

ASOR Executive Director's May Report
 Note: Contains updates from March and April EC Reports

1. Virtual Annual Meeting—Update since December Board Meeting. Also, I have provided an answer to a question about my comment that the Annual Meeting was \$45,000 unfavorable for the FY2020 budget (asked by at least 5 people so far.

First, how did I calculate \$45,000 unfavorable for the FY2020 Budget?

Budget approved by Board		
	Income	\$ 300,000
	Expenses	-147,000
	Net Income (not including staff time)	153,000
Budget Actual With VAM		
	Income	\$ 157,250
	Expenses	-49,500
	Net Income (not including staff time)	107,750
Difference between Budget vs. Actual	This is the amount unfavorable for the budget vs. actual net revenue	45,250

The following are updated figures as of January 31, 2021 (changes since then are not large):

Update from December Board Meeting:

Revenue	San Diego (2019)	Virtual Meeting (2020)
-Registrations, commission, exhibitors	\$205,000	\$156,000
-All other revenue (mostly in/out)	\$21,000	\$0.00
-Gifts and misc.	\$10,000	\$0.00
TOTAL	\$246,000	\$156,000
Expenses		
-Direct Expenses	-\$89,000	-\$30,000
-Salaries (per audit '19; est. '20)	-\$161,000	-\$210,000
-Other including overhead	-\$24,000	-\$3,000
TOTAL	-\$274,000	-\$243,000
NET PROFIT (LOSS)	(\$28,000)	(\$87,000)

Update from January 31, 2021:

Revenue	San Diego (2019)	Virtual Meeting (2020)
-Registrations, commission, exhibitors	\$205,000	\$154,412
-All other revenue (mostly in/out)	\$21,000	\$0.00
-Gifts and misc.	\$10,000	\$0.00
TOTAL	\$246,000	\$154,412
Expenses		
-Direct Expenses	-\$89,000	-\$30,228
-Salaries (per audit '19; est. '20)	-\$161,000	-\$210,000
-Other including overhead	-\$24,000	-\$3,000
TOTAL	-\$274,000	-\$243,228
NET PROFIT (LOSS)	(\$28,000)	(\$88,816)

I should stress that the estimated salaries for VAM 2020 may vary from the actual by the end of Fiscal Year 2021. For example, I have estimated Jared Koller's salary at being allocated 50% towards the VAM and Annual Meeting next year. Arlene is working 100% on the Annual Meetings. These amounts could go down depending on tasks in the spring,

Non-salary items: we are about \$29,000 unfavorable from our FY21 budget. Our budget had revenue of \$300,000, and direct (non-salary) expenses of \$147,000. We had revenue of \$154,412, and direct (non-salary) expenses of \$30,228 = \$124,184 (actual) versus \$153,000 (budgeted)

