

# ANNUAL REPORT 2017



# VISION

Museums are valued public institutions that inspire understanding and encourage solutions for a better world.

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*L to R: John G. McAvity, CMA Executive Director & CEO  
and Ry Moran, NCTR Director at Rideau Hall*



*L to R: John G. McAvity, CMA Executive Director & CEO  
and Eric Chan, aka eepmon, Digital Artisan, Museum Design*



*L to R: John G. McAvity,  
CMA Executive Director & CEO  
and Naheed Nenshi,  
Calgary Mayor*



*John G. McAvity, CMA Executive Director & CEO and Dr. Nelly W. Ng, Chair of the  
Canadian Fund for International Understanding Through Culture at the  
2016 Meet in Beijing Arts Festival*

## MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR & CEO



The past year, 2017, was an exceptional year for the Canadian Museums Association (CMA), in more ways than can be imagined.

CMA was approved for a major signature project for 150th anniversary of Confederation, one of only six to be approved at the time. Due to many reasons, we declined the funding which was insufficient.

CMA established the **Museums and Indigenous Issues Council** and a plan of action to address the various recommendations of the Truth and Reconciliation Commission's (TRC) Calls to Action. CMA was honoured to have Senator Murray Sinclair, former Chair of the TRC Commission deliver the Fellows Lecture at the 2017 annual conference. A great deal of progress has been made as we await funding from the federal government. We wish to thank the Canadian Museum of History for its one-year loan of Jameson Brant to CMA which proved to be beneficial. Her wisdom and knowledge helped us establish a strong path forward.

In addition to the annual conference, CMA hosted a truly remarkable symposium in Montreal on November 20–21 on the **Future of Museum Exhibition Design** which was attended by close to 100 delegates.

CMA lobbied successfully for a major increase in **Young Canada Works** funding, which includes a

major increase in internships we received some \$3.36 million in new funds for this project. Many new staff were added to implement this increase in funding for projects across Canada.

The CMA board **Governance Review Committee** met numerous times to review and make recommendations for CMA's governance process, led by Jane Fullerton, CMA Vice President.

CMA has secured a new and valued partnership with the **Canadian Commission of UNESCO** as well as with other new partners to help realize our many projects. Together with **Libraries and Archives Canada** we have launched initiatives for working more closely together.

We launched **Great Canadian Masters**, an innovative cook book series, which pairs chefs with art works from many museums. Over 5,000 copies were sold of the first edition in 2017 and well over 2,000 copies have been sold of the second edition in late 2017. A celebratory chef's gala was held at the closing of the Ottawa conference.

A further enhancement is the new **Jobs Board**, once administered by the Canadian Heritage Information Network, but available on the CMA website.

CMA hosted our Governor General's *History Alive Award!* kindly sponsored by **Ecclesiastical**, one of

our loyal insurance partners. Our partner, Canada's History Society held a major gala at the Canadian Museum of History with over 300 guests.

Finally, and perhaps most importantly, CMA has been strongly advocating for a modernization of federal museum support programs. In mid-December we presented a comprehensive deck to the deputy minister and we await a meeting with Minister Mélanie Joly in the near future to modernize the federal programs. A special CMA-PCH committee has been established. This, together with the current study of The State of Museums in Canada by the Parliamentary Heritage Committee, hold great promise for the next federal budget in 2019.

**Karen Bachmann**  
President

**John G. McAvity, C.M., D.Litt**  
Executive Director & CEO

## GOVERNANCE, ADVOCACY & COMMITTEE WORK

*The Honourable Patricia Bovey, Senator and John G. McAvity, CMA Executive Director & CEO*



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### Governance Committee

The CMA Board of Directors met several times in 2017 to govern the Association's affairs and policies. In-person meetings were held in Toronto, ON, Ottawa, ON and in Timmins, ON, in addition to several conference calls.

