



2023

Annual Report



Without regard for my personal comfort or self advancement, to the best of my abilities and the limits of my physical and psychological endurance, I solemnly pledge to make every effort to return to safety, those victims of disaster entrusted to my care by the assignment of the mission to which I have consented.

These things I shall do:

‘That others may live!’



Bring Them
Home

Search and Rescue Regina began in 1994 and is a member chapter of Search and Rescue Saskatchewan Association of Volunteers (SARSAV).

Mission

To support the Royal Canadian Mounted Police, Regina Police Service, or designated authority in their efforts to locate missing persons or assist in other related emergencies.

Vision

Search and Rescue Regina will transform into a leading search and rescue organization in the service of our community.

We live, train and search for missing persons on Treaty 4, the ancestral territories of the Cree, Saulteaux, Dakota, Lakota, and Nakoda, and the homeland of the Métis Nation.

President's Message

Our theme for 2023 was transformation



Our professional ground search and rescue volunteer members help others in need in our community by giving their time to train, be activated on missing person missions, and provide safety information to the community. We are on call 24 hours a day, seven days a week, 365 days a year.

Agencies Having Jurisdiction request professional SAR volunteers through the Provincial Emergency Call Centre who, through Search and Rescue Saskatchewan Association of Volunteers (SARSAV), contacts members located nearest to the search area. SAR members deploy to the search location. Saskatchewan Public Safety Agency (SPSA) facilitates, expands and contracts the situation based on police information.

Given our interconnectedness to help the missing, it only makes sense that we talk with one another. We invited our key stakeholders to our strategic planning session in January of 2023 so they could help us identify priorities and create a road map for our future. Since then, we have been focusing on our five strategic priorities:

- 1) Model inclusion and cultural respect
- 2) Grow community awareness and partnerships
- 3) Recruit, retain, equip and train members
- 4) Ensure good governance
- 5) Support member accessibility and financial sustainability

By having a plan, we were able to achieve focused results. This 2023 Annual Report summarizes our activities and results for the year. Thankfully fewer people were missing so there was a reduction in missing person and evidence search activations during 2023 over 2022. But, when the call comes, we are ready. To ensure that we keep abreast of new trends, best practices, and changing communities, we will update our plan each year so we can transform into a leading search and rescue organization in the service of our community.

Respectfully, in service,
Shelly Lambert
President



2023 Strategic Plan

Strategic Priorities

Foundation

MISSION

To support the Royal Canadian Mounted Police, Regina Police Service, or designated authority in their efforts to locate lost persons or assist in other related emergencies.

VISION

Search and Rescue Regina will transform into a leading search and rescue organization in the service of our community.

	Model Inclusion and Cultural Respect	Grow Community Awareness and Partnerships	Recruit, Retain, Equip and Train Members	Ensure Good Governance	Support Member Accessibility and Organizational Financial Sustainability
Problem	SARR membership does not reflect and understand the broader community (demographics and culture) or those we are searching for.	Lack of awareness of SAR by other agencies and with the general public.	SAR Regina has many members, but few are active, participate in training, and qualify as search-ready.	There is confusion about existing governance (roles and policies) between SARR and SARSAV.	Cost of Gear is high for new members and may negatively impact recruitment and retention, and ability to search, especially when targeting a more diverse membership base. However, the organization must be financially viable for the future.
Objectives	1. SAR Regina's membership and communication will mirror the Regina population. 2. SAR Regina members will learn about and respect First Nation culture and protocols (ie. present tobacco to Chief and Council) and engage with urban Indigenous persons/communities living in Regina.	3. Members will be trained to deliver AdventureSmart so they can train others within the community. 4. SARR will build rapport with public emergency agencies (know who to call). 5. SARR will support Indigenous victims and families/friends of Indigenous murdered or missing persons.	6. SARR will recruit for two categories of members – active searcher members and supporting members – so there are more people to draw from to spread the work of running the non-profit out, and better get the word out about SAR Regina within our community. 7. SAR Regina members will be fully capable to be deployed on urban and rural searches. 8. SAR Support members provide support to help run the business side of the Non Profit Corporation (website, administration, fundraising, etc.)	9. The Board will review, update, and communicate all SARR policies to members, ensuring that they are in alignment with SARSAV policies.	10. When necessary, subsidize the costs for members who reflect diversity targets. 11. The Board will operate in a financially prudent manner. 12. The Board will determine funding sources for equipment, training and travel to attract a more diverse membership base.
Success Measures	Equity Diversity Inclusion (EDI): # of diverse members Diverse words and images are used in all communication channels. Absence of racism, ableism, agism, mysogony, sexism genderism, in materials within conversations.	# Adventuresmart Trainers/ programs delivered # of members trained in cultural awareness/attending cultural events # volunteers active at targeted community events	Member retention, member recruitment and member participation (# of hours to chapter/on searches)	Policy manual developed and circulated to existing members.	Diverse membership base. No unplanned year-end financial losses.