2. Grants for 2021

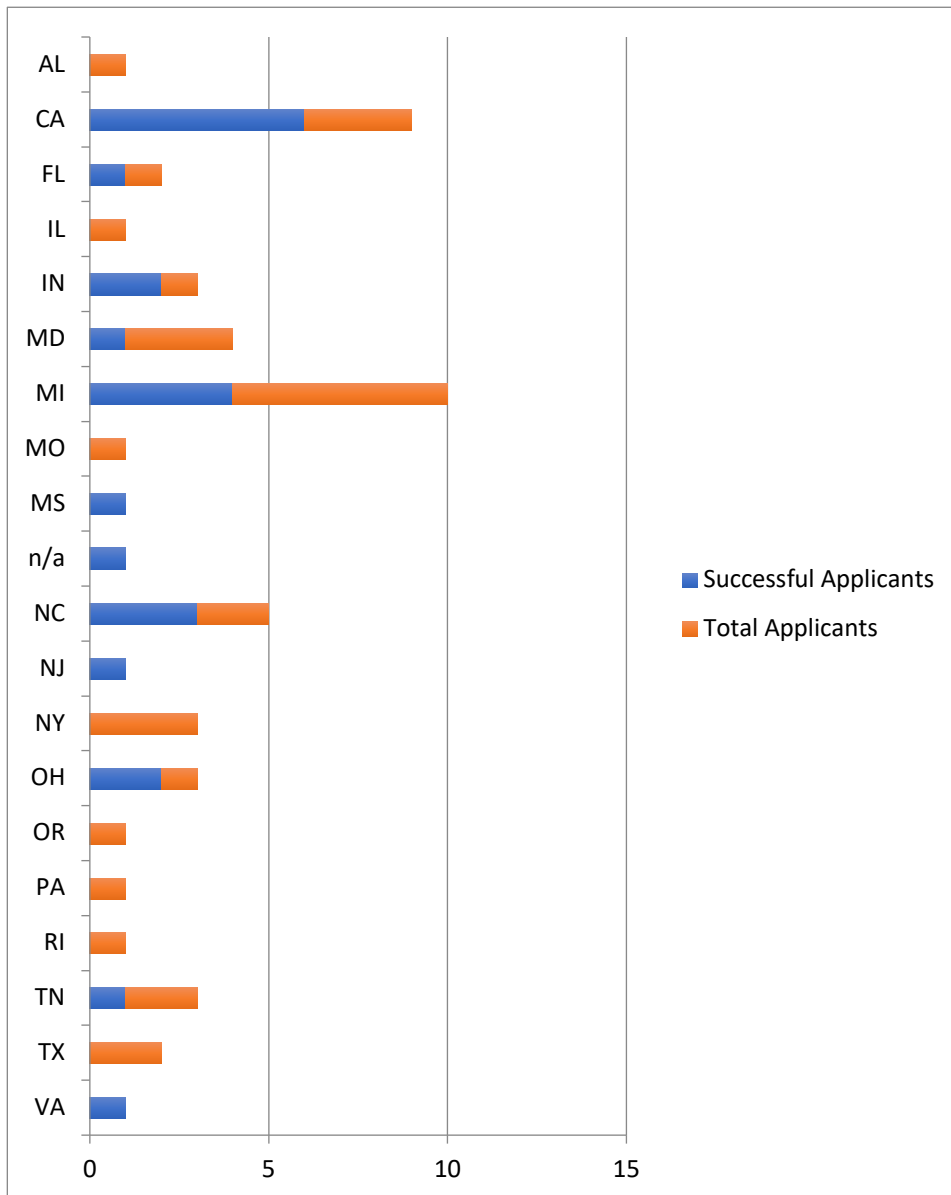
In spite of the pandemic, ASOR will award a significant number of grants. Inclusive of Shepard and Harris grants from FY21 that are awarded in 2021, I estimate that we will award the following in 2021 (overlaps FY21 and FY22)

- Grants to excavation projects = about \$30,000
- Grants to individuals (including summer stipends) = about \$55,000
- Grants to individuals (research; solely Mesopotamian) = \$18,000
- Grants to Annual Meetings (scholarships and travel support for BIPOC members = \$32,000
- Grants to Individuals (membership fees) = \$17,000