### Governance Review

Goal 4 of the CMA's 2015-18 Strategic Plan focusses on the CMA's role as 'the respected, valued and trusted national leader in the museum community.' Outcome A under this Goal considers the governance of the CMA. In May 2017, a committee of the CMA board was established to address this outcome, in coordination with CMA staff and others. The committee members are Jane Fullerton (Chair), Karen Bachmann, Susan Burrows Johnson, David Marskell, and John G. McAvity.

Over the summer and autumn of 2017, the committee met via teleconference several times to review the CMA's model of policy governance (also referred to as the Carver model). To address questions and better educate board members about the policy governance model, an information session was held during the October board meeting, led by Keitha Robson, Chief Administrative Officer for the Timmins Chamber of Commerce.

The committee also reviewed the CMA Policy Manual, which provides direction to board and staff on the roles, responsibilities and operational processes of the CMA. Revisions to the Policy Manual were drafted to better reflect the priorities and operational requirements of the CMA; these revisions were approved by the CMA board at the January 2018 board meeting. Included in these

revisions are activities to improve the orientation and training of CMA board members on an on-going basis.

Outcome A also includes objectives related to the relationship between the CMA and the Museums Foundation of Canada, and to succession planning for the CMA board and staff; these objectives will be a priority for the governance committee in 2018.

### Advocacy

CMA is the national advocate for sound policy for our sector. CMA has a highly respected reputation with decision-makers. We also work in close partnership with other organizations such as the provincial museums associations, other national organizations, and our members.

Following our successful advocacy during the federal election, CMA received a top up of \$3.36 million for Young Canada Works in mid-2017. New staff had to be recruited and the project needed to be re-advertised.

In late September, the minister of Canadian Heritage invited CMA to present new ideas to modernize the department's museum support programs. We invited input from members, established a special working sub-committee, and held two special meetings of the board.

In early December we presented a comprehensive proposal to the deputy minister and his senior staff. Our goal is a major transformation of the existing programs and the addition of significant new funds. A special CMA-PCH senior committee has been established to move this forward and CMA anticipates making a presentation to the minister in early 2018.

CMA is also preparing for the statutory review of the copyright act which was due in 2017 but has been assigned to a parliamentary committee. Alain Pineau has been engaged to lead this development in partnership with a strong and experienced CMA committee in close collaboration with related organizations.

The CMA did not hold a Hill Day in 2017, largely due to staff shortage and the lack of progress on the "Future of Canadian Museums Study" by the parliamentary heritage committee. We have every intention of holding a Hill Day again in the future. The Canadian Federation of Friends of Museums has agreed to be a co-sponsor of this event.

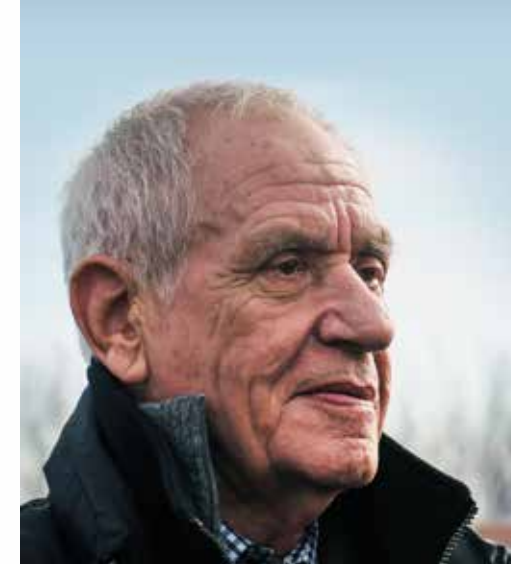
In addition, CMA submitted a formal pre-budget request to the standing committee on finance and we note one of our recommendations for a matching donations proposal has traction.



