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Bulletin



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Editor, Comments from

Welcome to the spring issue of the *Bulletin*! Registration is now open for our annual conference, “See also Newfoundland,” being held on 9 and 10 June 2023, at the Murray Premises Hotel in St. John’s, Newfoundland. If you haven’t already signed up, be sure to check page 7 and our website for the highlights.

This issue marks a transition for ISC/SCI, as Alexandra Peace will be stepping down as president of the Society as of the AGM. I’d like to personally thank Alex for all the encouragement and support she provided me as a new indexer and when I took on the role of *Bulletin* managing editor. Welcome to Jolanta Komornicka—already a dynamic member of the Society—as she steps up as president!

The rates report summary on page 9 is a must-read for this issue, and a follow-up “tips and tricks” article is coming in the next issue. “Focus On” returns, and this time we learn all about longtime indexer Judi Gibbs. “Editor’s Corner” showcases deadnaming and how to refer to trans individuals. For a new perspective on indexing, read Daphne Davey’s article on indexing her own self-published books. And as of March, we now have a lending library—see page 12 to learn more.

Get involved in the Society by volunteering (p. 18) or starting your own group (p. 7)! This newsletter would not happen without the dedication of copy editors Gillian Watts and Jolanta Komornicka; proofreaders Jolanta, Tere Mullin, and Alex Peace; production editor Sergey Lobachev; translation coordinator Anna Olivier; Heather Ebbs, our crossword whiz; and all the amazing writers. Thanks to you all!

Vicki Gregory

Le mot de la rédaction

Bienvenue au numéro de printemps du Bulletin! Les inscriptions sont ouvertes pour le congrès annuel “Voir aussi Terre-Neuve”/“See also Newfoundland” qui se tiendra les 9 et 10 juin 2023 à l’hôtel Murray Premises à Saint-Jean-de-Terre-Neuve. Si vous n’êtes pas encore inscrit, assurez-vous d’aller consulter la page 7 et notre site Internet pour les points essentiels.

Ce numéro marque une transition pour la SCI/ISC : Alexandra Peace quitte son rôle de présidente de la Société au moment de l’AGA de cette année. J’aimerais personnellement remercier Alex pour tous les encouragements et le soutien qu’elle m’a prodigués alors que j’étais nouvelle indexeuse et quand j’ai pris le rôle de rédactrice en chef du Bulletin. Et bienvenue à Jolanta Komornicka — déjà membre dynamique de notre association — comme présidente!

La synthèse à propos du rapport sur les tarifs est un incontournable à lire pour ce numéro (p. 9) et un article suivra avec des “trucs et astuces” dans le prochain numéro. Notre rubrique “Focus on/Lumière sur” est de retour, cette fois pour tout savoir sur une indexeuse de longue date, Judi Gibbs. “Terminologie en évolution/Editor’s Corner” cible les prénoms assignés à la naissance et comment faire référence aux personnes trans. Pour une nouvelle perspective sur l’indexation, lire l’article de Daphne Davey sur l’indexation de ses propres ouvrages auto-publiés. Et depuis mars, nous avons une bibliothèque de prêt : voir p. 12 pour en savoir davantage.

Impliquez-vous dans l’association en faisant du bénévolat (p. 18) ou en démarrant votre propre groupe (p. 7)! Ce bulletin d’information n’existerait pas sans le dévouement des réviseuses Gillian Watts et Jolanta Komornicka, des correctrices d’épreuves Jolanta, Tere Mullin et Alex Peace, du producteur éditorial Sergey Lobachev, de la coordinatrice à la traduction et réviseuse en français Anna Olivier, de notre reine des mots-croisés Heather Ebbs et de tous nos incroyables auteurs. Merci à toutes et à tous!

Vicki Gregory

Upcoming Meetings and Events

Regional meetings

BC Region—BC regional meetings are on the first Wednesday of the month, every other month, at 7:00 p.m. PST. For more information, contact Judith Nylvek at bc_rep@indexers.ca.

Central Region—Meetings are held on the fourth Saturday of the month, every month. For more information, contact Ronnie Seagren and Maggie Billard at central_rep@indexers.ca.

Eastern Region—Meetings are held on the third Wednesday of the month, every other month, at 7:00 p.m. EST. If you are interested or have any questions, please contact Barbara Cuerdon at eastern_rep@indexers.ca.

Prairies & Northern Canada—If you are interested or have any questions, please contact Liese Achtzehner at prairies_rep@indexers.ca.

Members' monthly video chat

National monthly video chats are held on either a Wednesday or a Saturday on alternating months. Dates and links can be found on the website at <https://indexers.ca/events/> under Upcoming Events on the home page.

Executive committee meeting

The next executive committee meeting will be held on June 8, 2023. Please let your regional rep know if you have any questions or concerns for the executive committee.

Save the date!

ISC/SCI's Conference 2023, "See also Newfoundland," will be held on 9–10 June 2023, in St. John's, Newfoundland. See page 7 for full details.

Newfoundland book club

We have an informal book club in progress related to our upcoming conference in Newfoundland. It's open to all ISC/SCI members to drop in for any session. We meet on the last Tuesday of each month at 7:00 p.m. EST and will run until 30 May 2023. Full details, including the list of potential books, are in the Members' Section of the website. Log in, go to the Members tab/dashboard, and click on "Newfoundland Book Club" for details.

ASI Conference

The Eyes Have It: The Indexer Perspective—Past, Present & Future. This virtual conference will be held on April 28–29, ET. More information can be found on our website <https://indexers.ca/asi-conference-2023-the-eyes-have-it/>.

Magpie Kudos

The Magpie Kudos award is an opportunity for the membership to have a say in thanking people.

The purpose of this award is to give the members an opportunity to thank other members who have made a difference to them.

How to Submit

Any member can submit the form available on the website at <https://indexers.ca/send-a-magpie-kudos>. Just fill out the name of the person you would like to thank, with the reason—very specific, just two or three sentences. This will automatically go to the person and to bulletin_editor@indexers.ca for inclusion in the next issue of the Bulletin. You can choose to be grateful anonymously or you can include your name so the recipient knows who to thank in return!

The following members have received a Magpie Kudo thank-you:

February 7—Elena Gwynne was thanked by another member JoAnne Burek.

April 26—Tere Mullin was thanked by another member Siusan Moffat.

Presidents' Messages

This is a bittersweet moment for me—the last “presidents’ remarks” that I’m writing for the Bulletin. My term ends at the AGM this year, and I am not returning as president. However, I will become past president, which has its own responsibilities—but writing remarks for the Bulletin is not one of them!

