



# Kingston and area association of **museums,** **art galleries** + **historic sites**

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*Membership Guide*  
**2024**

Archives de l'université Queen's 2,0km

Galerie Union 2,1km



**kingston and  
area association  
of museums  
art galleries +  
historic sites**

**Association des  
musées, musées des  
beaux-arts + lieux  
historiques de Kingston  
et de la region**



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Kingston & Area Association of Museums Art Galleries + Historic Sites is available for free to Download in a PDF format on our website [www.kingstonmuseums.ca/](http://www.kingstonmuseums.ca/)

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# Membership Guide

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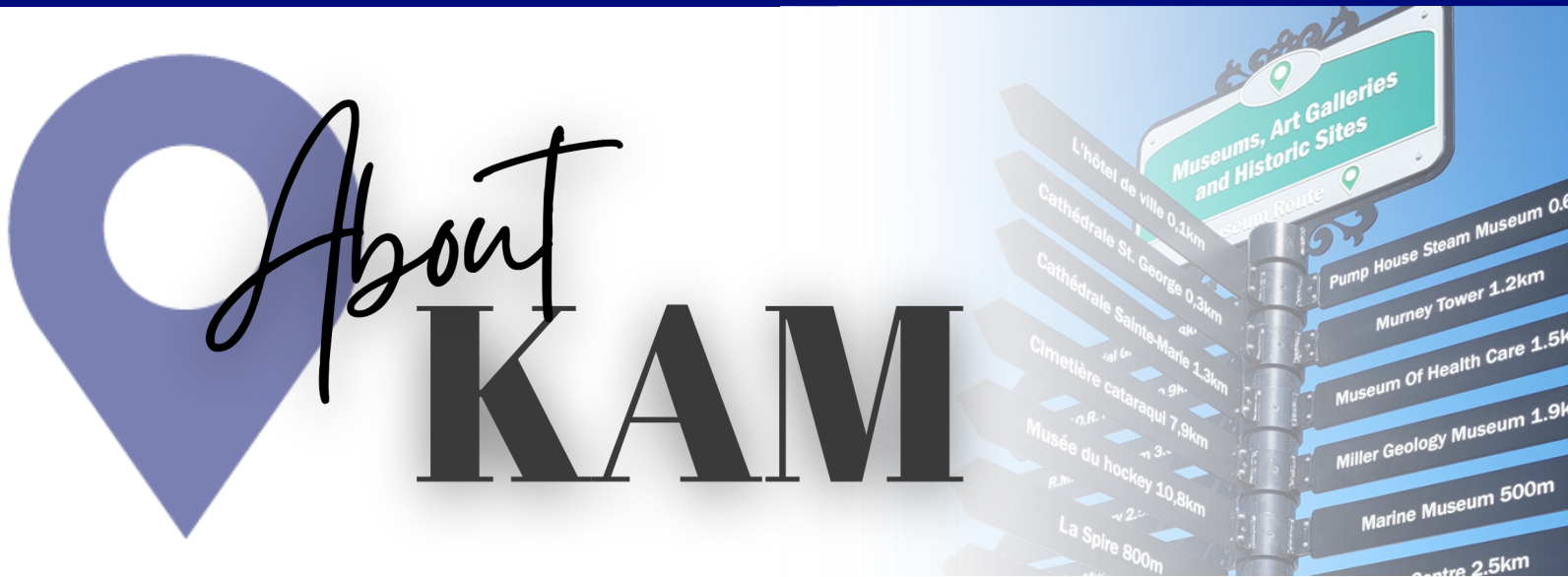
# With Hopefulness & Gratitude

We recognize and acknowledge that our work and the work of our membership takes place on a range of Indigenous territories across the regions now known as Eastern Ontario.

We recognize and acknowledge that this work, and the communities it strives to serve, is woven within our experiences of these lands, and those of the Anishinaabe, Haudenosaunee, and Huron-Wendat peoples, whose traditional and ongoing stewardship of these territories is fundamental to all our pasts, presents, and futures.