*Proposal of major transformation and a significant addition of funds for the museums programs presented by CMA to the Deputy Minister (December 2017)*



*Aanischaaukamikw Cree Cultural Institute (ACCI) Inaugural traveling exhibition Footprints: A Walk Through Generations. Spirit Walkers, 2016 — Photo Brendan Forward*



*Renowned Cree architect Douglas Cardinal will contribute to CMA's work on indigenous issues.*



*Inuk scholar and independent curator Dr. Heather Igloliorte holds the University Research Chair in Indigenous Art History and Community Engagement at Concordia University*

CMA maintains regular monitoring and meetings with members of parliament, including senators. Senator Murray Sinclair gave a strong presentation for the Fellows Lecture on the vital role of museums to tell the truth over indigenous history in this country and to assist with reconciliation. Senator Patricia Bovey has been a strong voice for our sector in the red chamber which is undergoing significant reform.

Regarding environmental issues, CMA has officially joined the Coalition of Museums for Climate Justice and John G. McAvity wrote an op-ed which was published in two major newspapers.

### Museums and Indigenous Council

CMA is specifically named in the Truth and Reconciliation Commission's report in recommendations #67 and #68:

**67.** *We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations.*

**68.** *We call upon the federal government, in collaboration with Aboriginal peoples, and the Canadian Museums Association to mark the 150th anniversary of Canadian Confederation in 2017 by establishing a dedicated national funding program for commemoration projects on the theme of reconciliation.*

[http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls\\_to\\_Action\\_English2.pdf](http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf)

However there are many other calls to action which include our sector. CMA takes these calls to action seriously, and will address them with sensitivity with respect. We have been in talks with the Department

of Canadian Heritage for over a year on funding and this has not been satisfactorily resolved yet. These actions will be build upon CMA's successful Task Force with the Assembly of First Nations some 25 years ago. It is time for a complete review and rethink of these recommendations in the light of the TRC and United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).



United Nations  
Educational, Scientific and  
Cultural Organization



Canadian  
Commission  
for UNESCO

We completed a planning study, and a phase one study in late 2017. We were grateful to the Canadian Museum of History (CMH) for the generous secondment of Jameson Brant who worked with CMA throughout 2017. That agreement has now expired and Jameson has returned to her full-time responsibility of managing CMH's training program for indigenous people.

Much has been accomplished including the establishment of the Council, a major literature review in partnership with the University of Toronto's museum studies program, and a series of consultations are planned.

A new partner has come on board, namely the Canadian Commission of UNESCO which is assisting with a major reflections paper on issues to be developed with some major leaders of the indigenous field, such as Douglas Cardinal, Heather Igloliorte, Sarah Pashagumskum, and others.



*The Honourable Murray Sinclair gave the Fellows Lecture at CMA's national conference in Ottawa, 2017.*



### Museums Foundation of Canada

The Museums Foundation of Canada (MFC) was established in 1994 and is a registered charity. The MFC supports the Barbara A. Tyler Award, the Dr. Shirley L. Thomson Young Curators Award, and the Fellows Lecture at the national conference. The Foundation continues to receive donations and bequests to support eligible projects.



### CMA and ICOM Legal Affairs

The executive director is working with ICOM's legal affairs committee, particularly its advocacy efforts at the World Intellectual Organization, a body of the United Nations which is considering special issues and exceptions for museums and related organizations. John G. McAvity was chair of this ICOM committee for some seven years and it has now been turned over to Rina Pantalony, a fellow Canadian who is now chair of copyright at Columbia University in NYC.

### Nominations Committee

Manon Blanchette, CMA Past President, chaired the 2017 nominations committee. To secure a strong and dynamic Board, CMA periodically asks members to recommend potential board candidates. The nominations committee reviewed the current board and members' terms, and determined that there are three board vacancies to be filled in 2018. Nominations committee members are listed later in this report

### Compliance and Risk Management Committee

The CMA's compliance and risk management committee is responsible for monitoring CMA's policies, identifying potential risks, and ensuring CMA's compliance with various federal and provincial requirements.

The compliance and risk management committee also fulfills the role of audit liaison. These responsibilities include participating in meetings with the auditor as required, to review the CMA audit and management letter, and to provide recommendations.