I have had such an amazing time being president of this Society. The friendliness and helpfulness of our members is outstanding, and the programs we are able to carry out because of the volunteers is incredible. That has not changed, but lots of changes have happened since I came onto the executive committee. We used to have phone meetings, then on Skype, and now on Zoom. We used to email each other the documents, and now we have Dropbox—and not just for the executive committee. All the various committees that get things done for this Society now have places to keep their documentation. And we have documentation!!!! When I started, mostly everyone just knew everything, so not much was written down.

I’m looking forward to taking a break and not being quite so responsible! I’m also absolutely thrilled that Jolanta is leading the Society into our next phase. I have full confidence in her, and in you all.

Alexandra Peace

I will admit to quite a few jitters as Alex prepares to step down. And while I want to grab her by the metaphorical lapels and beg her to stay, it’s with the knowledge that it’s because she has done such an amazing job as president that I wish her—and I hope you all will join me—the very best as she moves on to becoming past president. She deserves the rest and relaxation; it’s been hard to come by while she refined so much of this great society at both the back and front ends.

For my part, I continue to work on several projects for ISC/SCI. I’ve helped the Library Committee think through what we can do regarding digital lending (especially digital lending inside the law), and I’ve worked with the Survey Committee to pull together a rates report. A preview of that is on page 9 of this issue, and we will soon be launching new material on the website—both for clients and a far more extensive dive into the data for members. Keep an eye out for an announcement on that in the next month!

I’ve also been brainstorming ways we can get ISC/SCI out in front of publishers and potential clients. To that end, I’m excited to announce that ISC/SCI will be at the 2023 Congress of the Humanities and Social Sciences this May. I’ve a few other irons in the fire along these lines, so hopefully will have more to announce soon.

Apart from staying busy with the Society and my own indexes, I cannot deny I’m looking forward to St. John’s this June. Registration is now open. Have a look at our conference announcement on page 7 for more details. I can’t wait to see you there!

Jolanta Komornicka

Messages de la Présidence

C'est un moment doux-amer pour moi ... mon dernier Mot de la présidence pour le Bulletin! Mon mandat arrive à échéance à l'AGA de cette année, et je ne redeviens pas présidente! Je vais devenir présidente sortante, poste qui comporte ses propres responsabilités... mais écrire le Mot pour le Bulletin n'en fait pas partie!

La présidence de la SCI fut une période tellement extraordinaire pour moi ! La gentillesse et le dévouement de nos membres est incroyable. Les programmes que nous sommes capables d'implanter grâce à nos bénévoles est incroyable. Cela n'a pas changé.

Mais beaucoup d'autres choses ont changé depuis que je suis entrée au comité de direction. Nous avons des réunions téléphoniques, puis Skype, maintenant Zoom. Nous utilisons nos courriels pour échanger nos documents, maintenant nous avons Dropbox. Et pas simplement pour le comité de direction.... Tous les comités qui réussissent à faire tout ce qu'ils font pour la Société ont des endroits où placer leur documentation. Et nous en avons, de la documentation!!! Quand j'ai commencé, généralement chacun savait à peu près tout, il n'y avait pas tant de choses d'écrites.

J'ai hâte de prendre une pause et de ne pas être complètement responsable! Je suis aussi vraiment enchantée que Jolanta soit à la tête de la Société pour la prochaine période. J'ai complètement confiance en elle et en vous tous.

Alexandra Peace

Je dois reconnaître que j'ai un peu la frousse alors qu'Alex s'apprête à se retirer. Et en même temps que je veux la prendre par le revers métaphoriquement et la prier de rester, c'est avec la conviction qu'elle a fait un job si extraordinaire comme présidente que je (et j'espère que vous vous joindrez à moi) lui souhaite le meilleur dans sa transition vers la présidence sortante. Elle mérite le repos et la relaxation si difficiles à trouver tant elle a amélioré autant de choses de notre belle association, à la fois au front et sur les arrières.

Pour ma part, je continue à travailler pour plusieurs projets pour la SCI/ISC. J'ai aidé le comité de la bibliothèque à réfléchir à ce que nous pouvons faire pour disposer d'un prêt électronique (en particulier un prêt qui soit légal) et j'ai travaillé avec le comité des sondages pour faire avancer un rapport sur les tarifs. Un aperçu de cela est à la page 9 de ce numéro et nous allons bientôt faire paraître du nouveau matériel sur le site Internet (à la fois pour les clients et avec une plongée de loin plus exhaustive pour les membres). Gardez l'œil ouvert pour l'annonce du mois prochain!

J'ai aussi brassé des idées sur les stratégies permettant une visibilité à la SCI/ISC chez les éditeurs et chez les clients potentiels. À ce sujet, je suis emballée de pouvoir vous annoncer que la SCI/ISC sera présente au Congrès 2023 des sciences humaines en mai. Je suis au four et au moulin sur plusieurs autres affaires du même ordre, et je vais avec un peu de chance pouvoir en faire l'annonce bientôt.

Outre mes activités auprès de l'association et mes index, je ne peux nier que je rêve de Saint-Jean-de-Terre-Neuve en juin. Les inscriptions sont ouvertes. Allez faire un tour p. 7 pour l'annonce pour le congrès afin d'avoir des détails. J'ai hâte de vous voir!

Jolanta Komornicka

Announcements

CONFERENCE REGISTRATION NOW OPEN!

The Indexing Society of Canada/Société canadienne d'indexation invites you to join us at our annual conference on 9 and 10 June 2023, at the Murray Premises Hotel in St. John's, Newfoundland. This year's conference theme is "See also Newfoundland."

Special sessions include a representative from Palgrave Macmillan on their in-house production process for indexes and an optometrist on good eyecare. Sessions on indexing practices include improving your efficiency (Pierke Bosschieter) and project management (Sergey Lobachev). Information sessions include talks on Mondeca (Glenda Browne), music texts (Paula Clarke Baine), and medieval names and glosses (Jolanta Komornicka). You will also hear highlights from an illustrious indexing career (Mary Newberry), an epic tale of an epic index (Ronnie Seagren), and all about writing a book on indexing (Stephen Ullstrom).

To welcome you to Newfoundland, we've also organized a special get-together on Thursday afternoon: a boat tour of the harbour that could include sightings of icebergs, whales, and puffins. (There is a separate charge for this sought-after event.)

The conference will be followed on Sunday afternoon by an optional half-day live indexing workshop by Stephen Ullstrom to demonstrate his work methods (separate charge).

