

Plains Anthropological Society
81st Plains Anthropological Conference, Lethbridge, Alberta, Canada
Business Meeting Minutes
Friday, October 18, 2024, 4:30 pm MT

1. Welcome and Call to Order

- a. Adam called to order 4:30

2. Approval of the Agenda

- a. Matt called motion, was seconded, all in favor

3. Waiver of the Reading and Approval of the 2023 Business Meeting Minutes

- a. Gary Wowchuck made the motion, Sarah Trabert 2nd, all in favor

4. Conference Organizers' Remarks

- a. Shawn and Kevin: Shawn- we're still alive. To summarize things, after the sub-website by Chris and team we finally had 212 people registered and 89 are students, plus 24 more registered at the table. 12 tribal members + some students. 55 Papers, 27 posters, 4 field trips, 2 pre and 2 still to come, 2 parties, and (Kevin) cookies over there. Thank you!

5. Officer's Reports

a. President's Report

- i. Adam: See president's report attached.

b. Treasurer's Report

- i. Chris: See treasurer's report attached.
- ii. Dr. Mitchell: What are the rest of the major expenses that you expect this year?
 - 1. Chris: Awards, student travel award, 5000 on list was Donna Roper, insurance policies hit in November that's like 1500, then the journal, and website change.
- iii. No concerning trends at this point
- iv. Endowment funds: Are going strong, see attached treasurer's report. PAS, board voted to use 2000 or 50% of the previous 12 months gains to use for student travel award, how much will be decided at the spring board meeting. Roper is doing very well.
- v. Dr. Mitchell: Website, can you say a few words about that and what you expect it will look like?
 - 1. Chris: Will discuss later in update. Although Board did approve \$6000 to work with new vendor.
- vi. Matt Hill: Motion to approve treasurer's report, Mark Mitchell seconded, it was approved

c. Editor's Report

- i. Bill: Thank Matt Hill for being the book review editor, and Allison Hadley for taking it over. Two memoirs accepted. 20 articles have been submitted. Need 20 accepted to publish. I rejected 5 articles from Japan on medical issues. That's 15 articles, 2 were rejected by reviewers, 5 accepted, 6 still in review so that's 13 articles to move forwarded to the journal. Don't have

2023 finish, think August 2023 is good and one memoir and that finished 2023. FY 2024 needs an article or two. Then May 2024 is second memoir. Then concerned about August 2024 may have enough to fill it but not sure. Don't want to pass on the journal in the shape it's in but. Press also wants articles more than memoir. We have requirement of how many articles we have to publish for year. We need about 100 pages per issue and they may get rid of that and have article count. Hope that by the end of this year that FY 2023 will be completely out. But have to see it online first.

ii. Allison: Question about TF AI?

1. Adam: Will discuss that later

iii. Kimball banks, Scott Proskoski motion to approve and all accepted

d. Membership Committee Report

i. Chris: Covered for Abby for most of the year, we're down on membership, Abby will contact people who didn't renew, most likely didn't realize that they lapsed. Renew membership for FY 2025

ii. Joe Artz: are there still institutional memberships.

1. Chris: We don't have that anymore, we can only sell individual memberships, institutional is from TF

e. Editorial Committee Report

i. Adam: Reinstated this committee, we need to find an editor, to help assist new person and Bill. Call for editor, so all members are aware. Historically asked people to submit a proposal. We've had some interest.

ii. Second thing: back in August, TF and parent company, Informa, agreement with A.I. tech companies, SEAC did it too, Informa. Not just Microsoft, there's a second company that they sold information to. Charlot Stanton, TF contact, what SEAC said was incorrect. It was book information, not journal. Second agreement involves both books and journals including Plains. What are they doing with them? They're looking to improve large language models, i.e. chat bots to make them more human-like. Will authors have the option to opt out? No. Asked about royalties? We'll receive that the same way as before, but not sure how that is going to work. FY 2027 is the next time a new agreement/or publisher, all publishers at that level are doing the same thing

iii. Joe Artz: Site location confidentiality is a concern?

1. Adam: It doesn't seem that they are focusing on that and are not reproducing

iv. Adam: Asked about AI policy because TF recommends not using A.I.? Don't know if it's good news or bad news

v. Mackenzie Cory: Is it limited to text or are images used?