The compliance and risk management committee fulfilled its duties in 2017.



*Manon Blanchette, CMA Past President  
Vice President, Development of the Imperial Theatre*



*Katy Tari, Director,  
Collections —  
Programs and Public  
Services Department,  
Pointe-à-Callière,  
Montreal Archaeology  
and History Complex*



*Sarah Pashagumskum,  
Executive Director,  
Aanischaukamikw  
Cree Cultural Institute*

YCW Summer Jobs



### Young Canada Works

Young Canada Works (YCW) experienced a banner year in 2017. Both the summer jobs and internships programs benefited from additional funding, for a total \$8.85 million committed to the museum community.

Young Canada Works in Heritage Organizations (YCW-HO) continued to offer summer and short-term work experiences for students (aged 16 to 30) who wanted to learn about Canada’s cultural heritage, while earning money to continue their studies. With \$7.18 million in project funding, CMA was able to create almost 1,450 positions at 800 museums and heritage organizations across Canada.

Through Young Canada Works at Building Careers in Heritage (YCW-BCH), 151 museums and heritage organizations accessed \$1.67 million, and provided 173 recent post-secondary graduates with career-launching experiences in the heritage field.

The CMA would like to thank the Government of Canada for its continued financial support of this important youth employment program.



### CMA Member Insurance Program

CMA’s insurance committee, chaired by John Ryerson, ensures that CMA members have access to the best and most appropriate coverage available, while leveraging group buying power to provide competitive rates. The CMA’s insurance program provides coverage for collections, special exhibitions and loans, general liability, directors and officers, home and auto insurance for members and employees, as well as health care coverage for CMA members and employees. CMA works with Marsh Canada, Ecclesiastical Insurance, XL Insurance Company Ltd., Arthur J. Gallagher and Manulife to provide these coverage programs.



### Wholesale Consortium Program

The CMA wholesale consortium program saw exponential growth and participation in 2017. The development and further expansion of products offered provide institutions with the opportunity to expand their visibility within their community and to increase their revenues. The past year saw the addition of the Canada 150 line as well as the Iconic Images line, which allowed small institutions to purchase products that delivered strong profit margins. In addition to these two lines, museums can also customize products to reflect their museum branding.



### Marketing

The CMA offers a broad range of advertising opportunities for suppliers to our sector. Opportunities include exhibiting and sponsorship at both symposiums and conferences, advertising in Muse magazine, advertising on our website, as well as electronic publications.





Back — L to R: Pierre Lassonde, Michel V. Cheff, Michele Gallant, Katharine Lochnan, Michael Audain, Alexandrine Théorêt, Karen Duffek, Johanne Landry, Alison Rajah, Christy Thompson, Lisa Ellis, Graham Young.  
 Front — L to R: Yanick Daunais, Jean-François Royal, Carolyn Holmes, Hélène Samson, Vanessa McBay, Tom Foran, Khalil Z. Shariff, Dominique Laurent.  
 Photo by Martine Ménard.

## Awards

### Dr. Shirley L. Thomson Award for Young Curators

A testament to Shirley L. Thomson's efforts as a tireless supporter of young graduates' preparation for curatorial careers in the visual arts, the Dr. Shirley L. Thomson Young Curators Award is a legacy fund that provides young graduates the opportunity to experience high quality, enhanced learning experiences in Canadian museums, art galleries and artist-run centres.

- Alexandrine Théorêt and the Montreal Museum of Fine Arts



L to R: Anne Grace (MMFA), David Silcox and Alexandrine Théorêt  
 Photo by Martine Ménard.