*We are a not-for-profit professional network and collaborative resource hub supporting the Kingston and Area cultural heritage sector.*

The Kingston & Area Association of Museums, Art Galleries and Historic Sites, otherwise known as KAM, first emerged 40 years ago as a community-initiated, professional support network to promote public awareness and increase engagement across local cultural heritage sites. Today, we serve our members through four areas of activity: professional development, advocacy, public engagement and collaborative partnerships. We provide access to professional learning and training; collaborative programming initiatives, collaborative marketing programs; peer mentoring, operational support resources; and professional networks at the regional, provincial and federal levels. Our purpose is to model best practices and support our members in their work to engage audiences and communities in cultural heritage narratives and experiences.

Our members range from federally owned sites with professional staff, to sites which are member-owned and volunteer-operated. Some operate seasonally; others are open year-round. Many have specialist collections that tell the stories and histories of our communities from local, regional and national perspectives. From its inception, KAM was driven by the idea that by working collaboratively, despite differences in size, mandates and resources, cultural heritage sites and organizations could quite simply; do better together, improving practice and strengthening their connections within and across communities.

# Our Vision



At KAM, we believe in the power of cultural heritage to **ignite imagination, dialogue** and **engagement**, thereby enriching and supporting vibrant, diverse and healthy communities.

We envision a **resilient, innovative**, and **responsive** cultural heritage network integral to the identity, health and expression of the Kingston and area community.

# Our Mission



KAM's mission is simple - to champion, nurture and amplify Kingston and Area's cultural heritage landscape by fostering **Professional Development, Advocacy, Public Engagement** and **Collaborative Partnerships**.

# Our Values



KAM has evolved over time, but the values that drive what we do and how we do remain the same:

- Embrace Collegiality
- Inspire Excellence
- Encourage Innovation
- Facilitate Collaboration
- Embrace Diversity
- Act With Integrity





# Members in 2023

## Arts

- Agnes Etherington Art Centre
- Modern Fuel Artist Run Centre
- Tett Centre For Creativity and Learning
- Union Gallery

## Cultural Heritage Organizations/ Attractions

- Beyond Classrooms Kingston
- Queen's University - Department Of History
- Kingston Regional Heritage Fair
- Kingston Historical Society
- City Hall, City Of Kingston
- Kingston Scouts Museum

## Historic Churches

- St. George's Cathedral
- St. Mary's Cathedral
- The Spire/ Sydenham Stree United Church
- Beth Israel Congregation

## Libraries & Archives

- Kingston Frontenac Public Library
- WD Jordan Rare Books and Collections Library
- RHSJ St. Joseph Region Archives
- Sisters Of Providence Of St.Vincent De Paul Archives





## Science and Technology

- MacLachlan Woodworking Museum
- Museum of Health Care at Kingston
- PumpHouse
- Miller Museum of Geology
- Mississippi Valley Textile Museum
- Thousand Islands Boat Museum

## Military History & Fortifications

- Fort Henry National Historic Site
- Military Communications & Electronics Museum
- Murney Tower National Historic Site of Canada
- Royal Canadian Electrical and Mechanical Engineers (RCME) Museum
- Royal Military College of Canada Museum

## Social History

- 1000 Islands History Museum
- Babcock Mill
- Bath Museum
- Bellevue House National Historic Site
- Brockville Museum
- Canada's Penitentiary Museum
- Cataraqui Cemetery National Historic Site
- Chaffey's Lock & Area Heritage Society (Lockmaster's House Museum)
- Cloyne Pioneer Museum and Archives
- Fairfield House
- Fairfield - Gutzeit House
- Frontenac County Schools Museum
- Glanmore National Historic Site
- Great Lakes Museum
- Kingston City Hall
- Kingston Penitentiary Tours
- Macpherson House
- Museum of Lennox & Addington
- Neilson Store Museum
- Original Hockey Hall of Fame
- Perth Museum
- Smiths Falls Heritage House Museum
- South Frontenac Museum
- Thousand Islands Boat Museum
- Wolfe Island Old House Museum