1. Adam: I don't know, it does say text and content, I'll follow up

vi. Marcel: Has anyone talked to other journals or societies about this? It might be a good idea.

1. Adam: It's a huge concern for all who publish

f. Nominating Committee Report

- i. Tim: Incoming president Andy, outgoing president Adam, Board briefing packet, April call for nominations on website, social media, emails. Got some in May, 12 nominations by 8 current members, 4 from board of directors, by June deadline was reached, ballot finalized in July 20, 2024. 90 votes from membership. 6 nominees, Aug 12 voting began then website went down. Voting deadline extended a week by September. Tyrel Iron Eyes, David Williams, Stephen Perkins won. Votes tabulated by Tim, Adam, Andy independently. Would like to receive more nominee suggestions. Please reach out to me or any board members.
- g. Resolutions
 - i. Adam covering for Cody: GET LIST from ADAM. Conference organizers, Chris, Angela, Josiya
- h. Recognition of Incoming and Outgoing Board Members and Officers
 - i. Adam: Recognize outgoing board members and acknowledge the new board members, thank you for agreeing to join the board

6. Old Business

- a. Sensitive Image Policy
 - i. Adam: Carlton couldn't make it, this policy is something that has been in the works for 2 years. There's been a committee working on it for 2 years. As a board we voted to bring it to the membership, board was 7 yes, 3 no, 1 abstained. Nays weren't necessarily disagreeing with the draft just what to do with it. In the next month, figure out how to communicate with the membership; zoom, town hall, google
 - ii. Mark: What are you expecting?
 - 1. Adam: To get comments, we aren't planning on voting it by the board but will be voted by membership
 - 2. Joe: What would be the best way to distribute to the membership?
 - a. Cherie: Email notifications but then have something complicated for discussion oriented, comment section
 - b. Marcel: What was the boards discussion?
 - i. Adam: The way to share it?
 - ii. Marcel: What are the concerns?
 - iii. Adam: Carlton hadn't thought about it, so they have to get back together to figure out how to move forward. They only thing the board decided was not to have anonymous. Discussion board.
 - c. Mark: Want to see a way to provide private comments as well.
 - i. Tim Reed: Agree with Mark, and ability to provide a more detailed comment.
 - d. Sarah: Concern about posting to a website, as they are finalized/archived, and very clear that this is a draft. Posting drafts on public forms are very risky
 - e. Matt Hill: Agree with Sarah and then get non-members.

- i. Adam: Not taking comments from non-members
- f. Chris: There will not be an open forum on the website as I can't manage that
- g. Bill: If we reject policy after posting a policy can look much worse
- h. Lauren: You could post it behind the access so it's not publicly available, have a place to submit comments to the committee
- i. Joe Artz: What's the link between committee, board, and membership? Adam:
- j. Mary: Can you remind who the committee is?
 - i. Adam: Carlton, Spencer, Cody, Matt Hill.
 - ii. Mary: Comments will go to the committee and then what after the comment.
 - iii. Adam: Looking for constructive comments. Not sure about the plan.
 - iv. Mary: Can the board come up with something and recommend to the committee.
- k. Joe Artz: There is disagreement with the board.
 - i. Adam: And we expect that there will be disagreements
- l. Bill: Board needs to summarize the comments and share them with the membership. Maybe we need to put out a second draft before voting on the membership.
 - i. Adam: Like the idea of summarizing the comments.
- m. Stephen: Respond with to Joe it was very courteous and professional, Carlton made it clear that the committee was not handpicked but was call for volunteers and very small group were willing.
 - i. Adam: That's correct
- n. Lauren: Follow up to Bill, set a deadline so it does not continue forever.
 - i. Adam: That's a good idea as we're doing a joint conference with a society that already has a policy
- o. Joe Artz: Lauren has a good idea about the deadline

7. New Business

a. Website Updates

- i. Chris: Website is back online temporarily, 10 years U of Iowa was managing, they're no longer going to offer that service, issue stemmed from malware from this spring, no data was compromised. New vendor is Code Lift out of the Netherlands, this is what they do, to work with Drupal. Very confident with this company. We're in Drupal 8, we need to get to Drupal 10, price is \$4200, I asked for more to update everything. Actively seeking someone to

take on webservice position. If you're willing to, come talk to me. To post content.