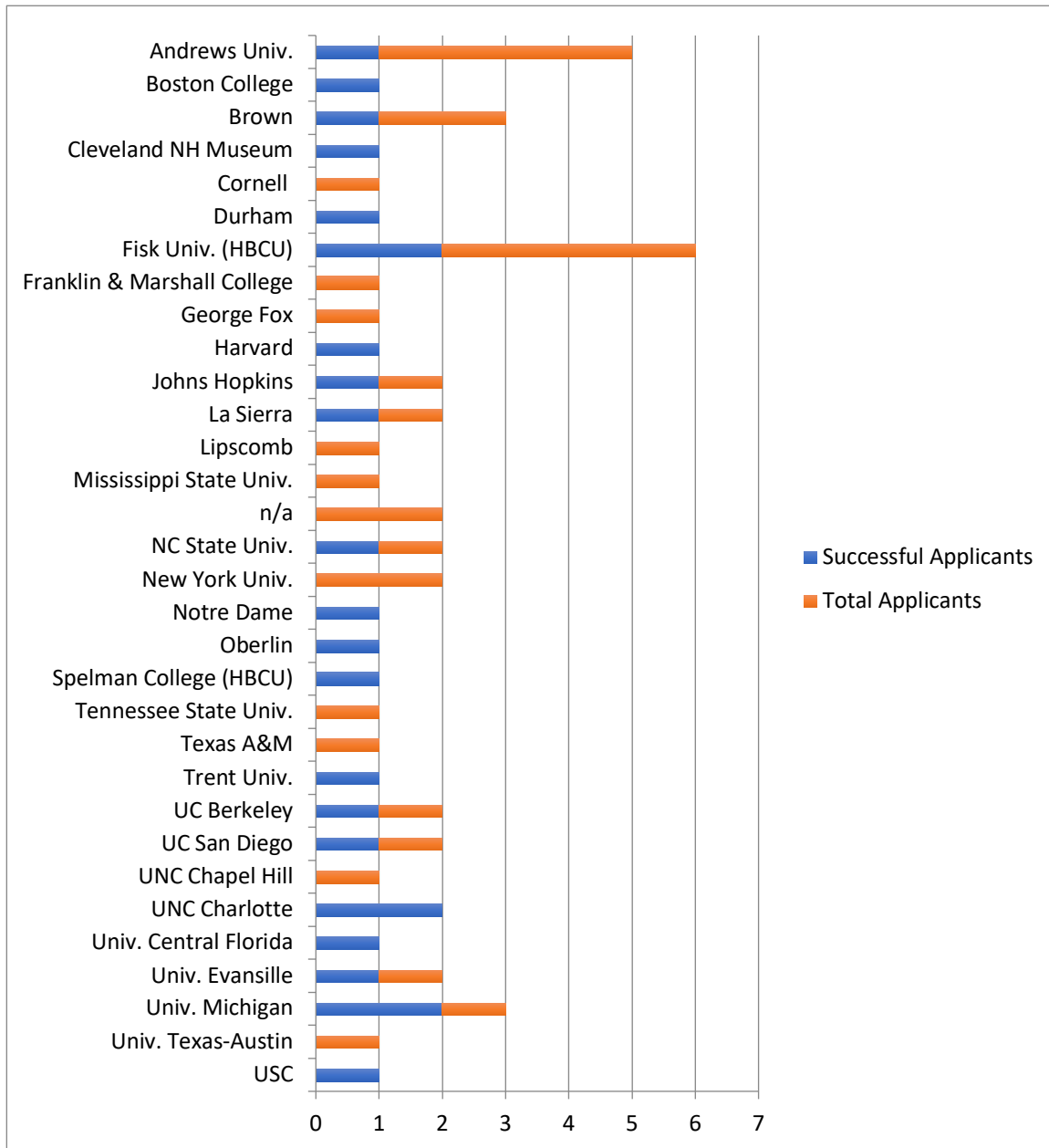
Starting in 2022 and due to strong growth in our named endowments, I estimate that ASOR will award about \$150,000 in grants to excavations projects, to members (for dig scholarships and for research), and for Annual Meeting attendance support. This is extraordinary growth (see #5 below for ways that you can consider making a legacy gift or contributing to one of these endowments).

I am also thrilled to report that we had much more diversity in our applicant pool for summer stipends that we have had in prior years. We hope to continue this trend in future years.

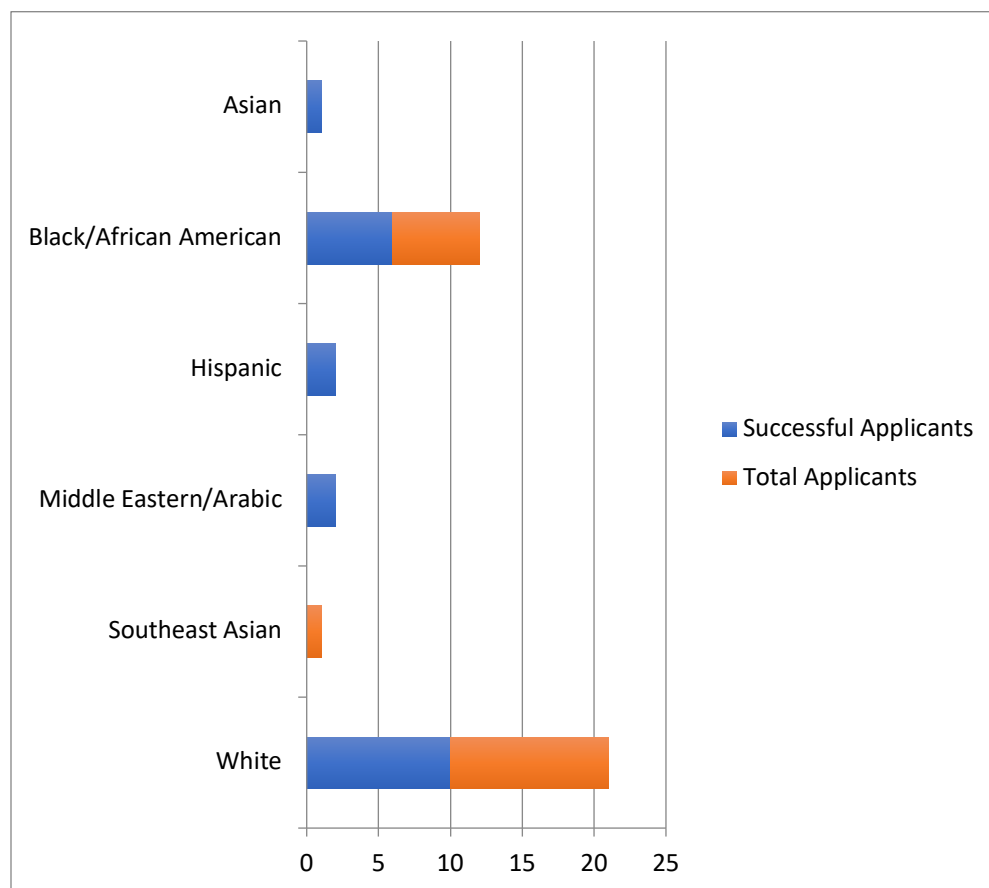
The following are graphs prepared for a NEH regranting application that was submitted on Thursday. Because of NEH guidelines, we only listed applications from the U.S., but we received applications from around the world. We had 65 applications total, and 54 of them were from the U.S. Applicants from the U.S., reside in 19 states, and 11 states are presented in grantees (to date).



