at the conference annually. This series was to feature industry professionals from CRM and the Heritage sector. The panel would discuss their background, training and experience. Prepared remarks would be followed with a Q & A session. The target audience would be undergraduates, graduates and early career professionals. Ken will update this also in his report. Helen wanted to congratulate Ken and his committee on this great idea and all their work of pulling this together for this conference.

At the 2022 AGM meeting it was suggested the CAA create a position for Social Media. Helen wanted to introduce Jade Ross who has been doing a great job with the CAA social media. Keep in mind that Jade is a great resource for all other committees in terms of communication needs.

The Scholarship Fund continues to fund raise with a current total of \$19,180.00 and a goal of \$50,000. The CAA has entered a partnership with American Cultural Resource Association (ACRA) and Sara attended a ZOOM board meeting during the SAA. Richard Grubb is in attendance in Membertou to attend the conference and the board meeting.

Special thanks given to Cheryl Takahashi for all of her assistance to the conference committee.

CJA Editor

John Creese, acknowledged the territory he is reporting from.

The incoming editor is Helen Dunlop and he wanted to welcome her. John will work with Helen to ensure a smooth transition.

Regarding the CJA, publication is about an issue behind schedule. The fall issue Volume 46(2) should be out soon. It is currently in the editorial stage so hopefully will be published by the end of May or early June. Then to catch up for 2023 there is a Spring issue that is a regular volume planned and then the Fall issue is a Special Edition with a NE Focus guest edited by Amy Fox and Michael Chazan from the University of Toronto.

There are two special issues that have been approved from the 2022 conference and they will be out in the next couple of years.

An initiative of the CJA has been the Web of Science indexing. Cheryl Takahashi has been instrumental in putting together the application and hopefully will be completed this year. This will really elevate the accessibility of the CJA and make it more widely known.

Treasurer

Yearend Financials (see attached)

Joanne reviewed the Revenue statement highlighting some of the line items:

- Tax receipted donations provided for supporting membership;
- ICOMOS (International Council on Monuments and Sites) supported three students' employment;
- Royalties are received from three organizations: EBSCO, Access and JSTOR;
- Membership remained fairly steady even though membership types are only Green now;
- Conference revenue is fairly self explanatory, except that some sponsorship payments was over the course of a few years due to Covid 19;
- The CAA hosts 3rd party sales of publications;

Total Revenue: **\$136,287.16** for 2022.

Joanne then reviewed the Expense statement highlighting some of the line items:

- The Spring issue was the last CJA printed and mailed out to the membership;
- Cheryl Takahashi and a copy editor are paid for their work editing the CJA;
- CAA provides a fund of \$5,000 annually when feasible for Student Travel;
- CAA has a French translator they work very closely with for any articles on the website;
- It's All About Balance is the bookkeeper the CAA hires annually for the yearend Review;
- CAA has Directors Liability Insurance;
- CAA is a member of CrossRef;
- Cheryl Takahashi is on contract with the CAA for the maintenance of the website;
- There are funds available when a board member requires assistance to the annual meeting;

Total Expenses: **\$114,218.52** for 2022.

Net Income: **\$22,068.64** for 2022.

Joanne completed the financial report with a review of the Assets and Liabilities. CAA currently has five BMO accounts and three GICs.

MOTION: Joanne Braaten **MOVED** to accept the 2022 year-end financial report as presented. **SECONDED** by Matthew Beaudoin. All in Favor. **CARRIED.**

Budget 2023 (see attached)

As many of you already know the CAA annual budget is created at the fall Board of Directors meeting for the next calendar year. Joanne stated the bookkeeper employed by the CAA always suggests the CAA to work toward a balanced budget annually, especially now that the CAA is presenting to the CRA again.

The Proposed Budget for 2023 was available to the membership prior to the AGM on the CAA website and voted on by the members attending the AGM in-person and virtually.