ii. Cherie: I think we all owe Chris, claps

b. Conference Code of Conduct Updates

i. Gary: Quickly, we saw need to update code of conduct to formalize the process, we have work to do on it, good construction discussions, some tweaking, decide on a few processes, some was implemented for this conference, there's an email to notify for concerns, looked at what other societies have implemented.

ii. Adam: Reports complaints, email addresses, code of conduct didn't make clear who to contact. Outreach, Kathy Cannool, SAA Ombuds, reached out about her services and generally what she does for organizations. Good phone call. Discussion with board, we should consider bringing an Ombuds person on board to the conference. Lots of basic issues and does receive more serious reports up to illegal behavior and provides contact information, deals with things below that in real time. People can see her, email, or call. They're a 3rd part and independent, cuts down on certain behaviors, members get reassurance that board cares about them and their well-being, she can often provide on the spot help. 1 question was cost? She recommends getting quotes from others. SAAs is exception to having someone on the ground but most have it remotely. If we give her a number she can work with that. Can work on retainer. Outside perspective could be helpful.

iii. Brandi: I talked with her and we got quotes and everyone was like that is too much money. That's what we were pushing for.

1. Adam: Board recognizes the need to have a little bit more. Gary has been creating something that should be really useful

c. Upcoming Conferences

i. 2025: joint PAS/MAC meeting, Iowa City, Iowa

1. Matt: Doershuk and I welcome you all next year to Iowa City, will be a joint conference, at this moment looking at a window in the middle or end of October, have to work around Big 10 football. Hotel will not let us have hotel on football weekend. By mid-November we should have those dates. Will be at Graduate Hotel in downtown IC. Same as 2015 just new name. 50 bars and restaurants right there. Reception in Reunion brewery, upper floor. Stanley Art Museum reception. Working through field trips will have pre and post trips. Hope you all can come. Nearest airport is Cedar Rapids, 27 miles away. Several direct flights. Try to have one integrated conference and sessions.

ii. 2026: Lincoln, Nebraska

1. Dave Williams: Ditto to what Matt said. Met with hotel last week, same place as last time 10 years ago, also a Graduate Hotel and waiting on football schedule. Trying to recruit people from nearby

offices of archaeologists to help. Look forward to seeing you all there.

iii. 2027 meeting location proposal(s)

1. Adam: Putting call out, we'll need to decide and vote on it next year

8. Nancy: Donna Roper chair?

a. Bill will remain in position and then Adam will take it over after Bill moves on

9. **Adjournment**

a. Matt Hill motioned to adjourn, room seconded, all in favor

President's Report

Board of Directors Meeting, October 16, 2024, Lethbridge, Alberta

Adam S. Wiewel

The year was an eventful one for the Plains Anthropological Society Board of Directors (BOD). While committee reports are largely positive, there are some concerning issues that have been discussed in recent meetings that we hope to rectify. Among the most worrisome is that membership has declined dramatically after continued growth following a low during the pandemic. There are multiple reasons for this decline. Delays in publishing 2023 and 2024 issues of *Plains Anthropologist* are likely a significant reason as the journal is one of the main benefits of PAS membership, and it serves as a reminder of one's status. The new Membership Committee Chair, Abby Fisher, plans to contact those whose membership lapsed recently after this year's conference with the goal of increasing renewals.

A "Call for Editor" was recently made to membership by the Editorial Committee, an ad hoc committee that was reinstated this year to help the Editor, Bill Billeck, find a replacement. Bill's term ended in July, but he agreed to continue serving in the role until a new Editor is identified. While we are concerned about publication delays, Bill is confident that issues for 2023 and 2024 through August are progressing. Still, more manuscript submissions will be necessary for us to resume the regular publication timetable during the next Editor's term. Finally, Book Review Editor Matthew E. Hill stepped down after serving in the role for two terms. Alison Hadley agreed to fill the position.

Despite the reduction in membership revenue, Treasurer Chris Johnston sees 2024 as a good year financially. The Society continues to maintain two endowment accounts, the PAS and Donna Roper Endowment Funds, and while they are subject to market fluctuations, both are doing quite well. The PAS Endowment Committee, led by Spencer Pelton, met this year to consider potential uses of funds like student travel grants and the process for funds disbursement.