In terms of institutional diversity, we had applications from 31 institutions, including 2 HBCUs. Thus far, we have grantee from 21 institutions (no institution could receive two awards unless the PI volunteered to work with a BIPOC student who was not enrolled at that school).



2021 Applicants by Race. This was the first year that ASOR provided an optional question that allowed applicants to list their race or ethnicity (again, optional). There were 39 stipend applicants in the United States who provided a response. There was more diversity outside the U.S., but this graph was prepared for a NEH application. Marta will prepare further graphs for future Board meetings. The breakdown of these 39 applicants by race is included below.



From examination of these demographic data and from email with applicants, it is clear that at least 75% (and maybe 90%) of BIPOC applications resulted from professors, mentors, or trusted contacts recommending the ASOR scholarship program. ASOR waived membership as a required for students of color, further reducing barriers. As we think about the DEI Task Force Report, ASOR should continue to build strong ties with organizations like the Hansberry Society, The Society of Black Archaeologists, and HBCUs. Such connections and relationships take time, and we should not lose the momentum that has been achieved this year.

3. Book revenue and expenses

As you may notice in the Charity CFO report, ASOR absorbed a one-time expense by recognizing book expenses in the current year for books that have not yet been printed or sold. Susan

Ackerman requested that Britta and I gather revenue and expenses from the past decade. Those data are reported on a separate handout. In general, we have done better on net book sales than I had estimated in the EC meeting. We still lose about \$5,000 per years on books (net of subventions), and sales through ISD have plummeted during the pandemic. Hopefully they will revive in FY2022. We are now reporting book expenses in a very conservative manner, so we are not overstating our assets (previously, unsold books were part of our unrestricted assets available for operations).

4. List of Cultural Heritage Grants

- A. 2019 AFCP Grant (Museum Suitcase and Outreach Events). \$73,108 Grant with less than \$10,000 remaining to expend. ASOR has completed the outreach deliverables, and all funds have been expended. This grant should be closed out by the end of FY2021.
- B. 2019 Libya External Office (LEO) Post Grant to support anti-trafficking. \$111,550 Grant with all funds expended. We produced a major report, and our colleagues are finishing the launch events and workshops with law enforcement in Libya. We are awaiting guidance about whether or not we should close out of ask for a cost extension.
- C. 2020 AFCP Grant for partnership activities with the Libya Department of Antiquities (East). \$74,992.18 Grant to conduct survey and outreach work in partnership with DoA East. No funds spent to date, but work is starting rapidly. This grant is important because we are working directly with the DoA, and we hope to be able to apply for non-federal grants with the Department. We have had a delay in this grant because the government in Libya is in the process of unification. We need to wait to make sure that we transfer funds to the part of the Department that will be in the unified government. We are working with the embassy on this situation.
- D. 2020 LEO Grant for Annual Meeting Participation. \$50,000 Grant, with about \$43,000 remaining to expend. This grant will support Libyans with participation in the VAM and Annual Meeting in Chicago. We are developing translation capacity over Zoom to have simultaneous translation next year, and at least five Libyan will attend the meeting in Chicago.
- E. Other proposals: We have moved to the second round for a proposal to the Cultural Antiquities Task Force (at DOS). That second-round application (invited) is due in mid-June. The U.S. Embassy to Libya is considering additional funding for work through August and then beyond. Finally, we have received a negotiation letter for another grant, and we will have a meeting on that next week.