MakerLab Youth Immersion, Two Rivers Gallery Prince (George Regional Art Gallery Association),

## The Awards of Outstanding Achievement

### Conservation

- Institution: Art Gallery of Ontario, Toronto, ON  
 Title: Small Wonders: Gothic Boxwood Miniatures

### Education

- Institution: Two Rivers Gallery Prince (George Regional Art Gallery Association), Prince George, BC  
 Title: MakerLab Youth Immersion

## Exhibitions (less than \$1 million)

### Art

- Institution: Galerie Montcalm, Gatineau, QC  
 Title: Hommage a Dallaire : Que la Fête commence!

### Cultural Heritage

- Institution: Musée des religions du monde, Nicolet, QC  
 Title: Tu ne tueras point

## Exhibitions (over \$1 million)

### Art

- Institution: UBC Museum of Anthropology, Vancouver, BC  
 Title: Lawrence Paul Yuxwelupton: Unceded Territories

### Cultural Heritage

- Institution: Aga Khan Foundation Canada, Ottawa, ON  
 Title: Together: An Exhibition on Global Development



## Science and Technology

- Institution: The Manitoba Museum, Winnipeg, MB  
 Title: New Pliosaur Exhibits

## Marketing

- Institution: The Rooms Corporation of Newfoundland and Labrador, St-John's, NL  
 Title: Remember Them At The Rooms Campaign

## New Media

- Institution: Surrey Art Gallery, Surrey, BC  
 Title: Surrey Urban Screen

## Research

### Art

- Institution: Art Gallery of Ontario, Toronto, ON  
 Title: Mystical Landscapes

### Cultural Heritage

- Institution: McCord Museum, Montreal, QC  
 Title: Livre Notman



L to R: David Silcox, Pierre Lassonde and Karen Bachmann  
Photo by Martine Ménard.

**ICOM Canada's International Achievement Award**

- Johanne Landry, Jardin botanique de Montréal — Espace pour la vie (Montreal, QC) an esteemed ambassador of scientific museology on the national and international levels.

**CMA Award of Distinguished Service**

The CMA salutes the outstanding careers of these dedicated museum professionals:

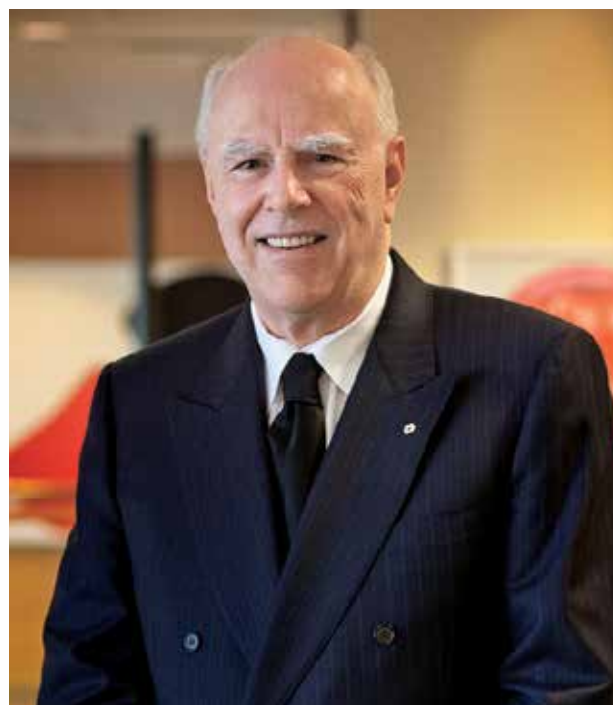
- Michele Gallant, Glenbow Museum, Calgary, AB
- Dr. Katharine Lochnan, Art Gallery of Ontario, Toronto, ON
- Dr. Randy Miller, New Brunswick Museum, Saint John, NB

**Award of Outstanding Achievement in Philanthropy**

- Pierre Lassonde, Musée national des beaux-arts du Québec, Quebec, QC

**President's Award**

- The inaugural President's Award was presented to Michael Audain in recognition of his many contributions and patronage of art institutions, artists and museums across Canada.



Michael Audain



L to R: Dr. Maureen Matthews, Manitoba Museum, Her Excellency the Right Honourable Julie Payette Governor General of Canada and David Swanson, Manitoba Museum.

