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Bylaws

Updated April 2024



Search and Rescue Regina Inc. Bylaws

Enacted April 28, 2024

Bylaw 1A – Membership for Search and Rescue REGINA (SARR)

An application for membership (Member in Training (MIT) or Support Team Member (STM)) can be made by any person who has reached the age of 18 years, which is the age of majority in the province of Saskatchewan.

All applications shall be made by filling out a Membership Package as indicated in the Roles and Responsibilities document.

All members shall adhere to the policies and standard operating procedures of SARR. Each member shall be supplied with access to these documents

Members must comply with any additional requirements as mandated by law enforcement and/or other emergency services agencies with which SARR has an operational relationship.

Bylaw 1B – Activation Requirements

Refer to Roles and Responsibilities document – Member in Training (MIT).

Bylaw 2 – Required Attendance

If any member of the Board of Directors is absent from three Board of Director meetings without providing reasonable cause as determined by the Board of Directors, their elected status may be revoked, and the position be declared vacant.

If any member is absent for 12 consecutive months from attending training sessions and sanctioned PECC Activation/Missing Person Callout, and does not provide reasonable cause for their absence, the Board may review the membership status of this member. This may result in the member losing their Member in Good Standing status and therefore be subject to the Disciplinary Measures as outlined in Bylaw 4.

As volunteers, members are not expected to be available 100 percent of the time, however, arrangements for time-off with employers improve the likelihood of PECC Activation/Missing Person Callout participation.

Bylaw 3 – Confidentiality

Only the President or designate of the Board of Directors shall communicate with the media on any topic relating to SARR as per the confidentiality agreement signed by every member.

Bylaw 4 – Disciplinary Action

SARR follows the Non-Profit Act Section 10-5 – Termination of member's rights.

Dismissal of a volunteer is a serious consideration. Dismissal will not be done without:

1. Board of Directors and delegates reviewing a complaint against a member or incidents involving a member.
2. A meeting between the member and the Board of Directors will occur before dismissal in an effort to reach a resolution, except in cases of conviction of criminal activity.
3. The volunteer will be given an opportunity to resolve the conduct or behaviour.
4. If, after this meeting, the conduct or behaviour continues, the volunteer shall be provided with a confidential letter identifying the reason or reasons for the dismissal.

An appeal of a decision to dismiss can be submitted in writing to the SARR Board of Directors. This appeal must be received within 10 business days of delivery of the notice of dismissal. The written appeal is to outline why the volunteer feels they should not be dismissed and any other pertinent information that may prove helpful in reviewing the dismissal. The Board of Directors will determine steps necessary to review the decision to dismiss and will determine if the member shall be reinstated.

Should the board members fail to reach a decision to dismiss or reinstate after the appeal has been heard and the matter fully reviewed, a motion to dismiss or reinstate the member can be presented to the entire membership in the interest of transparency.

In the instance that a Board of Directors member is the member in question to be dismissed, the first action is that by motion of the board to suspend that member's activity on the board until the matter is resolved, as per SOP – Discipline.

Any member can request our provincial governing body SARSAV to bear witness to any dismissal meetings or Board of Directors meetings which have bearing on their membership status.

Bylaw 5 – Audit

Where total revenue in the previous fiscal year was under \$100,000, and the Board of Directors deems it appropriate, a full audit or review may be waived. The Board may request a non-board member to assess the completeness and accuracy of the books, including financial statements, prior to submission to the membership.

Bylaw 6 – Bylaws Made, Repealed and Amended

The bylaws of SARR may only be made, amended, or repealed at the AGM (or at a bylaw-specific Chapter Meeting) by a resolution passed by not less than fifty percent plus one of the votes cast by the Members in Good Standing in attendance.

The bylaws of SARR shall be administered by the Board of Directors.

Bylaws may be made, amended, or repealed at any Board of Directors meeting by a resolution passed by fifty percent plus one of the board members in attendance (quorum rules still apply). Those changes are not in effect until enacted at a meeting of the membership.

Bylaw 7 - Enactment

The Bylaws shall become effective immediately following their adoption by the majority fifty percent plus one of the votes of the Members in Good Standing of SARR and presented at a meeting called for this purpose or at the AGM.

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