MOTION: Joanne Braaten **MOVED** to accept the 2023 Budget as presented. **SECONDED** by Ken Holyoke. All in Favor. **CARRIED.**

Webmaster

Cheryl Takahashi did not prepare a formal report. She reported that she was able to monitor the access to the online portion of the conference quite well and everything she was responsible for ran smoothly. There have been updates of the resource page, new videos and other information to the Unmarked Graves section on the website with the assistance of Sarah Hazell and Lisa Hodgetts.

2023 Conference

Heather MacLeod-Leslie provided an update on the 2023 Membertou conference. She commented it was a good experience and it would not have come together without the assistance of the massive team she had assisting her. She wanted to express her gratitude to all of them and was pleased to hear so many people enjoying the conference. Inclusion will be a big part of future conferences.

Future conferences will probably approach the itinerary very differently.

Reports post conference should be done in a timely fashion to assist future conference committees.

Initiative to the CAA to improve upon the work as archaeologists in Canada.

During the conference Heather received calls for a Standing/Working Committee on climate adaptation and response, as well as one on Black Canadian Archaeology.

Lastly, Heather wanted to discuss the budget for this conference, as it was much larger than anything in the past. A typical budget for the annual CAA Meeting and Conference is \$85,000.00 but the budget for 2023 was \$120,000.00, which may have been a bit intimidating initially. However, Tracy Menge was able to secure \$114,500.00 in sponsorship, not just for the conference but also in support of the Mi'kmaq, so the sponsorship was very different. Heather made an informal request that any surplus funds post conference be earmarked for Indigenous Archaeological Scholars and practitioners, as well as Black Canadian Archaeologist scholars in the future. There was also a Silent Auction, Book Sales, Ticket sales for excursions, registration and banquet.

Heather reported there were 225 registrants in person and 29 virtual registrants at last count and perhaps more. Cheryl commented there was an official number of 308.

Marianne Stopp had a question regarding the cost of a hybrid conference and was it worth doing. Heather indicated the cost of AV for two hybrid rooms, the live streaming of two events (Opening and Plenary), and pre-recordings of presentations was \$22,000.00. MTCC cost for audio set-up was about \$5-6,000.00. Three virtual sessions were hosted by KMKNO and thank you to Tyler Dunn for all of his efforts.

COMMITTEE REPORTS

Advocacy

Ken Holyoke thanked Heather and the conference committee for their work to make the two hybrid sessions he chaired run smoothly. He felt the session option and the set-up was something that should be utilized going forward for future conferences. Especially for the panel discussion, as several participants who were not able to attend in person could still attend.

In the past year the advocacy committee discussed doing more proactive advocacy. The co-chairs of the committee are Steven Dorlan, Maryssa Barras and Beatrice Fletcher. In discussion with the student committee there was some interest in developing a professionalization series aimed at leveraging the networking resources of the CAA. Proposal was drafted for five events over the course of a year: online seminar on Funding applications; Graduate school applications; Publishing and Peer review; CRM panel; and culminating in a professionalization outside or adjacent to archaeology at the annual meeting of the CAA. Although it has been a full year for the committee, the professional series panel was launched at the Membertou conference. Session discussion was attended by about 10 people in person and about 25 online. A variety of topics were discussed. The session was recorded, so will be posted on the CAA You Tube page.

The Advocacy and Climate Change committees met and want to develop a strategy to follow the climate statement that has been on the CAA website since June of 2022.

Ken also discussed the continued works with the Ottawa Glass Works company regarding a site in the Ottawa valley. Adrian Burke approached the committee about some letter writing support to ensure the site was registered.

Lastly, Ken discussed Bill C23, the Historic Places Act, has been tabled. First federal legislation for Canada and although it is imperfect, but it is something positive. It has gone through second reading. Action was to happen in March of this year, but the issue has been put on hold. Ken encouraged members in attendance to do a search on the topic. Marty Magne in his legislative role has been supportive of this issue. Perhaps creating a Legislative Committee for the CAA could be considered in future.

A special thank you to Mark, Marina, Karen, Kate, Shawn, Maryssa, Andrew, Jordon, and Elroy, the panelists in the discussion with fantastic voices providing lots of information for students and young professionals.

Climate Change

Matt Betts was unable to attend so Helen read out his report.

