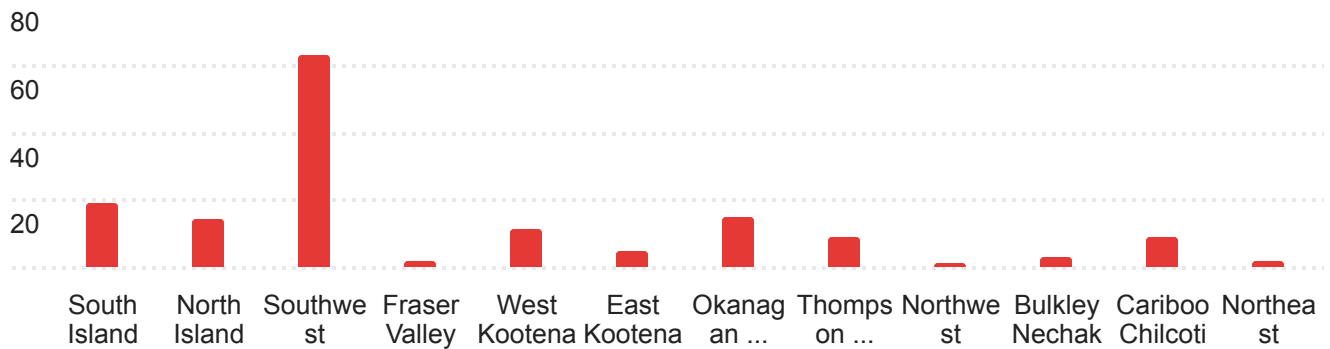


## GSAR Advisory Committee: Volunteer Experience Survey

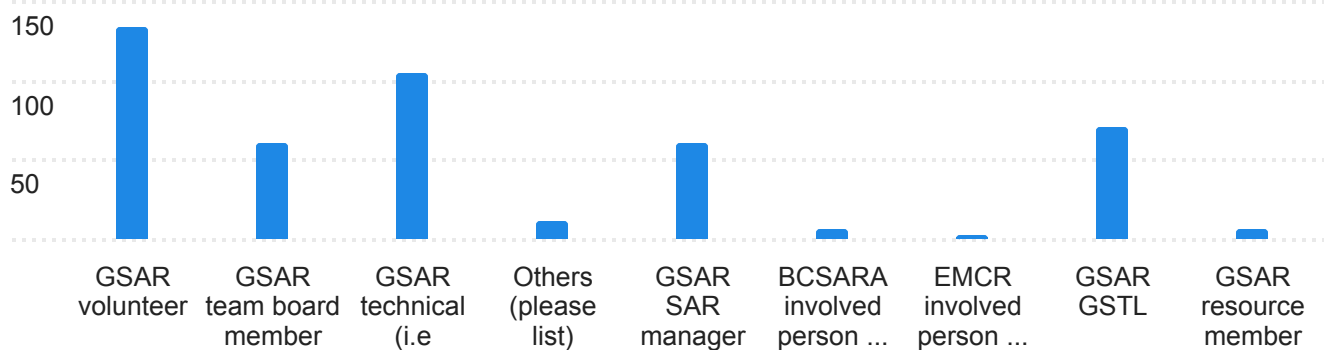
### Regions of Feedback Providers:

153 Responses

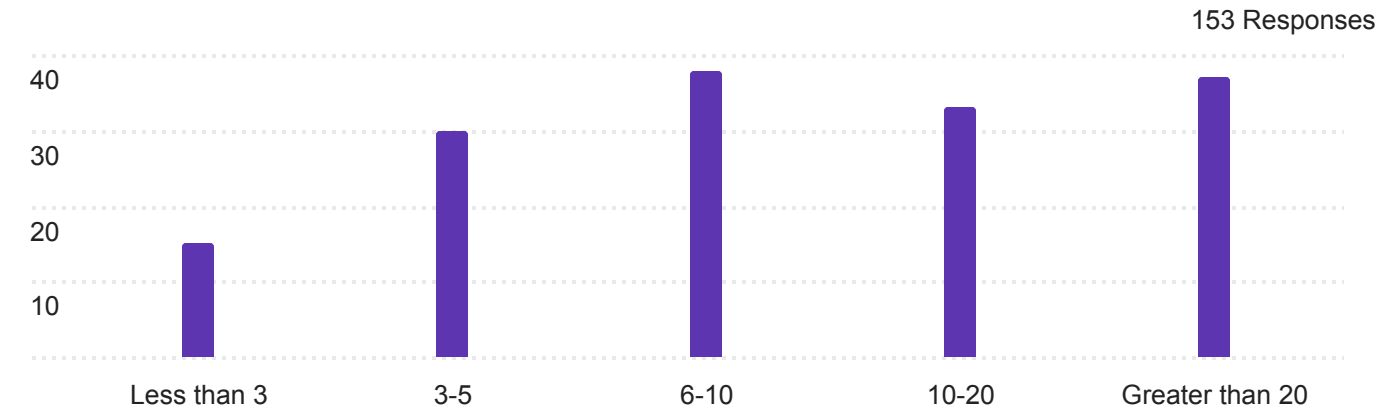


### Roles of Feedback Providers:

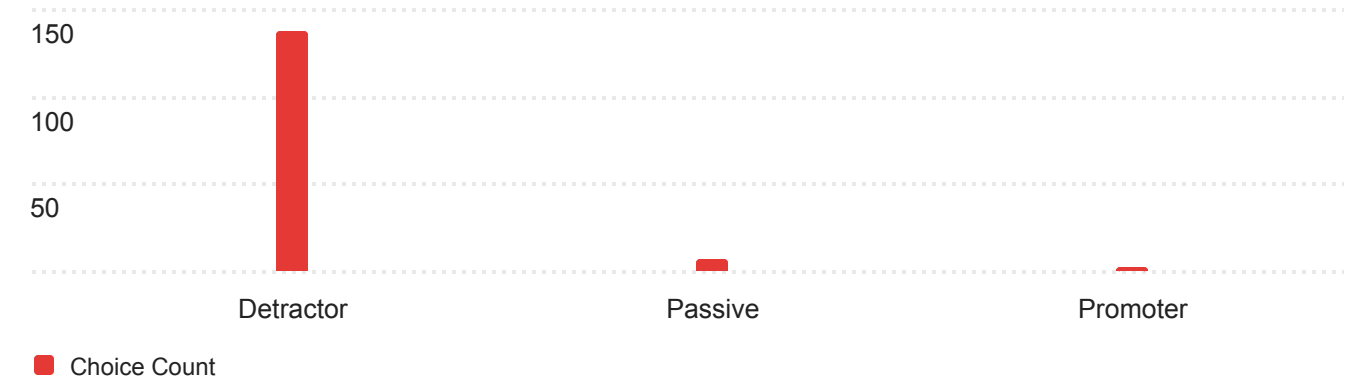
153 Responses



Years in SAR of Feedback Providers:



How satisfied are you with BCSARA's consultation with the GSAR teams and volunteers when it comes to negotiating the structure and terms for the new GSAR Advisory Committee?



Please share your thoughts and experience regarding the new GSAR Advisory Committee and the consultation of the teams and volunteers in the negotiation process. (Note: Your response will be visible unedited in the survey results, do not submit any information that is not appropriate for public viewing.)

No consultation was done with our team. Who was the 'extensive consultation' done with? Was it specific teams only? (in which case, how can it really be representative) or was the statement a falsehood?

I have no experience, this is the first time I've heard of it.

I don't know what the consultation process was, maybe I missed it? If it had been meaningful and significant I would have probably heard of it since I am quite active in my team

I feel that BCSARA is less than an arm's length from EMCR and there is a perceived conflict of interest.

Seems like there was basically no consultation with SAR groups.

First I'm hearing of this.

Last year fiasco...

This whole process of forming an advisory panel is a complete waste of time and resources.

It's divisive at best.

In my opinion no one knows the needs of their area more than the teams that serve them.

It's sad to see the current BCSARA group of directors trying to ingrain themselves into a government role. They should be acting more in a union boss style than as a lesser level of the existing government.

The extensive consultation was a video session with little of the concerns answered.

How is this advisory committee to know what I require in training and resources if they don't even visit my area of operation in person.

It would be equivalent as if I from the interior tried to understand the intricacies of North Shore Rescues geographical technicalities by having a half hour chat, then imposing directives of procedures that work in my area.