# *Statement of Commitment:* **Inclusion, Indigeneity, Equity, Diversity & Accessibility**

We at KAM believe in the power of cultural heritage to ignite imagination, dialogue, and engagement. We envision a resilient, innovative, and responsive cultural heritage network integral to the identity, health, and expression of our local communities. However, we also recognize historic and ongoing forces of domination, forces of differentiation and varying forms of privilege and penalty within cultural heritage systems, activities and purposes that impact what narratives are shared, how they are told, who does the telling, what audiences they are told too, and why.

As an organization, KAM embraces the principles of inclusiveness, Indigeneity, equity, diversity, accessibility as both ethical imperatives and necessary best practices within the 21st-century cultural heritage sector. We are committed to growing and infusing our own organizational systems, attitudes, and protocols in ways reflective of and authentic to these principles, and to prioritizing their conscious deployment in our real-world activities and actions.



This is and will always remain a persevering process of un-learning and learning. We also remain committed to supporting our members in their own IIDEA commitments, processes, and actions, not only by modelling our own priorities and actions, but also by providing access to tools and resources, and building collaborative relationships across community stakeholders.

KAM has expanded our IDEA commitments to include 'Indigeneity' to explicitly embrace the findings of the Truth and Reconciliation Commission and its "Calls to Action," and to acknowledge our obligations not only to unsettle colonial power inequities, but to re-imagine and affirm all our futures in just and equitable ways.

## **Actions to Date**

- Developed IIDEA Statement of Commitment (2022)
- Joined the KEYS Workplace Inclusion Charter program (2022)
- Review of processes, protocols, and language for recruitment (volunteers & staff)
- Community Supporter of Lodge Poll Arts Alliance (2022)
- Developed an organizational Land Acknowledgement Statement (2023)

## **Next Steps**

- Review Operational Policies and develop an explicit IIDEA policy document
- Continue to expand IIDEA resources for membership
- Stay tuned, more to come!



*Statement of Commitment:*

# **Sustainability & Climate Justice**

Climate change is the defining issue of our time. It affects us all and all have a role to play in securing a more just and sustainable future. Sustainability, in its broadest conception, is both a practical necessity and an ethical imperative. Sustainability builds capacity for resiliency and ingenuity; while resiliency and ingenuity inform commitments to climate action that is just and purposeful.

At KAM, we are committed to infusing principles of sustainability and climate justice at the heart of what we do as an organization and to actively expanding intersections between heritage and sustainability. We look to the UN Sustainable Development Goals as a guiding framework for operations and embrace the persistent process of unlearning and learning to improve our capacity for action within our biosphere.

We believe that small, consistent changes lead to profound impacts and that the first step into sustainable practices is being conscious and accountable within our own decision-making processes, actively deploying a ‘think global, act local’ stance, and implementing the 4Rs – Refuse, Reduce, Reuse, Recycle.

We are equally committed to supporting our members in their sustainability and climate justice obligations, processes, and actions; not only by modelling our own obligations and actions but also by providing equitable access to tools and resources and building collaborative ecologies and partnerships across community stakeholders.

## **Actions to Date**

- Created Statement of Commitment (2022)
- Became a Supporting Partner of the Coalition of Museums for Climate Change (2022)
- Joined the Ontario Living Wage Network (2022) - <https://www.ontariolivingwage.ca/>

## **Next Steps**

- Develop an explicit Sustainable Procurement Policy
- Build a community partnership with Sustainable Kingston
- Evaluate and publish KAM office Carbon Footprint
- Initiate Carbon Footprint evaluation for KAM events
- Continue to expand Sustainability & Climate Justice resources for membership
- Stay tuned, more to come!