**The Governor General's History Award for Excellence in Museums: History Alive!**

A partnership between CMA and Canada's History Society (CHS), the award recognizes individuals or institutions that have made remarkable contributions to a better knowledge of Canadian history. The goal of the History Alive! Award is to honour significant achievement in the historical field and encourage standards of excellence specifically in the presentation, preservation and interpretation of national, regional or local history.

The award recognizes Dr. Maureen Matthew and David Swanson at The Manitoba Museum for their "Spirit Lines Project." The educational kits created for Spirit Lines are for use in schools at Garden Hill and Norway House First Nations and contain

audio recordings and artefact replicas. The project also included five publications advancing Cree language teaching, enabling readers to see side-by-side translations of oral histories in English, Cree syllabics and Cree orthographic writing.

The CMA is equally proud to recognize two other finalists for their contributions to the preservation and interpretation of history. The Rooms Corporation (NL) for their exhibition Beaumont-Hamel and the Trail of the Caribou about the role of Newfoundland and Labrador during the First World War. The Fort Edmonton Park (AB) will also be recognized for The Junior Indigenous Peoples Interpretive Program for its program of engaging indigenous youth in museums by partnering with the Confederacy of Treaty Six First Nations.

## Bursaries

The CMA Bursary Program, made possible thanks to the Department of Canadian Heritage, offers financial support to Canadian museum

professionals, students and volunteers who wish to attend professional development activities. A total of 78 bursaries were distributed to museum professionals and volunteers from April 1, 2016 to March 31, 2017.

### CMA Bursary Program Stats

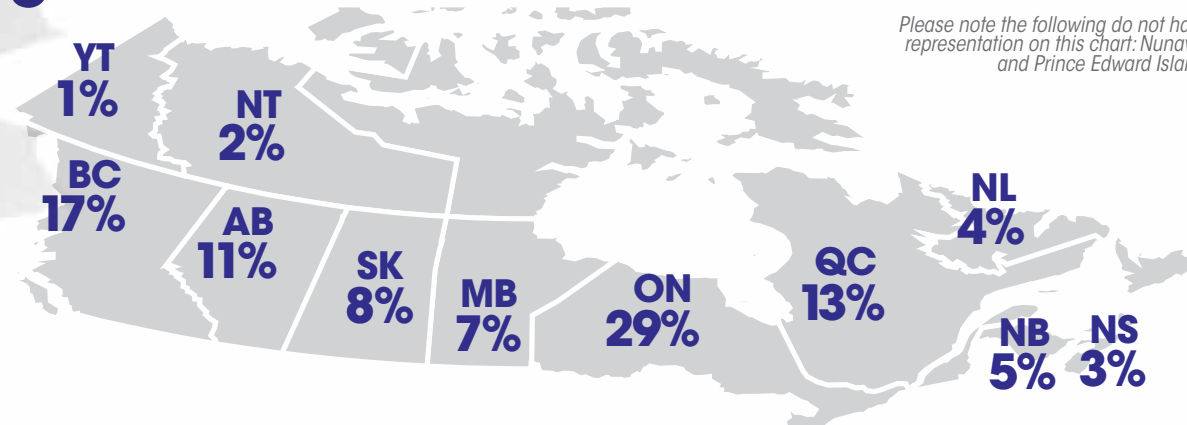
#### 1 Bursaries distributed since 1995



#### 2 Bursaries Allocation by type (2015–2017)



#### 3 Bursary Program Allocations by Provinces (2015–2017)



L to R: John G. McAvity and Christopher Leitch CMA 2017 National Conference, Ottawa

## Collaborations with Open Palace Program

Rachel Leaton has been chosen to receive the very first CMA bursary of £1000 for the OPP Programmes of Summer 2018.