The government can keep their five million donation if it means teams can get back to meeting the needs of their own communities.

It would be hard raising money for the training and equipment upkeep but easier than trying to do a professional job with our hands tied behind our backs with red tape.

BCSARA has lost its direction in helping the GSAR community. Too much talk and no action. Actions speak louder than words. We the SAR, community need to have a strong voice on what is supposedly done on our behalf. You need to ask us what you can do to help make us a stronger. We are the experts in the field and should be treated as such

Do not feel there was meaningful consultation

No consultation has taken place with our team regarding the new GSAR Advisory Committee.

As an active participant in the GSAR community and through my engagement with other prominent members, I can confirm that there has been no meaningful consultation with any GSAR team during this process. This is deeply concerning, particularly given that the only BCSARA representative involved in negotiations with EMCR has expressed the view that BCSARA and the 78 GSAR teams across British Columbia should be subordinate to EMCR. This stance raises significant concerns about the autonomy and future role of the GSAR teams in decision-making processes that directly affect their operations and effectiveness.

Seeing as how this is the first im hearing about it i would say communication is not good.

I don't know anything about the advisory committee and am not aware of the consultation. I have reviewed your slides and FAQs. Generally, I would like to see the mandate, goals and decision making scope of all committees and organizations. This will help to inform the relevance and responsibility expected of the advisory committee. I would recommend that you consider evening the playing field and pay your SMEs and elected GSAR reps. Show that you value their expertise and commitment the same way that you value your organizational employees and leaders, who are remunerated.

I have received exactly zero information about what is being negotiated.

This is the first that I have heard of it.

Honestly, I have heard almost nothing about this, as no information has been forwarded to me through out team's board.

Very disappointed with BCSARA and lack of accountability and communication. Almost ready to resign from SAR, still hoping for a miracle from them. This BCSARA group is not representing anyone except themselves and there own agenda.

A good start, would like to see EMCR at the table and hearing the feedback directly from the teams vs filtered.

Why do the SAR matter experts only be heard, but the requesting agency is the one on the committee who decides what gets moved forward?! The sar matter experts would know better what the SAR community needs. We need to actually be able to change things. Not just empty promises.

Plus all the other things that have been mentioned.

If BCSARA is going to be a member on this committee, I think that the teams should also elect four or five representatives that are not with BCSara as a transparent alternate opinion. BCSARA does not effectively represent the opinions of most of our teams in British Columbia and stifles the needs of teams to meet their own agenda. While it seems apparent that BCSARA is here to stay it would be appropriate to have a third-party group monitoring their actions and also a member of this committee.

I have not seen any information on the terms of reference for the committee.

I was not aware there was any consultation. This is a problem. It seems as though there should be some open elections to address the ongoing challenges and lack of confidence in our organization.

I have not seen evidence of consultation.

There has not been any consultation other than a needs analysis

Interested in learning more about this. I am not in the know of this committee.

Perhaps I missed it or perhaps information wasn't passed down to our team members, but I'm not aware of any consultation.

Teams should be able to vote on the terms of reference. Regardless of whether the vote is "not necessary" due to the "extensive consultation", a vote would be open and transparent, something that has not always been the case in the past.

After the closed session PRTC meetings, we were assured that no structural changes to BCSARA were forthcoming. Nine months after summarily firing the CEO (for reasons that remain secret), our organization remains to underperform in advancing SAR issues, largely due to the absolute inexperience of the Acting CEO. The only way we will make progress on any issue is to have a full time, paid professional staff representing our interests at whatever table is decided upon to deal with our concerns. Expecting volunteers to have an effective voice at a table with Tasking Agencies who are graced with salaries and support staff is a %#@+ pipe dream

vote was not necessary, due in part to the "extensive consultation" that had already occurred with the teams - consultation can be construed to be anything BCSARA wants it to be - a vote is necessary

This is the first I've heard of it.

I have heard nothing about any consultation efforts regarding the GSAR Advisory Committee. Zero communications whatsoever. I didn't know there was going to be any consultation. I attended the BCSARA AGM presentation and heard nothing about it.

Our region had no information given to us at all regarding what was happening with the advisory committee. Whether we weren't told by our rep or they weren't supposed to tell us we don't know. Given the changes in the past year and the forward position of Bcsara to be more open and communicative I hope that translates to more inclusiveness with the teams in these types of discussions and decisions.