Conference packages are available for Friday only, Saturday only, or both days. The Murray Premises Hotel is giving attendees discounted rates for accommodations; these discounts are available until April 30.

Visit the conference page for more details and registration.

Come to Conference 2023 in St. John's, Newfoundland! #IndexCanCon2023

Alexandra Peace, ISC/SCI 2023 Conference Chair, on behalf of the Conference Committee

Member-Initiated Groups

Have you been thinking about forming a study group for your indexing software? Want to have dedicated discussions about cookbook indexing? Hoping to find other indexers at a similar stage in their career to brainstorm marketing strategies? Then you might want to start a Member-Initiated Group (MIG). MIGs can be managed and led by any ISC/SCI member; you don't need to be on the executive or any other committee. Their purpose is to facilitate indexers' learning and networking with other members around a specific topic. MIGs provide opportunities for members to learn, communicate, and collaborate with one another. It's one more benefit of being a member of ISC/SCI!

MIGs have two possible structures: (1) an open group that members can drop in and out of at any time, or (2) a limited group that members must join by a certain date

(e.g., for a book discussion). While a group may be initiated only by an ISC/SCI member, it may have non-members as participants.

To start a group, first put out a call for participants on the ISC/SCI email list (ISC-I). Then contact your regional representative. Together with your regional rep, you will fill out a form and find and reserve a slot for meetings on our Zoom platform.

Currently two MIGs are running and two more are in the offing. The currently active ones are the Indexers' Book Group, run by Jolanta Komornicka, and the Newfoundland Book Club, run by Lisa Fedorak.

Have a look at <https://indexers.ca/member-initiated-groups/> for more information on forming or joining a MIG.

Executive Committee News

EXECUTIVE COMMITTEE MEETINGS, NOVEMBER 2022 AND JANUARY 2023

The executive has three main meetings per year, plus one for the budget (in April this year) and the AGM (June). Two executive meetings have come and gone since our last Bulletin. On 4 November of last year and 14 January of 2023, the executive committee met for meetings packed to the brim (as usual) with material we hoped to cover.

At both meetings the consent agenda passed unanimously. This agenda concerns updates and reports from the various committees that help our society run smoothly but which do not require discussion. That gave us an opportunity to turn to those reports that warranted more careful attention from the executive.

Naturally, in at both meetings the upcoming conference in St. John's drew a fair bit of attention. Alex Peace reported that things were moving along well, with the Conference Committee meeting regularly and the finances well in order. Presenters were being lined up and a venue at the Murray Premises Hotel confirmed. We took time to hammer out the details for conference scholarships, as we want to help as many people attend as possible. In January we discussed the timing for awards announcements for in-person and virtual conference years, as well as how to handle announcements when no award is given.

In November we had a lively debate over whether to move ahead with the lending library. The conversation was passionate, and in the end the executive decided to continue with the pilot project, with the option to revisit its continuation in the future. In January the library conversation focused on procedural questions such as loan extensions.

Also in November, JoAnne Burek brought to our attention that the website needs to be moved because of space

limitations. After JoAnne and Liese Achtzehner supplied the executive with some numbers around what the move would entail, in January we agreed that it should happen with all possible haste.

In January, Margaret de Boer updated the executive on the ICRIS Terms of Reference, which the executive voted to approve. Judith Nylvek relayed concerns from members that our financial reporting could be clearer. The executive is now actively looking into having our books reviewed by an outside consultant to ensure that we're conforming with best practices and being as clear as possible to our members.

ISC/SCI continues to partner with The King's University in a community-engaged research project. In January Jolanta Komornicka reported on the progress the students had made researching material for mid- and late-career transitions. A discussion then ensued about what material the executive found most helpful and where we might like the students to focus next. The project will end in April with a formal presentation by the students, and Jolanta asked if anyone in the Edmonton area would be available to attend in person.

Some of the initiatives that have come out of these past two meetings and are still in process are a new social media campaign, run over 12 months, to raise brand awareness of ISC/SCI; a new page for the website on helping our members get paid; meeting facilitation training for regional reps and other board members; and taking a booth at the Congress of the Humanities and Social Sciences this May.

Our next meeting is on 1 April, where the focus will be on the annual budget.

ISC/SCI 2021 Rates Survey Results

by Jolanta N. Komornicka and Wendy Savage

In 2021 ISC/SCI conducted a rates survey. The results were shared at the 2022 AGM and now we have (finally!) got the full report written up. In this issue of the Bulletin we're providing an overview and big-picture summation of the results. Members will soon be able to find the full report on our website, full of lots more details and not a few tables breaking down the information. In the next issue of the Bulletin, we'll share some of the rate-setting tips and tricks our members provided as part of the survey, as well as a peek at how members choose to get paid and what marketing strategies they use.

Overview

In 2021 it was high time we conducted a rates survey, as the previous survey had come out in spring 2008 and, more than a decade on, ISC/SCI members are facing a different economic landscape. We know from both this latest survey and through conversations at our regional and national chats that many of you rely on this data to make informed decisions about setting your rates. So at last we have a current dataset.

The survey did have some limitations, and it must be noted that not all the respondents were able to answer some of our rate-setting questions, as project fees are sometimes set by publishers or are otherwise outside the indexer's control. A few of our definitions were hazy (which we realized too late), so we are not confident that all those who reported working full-time or charging per page meant the same thing. We have also not broken down the rates by number of years indexing, specific training, or similar.

The Survey Committee learned a lot conducting this rates survey, including how to ask better questions in the future. And that future won't be long in coming! We hope to conduct such surveys every five years, enabling us to stay as up to date as possible to better serve our members.

The response rate was just shy of 50%, which is on par with previous surveys. Of those who responded, all but one resided in either Canada or the United States, giving the answers a definite North American tilt. Although 73% of the respondents resided in Canada, all indicated that they index only in English. Over 90% work as freelance indexers

or subcontractors.¹ Perhaps unsurprisingly, considering the skill sets and training many indexers have, more than half provide services other than indexing (Table 1).

Table 1. Non-Indexing Services Provided

Service	Percent (%) of Respondents
Editing	37
Proofreading	35
Writing	14
Consulting	4
Abstracting	4
Permissions and photo research	2
Translation	2
Teaching indexing	2

Most respondents had been indexing for 15 or more years. Of the rest, 16% had been indexing for less than five years, 23% between five and nine years, and 19% between ten and fourteen years. Over 80% reported having indexed 20 or more books at the time of the survey.