The most notable item was the Climate Change statement released on June 10, 2022. The committee appreciated the collaboration of the CAA board. The most recent meeting was in the fall of 2022 which ramped up discussions of climate change crisis in archaeology which the committee has deemed ongoing, severe and in need of immediate response by the archaeological community.

Two student members have joined the committee. The need to make the need for climate change more visible and broaden the impact on the archaeological community and the public. A meeting between the committee chair and the CAA president and vice president was held in the fall of 2022 to discuss this issue and resulted in a collaborative meeting of all the CAA committee chairs early in 2023. General consensus of the meeting was very positive, especially the fact that the Climate Change and Advocacy committees can collaborate.

Indigenous Issues

Sara Beanlands provided the report on behalf of Paulette Steeves who was unable to stay for this meeting. The committee has not been very active recently, but stands ready for any action that is required, as well as supporting other CAA committees. Paulette adjudicated the Indigenous scholarship award.

Special thank you to Sarah Hazell for all her work on the committee.

Membership

Sara continued with the report for Shawn Morton who has been a long-time chair for the committee. Shawn was thanked for all his efforts and endless work over the years, but Shawn feels it is time for a change. He wanted to comment that the collaborative work of the CAA committees is such a great initiative as one committee does not work independent of another.

Sara was pleased to announce that Maryssa Barras was stepping up as Membership committee chair. A special thanks and gratitude was sent out to Shawn for all of his work over the years.

Student Committee

It is unfortunate that co-chairs of this committee are all out in the field at this time and were unable to attend. They had provided a video, but unfortunately due to some volume issues was not played completely. This video will be posted to the You Tube channel and Lisa Hodgetts will send out a link on social media.

Working Group on Equity and Diversity

Lisa Hodgetts gave a bit of history on the working group.

The group was struck five years ago, but was never intended to be a standing committee. The plan was to survey the CAA membership on their experiences in Canadian archaeology. Report of findings was

in a CJA in 2020. Follow-up interviews were conducted with practitioners with a focus on intersectionality. The group has been working on a paper that will share the results of these interviews. It has become clear there is still much work to do to become an equitable and diverse archaeological community, but we are working in the right direction. Lisa wanted to encourage the CAA board and any members to step up to continue this very important work, as she feels she must step away from chairing. Lisa suggested it should perhaps become a standing committee going forward.

Unmarked Graves Working Group

Lisa reported for chair Kisha Supemant, who was unable to attend at the last minute.

The committee consists of individuals from across Canada who have been working with communities conducting investigations at Residential School sites. The UGMG group with affiliation with the CAA, along with various partners released a joint statement in June 2022 on Residential School Denialism. The goal was to educate the media and the public. Kisha and Andrew Martindale were appointed last fall to the National Advisory Committee for Residential School Missing Children and Unmarked graves. They have been working to host events across the country so communities can share information and work on the language for guidance to communities.

This group meets once a month with an alliance of organizations on residential school debated issues to prevent duplication of efforts.

Resources have been updated on the CAA website. Project manager, Sarah Hazell has done a great job with a series of videos.

Lisa mentioned the group is looking into avenues for certified training for Indigenous communities that are interested in learning some of the technical skills involved. Perhaps even micro-credentials through universities, but conversations are in the early stages.

Various methods of detection are being looked at for non-intrusive methods of location.

The group has been approached by the legal team in the case of the Mohawk Mothers and McGill University regarding the development of the Old Victoria Hospital site, for their input.

This group has been in contact with some provincial bodies to provide some communities resources that are available and to provide guidance on best practices. The federal government brought in the International Committee on Missing Persons to provide guidance and consultation, but unfortunately did so without consulting with Indigenous communities or sharing the information with the National Advisory committee.

Kisha is leading the group in submitting a SSHRC Reconciliation Network grant providing 5 years of funding. This would bring in several universities, Indigenous community partners to work on advancing method development, provide training and developing training materials for indigenous communities, as well exploring issues around data sovereignty within the investigations. A written submission is in the works in response to the Special Interlocutor's calls for information.