I have not heard any communication with regards to ongoing negotiations at the team level.

Have heard nothing about it since it was mentioned in the Presidents report June 4. July 18 Newsletter (nothing) Sept.9 Presidents reminder of AGM (nothing) Sept 10 Newsletter (nothing) Our South Island Rep. has communicated nothing about it via email. Of Note\*\* except for re-sending the Presidents message during the issues earlier in the year I have never received anything via email or in person from our SI Rep since he first took office long ago. If he's giving feedback on his area it may be from other Teams, certainly not from ours. I'm sure if I reached out to someone I may have gotten an answer but honestly forgot all about it since it was mentioned in June.

I feel that while the BCSARA board is consulting with team representatives, they still aren't hearing our desire to be involved in major decisions affecting our teams. I think having a vote on negotiated terms is important to instilling confidence in the teams that their voices matter.

Well, my team hasn't been consulted as far as I know. I sit on the board and haven't heard of anything.

We have had little to no consultation in the negotiation process, only being advised of the result.

No negotiation that I know of

What consultation?

I was not aware there was any consultation.

I have not heard any information about the process or basic functions of the Advisory Committee, since the announcement that there would be one. I believe the new WK BCSARA director is unwilling to support the SAR groups in this region if it means advocating against EMCR. In the recent past he has not supported our society as a board director when advocating against EMCR.

If any group has consulted with our society I have not heard about it.

Unsure who was sent information on the gsar advisory committee on my team. As a member with almost 15 years experience and many of that on the board within my team and being a part of a number of in region groups when it came to discussions, I'm someone whom maybe should have had a voice on this within my team. If it just went to our board, there are a number of newer (less than 5yrs of sar) members on our board who maybe are not as informed and would just sign off in agreement with BCSARA and EMCR.

I can't state how disappointed I am in the current BCSARA leadership group and their complete lack of consultation with the member teams.

BCSARA board has shown and been vocally public that they do not believe in the current volunteer model. As such they do not represent us appropriately and further their personal agendas not the actual team needs. What consultation has been done is clearly not been listening to the members.

My opinion is the current government completely out of touch with SAR. I cannot recall any meaningful consultation hold in our region.

There has been no consultation

have not heard any info about it at all so I will say unsatisfied due to the lack of information, have NO clue what you are negotiating

No thoughts on the matter as have not experienced any consultation...

I feel that transparency for the process was lacking. If this was due to poor communication on the part of EMCR, BCSARA or our search group I am not sure. I would really like to see an improvement in this area.

I don't feel I've been given enough information to make an educated decision one way or the other.

I am the training director for the British Columbia Tracking Association. Myself and our president submitted a few changes to the tracker training policies that were sent out for our review. All of the suggestions turned down.

We were told the policies were already in place and it was too late to amend them.

So why bother asking for a review. Political optics, pretending to work with our volunteers with no intention of implementing input.

I am not happy with the consultation process for the GSAR Advisory Committee. I don't feel enough information has been given to the GSAR community. BCSARA has said it will look for GSAR members from a variety of different backgrounds. (who picks them. does EMCR have the final say)

Have not heard anything about BCSARA large team consultation

This is the first I've heard of this proposal. Having said that, when I first joined SAR there existed a similar committee which was then replaced by BCSARA. If we are now going to bring back that committee from the dead what is the purpose of BCSARA, they are redundant. It seems to me that the sole purpose here is to increase the bureaucracy and Pournelles Law is fully in evidence.

I think there should be more invitation and involvement for members. As the ones writing team policies and SOPs, following EMCR policy and doing the hands on work it would be nice if there was more involvement from the SAR community as the subject matter experts that we are.

We need you to listen. When we want courses listen. When we need more training listen.

I hadn't heard about it.

I am involved with other organisations and tend to leave BCSARA and SAR politics to others. Having said that I did like Dwight Yochim as i met him at a BCSARA yearly meeting. He seem to be trying keep both sides happy.

As a grass roots SAR volunteer, technical specialist, advanced medical provider and MAC member I have no recollection of any opportunity to give input into the current structural changes at BCSARA. Have been very disappointed at the lack of support for the MAC development efforts in that way.