The most common form of training reported was a formal course through a university program, such as those offered by the University of California at Berkeley, Simon Fraser University, and Toronto Metropolitan (formerly Ryerson) University. A couple of indexers received their training at library school, while a handful either learned from an experienced indexer or received training while working in-house with a publisher. The rest reported a mixed bag: the USDA training course, webinars, and generally being self-taught.

The Big Picture

ISC/SCI members in 2021 reported quite a range of annual incomes earned from indexing. At the low end, 27% made less than \$10,000; at the high end, two bright stars reported earning more than \$150,000. Median earnings were from \$20,000 to \$29,000, the same as reported in the

2008 survey. (Note that this includes all the indexers who responded to the survey, whether indexing was their full-time employment or they were indexing part-time.)

What good is knowing annual earnings when you need to figure out how to set your rates and bid on the next job? We've included this data because, in the end, all that rate setting and project bidding is to determine how much money you can make in a year. And this means that thinking about rates is both about the discrete project currently in front of you (How long is this book? What should I charge?) and about what you want your annual indexing income to be.

To get a better sense of how these rates apply to you and the needs of your business (and bank account!), keep the following questions in mind:

- How much do I want to earn annually from my indexing work?
- What is an acceptable hourly rate? What's the least I can make per hour and have the job still be worth it?
- How much do I need to make per month to meet my annual goal?
- What project or page rate and how many projects will get me to my monthly goal?

Rates Charged in Our Sister Indexing Societies²

A 2016 survey conducted by ASI found that the average indexing income was \$56,000 for full-time indexers and \$13,900 for part-time (all figures in US dollars). The average per page rate was \$3.88, while hourly rates tended to fall between \$12 and \$30.

Across the pond, SI recommends that in 2023 indexers charge £3.35 per page, £9 per 1,000 words, or £29.75 per hour. Across an even bigger pond, ANZSI in 2019 recommended A\$70 per hour or NZ\$55 per hour.

Table 2 puts these numbers in context, using a currency converter to render all amounts in Canadian dollars (rates not adjusted for inflation).

Rates Charged by ISC/SCI Members

Unsurprisingly, there's nearly as much variation in how

ISC/SCI indexers set their rates as there are indexers—best encapsulated by 40% as relying on “gut feeling.” That's undoubtedly true, but hard to translate into advice or guidance for others! Since we didn't think to survey our members' gut microbes on this question, here are some more helpful ideas that were offered. (Note that the numbers don't add up to 100%, since many people use multiple methods.)

Nearly half (48%) reported using client and colleague feedback as key to assessing and setting rates. The same proportion use a formula or matrix that tracks time spent indexing against speed to determine a rate. In a corollary of colleague feedback, 43% indicated that they use a combination of rates reports and discussions on the various indexing listservs as a metric for evaluating their own base rates.

At various points in the survey respondents helpfully pointed out that base rates can be flexible. A particularly interesting project might get a lower bid, while a rushed timeline earns the clients a surcharge. Some indexers also provide a new-client discount.

Considering Inflation

In our 2008 survey, respondents reported charging between \$3 and \$6 per typeset page, or between \$3 and \$8 per manuscript page (the latter defined as about 275 words). A decade on, the range has grown to between \$3 and \$11 per page (left undefined in terms of page type and number of words). Most indexers, however, reported a low end of \$4 and a high of \$6.50. To put these numbers into a bit of context, using the Bank of Canada's inflation calculator:

\$3 in 2008 = \$3.81 in 2021

\$6 in 2008 = \$7.63 in 2021

\$20,000–\$29,000 in 2007 = \$24,535.71–\$36,802.34 in 2021³

Most respondents (75%) found time, at least occasionally, to review their rates and (possibly) raise them. When they did so, however, this was not always systematic or part of a regular business plan, but rather prompted by

Table 2. Rates Comparison: ISC/SCI, ASI, SI, ANZSI (CAD)

Society	Year of Survey	Per Page Rate	Hourly Rate	Per 1,000 Words
ISC/SCI	2021	\$4.00–\$6.50	—	—
ANZSI	2019	—	\$64.89/\$46.62	—
ASI	2016	\$5.19	\$28.13–\$40.19	—
SI	2023	\$5.40	\$48.03	\$14.53

discussions on listservs or the national or regional chats—or simply whenever they got around to it. Hopefully the regular rates survey and its subsequent report will encourage more indexers to put this essential business practice on their calendars.

Assessing one's rates is one thing, raising them another. A full 40% told us they have never raised their rates; the most common reason given was fear of losing clients. Others pointed out that as they gained experience and efficiency, their effective hourly rate increased even though their page rate remained the same. Leaving aside those who don't raise their rates because they've not been indexing long enough to warrant it and those whose rates are set by companies/publishers, the next most common reason boiled down to not knowing the current going rate for indexers. Hopefully this report will help with that!

Even when an indexer wants to raise their rates but doesn't, more than cold feet over losing clients can be at play. External forces (such as COVID-19) influence how indexers think about raising rates—and the timing. An unstable economy led some indexers to hold off until things settled down again. That said, the vast majority reported that COVID-19 had no impact on their business one way or the other.

Charging for Revisions and Business Costs

Only 28% said categorically that they don't charge for revisions, and one lone indexer said they always charge. The rest fell back on a classic indexer hedge: "It depends." They tend to include a set number of hours for revisions as part of the project rate they quote to clients. Any revisions

that take more time result in additional charges. Table 3 shows the typical hourly rates charged in such cases.

Table 3. Rates for Revisions

Rate per Hour	Percent (%) of Respondents
\$20–\$34	14
\$35–\$49	29
\$50–\$64	43
\$65–\$75	11
Per page rate	3

Thirty-nine percent of respondents factor in business costs when assessing their rates. The most common of these are project costs (filling out forms, accounting for delays in file delivery and payment, printing, etc.), overhead (rent, utilities, internet, insurance, etc.), website maintenance, and professional development. A few also include bookkeeping and marketing in those business costs.

Stay tuned for more details in the next Bulletin . . .

Notes

1. A freelancer is defined as a business owner with no employees who may subcontract from time to time.
2. We have used publicly available data from the other societies. We do not have access to the surveys themselves, so these comparisons are meant as a rough metric only.
3. Annual income for the 2008 survey reflected the prior year's earnings. The same goes for the 2021 survey.

The Indexer

The International Journal of Indexing

Articles in Volume 41, Issue 1 (March 2023) include:

Making the unseen visible: the reading act
Karin McGuirk

Chop off their head(ing)s! An over-indexing peer review with a French Revolution theme
Ruth Martin and Joanna Penning

Finding your first book-indexing job
Max McMaster

Accolades for indexers: Indexing Awards 2022
Mary Coe and Ann Kingdom



Did you know that the indexes to the journal are available on *The Indexer* website?