Heather MacLeod-Leslie asked if there has been an opportunity yet to disseminate information of the resources available on the CAA website out to Indigenous peoples via places like the AFN and individual communities. Lisa responded that it is new to the website, but it will happen soon.

Unmarked graves of African Canadians is also an issue of concern and so this information regarding resources would be beneficial to them as well. Lisa will pass this information on to the working group.

New or Other Business

Betty Charlie and Clifford Hall Award (From the CAA website)

This award celebrates Indigenous individuals or collectives (Elders' groups, communities) who have made deep and significant contributions to the discipline of archaeology. Betty Charlie and Clifford Hall are Sq'ewlets people who have committed their adult lives to caring for and sharing knowledge about the archaeology and ancestors of S'ólh Téméxw, the land, waterways and world of Stó:lō-Coast Salish people of the Fraser Valley of British Columbia. Betty sadly passed away in the fall of 2022.

Candidates for this award are dedicated to the history and heritage of particular cultural places and landscapes, and their descendant communities, which may be their own, and are invested and involved in their preservation, care, stewardship, and the transmission of knowledge about them. They may be community historians, knowledge-keepers, and/or Indigenous archaeologists, and are role models in their communities of practice. Candidates need not be CAA members.

A nomination package will include a letter of introduction that highlights the nominee's (or nominees') achievements; a dossier displaying their contributions through formal or informal publications and/or evidence of their participation in field schools, archaeological research, activities that draw Indigenous and archaeological communities closer together, or other ways they have enriched the discipline of archaeology; and letters of support from active CAA members. The award will be announced during the awards ceremony at the CAA Annual Meeting. Recipients will be presented with a plaque. Nominators are encouraged to celebrate the award at a convenient location for the recipient(s) in a culturally appropriate manner.

Appoint an Auditor/Reviewer 2013

Joanne recommended Rebecca Catudal of "It is all about Balance" appointed as the Reviewer for the CAA financials for the 2023 year-end.

Adjournment

MOVED to Adjourn (the Roscoe Motion) the CAA AGM of 2023 in Membertou at approximately 5:05pm. **SECONDED**. All in Favor. **CARRIED**.

**Canadian Archaeological Association
Revenue Statement 01/01/22 to 12/31/22**

REVENUE

UNRESTRICTED GENERAL REVENUE

Tax Received General Donations	1,060.00
Youth Employment Program <30yrs old	3,257.50
Online Store Postage	233.99
CAA Merchandise	588.50
Royalties	4,595.77
Interest	356.13
Realized Exchange Gain /Loss	890.04
TOTAL	10,981.93

RESTRICTED REVENUE

Tax Received Scholarship Fund	2,290.00
Tax Received Student Travel Fund	100.00
TOTAL	2,390.00

MEMBERSHIPS

Supporting CAD Membership \$95	2,940.00
Student CAD Membership \$40	80.00
Student CAD Membership \$30	4,740.00
Institution CAD Membership \$175	350.00
Institution CAD Membership Green \$150	5,591.00
Individual CAD Membership \$100	370.00
Individual CAD Membership Green \$70	24,710.00
Student US Membership Green \$30	450.00
Institution US Membership \$175	675.00
Institution US Membership Green\$150	2,850.00
Individual US Membership \$100	100.00
Individual US Membership Green \$70	2,800.00
Individual Inter Membership Green \$70	420.00
Student Inter Membership Green \$30	30.00
Institution Inter Membership \$175	350.00
Institution Inter Membership Green \$150	600.00
TOTAL	47,056.00

SUBSCRIPTIONS & CONFERENCES

Single Issue Subscriptions	100.00
CJA contributions	495.90
Conferences	7,357.42
Conference Sponsor	20,728.51
Conference Registration	46,964.40
TOTAL	75,646.23

PUBLICATION SALES

ASA Books	105.00
NAHOP Books	6.00
North Atlantic Books	30.00
Northeastern Occ Papers	17.00
SFU Books	15.00
Stories of the Old Ones	40.00
TOTAL	213.00