Carlton Shield Chief Gover worked with a committee composed of BOD members and general members to further refine the Sensitive Image Policy, now in its second year. The policy will be voted on by the BOD at this year's meeting, and plans will be made for how to proceed. The way we discuss and debate this topic is important as other organizations are observing. The Ethics and Inclusion Committee (EIC), led by Gary Wowchuk, made important changes to the Conference Code of Conduct after a complaint was made at last year's meeting in Rapid City. Among the changes that the EIC is looking to implement are guidelines for reports harassment, professional misconduct, or other prohibited behaviors and a process for investigating such claims. These updates also further define responsibilities and expectations for the BOD, conference organizers, and members of the PAS.

The PAS website experienced substantial technical problems at the most inconvenient time, right as the conference organizers planned to open registration and make a call for abstract submissions. While the website is now stable, an alternative registration and abstract submission process was implemented to avoid further delays. I want to thank membership for their patience as the issue was resolved and the workaround was created. This was a stressful time for the conference organizers, but special thanks go to Shawn Bubel, Kevin McGeough, and Bob Dawe for their resilience. Angela Collins and Josiah Salsbury, assisted by former BOD members Alison Hadley and Courtney Ziska, worked tirelessly to overcome the website issue, and they are owed our gratitude. Finally, Chris Johnston, was involved in all aspects of correcting the problem and executing the workaround. Chris has also moved forward with a new vendor for website management and maintenance, a necessary change that has been discussed for several years. We are indebted to Chris.

Thanks to the huge effort of our conference organizers, it has been an enjoyable and successful return to

Canada for the PAS after more than a decade. We appreciate the work they have done to arrange a wonderful slate of papers and posters, an amazing series of tours and evening events, and the banquet with speaker Ernie Walker. Once again, student and tribal registrations were waived, and nearly half of the registrations were of students, which ought to be celebrated. I want to thank all of the BOD members for their service to the PAS.

Treasurer's Report
Board of Directors Meeting, October 16, 2024, Lethbridge, Alberta
Christopher M. Johnston

The detailed Treasurer's report is provided at the end of this document.



Treasurer's Report

Plains Anthropological Society
For the period ended October 11, 2024 & FY2023

Prepared by
Chris Johnston, Treasurer

Prepared on
October 11, 2024

2023, 2024YTD Summary and Endowment Accounts

2023 was an overall profitable year for the society in terms of gross revenue versus expenses. However, this gross number includes gain in the two investment accounts. Operationally (per the Statement of Activity by Class) we lost about \$2039 in 2023. A few caveats to this: 1) The 2023 Conference proceeds were not finalized by the EOY date so these proceeds were realized in 2024; 2) we paid \$4041 in Roper funds, all of which came from a withdrawal from that investment account in 2021, so the expense-income do not balance by calendar year; 3) Some membership dues for 2023 were deposited in 2022, which inflated those numbers and brought down 2023 (this was a mental lapse on my part). We also incurred some one-time expenses (or semi-annual, like website hosting fees). I am not concerned about one down year in our operational budget but I will continue to monitor things. It is also difficult to reconcile annual expenses due to the journal delay. We were billed for 2023 issues in 2024, which in theory would deflate our position in 2023. Overall, however, I am not concerned about our financial position at the end of 2023.

2024 YTD Summary

FY2024 is off to a good start. However, with so many of our expenses occurring late in the year it is difficult to forecast exactly how the year will end up financially. A potentially concerning trend I am seeing is declining membership revenue (Table 1). Unlike prior years, we did not see a major boost in memberships around the conference. I attribute this to several things. Journal publishing delays likely impacts membership on several fronts. First, people are not reminded they are not receiving the journal since ones they are receiving are dated 2023, they're not aware they are a year behind. Second, people may start to see less value in renewing if they know they're not going to get a journal for years and can just renew later and get electronic access. I think getting the journal back on track should be a high priority and expect membership numbers to increase once it is on schedule.

Table 1: Membership revenue for past six years (including current).