After putting hours of volunteer personal effort into improving the medical systems to support advanced medical care to subjects in the field I am suspending my efforts until such time as there is a structure to support such work.

Despite such BCSARA system failures, should you find yourself having a medical incident in the West Kootenay backcountry, you will have a volunteer SAR advanced medical provider arrive on scene to provide advance medical care!

Thanks for intervening between GSAR groups and EMCR. your efforts are appreciated and needed.

The advisory committee should be composed of members with a broad range of service

More control to SAR managers from local areas

Not aware of any consultation.

BCSARA needs to remain a grass roots organization that provides a voice for volunteers.

Consultation? Is this something that is already happening, or planned for the future? I have never met anyone from BCSARA, and I don't know what the society actually does. As far as I am aware, none of our regional "representatives" have ever come to visit our team. My only real experience with BCSARA came from that flurry of angry emails and the petition from earlier this year. So what are my thoughts? I think it is not going great. But I did get this survey, that is something. I like to give credit where it is due so you get one point for that!

BC should follow the New Zealand Land SAR model, also used by municipalities and numerous professional organizations in BC. This is that the organizations, manage, train, assess and provide professional governance, including accreditation and disqualification to their membership. e.g. nurses, engineers, municipalities etc. These organizations receive \*arms-length funding from the province but entirely set the roles, operating procedures and disbursements within their organization.

The centralized direct government approach is generally often bureaucratic, slow to adapt to change, is hard to impossible to remove poorly functioning staff members and tends to, most importantly, prioritize internal government goals over the direct needs and goals of the independent association.

This is the first time that I recall having been asked for my opinion.

I was unaware of the GSAR Advisory Committee and I'm pretty sure my fellow SAR members were also in the dark

It is possible that 'our board' including a member of the bcsara board were part of the consultation. But it didn't go down to the membership as far as I know

I was unaware this was happening at all

No experience with new GSAR Advisory committee. Not really aware of how it was created.

I think it seems very unwise to try and tell folks who are sacrificing family time, spending money, dedicating their nights and weekends and risking their mental health and sometimes lives for FREE.. how they should best do that.

Government often ignores the wisdom of its elders. Help support the teams.

Although not personally involved in the consultation, our team has a representative that has been involved and has been sharing news appropriately.

The GSAR committee needs to have a broad cross section of members drawn from all the various groups involved in SAR activities. Any decisions made with respect to GSAR must be made by people who are directly or indirectly affected by them.

As a Board member of my team, I've received no communication or consultation from BCSARA about this matter.

I was asked to review the Terms of Reference for the committee and provided feedback. Other than that my impression is that this is the current executive's vision.

There has never been an opportunity to provide thoughts from the member side let alone a formalized discussion at the team or even regional level

There has been zero consultation with GSAR teams. Very disappointing that we seem to be getting further apart

There had been a request for proposals from the volunteer community asking for submissions on how such a model would work which were subsequently ignored. It's hard then to see how much inclusivity value the chosen model will offer.



I am disappointed in the process. I believe that EMCR is negotiating the future of GSAR management, policy and administration with BCSARA. At the same time BCSARA, without consulting the teams, is trying to remove itself from the GSAR advisory committee and the accompanying challenges of negotiating and advocating GSAR policy.

My experience is that rather than consulting with the teams, BCSARA with the help of EMCR decided on a model and are implementing it top down, without proper discussion, consultation or strategic planning. The way that BCSARA has selectively shared information and suppressed alternate viewpoints stands in stark contrast to the our core value of accountability and transparency.

With respect to the proposed model, I worry that 6 GSAR Subject Matter experts will be vastly under resourced to understand the needs of the 78 GSAR teams and then negotiate on their behalf. Segregated from BCSARA, they will be dependent on EMCR and the tasking agencies for resources. They will also be forced to sit at a table where everyone else is getting paid to be there and has the full resources of their organization supporting them.

When we start to imagine normal challenges, like EMCR not supporting GSAR needs or a subject matter expert who isn't able to perform to the satisfaction of the teams; six GSAR subject matter experts, already working hard, will have no bandwidth to engage in the sophisticated communication and advocacy work that will be required to overcome adversity or help build consensus. In my opinion, that complex work requires dedicated, paid executive level skills and is the role of BCSARA.