TOTAL REVENUE	136,287.16
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Canadian Archaeological Association

Expense Statement 01/01/22 to 12/31/22

EXPENSES

PROGRAM EXPENSES

Conference Expenses	62,785.27
Online Store Postage	99.23
CJA Printing	4,686.62
CJA Editing	9,874.80
CJA Postage	2,099.83
Computer Maintenance	500.00
CAA Student Travel	2,150.56
Translation	2,130.21
Accounting & Audit	2,024.37
Liability & Director Insurance	1,307.00
Membership & Licenses	293.00
Corporations Canada - Annual Sum	12.00
Bank & Interest Charges	3,470.82
Website Services	17,168.75
Short Term Contracts	1,025.00
TOTAL PROGRAM COSTS	109,627.46

AWARDS

Smith Wintenburg	190.60
Pendergast	33.27
Public Communications	360.91
Equity & Diversity Scholarship	1,000.00
Indigenous Scholarship	1,000.00
TOTAL AWARDS	2,584.78

BOARD

Travel	1,511.07
Food Per Diem	245.00
TOTAL BOARD	1,756.07

ADMINISTRATION

Postage, PO Box & Courier	145.60
Stationary & Supplies	104.61
TOTAL ADMINISTRATION	250.21

TOTAL EXPENSES

114,218.52

NET INCOME

22,068.64



Canadian Archaeological Association
Association canadienne d'archéologie

	Approved Budget January - December 2022	Actuals January - December 2022	Proposed Budget January - December 2023
REVENUE			
Tax Received Donations	10,000	1,160	5,000
Royalties	5,000	4,596	5,000
Interest	400	356	400
Realized Exchange Gain /Loss	1,000	890	1,000
Youth Employment Program <30yrs old	-	3,258	-
Conference Sales	800	-	200
CAA Merchandise	450	589	300
Online Postage	200	234	200
Memberships	40,000	47,056	40,000
Conference Sponsors	10,500	20,729	22,000
Conference Registration	-	46,964	35,000
Conference	1,000	7,357	-
Publication Sales	300	213	200
CJA Contributions	-	596	100
Tax Received Scholarship Fund	10,000	2,290	5,500
TOTAL REVENUE	79,650	136,288	114,900
EXPENSES			
PROGRAM			
Conference Expenses	19,000	62,785	60,000
Publication Sales Disbursements	260	-	135
Online Store Postage	200	99	100
CJA Expenses (Printing)	-	4,687	-
CJA Expenses (Editorial)	12,000	9,875	12,000
CJA Expenses (Postage)	500	2,100	100
Computer Maintenance	500	500	500
CAA Student Travel	5,000	2,150	5,000
CAA Scholarship	7,000	-	-
Translation	3,000	2,130	2,300
Translation - Special	2,000	-	-
Marketing & Promotions	500	-	-
Accounting & Legal Fees	1,800	2,024	2,000
Liability & Director Insurance	900	1,307	1,400
Membership & Licenses	275	293	300
Corporation Canada	15	12	15
Bank & Interest Charges	1,800	3,471	3,500
Short Term Contracts	-	1,025	1,000
Website Management Services	18,300	17,169	18,000
TOTAL PROGRAM COSTS	73,050	109,627	106,350
AWARDS & PUBLICATIONS			
Smith Wintenburg	200	191	200
Roscoe-Wilmeth	100	-	-
Weetaluktuk	200	33	200
Public Communications	450	361	450
Equity & Diversity Scholarship	-	1000	1,000
Indigenous Scholarship	-	1000	1,000
TOTAL AWARDS COSTS	950	2,585	2,850
BOARD			
Conference Travel	5,000	1,511	5,000
Per Diem (Food)	-	245	300
TOTAL BOARD COSTS	5,000	1,756	5,300
ADMINISTRATION			
Postage, PO Box & Courier	200	146	200
Stationary & Supplies	450	105	200
TOTAL ADMINISTRATION COSTS	650	251	400
TOTAL EXPENSES	79,650	114,219	114,900
NET INCOME (DEFICIT)	-	22,069	-