<http://openpalace.co/bursaries/>

## LGBTQ2 Policy Committee

At the 2017 annual conference in Ottawa, a special session was held at the request of some museums over ways to work with and support the LGBTQ2 community. Christopher Leitch, of the American Alliance of Museums LGBTQ Alliance

([www.aam-us.org/resources/professional-networks/lgbtq](http://www.aam-us.org/resources/professional-networks/lgbtq)), addressed the session and shared their draft guidelines.

The result was the formation of a committee to draft similar guidelines for Canadian museums. The committee held several meetings and CMA was able to secure a grant to hire Sarah Gervais to research and draft such as set of guidelines.

We hope to have these ready for discussion and possible ratification at the Vancouver conference in April 2018. Watch our website and social channels for further information. In addition, we are proposing a resolution on inclusion and diversity for the AGM.

Sara Parcak, Keynote speaker  
CMA 2017 national conference, Ottawa



**National Conference 2017**

More than 500 museum professionals from across Canada met in the nation's capital, Ottawa, Ontario, from April 4-7 during the 70th CMA national conference. Inspiring keynote speakers such as Senator Murray Sinclair, Joseph Boyden and Sara Parcak stimulated discussion. CMA 2017 offered a variety of educational workshops, study tours, educational sessions, evening events and wonderful networking opportunities.



Session: A Fresh Look or Why Museums Don't Suck  
CMA 2017 national conference, Ottawa



Jeremy Hansen, Keynote speaker  
CMA 2017 national conference, Ottawa



The 2017 CMA Expo, held during the CMA national conference, showcased more than 40 exhibitors. The tradeshow featured a variety of products and services, including transportation, IT, lighting, design, publishing and insurance.



**Galleries, Libraries, Archives and Museums (GLAM)**

In late 2016 CMA co-hosted with Library & Archives Canada a major Summit in Ottawa which was sold out with over 300 delegates. The thrust was to find new ways for these previously independent sectors to work together. In some provinces this has come together such as in BC and in Nova Scotia to name just two.

The 2017 event was planned for January 30 in Toronto at the Royal Ontario Museum. CMA is committed to this new partnership with what is called the GLAM sector as we believe it is best to work together and not independently.





*Eric Pellerin, Design on a Shoestring Budget  
The Future of Exhibition Design Symposium*



*Nathalie Bondil, Keynote speaker,  
The Future of Exhibition Design Symposium*

### **The Future of Museum Design Symposium, Montreal**

On November 19-21, 2017 the CMA offered a specialized symposium addressing the future of exhibition design. More than 80 delegates participated and were fully engaged with stimulating keynotes, including Nathalie Bondil of the Montreal Museum of Fine Arts, and Scott Cooper, formerly of the Royal British Columbia Museum, round table discussions and interactive activities. As an added bonus, delegates were able to take part in two receptions: the first hosted by PACART, and the second by the Montreal Museum of Fine Arts.



*The Future of Exhibition Design Symposium  
Pacart Reception*

### **Museum Enterprises Conference**

The business of running a museum or gallery is continuing to be a challenging task. The erosion of public funding means museums and galleries are expected to do much more with less. They are expected to find new revenue streams; to make operations more efficient and to compete in an ever changing, whiz-bang world. The 2017 Museum Enterprises Conference covered a broad range of topics, including revenue generation, development/fundraising, retail and food operations, visitor services, admissions, membership, rentals and special events. The conference was held at the Westin Prince Hotel, Toronto, Ontario from January 26-28, 2017 with over 80 delegates in attendance.