5. Designated Giving and Positive Endowment Returns

I am very pleased to report that a \$100,000 contribution from Stevan Dana arrived on Monday this past week. We will be voting on the Dana#2 endowment. We also expect a bequest of \$200,000 from Norma Kershaw's Trust (pending sufficient funds). We anticipate named

endowments for grants to exceed \$2 million by the end FY2021—double the market value at the end of 2019. That is, doubling in just two years.

The generous support of ASOR’s donors—many of whom are making legacy or planned gifts—will put ASOR in a stable position long-term in spite of the pandemic. The PPP forgivable loans will help ASOR make it through FY20 and FY1. Depending on revenues in FY22, we may have to spend some unrestricted savings, but can and should continue to plan and operate with the long view.

I hope that trustees who have not yet done so will speak with Lynn Swartz Dodd (Development Chair) or with me about a legacy (planned) gift. Many of these endowments are being funded by Qualified Charitable Contributions from retirement funds (included IRAs). Anyone over 70 and ½ can contribute up to \$100,000 per year and avoid taxable withdraws. These gifts are making an extraordinary difference for ASOR—now and for generations to come.

6. Development Efforts:

- A. Annual Fund and Stewardship—the core of ASOR’s development. We are ahead of our pace last year with almost \$100,000 donated to date. I have projected \$125,000 by the end of June, and we are grateful for your generous support to help us get there.
- B. Making May Matter: please share the link:
 - a. (<https://www.asor.org/news/2021/05/webinarathon-for-diversity-update1>)
- C. Diversity Challenge Campaign and March Fellowship Madness. Thanks to the generous lead gift by Carolyn Midkiff Strange, all gifts (up to \$75,000) will be doubly matched to support BIPOC and diversity initiatives. We are just over halfway, with about \$35,000 left to “earn” the complete match. We appreciate your consideration and support

7. Annual Meeting Update for Fiscal Year 2022—Meeting in Chicago and Virtual

At present, we have 690 registrations (6 of them are non-paying staff). The gross revenue is currently about \$109,500, of which more than \$15,00 were scholarships (but that number includes AM 2020 as well). The following are some highlights of the proposals and registrations as May 1:

- Paper proposals for Chicago: 470 submitted by 450 people
- Paper proposals for virtual component: 417 submitted by 398 people
 - 227 out of 398 are from outside the U. S. (24 of those from Canada)
- Number of people submitting solely to virtual meeting: 193 people
 - 139 out of 193 are from outside the U. S. (12 of those from Canada)
- Number of unique presenters from both components: 633 people
- Number of presenters (Chicago) outside U.S.: 200 (= 24 Canada and 176 rest of world)

It is already clear that there is a demand for the virtual only component, and ASOR has received positive feedback about trying to accommodate international members and members with disabilities who cannot travel at this time (or for whom travel is always difficult).

As of May 14, 2021, the Hilton Downtown Chicago is closed—with a schedule reopening date of June 10th. We have agreed to have a conversation with the hotel once they reopen. I have been in touch with our attorney, and we are in a holding pattern.

8. Returning to in-person work at the James Strange Center

Six out of seven staff who work in James Strange Center have been able to get at least one dose of a vaccine. I anticipate that all staff will be able to receive both doses by June. At present, we do not have plans to require staff to be vaccinated for COVID-19.

The current plan is to permit staff members who have been fully vaccinated (two weeks past the final dose) to be in the James Center with other fully vaccinated staff, but maintaining social distancing. We may use health checks and distancing for anyone who is not vaccinated. CDC guidance on masks and distancing changed just this week after I wrote a draft of this paragraph. We will be checking for further guidance and doing our best to keep everyone safe. Staff are eager to return to the James Strange Center.

Because of summer schedules, our current thinking and is to return to in-person work in the James Strange Center beginning the day after Labor Day. Our current plan is to expect all staff to return to in-person work, whether or not they have been vaccinated. We will follow CDC recommendations for masks and distancing.

I have had a conversation with ASOR's attorney about these issues, including on requiring vaccinations. These conversations will continue, and I will remain in close communication with Sharon and other officers about the situation.

Concluding Remarks:

I want to thank all of the ASOR staff who continue to do excellent work in spite of trying condition during the global pandemic. Of course, our members and more than 240 volunteers are the primary reason for our continued success. I am pleased that we continue to have our sights set on the long-term, and I am convinced that our forward-thinking goals set forth in the strategic plan will pay dividends as we enter the 2nd quarter of the 21st century at the end of the period covered under the strategic plan that will be discussed during our meeting.

Finally, a personal note. It's hard to believe that I am in my 15th year as ASOR Executive Director. Thanks to all of you, I am finding the job to be more rewarding and enjoyable than ever before. I am privileged to work with you.