Visit www.theindexer.org/indexes/

You can also search for content in the journal via the LUP website site or through Scopus.



www.liverpooluniversitypress.co.uk/journal/index



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Editor's Corner

Jolanta N. Komornicka

The discussions in this column are to help indexers make decisions when a text does not provide guidance. Nothing here should be taken as prescriptive, nor is it meant to replace the author's words with the indexer's.

Deadnaming

As transgender people become more visible in our society, and as more well-known individuals publicly transition, the chances increase that indexers will encounter the question of how to refer to trans individuals pre-transition. The term for using a trans person's birth name rather than their current name is deadnaming. As a rule of thumb, according to organizations such as the National Center for Transgender Equality, the National Lesbian & Gay Journalists Association (NLGJA), GLAAD, and the Conscious

Style Guide, a person's deadname shouldn't be used.

However, indexers will often point out that some readers may know the individual only under their deadname (even if the author of the book never uses it). In such cases, guidance can be found in the NLGJA's stylebook: "unless it's germane to the story, birth names and gender aren't relevant when covering individuals without prior name recognition." In this instance we might consider whether it's truly germane to the index to use the individual's deadname, and if it is, to use it as we would a non-preferred term—cross-referenced to the preferred term, without double-posting even for single locators.

If you have ideas for future Editor's Corner articles, please contact jnk@closerreadingie.com.

Announcements

The ISC/SCI Lending Library

by Carlisle Froese

ISC/SCI is excited to announce the opening of our new national lending library! Starting in March, members across Canada will be able to borrow a book from our extensive list of indexing, editing, and business resources. Books have been generously donated by a number of members and others are supplied by the Society. With the opening of the library, ISC/SCI hopes to provide a way for Canadian members to access resources that will help them continue

to create quality indexes and expand their careers.

Keep an eye on the [website](#) for the library page, including our booklist, policy, and process. Looking for a specific resource? Email library@indexers.ca to let us know we should keep an eye out for it. Hoping to clear some space on your shelves? Email library@indexers.ca to chat about our donation process.

Webinar: Indexing Arabic Names

On 14 March 2023, Ælfwine Mischler gave a presentation on the indexing of Arabic names. Ælfwine is an American copyeditor and indexer who lives in Cairo, Egypt, and works primarily on books dealing with Islamic and Middle East studies. She has written articles on indexing Arabic names for *The Indexer*, as well as a series of blog posts for *An American Editor* about editing romanized Arabic in English texts.

Some of the topics that Ælfwine covered included:

- differences between modern and pre-modern names
- the definite article
- the letters ayn and hamza
- names that must not be split
- titles and honorifics
- which name to use as the entry point
- resources for indexers

Authors Who Index Their Self-Published Book

by Daphne Davey

In 2009, and again in 2022, I self-published two non-fiction books that told the story of a charity I co-founded in 1979, the Joyriders Therapeutic Riding Association of PEI (www.thejoyriders.ca). I wrote, edited, and indexed both books, so I was totally immersed in the whole process and found it immensely satisfying (and educational).

My books didn't lend themselves to very many conceptual index entries; rather, the majority were names of people and associations, programs, events, and subjects. For example, ASD was cross-referenced to Autism Spectrum Disorder, and HRH The Princess Royal (patron of our national association, with an invitation to visit PEI sitting in her in-tray), who has a copy of the book, was double-posted with Princess Anne, since almost no one knows of or uses her official title.

Sometimes I referred to clients (riders with disabilities) who had died but who were an important part of the story. When glossing, I chose John Doe (former rider) for those who had passed away, in contradistinction to John Doe (rider).

I could not tell the story half so well without a lot of photos, which posed a problem as some key people appeared in many of them. But a query to the ISC/SCI list brought forth the suggestion for a subentry "photographs of," which I found fit the bill (thanks, Sergey!).

Given that the two books represented a factual history of the charity, they included the names of all the riders, therapy horses, board members, instructors, and other key people over the years. As a result, I have referred to both my books many times for information—most usefully for award citations and retirement testimonials. For that reason, especially for our riders, I chose to have some subentries of only one or perhaps two locators. For example, a rider who had received our Joyrider of the Year award had a one-locator subentry for that, as it was something very special, and it stands out in the index for easy reference.

My favourite subentry was for Jewel, one of our therapy horses, a worldly-wise mare. When presented with a cameraman and video equipment in the arena or being festooned with heart- and pulse-monitoring equipment for the Atlantic Veterinary College team conducting a survey on stress in therapy horses, she would blink slowly with a "so, just another weird human thing" expression on her face. I couldn't resist a subentry, "whatever' moments"!

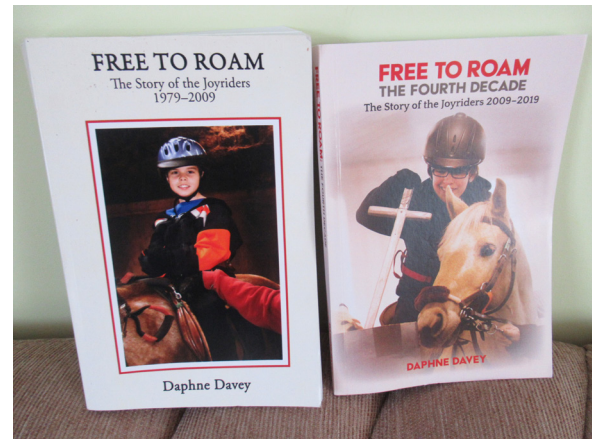


Photo provided by Daphne Davey

Inevitably the question arose: Who among our many financial supporters should be in the index? We receive no government funding, but rely totally on grants and donations from agencies, service clubs, businesses, and individuals. Many are "repeaters," and very generous at that. In the end, while I did list the more prominent ones in an appendix, I also included a few in the index when they had some extra involvement beyond just sending a cheque. Tricky!

My second index was definitely stronger than the first, but then in the intervening years I had had the opportunity to write a few indexes, read more textbooks, not to mention the ISC/SCI Bulletin and the Indexer, and attend a couple ISC/SCI conferences.

One final comment: I was surprised, though perhaps I should not have been, at having to explain (to people who I would have judged had a good education) that there was an index, where to find it, and how to use it (to quickly find their child!). I have to wonder if indexes, together with other key elements that make up a book, are explored and explained in English classes in schools.