2023

SUPPORTED COMMUNITY

757 Hours
Regina Police Service Showcase
Special Olympics Polar Plunge
Missing Persons; Week
Treaty 4 Gathering
SGEU Public Sector Senior
Appreciation Supper
Pilot Butte Rodeo
Conexus Arts Centre Winter Wonderland to support the Regina and District Food Bank

ELECTED

First Female President
A Gender-Balanced
Board of Directors

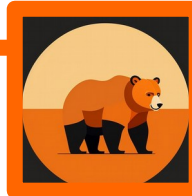
RECRUITED & RETAINED

23 Total Members
6 Team Leaders
16 Ground Searchers
1 Members in Training
1 Support Members
4 AdventureSmart Trainers



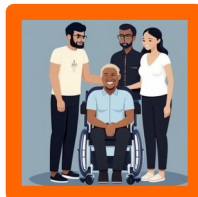
TRAINED

2,682 Hours
GSAR/Team Leaders
Helicopter Landing
Bear Safety
First Aid
Navigation Skills
Urban and Rural, Daytime
and Nighttime Searching



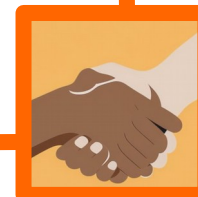
CONNECTED

Launched New Brand
745 Visitors to New Website
57,150 Social Media Engagement
2,077 Social Media Supporters
2 Recruitment Events



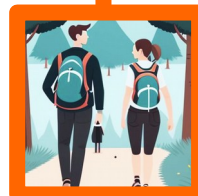
PARTNERED

File Hills Tribal Council SAR
Regina Police Service
Royal Canadian Mounted Police
Saskatchewan Public
Safety Agency
STARS Air Ambulance
Other SAR Chapters in and
outside of Saskatchewan



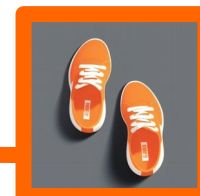
INITIATED

A Complete Governance
and Policy Review
Equipment Needs Analysis



ACTIVATED

5 Missing Person and
Evidence Searches



1

Model Inclusion and Cultural Respect

For the long-term, every non-profit organization must rejuvenate. While friends recruiting friends attracts new recruits, those new recruits tend to look and act like the old recruits. This past year we took fresh approaches. It's good to have new members, but it's even better to attract people of all ages, cultures and genders. Because we want to attract people who are already fit and know how to thrive outside, we set up recruitment tents at local trails, and actively recruited new members through social media.

We are also very proud to report that our board celebrates diversity. SAR Regina elected its first female president and has a perfect one to one ratio of female to male board members, representing a wide range of ages.

Many missing person searches happen on First Nations communities, and it is essential that when we arrive, we model culture and respect. This past year we worked closely with the South Saskatchewan First Nations SAR group to share instructors and facilities for our ground searcher training, and attended the Treaty 4 Gathering in Fort Qu'Appelle. We look forward to continuing to grow this partnership in the future.

Members attended the RCMP Heritage Centre Awakening of the Medicine Wheel and Treaty 4 Gathering.

Recruited through new channels with new results.

First female SAR Regina President,
Gender balanced Board of Directors.