# KAM Awards of Excellence

The Kingston & Area cultural heritage sector is as diverse and vibrant as the individuals through whom it is animated. Over the years, many community volunteers and cultural professionals have been a part of KAM, each leaving their distinctive imprint in KAM's story and exemplifying the principle - "we do better together."

## KAM Awards of Excellence



| Leadership & Innovation | Mentorship |  
| Governance | Volunteerism | Programming & Practice |

The KAM Awards of Excellence is an annual, peer recognition program, where KAM members both nominate and vote for the nominees in each award category. There are five categories for the KAM Awards of Recognition: Governance; Practice & Programming; Leadership & Innovation; Mentorship; and Volunteerism. Three of the award categories are named in recognition of a former KAM member who has notably influenced KAM and our regional cultural heritage sector in these ways for the better.

Nominations open in September and close in December. Recipients are notified the following February, and awards are presented at KAM's AGM.

For more information about the KAM Awards of Excellence program, as well as nomination forms, please visit:

**[www.kingstonmuseums.ca/engage/kam-awards-excellence](http://www.kingstonmuseums.ca/engage/kam-awards-excellence)**



KAM

# Volunteer Program



In June 2023, KAM received a Community Services Recovery Fund (another Federal COVID-recovery program) to redevelop and rebuild the KAM volunteer program as part of our member services.



This volunteer program is intended to support member sites by connecting them with community volunteers through several streams - professional/post-secondary placement interns; secondary school student volunteers; and general community volunteers. KAM will recruit, provide basic training, and connect these volunteers with member sites.



Participation in this program is voluntary and not intended to replace or inform individual site regulations - but rather to support your efforts and needs in terms of volunteer recruitment and management.

Program development is ongoing for 2023/2024, with an anticipated launch date of Autumn 2024.

***Stay tuned for updates!***



# Why Join?

When you join KAM, you are joining a whole community of individuals and organizations who are dedicated to promoting and enhancing cultural heritage.

Our members define who we are as an organization, driving KAM's development over the past 40 years. Our members determine the focus and inspire the success of our four strategic pillars - Professional Development, Advocacy, Public Engagement and Collaborative Partnerships.





- Free or subsidized professional development learning resources and training opportunities, both for individuals and for organizations.
- Benefit from bursary programs available exclusively to KAM members.
- Benefit from peer mentoring and operational support resources.
- Build your professional and collegial networks.
- Access EDII resources and support.
- Access sustainability & and climate action resources and support, including the KAM Emergency Response Fund.
- Access digital platforms and resources, including virtual meeting support.
- Benefit from our Volunteer program.
- Support from and access to the City of Kingston Heritage Fund (for eligible applicants), which KAM administers on behalf of the City of Kingston.
- Collaborative programming initiatives that engage with local and visiting publics.
- Collaborative marketing program and launchpad branding that promotes our region's cultural heritage and cultural tourism.
- Free member event listings on the KAM website
- Stay connected to local community stakeholders through collaborative partnerships and programs.
- Actively contribute to your local community and cultural heritage sector.
- Expand your skill portfolio through KAM committees.
- Vote at our AGM; attend quarterly member meetings!
- Stay connected to the Ontario Museum Association and the wider cultural heritage sector through the Regional Museum Network.
- Stay connected to the Canadian Museum Association through KAM's corporate membership.
- Access to the OMA job board through KAM's corporate membership.
- Access Kingston Frontenac Public Library's collections and online resources (including LinkedIn Learning) through KAM's corporate membership.
- Benefit from and help inform KAM's advocacy efforts and activities at the local, regional, provincial and federal levels in terms of sector resources, infrastructure and support!
- KAM is also proud to endorse the Workplace Inclusion Charter (KEYS) and is a member of the Ontario Living Wage Network.





# What Type of Member are You?

KAM offers 5 types of memberships, renewable on an annual basis (January 1st - December 31st).