Book titles:

Free To Roam: The Story of the Joyriders, 1979–2009

Free To Roam: The Fourth Decade. The Story of the Joyriders, 2009–2019

Daphne Davey is a retired freelance editor, translator, and indexer (the lone ISC/SCI member on Prince Edward Island). She just loves indexing, both as a technical and creative writing exercise! When not doing volunteer work on the computer for three charities, among other interests she is an avid birdwatcher.

Focus On: Judi Gibbs

by Siusan Moffat

How long have you been indexing?

Since 1999, but intermittently the first few years.

How long have you been a member of ISC/SCI?

Since 2017.

Where did you get your indexing training?

The University of Washington extension program. In 1998, Kari Kells offered a four-week course in indexing through the extension program. I had been working as a technical and medical writer for some time, and I thought that it would be helpful to know more about indexing. That four-week course plus my experience as a reference librarian are my training.

In the early days of my indexing career, I also had my work peer reviewed through Index Peers. Throughout my entire career, I have read the indexing discussion lists regularly, and I sometimes ask questions. I attend regional meetings and annual conferences. All of this is ongoing training and continuing education.

And indexing itself is ongoing training.

Which indexing software do you use?

SKY 7.0 plus Margaret Berson's macros.

What did you do before you started your indexing career?

I have been a reference librarian in university and special libraries, a studio potter, and an editor and writer in engineering and medical settings.

Do you see these things as having any relation to indexing?

Absolutely! Being a reference librarian taught me how users search for information. Being a potter—designing, building, and firing gas kilns and formulating clay and glazes—gave me technical and hands-on experience that I wouldn't otherwise have. Engineering writing gave me usability experience. I was intimately familiar with the industry usability documentation, and I drew on that background when I encountered usability problems in indexes.

What was it that attracted you to indexing? Why did you think it would be a good fit?



Photo provided by Judi Gibbs

Nothing attracted me to indexing, and I didn't think about fit. After I took Kari's course, somebody told me that Microsoft was looking for indexers for Encarta products. The Microsoft manager hired me for a short contract job, and I learned that I could get paid for reading. After I finished the job at Microsoft, I continued indexing. I am addicted to reading, and paying me to index is like paying an alcoholic to drink. That was a career-changing gig, but not one that received a lot of thought.

What is the craziest thing you have ever done in your life?

I like to travel. Many years ago, my then-husband and I spent an academic year as budget travelers in developing nations. We flew first to Australia, where we have friends. Along the way, our plane stopped in Fiji for refueling. We got off and spent a week there before going on to Australia. From there, it was on to Papua New Guinea, which does not have local transportation—or at least didn't back then—so we hitch-hiked from the lowlands into the highlands. From PNG, it was on to Indonesia, Thailand, Malaysia, India, Nepal, Sri Lanka, Kenya, Egypt, and Morocco. Our last

stop was the United Kingdom, which included stops in London, Glasgow, and the Scottish countryside. The trip was nine months of eye-opening experiences.

What other sorts of things do you like to do?

I'm addicted to art. I like looking in art galleries and museums. Every spare dime goes to art. Before I was diagnosed with celiac, I was also very experimental about food. I like trying different cuisines, but now I have to be careful. As already noted, I like to travel. I've also traveled in Mexico, more than once. I LUV Mexico. I've traveled in the Southwest in the US. I love the Navajo Reservation and the pueblos, to the extent that I've been able to see them.

I also make it a point to get to ISC/SCI conferences. I go for seven to ten days. When I'm not at the conference, I explore the city. The first conference I attended was in Montreal. That was followed by Winnipeg—which has wonderful museums and is historically fascinating—and then Ottawa, with all the delights of that wonderful city. St. John's is next, COVID permitting.

What is the most interesting index you have ever worked on?

I've worked on many interesting indexes. A couple years ago, I indexed *Injury Impoverished*, which is the history of workplace injuries and workers' compensation. I'd always assumed that workers' comp evolved for the benefit of workers, when it in fact evolved to save employers the legal costs of being taken to court for worker injuries. The book won the Philip Taft Award (2020) for labor and working-class history. I was thrilled! The book won the award, not the index, but I like to think the award committee at least looks at the index—and labor history is one of my specialties. In spring 2022, I indexed a book for an exhibition at a small art gallery at a small college in Oregon. The book reflected the life's work of the museum director. I just heard from him.

International Arts and Artists, a traveling exhibition service in Washington, DC, plans to travel the exhibition for three years beginning in 2025 or 2026, and books continue to fly off the shelves.

I'm thrilled! He and I spent several evenings on the phone fine tuning the index. I'm thrilled that an exhibition catalog for a small gallery is flying off the shelves.

Share a nightmare index experience, one where everything that could go wrong did.

I've had a couple of them. One was after I installed an indexing software upgrade. After I completed the first

index with the upgrade, the software froze, and I couldn't generate the index. I had generated it at intermediate points, but I couldn't get the final index to generate—and the index was due the next morning. Before I could submit the index, I had to get the developer to unfreeze the software. That happened a second time. At the point, I went back to the earlier version of the software, which I've used ever since.

You've been indexing for quite a long time and seen the business on both sides of the US and Canadian borders—how have things changed since when you started? Where do you see the world of indexing going in the future?

When I first started indexing, many or most publishers were contacting indexers and paying for the indexes. Now many or most presses are telling authors they have to provide their own index. Some presses provide a list of indexers for authors, others leave it to the authors to find their own indexer. Some presses also give authors the option of indexing their own books.

One upside: The cost of publishing, including indexing, is often covered by research grants, if there is money left in the budget at that point.

Another change is that the quality of editing has declined markedly. I just received a book that the author said has had very little editing—because the press does very little editing—and it is a well-known press. A book that is poorly edited is more difficult to index. That is particularly true if the developmental editing is lacking.

At some point, the question arises about the role of the press. If it isn't providing editing or indexing, what is its role?

Can you briefly describe your work with the ANSI/NISO indexing standards working group? [https://groups.niso.org/higherlogic/ws/public/download/25816/ANSI_NISO_Z39.94-2021_Criteria_for_Indexes.pdf]

This was not the first NISO attempt at an indexing standard. There was a 1984 standard, and in the 1990s a working group met to update it. When they could not agree on a standard, they issued a technical report. That report is what the recent working group started with.

In 2018–2019, NISO recruited a group that represented libraries, publishers, and indexers, and they became the working group for the 2021 standard. We split the working group into committees for open indexing, closed indexing, and algorithmic indexing, and we assigned different sections of the report to different committees. We assigned members to committees based on expertise.