Item	2019	2020	2021	2022	2023	2024 (ytd)
Membership Dues	\$27,599	\$17,880	\$27,988	\$30,615	\$19,069	\$19,105

The normal membership boost is also likely down due to the conference location. Without data available for the last Canada conference (2012) I can't specifically point to this, and our Canadian membership numbers are way up. However, normal stalwart states like Colorado are way down. I suspect location of the meeting has something to do with this. The numbers are also almost surely down because of the website issues around the meeting. Lastly, since we did not have an active membership chair for much of the year, I was unable to devote the necessary time to targeting renewals to lapsed members. The new website will make this easier to do, and with the addition of a full-time membership chair we will be able to actively target lapsed members during renewal season. I think we should, before the end of 2024, target lapsed 2023 members and I will work with the membership chair to do this.

Overall so far 2024 has been a good year financially. I anticipate the 2024 Lethbridge meeting will be a success financially but I do not have the data yet to know exactly where things stand. This, of course, is not a surprise as these are always figured out after the meeting when the organizers are not under a crunch. The 2023 meeting was a huge success, raising over \$12,000 when all accounting was finalized. This, as you can see from the financial statements, is key to a profitable year for the society at our current operating expenses.

Endowment Accounts Summary

The Society maintains two Endowment accounts, the PAS Endowment Fund and the Donna Roper Endowment Fund. Both are invested with Wells Fargo Financial Advisors in ETFs (exchange traded funds), which are like mutual funds in some respects. The main difference is the ETFs track against the whole market, rather than individual stocks. We have both in a “moderate growth and income” strategy which are on the slightly more aggressive side but not overly aggressive. This means they are more prone to fluctuations in the markets, both good and bad. In 2017, the board decided to let the PAS Endowment fund mature for at least five years before being touched for awards. The Donna Roper fund was established to begin making awards as soon as financially viable.

As with any investment, the two PAS funds are subject to market fluctuations. That said, 2023 to 2024 has been an investors dream and both accounts are in a strong position. A summary of both funds is provided in Table 2. Both funds are way up from their initial investment, including the Roper fund which had a large withdrawal in 2021. There is no guarantee the rate of growth will continue, and we certainly should expect that the rate of growth will cool.

*Table 2. Summary of PAS and Roper Endowments since inception (*as of September 30, 2024).*

Account	PAS Endowment	Roper Endowment
Initial Investment	\$100,000.00	\$122,171
Disbursements	-	\$33,878
Earmarked for Disbursement	-	\$5,839
*Current Balance	\$145,061	\$133,810
NET GAIN	\$45,061	

In late 2022, the PAS Endowment reached it’s fifth year of investment. When we initially invested the funds, we determined we would not do anything with them for at least five (5) years. Given the market downturn and the strong cash position of the Society, I recommended we continue to leave the fund alone and not pull any disbursements. The Society still operates at roughly a revenue neutral or at a slightly positive annual income and the PAS Endowment should be intended for long-term financial growth and thus the strategy should continue to be focused on the long-term investment (like a retirement account of sorts). In early 2024, the Endowment Committee Chair (Pelton) convened a meeting of to discuss how these funds should be used. Unfortunately, a last minute personal matter prevented me from joining this meeting. The Endowment Committee report reflects results of that meeting and I will defer to their recommendations in that report for Board discussion.

In 2023, the Board gave me authorization to explore lower risk investment opportunities. I engaged our Advisor and explored these low-risk, low-yield investments. As I was set to move funds from liquid assets to restricted (the investments could not be touched for 6-12 months) I was made aware of the pending website expense. I opted to reserve our cash-on-hand in a liquid form, not knowing what the pending website expense would be. Now that we have an idea of what that will cost, I will re-engage our advisor and consult with the board via email communications to determine an appropriate amount to invest while retaining operating funds in a liquid form.