## Institution



- You are a museum, art gallery or recognized historic site in Kingston and the surrounding area.
- You are incorporated as a not-for-profit organization
- You are an agency or department of an incorporated organization.
- You are an agency or department of a municipal, provincial or federal government.

## Associate



- You are a group or organization in Kingston and the surrounding area which is sympathetic to the mission and purpose of KAM.
- You are a historic church; a cultural heritage programming organization; a natural heritage site/organization; a heritage society/organization; an organization whose built heritage location is integral to your purpose and function.
- You are a cultural heritage institution who is out of, but borders our RMN area.



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## Individual - *Community*



You are an individual (general community member or established cultural heritage professional) recognized by KAM as sympathetic to the mission and purpose of KAM.



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## Individual - *Emerging Professional*



You're an emerging cultural heritage professional (EMP), within the first 10 years of career, and recognized by KAM as sympathetic to the mission and purpose of KAM.



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## Individual - *Student*



You are currently in part-time full-time studies at a recognized post-secondary institution in a field related to cultural heritage.



# Membership Map

The Kingston & Area Association of Museums, Art Galleries and Historic Sites is this region's hub for the OMA's Regional Museum Network (RMN).

We represent and advocate for our members at the Ontario Museum Association and beyond. We serve cultural heritage sites and organizations across the following counties & townships:

## City of Kingston



**...and the Surrounding Area!**



## **Lennox & Addington**

*(Addington Highlands, Stone Mills,  
Loyalist, Greater Napanee)*



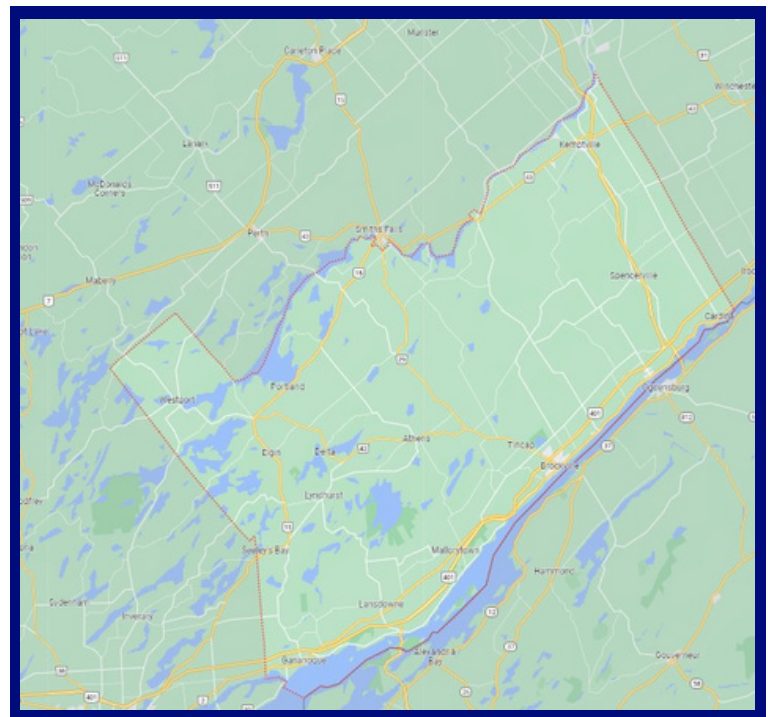
## **Frontenac**

*(North, Central, South, Frontenac  
Islands)*



## **Leeds & Grenville**

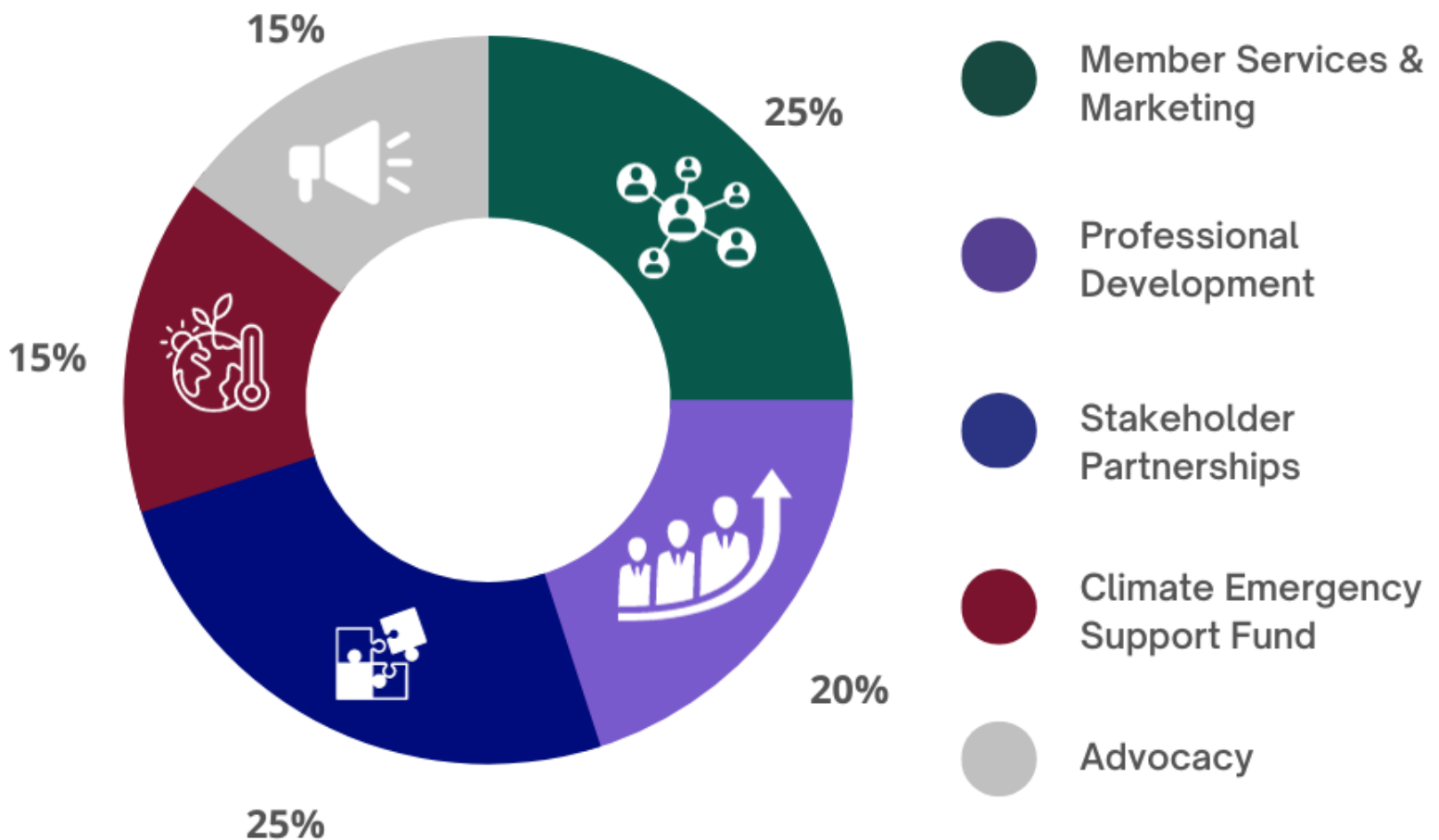
*(Leeds & the Thousand Islands,  
Westport, Rideau Lakes, Athens,  
Front of Yonge, Elizabethtown &  
Kitley, from Brockville to Smiths Falls)*





# Where Does My Membership Fee Go?

KAM's membership provides critical funding support for a variety of KAM initiatives and priorities, which in turn serve to benefit our members and our regional cultural heritage sector more broadly.