**museum  
enterprises**  
conference  
January 26 - 28, 2017  
Westin Prince Hotel, Toronto



Communications



Finances

Summary of financial operations for the year ending December 31, 2017

	2016	2017
<b>Revenue</b>		
Sustaining support/Bursary contribution	\$321,801	\$305,069
Young Canada Work — Heritage	\$5,737,635	\$6,235,111
Young Canada Works — Careers	\$687,770	\$1,630,265
Young Canada Works — Administration / Student*	\$724,567	\$837,334
Canada Summer Jobs	\$6,084	\$8,698
Indigenous Project		\$2,234
Membership dues	\$384,180	\$395,460
Earned revenue	\$801,054	\$932,272
<b>Total</b>	<b>\$8,663,091</b>	<b>\$10,346,443</b>
<b>Expenses</b>		
Communications	\$393,257	\$328,745
Govt. relations and public policy	\$4,493	\$8,025
Membership services and administration	\$609,370	\$647,862
Conferences	\$317,997	\$449,144
Museum shops initiatives	\$94,382	\$112,630
Young Canada Work — Heritage	\$5,737,635	\$6,235,111
Young Canada Works — Careers	\$687,770	\$1,630,265
Young Canada Works — Administration/Student	\$724,567	\$837,334
Canada Summer Jobs	\$6,084	\$8,698
Indigenous Project		\$2,234
Bursary Program	\$70,796	\$62,496
<b>Total</b>	<b>\$8,646,351</b>	<b>\$10,322,544</b>
Excess of <expenses over revenue> revenue over expenses	\$16,740	\$23,899
Balance of fund, beginning of year	\$112,471	\$129,211
Balance of fund, end of year	\$129,211	\$153,110

Copies of the complete audited statement are available upon request.



**CMA Board 2017–2018**

**Karen Bachmann**  
(Vice-President), Timmins, ON

**Manon Blanchette**  
(Past President), Montreal, Quebec

**Susan Burrows-Johnson**  
Lethbridge, AB

**Barb Cameron**  
Yellowknife, NWT

**Jane Fullerton**  
(Vice-President), Saint John, NB

**Jack Lohman**  
(Vice-President), Victoria, BC

**David Marskell**  
Kitchener, ON

**Sarah Pashagumskum**  
Oujé-Bougoumou, QC

**Katy Tari**  
Montreal, QC

**CMA Staff**

**Richard Archibald**  
Information Services  
Coordinator

**Kelsey Beauvais**  
Membership Officer

**Laura Beks**  
Program Officer, YCW-HO

**Carlos Castro**  
Director of Marketing

**Jessica DeGeer**  
Administrative Officer, Bursaries  
and Awards

**Mafoya Dossoumon**  
Manager, Communications

**Sarah Drumm**  
Program Coordinator, YCW-HO

**Pamela Cook**  
Manager YCW

**Jessica Gibson**  
Program Officer, YCW-BCH

**Vanessa Hetu**  
Program Officer, YCW-HO

**Sue Lamothe**  
CAE, Director, Finance and  
Operations

**Annie Lapointe**  
Program Officer, YCW-BCH

**Tina LeBlanc**  
Program Officer, YCW-BCH

**Paige MacDonald**  
Program Officer, YCW-HO

**John G. McAvity, C.M., D.Litt,**  
CAE, Executive Director

**Linda McConnell**  
Production Assistant

**Suzie Anne Monast**  
Program Officer, YCW-HO

**Leah Nyman**  
Program Coordinator, YCW-BCH

**Kathleen Ogilvie**  
Program Officer, YCW-HO

**Emélie Perron-Clow**  
Communications Officer

**Mark Poirier**  
Program Officer, YCW-HO

**Alice Price**  
Finance Assistant

**Sue-Ann Ramsden**  
Director, Museum Enterprises  
(contract)

**Kate Seally**  
Program Officer, YCW-HO

**Lindsey Wilson**  
Membership Officer

**Genevieve Wong**  
Program Officer, YCW-HO

**CMA Board  
Nominations Committee**

**Janine Andrews**  
University of Alberta Museums,  
Edmonton, AB

**Manon Blanchette**  
Montreal, QC (CMA Past President)

**Barb Cameron**  
Yellowknife, NWT (CMA Director)

**Jeanne-Mance Cormier**  
Moncton, NB

**John G. McAvity**  
CMA Executive Director,  
Ex-officio

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