2

Grow Community Awareness and Partnerships

SARR trained three new AdventureSmart trainers to deliver prevention programs into our community. AdventureSmart is a national program dedicated to encouraging Canadians and visitors to Canada to “Get informed and go outdoors”.

In addition to hosting regular training opportunities, our members took advantage of training provided by our partners and SARSAV. SAR Regina members met with members of Regina Police Service to discuss urban search readiness, and toured the RPS hangar to discuss their Aerial Unit capabilities. Through our partnership with the SPSA, SAR Regina members were able to attend two different ICS 200 sessions hosted by the Government of Saskatchewan and Coop Refinery. SARSAV provided radio training in Warman. Two of our members attended Team Leader Training offered in a blended format online and in-person through Parkland SAR in Estevan. And three of our members attended another blended format online and in-person firecraft training offered by Battlefords SAR near Saskatoon.

SAR Regina's President was studying in British Columbia and was pleased to connect with Castlegar SAR members who graciously shared their knowledge. Another member made SAR dog connections with Lethbridge and Area SAR, BC SAR Dog Association in Meritt, BC, and the International Police Working Dog Association in Montana. All of these organizations serve their members and communities differently and it's wonderful to bring their ideas back into our chapter.

We also focused on community communication. To differentiate ourselves from other non-profit organizations and other first responders within the community, we introduced our new brand statement “Bring Them Home”. We built a new website, increased our social media presence, updated our display and promotional materials.

The first week of May is Missing Persons week. It is the most important week of the year for us. It is a time where we remember those who have not yet been brought home. For the families of the missing, the search never ends.



Trained three new AdventureSmart Trainers for a total of Four.

Hosted meetings with Regina Police Service and Saskatchewan Public Safety Agency to learn more about each other and grow connections.

Championed and volunteered during Missing Persons Week events to support the families of the missing, and remember those still missing.

Recruit Retain, Equip and Train Members

To become a professional SAR Volunteer, our members must meet core competency standards. And once that core training is completed, continuous improvement is key. Our members agree to attend meetings regularly, training sessions and participate in activities to maintain a minimum level of knowledge so that when the activation call is made to help bring home the missing, every member is ready, trained, and able to respond.

During 2023, we introduced Trek and Train events. SAR Regina members gather together at a park to hike while wearing SAR activation gear and carry SAR activation packs. It's a great way to stay fit, stay sharp with our skills, and ensure that we're always ready through the changing seasons, while building healthy working relationships with one another. Last year, SAR Regina hosted 18 training events. While many of these events took place over about three hour time periods, some of these training events such as STARS Air Ambulance, GSAR recertification, and standard first aid were held over multiple days:

- STARS Air Ambulance Landing Zone training
- Personal Protection Equipment and Environmental Hazards
- Activation Staging and Documentation
- Regina Police Service Aerial Unit Capabilities Tour
- Conducting Urban Searches with RPS
- Mock Urban Hasty Search in Wascana Centre by the Conexus Art Centre and the University of Regina
- Radio and searching skills in Pilot Butte
- GSAR Recertification
- Compass Skills at Wascana Trail Hike
- Mock Search at Condie Nature Refuge
- Thriving outside at Fairy Hills
- Ground Search and Rescue New Recruits
- Night time navigation skills in Uplands
- Clue Detection in Wascana Centre
- Urban Night searches at AE Wilson Park
- Standard First Aid
- Hypothermia Burrito Wraps in Wascana Centre and at Condie Nature Refuge



Recruited the first SAR Regina Support Team Member.

Hosted 18 member training events.

Launched regular Trek & Train events to get together to stay fit and train. People go missing any time, any day, and during any kind of weather, so we are prepared. By practising our skills regularly we stay sharp, and constantly adjust our packs and gear to the changing seasons.

4

Ensure Good Governance

Governance is the process of making and enforcing decisions within an organization or society.

We have to effectively operate our small non-profit membership organization within the SARSAV training and activation procedures, the national infrastructure of SARVAC, and in compliance with the Agencies Having Jurisdiction. With so many people and organizations, there is a need for clarity.

Last year we hosted our first strategic planning process. It was so important to listen to outside perspectives and create a plan to take us forward. Through that process we identified the need for clearer policies and procedures, and took on that task with a vengeance. We updated our constitution, bylaws and _____ policies and procedures. There is still more work to do, but the foundation is laid for our future.