Each committee updated their sections. We then reviewed each other's work. Then a group of three worked through the entire standard to make it as readable as possible. I was one of that group of three. The task was actually long and time-consuming.

The final step was when the draft standard went to the NISO organizational members to review and vote. Reviewers had very few comments. Members of the working committee looked at the reviewer comments and integrated those that seemed appropriate. The standard then went to ANSI for approval. It was finalized and became available for download in the summer of 2021.

Do you have any thoughts that you would like to share about ISC/SCI?

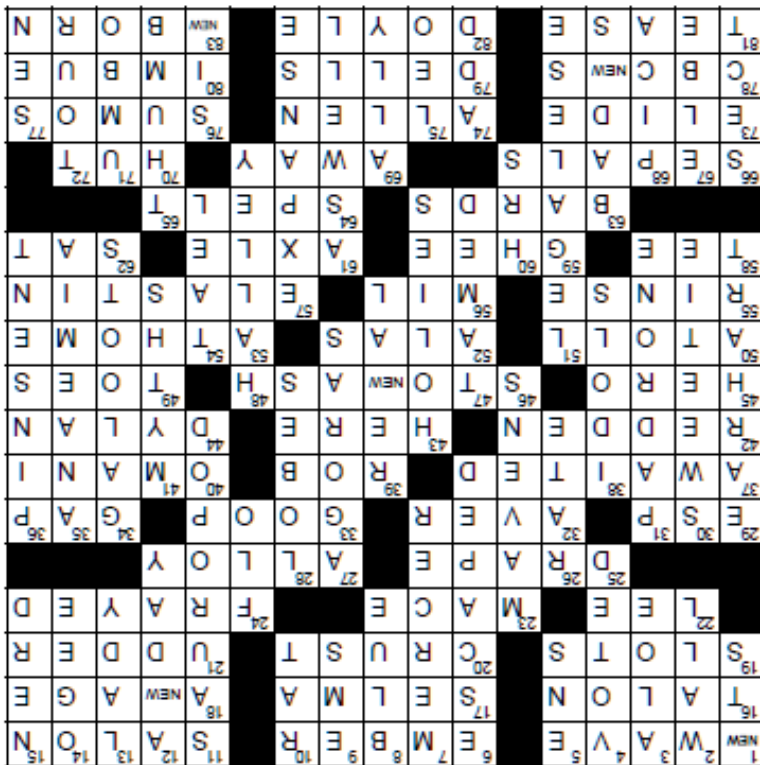
I love ISC/SCI! My first experience with ISC/SCI was the

2017 conference in Montreal. The keynote address was a panel of indexers who indexed the *Truth and Reconciliation Report*. That was the most meaningful presentation that I've experienced at any indexing conference. Other presentations were also good, and other conferences have been good.

ISC/SCI kept me sane during the pandemic in the days before the vaccine. Seattle and the Puget Sound area were the first region in North America to get COVID, and the situation was terrifying. I live alone, and the ISC/SCI monthly meetings were a welcome respite from the isolation of the early days. I attended everything. A couple of the Canadian members actually checked on me, which made me feel less isolated.

ISC/SCI is a warm and welcoming society. I LUV it!

Crossword Solution



Solution: Fresh Found Land by Heather Ebbs

This puzzle honours the ruggedly beautiful province hosting ISC/SCI's 2023 conference. Enjoy!

ISC/SCI Members Receive the DReam to Index Scholarship

Congratulations to Jess Herdman, Jessica Dee Humphreys, Anna Aridome, and Wendy Savage of ISC/SCI and Lara Abed of ASI on their win of the DReam to Index Scholarship.

From the DReam to Index team: The winners will all receive a scholarship to attend indexing conferences. David K. Ream provided invaluable support to indexers,

publishers, institutes and corporations, government offices, and the information industry at large. His significant accomplishments continue to have impact for all his clients and all who benefited from his skills and knowledge. He strongly supported the education of those entering the field of indexing and would be proud to know that these new indexers are benefiting from his legacy.

Congress of the Humanities and Social Sciences 2023

ISC/SCI is pleased to announce that the Society will have a booth at the Expo of the 2023 Congress of the Humanities and Social Sciences, run by the Federation for the Humanities and Social Sciences, in May. The Congress is the largest gathering of academics in Canada. In 2019, prior to the pandemic, 10,600 people registered to attend.

This year the Congress is back to being in person and will be held at York University in Toronto. We're excited to have the opportunity to talk with scholars and publishers in the academic humanities about what indexers do and how to find one. We can't wait to show off how great our indexers are!

ISC/SCI Publishers' Letter 2022–23

by Judith Clark

The Publishers' Letter project, originated by ISC/SCI member Judi Gibbs, is a promotional mailing sent to Canadian publishers whose publications include non-fiction materials.

Letter Delivery

102 letters were mailed on March 11, 2023.

Other Activity

Barbara Cuerdon volunteered to verify all the addresses of existing publishers. This was especially important because the pandemic put some publishers out of business and caused some to relocate. Many updates were needed. Barbara also helped spot publishers to add. I found additional small publishers of non-fiction/memoir titles (in large part thanks to Barbara's suggestions) and added them to the list for a net gain of around 20 viable publishers.

Other Information

An increasing number of publishers deliberately omit any physical address from their websites. Some state explicitly that they do not accept physical submissions or contacts of any kind. While this is intended to thwart would-be authors who won't do the required electronic submission, it has the unintended effect of preventing those publishers from getting ISC/SCI letters.

An Ontario regional ISC/SCI representative says the group hopes to meet in person in 2024 and may be able to resume the physical process of getting the letters out (if ISC/SCI continues to send them)—that is, stuffing envelopes, addressing and stamping them, etc.

The group did the first mailing but did not meet in person during the pandemic.

Having put out the Publishers' Letter for three years, I am stepping down after this year's mailing. I am happy to assist someone else in getting up to speed if ISC/SCI continues the project.

Announcements

Volunteers Needed

Alexandra Peace

Thank you as always to all the volunteers who devote time and energy to the Society. We all benefit greatly from it, and if you are unable to volunteer at this time ... no worries!

Conference 2023 Committee

Conference planning is coming along nicely, but we could use one more person. We try to have six people on the committee so that half can go forward for the following year. Each person has their own tasks, but the group also comes together to make decisions as a collective. Team players need apply! It's going to be fun this year in Newfoundland, so if you feel you could help out, let conference_chair@indexers.ca know!