Statement of Activity by Class

January - December 2023

	Conference	Operations	PAS Endowment	Roper Endowment	TOTAL
REVENUE					
Investments - Unrealized Gains/Losses					0.00
PAS Endowment Gain (Loss)			15,224.14		15,224.14
Roper Endowment Gain (Loss)				14,037.47	14,037.47
Total Investments - Unrealized Gains/Losses			15,224.14	14,037.47	29,261.61
Other Types of Income					0.00
Donations		33.00	66.00		99.00
Plains Conference Income		3,760.40			3,760.40
Royalties		5,874.65			5,874.65
Total Other Types of Income		9,668.05	66.00		9,734.05
Program Income					0.00
Membership Dues		19,069.00			19,069.00
Total Program Income		19,069.00			19,069.00
Total Revenue	0.00	28,737.05	15,290.14	14,037.47	58,064.66
GROSS PROFIT	0.00	28,737.05	15,290.14	14,037.47	58,064.66
EXPENDITURES					
Accounting Fees		1,547.51			1,547.51
Awards					0.00
Donna Roper Award		4,031.00			4,031.00
DSA		62.33			62.33
Native American Student Award		2,400.00			2,400.00
Student Paper Award		400.00			400.00
Student Poster Award		500.00			500.00
Student Travel Grant		5,000.00			5,000.00
Total Awards		12,393.33			12,393.33
Conference Registration	47.08				47.08
Journal					0.00
Journal Publishing		5,994.00			5,994.00
Total Journal		5,994.00			5,994.00

	Conference	Operations	PAS Endowment	Roper Endowment	TOTAL
Operations					0.00
Business Registration Fees		278.00			278.00
Digital Products and Services	1,100.00	734.68			1,834.68
Insurance		1,427.00			1,427.00
NE Sales Tax		76.99			76.99
PayPal Fees		425.57			425.57
Postage, Mailing Service		695.81			695.81
Supplies	230.00	736.91			966.91
Treasurer Stipend		5,000.00			5,000.00
Website		650.00			650.00
Total Operations	1,330.00	10,024.96			11,354.96
PAS - Endowment					0.00
Advisory Fees			1,507.00		1,507.00
Total PAS - Endowment			1,507.00		1,507.00
Roper - Endowment					0.00
Advisory Fees				1,390.23	1,390.23
Total Roper - Endowment				1,390.23	1,390.23
Travel and Meetings					0.00
Travel		816.12			816.12
Total Travel and Meetings		816.12			816.12
Total Expenditures	1,377.08	30,775.92	1,507.00	1,390.23	35,050.23
NET OPERATING REVENUE	-1,377.08	-2,038.87	13,783.14	12,647.24	23,014.43
NET REVENUE	\$ -1,377.08	\$ -2,038.87	\$13,783.14	\$12,647.24	\$23,014.43

Statement of Financial Position

As of December 31, 2023

		Total
ASSETS		
Current Assets		
Bank Accounts		
Wells Fargo Checking		88,269.05
Total Bank Accounts		88,269.05
Total Current Assets		88,269.05
Other Assets		
Donna Roper Endowment ***9096		9,336.72
Initial Investment		122,171.17
Inv. Activity - Accumulated		-11,614.51
Total Donna Roper Endowment ***9096		119,893.38
PAS Endowment ***1877		10,119.14
Initial Investment		100,000.00
Inv. Activity - Accumulated		19,846.87
Total PAS Endowment ***1877		129,966.01
Total Other Assets		249,859.39
TOTAL ASSETS		\$338,128.44
LIABILITIES AND EQUITY		
Liabilities		
Total Liabilities		
Equity		
Temp. Restricted Net Assets		256,496.14
Unrestricted Net Assets		58,617.87
Net Revenue		23,014.43
Total Equity		338,128.44
TOTAL LIABILITIES AND EQUITY		\$338,128.44

Statement of Activity by Class

January 1 - October 11, 2024

	Conference	Operations	PAS Endowment	Roper Endowment	TOTAL
REVENUE					
Investments - Unrealized Gains/Losses					0.00
PAS Endowment Gain (Loss)			16,360.36		16,360.36
Roper Endowment Gain (Loss)				15,083.82	15,083.82
Total Investments - Unrealized Gains/Losses			16,360.36	15,083.82	31,444.18
Other Types of Income					0.00
Donations		666.00			666.00
Plains Conference Income		12,853.41			12,853.41
Royalties		6,114.93			6,114.93
Total Other Types of Income		19,634.34			19,634.34
Program Income					0.00
Membership Dues		19,105.00			19,105.00
Total Program Income		19,105.00			19,105.00
Total Revenue	0.00	38,739.34	16,360.36	15,083.82	70,183.52
GROSS PROFIT	0.00	38,739.34	16,360.36	15,083.82	70,183.52
EXPENDITURES					
Accounting Fees		75.00			75.00
Awards					0.00
Donna Roper Award		5,000.00			5,000.00
Total Awards		5,000.00			5,000.00
Conference Advance	2,859.83	11.17			2,871.00
Journal					0.00
Editorial Services		10,000.00			10,000.00
Journal Publishing		4,410.00			4,410.00
Total Journal		14,410.00			14,410.00
Operations					0.00
Digital Products and Services	1,100.00	274.20			1,374.20
NE Sales Tax		64.37			64.37
PayPal Fees		548.47			548.47