KAM is committed to maintaining an accessible fee structure for our members. However, as our member services grow, our fees need to grow as well.

The KAM Board of Directors has ratified the following fee schedule from 2022-2025 and has committed to capping membership fees at the 2025 rate.

Membership fees (+HST) must be paid in full by February 15th of each year (in order to be in good standing for the AGM).

Please note, a 2% monthly accrual will be charged on overdue accounts.

KAM Membership Fee Schedule 2022 -2025				
Membership Level	2022	2023	2024	2025
Institution	\$60	\$75	\$85	\$100
Associate	\$60	\$75	\$85	\$100
Individual - Community Member, Cultural Sector Professional	\$30	\$30	\$35	\$35
Individual - Emerging Professional	\$15	\$15	\$20	\$20
Individual - Student	\$15	\$15	\$20	\$20



# Connect with Fellow Members!

KAM hosts quarterly members' meetings; each offering peer-led Professional Development learning and roundtable discussions. Check out the dates to save below

## Save These Dates in 2024!

KAM Annual General Meeting

March 19th, 2024

General Membership Meeting

May 28th, 2024

General Membership Meeting

August 27th, 2024

General Membership Meeting

November 26th, 2024

You can also connect with us and  
other members on LinkedIn  
@KingstonMuseums





Get Involved...

# KAM Advisory Committees

Get involved with our advisory committees to help us shape membership services and activities!

Committees generally meet 2-3 times per year!



Marketing &  
Analytics Committee  
(MAC)

**Staff Lead:**

KAM Marketing &  
Communications  
Coordinator

**Dates:**

August 2024  
November 2024



Professional  
Development (PD)

**Staff Lead:**

KAM Office  
Coordinator

**Dates:**

May 2024  
October 2024



Programming &  
Community  
Engagement (PaCE)

**Staff Lead:**

KAM Managing  
Director

**Dates:**

September 2024  
October 2024  
November 2024  
December 2024

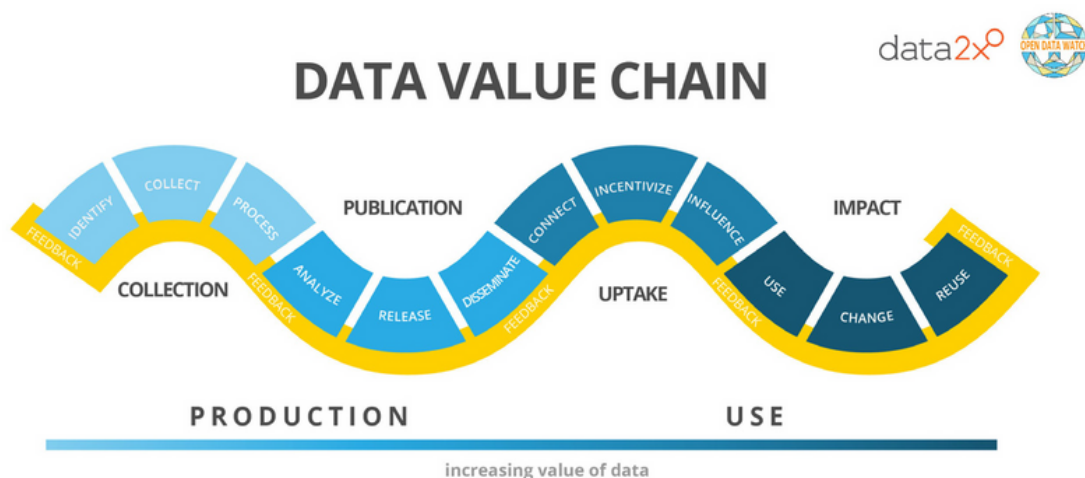


# KAM Benchmark Survey

As a KAM member, you will have the opportunity to participate in a cultural heritage data collection process that helps us to map and better understand the cultural heritage sector within our region and is invaluable for advocacy and planning purposes.