Social Media Committee

We have someone at the moment (thanks, Ren!) who is posting what is provided by the communications director, but we really need a few people to be on a committee to determine what to say and when.

Outreach Committee

We could be getting more information both from others and to others through various events such as Word on the Street and FOLD (Festival of Literary Diversity). However, we need someone to organize going to these events—that is, to keep track of when they are, who is

ISC/SCI and a Mastodon Account

The Society has accounts on several social media sites: Facebook, Twitter, and LinkedIn. We publish brief bits of news about the Society, often with links back to our website.

Recent events have caused significant numbers of people to leave Twitter. Many of them have gone to Mastodon.

going, and what they need—and we need some to attend the events. Anyone?

Ad Hoc Committees

Often when the executive committee is meeting, we come up with an idea for something we think will benefit the Society and then form an ad hoc committee to do the research and come back with a recommendation. It's great if we can find Society members who are not on the executive to belong to these committees. If you would like to help somehow and are not excited by any of the above opportunities, please let me know that you might be available for an ad hoc committee. You are under no obligation to be on any of them; I would just email to ask once in a while, and you could see whether you think a particular committee might work for you.

Executive Committee

At the next AGM in 2023, our executive committee positions are up for election. Margaret de Boer and Judith Clark are actively looking for three more people, so please contact them if you are able to contribute. If you are interested in being on the executive committee, feel free to come to a meeting to find out how much fun we have!

Please contact presidents@indexers.ca to find out more about these volunteer positions.

After canvassing the executive committee, and with their agreement, we are now signed up on mstdn.ca. We are @IndexersCanada@mstdn.ca.

If you are on Mastodon, please follow us!

Membership

ISC/SCI MEMBERSHIP REPORT, MARCH 19, 2023

Julia White, Membership Secretary

As of March 19, 2023, we have 139 memberships. Since the previous report in November, a total of 17 new members have joined or rejoined.

Within Canada	110
British Columbia	25
Alberta	10
Saskatchewan	3
Manitoba	1
Ontario	50
Quebec	11
New Brunswick	6
Nova Scotia	3
Prince Edward Island	1
Newfoundland and Labrador	0
Outside Canada	29
Egypt	1
India	1
Netherlands	1
United Kingdom	2
United States	24

Membership types

Individual	132
Basic	43
Listed	83
Student	2
Emeritus	4
Institutional	7
British Columbia	1
Alberta	1
Saskatchewan	1
Ontario	3
Outside Canada	1

New Members

The following members have joined, or rejoined, since the previous report.

Anna Aridome, Basic; Brunswick, ME, USA
Elizabeth Bartmess, Listed; Union City, CA, USA
Pierke Bosschieter, Listed; Stitswerd, Netherlands
Kim Christie, Institutional; Victoria, BC
Em Delaney, Basic; Craftsbury, VT, USA
Marco De Petrillo, Basic; Saint-Laurent, QC
Helmut Filacchione, Listed; Murfreesboro, TN, USA
Jessica Dee Humphreys, Listed; Toronto, ON
Pierre Joyal, Listed; Shanty Bay, ON
Michelle Martin, Basic; Derby, UK
Ælfwine Mischler, Listed; Cairo, Egypt
Diana Palardy, Basic; Youngstown, OH, USA
Timothy Pearson, Listed; London, ON
Cordula Quint, Student; Sackville, NB
Jules Sherred, Basic Trial; Duncan, BC
Walter Strong, Basic; Calgary, AB
Emeline Vidal, Listed; Montreal, QC

Changed Your Address?

If you have moved recently, please send your new mailing address to Julia (membership@indexers.ca) so that she can update your subscription to *The Indexer*.

Crossword Solution on p. 16

Fresh Found Land by Heather Ebbs

Across

1. Fresh water music?
6. Glowing remnant
11. Gathering place for intellectuals or hairdressers
16. Claw
17. 1965 march site
18. *The Croods*: _____
19. Play station in Vegas?
20. Sandwich detritus, maybe
21. Cow feature
22. Author Harper
23. Nutmeg-based spice
24. Worn (as fabric)
25. Curtain
27. Mixed metals
29. Clairvoyance, e.g.
32. Maintain
33. Muck
34. Breach
37. Anticipated
39. Fleece
40. Muscat resident
42. Blush
43. Epitaph opener
44. Welsh poet Thomas
45. Revered one
46. Freshen jeans?
49. Low digits
50. Reef ring
52. "Ah, me!"
53. Not out
55. ___ and repeat
56. .001 inch
57. Skin protein
58. Driver's aid
59. Clarified butter
61. Shaft
62. Took a load off
63. Poets
64. Ancient grain
66. Petal protectors
69. *Come From* ___
70. Shack
73. Pass over
74. Kind of wrench
76. Japanese wrestlers
78. Fresh info provider, e.g.
79. "The Dewy ___ of Yarrow"
80. Suffuse
81. Chaff
82. Great Big Sea front man
83. Fresh man?

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
16						17					18			
19						20					21			
	22				23					24				
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37			38				39			40	41			
42							43			44				
45					46	47				48		49		
50				51		52				53	54			
55						56			57					
58				59	60				61				62	
			63						64			65		
66	67	68						69				70	71	72
73						74	75				76			77
78							79				80			
81							82				83			

Down

1. Salamanders
2. One of many in Grates Cove
3. Panacea for skin ailments
4. Cast a ballot
5. Dashes
6. Got away
7. Funny fellow from St John's and Middle Cove
8. Colourful cove on Northern Peninsula
9. Dashes
10. Fink
11. Brontosaurus is one
12. Céline's fresh Vegas show?
13. Tramp's partner
14. Curved molding
15. Egghead
23. Connoisseurs
24. Ziegfeld, to pals
26. Evaluate
27. Ancient Greek gathering places
28. Sites for studs
29. She flew from Harbour Grace
30. Honey
31. Italian master
34. Foolish fellows
35. Low haemoglobin
36. Rowdy man from Grand Falls?
38. Revered ones
39. Spring freshness?
41. Bell Island Hag and others
43. Revered sites
47. Mastered
48. Comet comeback calculator
51. Lawyer lingo
54. Old Chinese money
57. Broad area
60. 120 mins, e.g.
61. Also
63. When fresh, it travels fast
65. First digit
66. Branch
67. Dresden's river
68. 12-point type
69. Comrade in arms
71. Rounded protuberance
72. See the sights
74. Put 2 and 2 together
75. DiCaprio, to pals
76. Fresh tendon?
77. NL's Ravalia, in Ottawa