	Conference	Operations	PAS Endowment	Roper Endowment	TOTAL
Postage, Mailing Service		240.00			240.00
Treasurer Stipend		5,000.00			5,000.00
Website		827.01			827.01
Total Operations	1,100.00	6,954.05			8,054.05
PAS - Endowment					0.00
Advisory Fees			1,265.31		1,265.31
Total PAS - Endowment			1,265.31		1,265.31
Roper - Endowment					0.00
Advisory Fees				1,167.22	1,167.22
Total Roper - Endowment				1,167.22	1,167.22
Travel and Meetings					0.00
Travel		1,622.26			1,622.26
Total Travel and Meetings		1,622.26			1,622.26
Total Expenditures	3,959.83	28,072.48	1,265.31	1,167.22	34,464.84
NET OPERATING REVENUE	-3,959.83	10,666.86	15,095.05	13,916.60	35,718.68
NET REVENUE	\$ -3,959.83	\$10,666.86	\$15,095.05	\$13,916.60	\$35,718.68

Statement of Financial Position

As of December 31, 2024

	Total
ASSETS	
Current Assets	
Bank Accounts	
Wells Fargo Checking	94,976.08
Total Bank Accounts	94,976.08
Total Current Assets	94,976.08
Other Assets	
Donna Roper Endowment ***9096	23,253.32
Initial Investment	122,171.17
Inv. Activity - Accumulated	-11,614.51
Total Donna Roper Endowment ***9096	133,809.98
PAS Endowment ***1877	25,214.19
Initial Investment	100,000.00
Inv. Activity - Accumulated	19,846.87
Total PAS Endowment ***1877	145,061.06
Total Other Assets	278,871.04
TOTAL ASSETS	\$373,847.12
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Temp. Restricted Net Assets	256,496.14
Unrestricted Net Assets	81,632.30
Net Revenue	35,718.68
Total Equity	373,847.12
TOTAL LIABILITIES AND EQUITY	\$373,847.12

Statement of Cash Flows

January 1 - October 11, 2024

	Total
OPERATING ACTIVITIES	
Net Revenue	35,718.68
Adjustments to reconcile Net Revenue to Net Cash provided by operations:	
Net cash provided by operating activities	35,718.68
INVESTING ACTIVITIES	
Donna Roper Endowment ***9096	-13,916.60
PAS Endowment ***1877	-15,095.05
Net cash provided by investing activities	-29,011.65
NET CASH INCREASE FOR PERIOD	6,707.03
Cash at beginning of period	88,269.05
CASH AT END OF PERIOD	\$94,976.08

Summary and Recommendations

The PAS is financially stable. We have plenty of cash reserves (approximately \$90,000 of unallocated cash currently sit in the PAS checking account) and I believe we continue to be in a strong financial position.

On October 9, 2024, the Board approved allocating \$6,000 to transferring the website to a new hosting and maintenance platform. This includes some updates and upgrades to the core functions of the site. The Board authorized me to come back and request more funding to make it the best possible (within reason) version for our members as it is the backbone of our whole organization.

Recommendations and Tasks for 2024-2025

1. It is my recommendation that no financial audit be completed this year. A CPA has completed the full 990 tax return for the four prior years and has looked over our books in full both times. An audit is not required by law, and I see no reason to incur the ~\$1,300 expense. It is an unnecessary and unneeded expense that produces the exact same reports that I can generate with a few clicks inside our accounting software.
2. Continue to update the Financial Handbook to ensure best (and consistent) practices.
3. Monitor investments; explore and implement low-risk investment strategy for some of our cash reserves.
4. Continue working on guidelines with the PAS Endowment Committee.