This data is aggregated and made available to all members and stakeholders through an annual sector report at our AGM, as well as through the Kingston IN Focus Dashboard – a public website comprised of 8 different dashboards that visualize specific data indicators about the Kingston area. The dashboard can be accessed at: [kingstoninfocus.ca](http://kingstoninfocus.ca).

All members are asked to complete an annual Benchmark Survey webform through the KAM website in December of each year, as well as a much shorter, quarterly Benchmark Survey webform, following each quarter. To access these surveys, members must use their individual Client ID/Member ID.



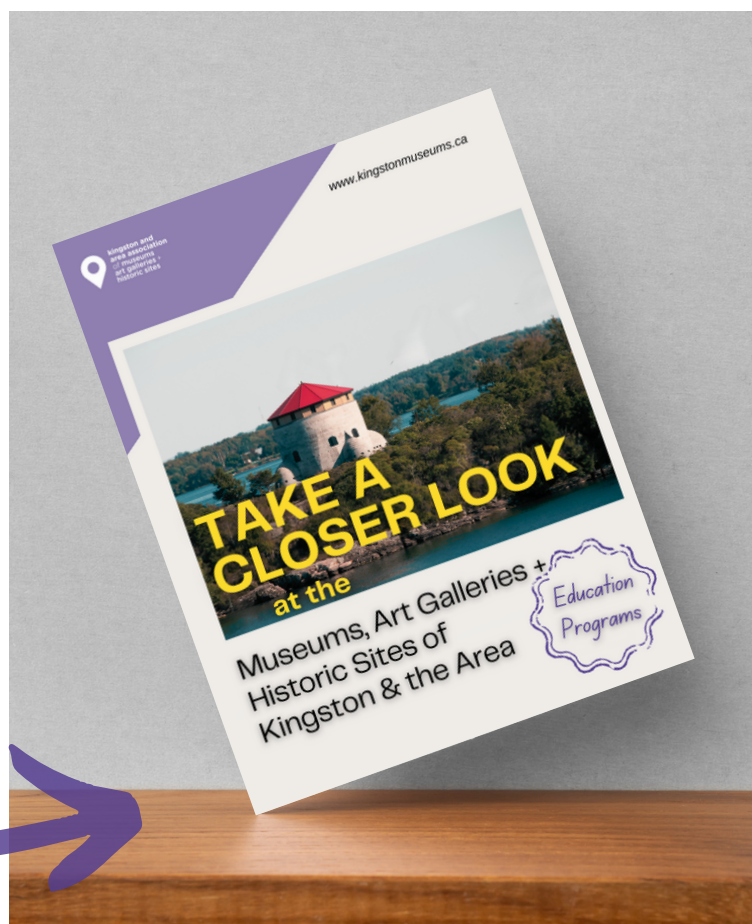


# Take a Closer Look

## Education Programs Guide

This collaborative guide to educational programming is available to schools, families, groups and tours from KAM members within Kingston and area! All members are invited to participate.

The *Take a Closer Look Education Programs Guide* is shared with Travel Trade operators (through regional DMOs such as Tourism Kingston) and with local school boards. It is also available through the KAM website.



The full guide can be found here:

<https://www.kingstonmuseums.ca/events/educational-programs-guide>

# Our Partners



## Funders



Funded by:  
Federal Economic Development  
Agency for Southern Ontario

Financé par :  
Agence fédérale de  
développement économique  
pour le Sud de l'Ontario



## Community



## Sector



#GOEMP







kingston and  
area association  
of museums  
art galleries +  
historic sites



**Kingston & Area Association of Museums,  
Art Galleries + Historic Sites (KAM)**

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[www.kingstonmuseums.ca](http://www.kingstonmuseums.ca)



[www.museumskingston.ca](http://www.museumskingston.ca)



[@kingstonmuseums](https://www.instagram.com/kingstonmuseums)