The first SARR Strategic Plan was created in 2023.

A new Policy Committee was struck to update the Constitution, Bylaws and all policies.



5

Support Member Accessibility and Financial Sustainability

Behind the day-to-day operations of search and rescue is the business of running our small non-profit membership corporation.

SAR Regina receives zero funding from any level of government.

Last year we were lucky to receive free meeting room spaces from City of Regina, the File Hills Tribal Council, Cabela's and anonymous corporations. SARSAV facilitated the purchase of safety helmets, headlamps and compasses through the provincial Victims of Crime Fund, an anonymous donor provided GPS units that are used for training and activations, and we were lucky that one of our members works at SaskPower and directed his employer's community investment funds towards us. And as a one-time bonus, some generous individuals donated their Saskatchewan Affordability Tax Credit toward us.

However, training is expensive, equipment is expensive, uniforms are expensive.

We worked bingos. We sold seeds. And we were frugal with every decision.

We subsidized the cost for five members to take bear safety and spray training, and look forward to extending that program into 2024.

SAR Regina is in a healthy position in 2023 with excess revenue over expenses of \$5,612 and year-end bank balance of \$15,425.



Five members received no-cost Bear Safety training.

SAR Regina reimburses members who must pay for a Certified Criminal Record Check due to possible matches.

Worked bingos, sold seeds and accepted donations to generate funds.

Thank you to our supporters!

Accountability

SAR Regina operates in Saskatchewan under *The Non-profit Corporations Act* and is governed by the SARR Constitution and Bylaws, which identify the organization's name, purpose, membership composition, fees and meetings, duties of officers and wind-up procedures.

According to the Constitution:

The Corporation shall be a Non-Profit Membership Corporation as defined by *The Non-Profit Corporation Act* of the Province of Saskatchewan.

The objectives of Search and Rescue Regina Inc. shall be as follows:

- To support the search and rescue efforts of the Royal Canadian Mounted Police (RCMP), Regina Police Service (RPS) or other agencies by providing personnel who are trained and capable of properly performing SAR or other requested duties.
- To respond to any incident or accident which involves one or more people deemed to be lost, not arrived at destination or not seen during a period of time as to be deemed an emergency with local authorities.
- To be organized and developed as necessary to provide a service during or after an emergency.
- To cooperate with other SAR agencies to provide improved levels of SAR service when it is within the capability of the rescue team to undertake the mission safely.
- To support law enforcement and/or other emergency services agencies in activities sanctioned by the Board of Directors.

The SAR Regina organization and its members serve and are accountable a number of community stakeholders including:

- The Missing and Families of The Missing
- Agencies Having Jurisdiction on every activation
- Search and Rescue Volunteer Association of Canada and Search and Rescue Saskatchewan Association of Volunteers
- Other first responders and health professionals
- Our greater community

Leadership

- SAR Regina is a small organization and thus has an operational Board of Directors.
- The Board of Directors is a volunteer board and no member of the Board receives compensation to perform their Board role.
- In addition to demonstrating a base of compassion for The Missing, the Board of Directors actively recruits to bring a wide range of specific competencies and professional expertise to the organization.
- They are elected to the Board at the Annual General Meeting.



Leadership

Board of Directors

Mohammed Quraishi, Director

Sean Hauglum, Vice President and Acting Treasurer

Louise Yates, Secretary

Shelly Lambert, President

Marius Berger, Director

Crystal Giesbrecht, Director (Membership)

Resigned

Curt Schroeder (September)

Lloyd Goodwill (September)

Keith Pratt (December)

Policy Committee

Tanya Gebhardt, Shelly Lambert and Louise Yates

Reviewers to the Committee: Andy Crooks and David Riddle

CREDITS

Cover photo taken at Wascana Trails by Colin Matsyk
Other photos by Shelly Lambert and Louise Yates
Illustrations generated by AI

Search and Rescue Regina Inc.
PO Box 32165
RPO Victoria Square
Regina, SK S4N 7L2

searchandrescueregina.org



Bring them
Home