

BC Rangers 2017 Annual Report

Introduction

Rangers 101

Regional Ranger organizations such as BC Rangers & Northwest Rangers are volunteer groups within the regional Burning Man communities, and are modeled after the [Black Rock Rangers](#). Rangers are participants dedicated to preserving the safety, welfare, and quality of experience of the Burning Man community. We volunteer some of our time as non-confrontational peer mediators, encouraging and facilitating communication. We promote awareness of potential hazards, and carry radios to quickly relay information in case of emergency. We are not security guards, babysitters, nor fun-police, we are simply available, and only assist when needed.

BC Rangers History

BC Rangers was formed in 2014 by members of the Vancouver & Victoria regional Burning Man community, to support our regional events, and are supported by the Greater Vancouver Interactive Arts Society and Kindle Arts respectively. As our events grow, so grows the need for Rangers. Our mission is to make training more readily available, and to draw together a network of Black Rock and Regional Rangers to support our shared communities and local events. BCR maintains a year-round roster of capable rangers, facilitates regional training, shift scheduling, and communication with ranger volunteers.

Leadership Team (Year-Round)

Communications Coordinator – Ranger Poly CRACK

The Communications Coordinator oversees all aspects of BC Rangers official communications, including announcements and web content. comms@bcrangers.ca

Director & Registrar – Ranger Kazmira

The Director supports the Leadership Team, assists in yearly planning, the development of policies & procedures, keeps records, manages finances, and is the formal contact for BC Rangers. The Registrar ensures the accuracy and security of data provided by volunteers, oversees training registration, upkeeps mailing lists and ranger standings. director@bcrangers.ca
registrar@bcrangers.ca

Events Liaison – Ranger Yonder

The Events Liaison oversees all ranger-related needs & concerns for all events supported by BC Rangers in both Vancouver and Victoria, and provides support and mentorship to Ranger Leads. liaison@bcrangers.ca

Quartermaster – Ranger Stellar Jay

The Quartermaster oversees the ordering, distribution, and tracking of physical inventory related to BCR activities, particularly T-shirts, laminates, patches, buttons, etc. quartermaster@bcrangers.ca

Social Planner – Ranger Rayven Time

The Social Planner oversees the planning and execution of ranger-related social gatherings and activities, particularly post-training Ranger Socials. social@bcrangers.ca

Support Liaison – Ranger Leesa Bean

The Support Liaison liaises with the Sanctuary, Peer Support, and/or Harm Reduction Leads of events supported by BC Rangers, to facilitate cohesion between these departments and rangers. supportliaison@bcrangers.ca

Training & Mentorship Coordinator – Ranger Flourless Cake

The Training & Mentorship Coordinator oversees all aspects of BC Rangers Training & Mentoring, and leads the Trainers and Mentors teams. training_mentoring@bcrangers.ca

Other Roles:

We are always looking for experienced rangers to help out as Khaki, Trainers, and Mentors. If you are interested in these roles, or have new ideas for us, please let us know!

recruiting@bcrangers.ca

Ranger Leads (At Events)

A Ranger Lead is responsible for coordinating ranger volunteers for a particular event, and works closely with that event's Producer & Production Team. In 2017, we began mentoring new Ranger Leads, however, we did not have a clear model for this effort, and so we learned from our mistakes. This process has been revised for 2018, and we'd like to thank our 2017 Ranger Co-Leads for their patience with us during our learning curve: Rangers Big Pancake (Otherworld), Rafiki (Burn In The Forest), Wavelength & Weasel (Brave New Whirled), and Betty B (Dustcovery).

Event Producers may request that BC Rangers appoint a Ranger Lead for their event, or request assistance with reviewing and vetting Ranger Lead applicants. Ranger Lead applicants are also very welcome to connect with us to discuss role responsibilities, training, and mentorship. Contact BC Rangers Events Liaison at liaison@bcrangers.ca

Training

In Ranger training, we emphasise the importance of having a “not about me” attitude, because as Rangers, it's not about us - it's about the participants. We try not to interfere with anyone's experience, but rather, we are simply available, and are prepared to assist if needed. Likewise, as trainers and rangers in leadership roles, we understand that it's not about us either: It's about the Rangers who will be walking shifts, and it is our responsibility to provide them with the tools they need to be successful. We aim to train & guide capable rangers who will grow into experienced Leads, Trainers and Coordinators, to support our regional events as well as our year-round community.

BC Rangers facilitated all regional trainings offered in both Vancouver and Victoria, and coordinated a Black Rock Ranger training in Vancouver, and we are grateful to Limbic Media and The Egg for providing venues for these trainings. Our veteran trainers were Rangers Bzkrk, Flourless Cake, Hardpack, Kazmira, Yonder, and Wrangler, returning after a long break. Our new trainers were Betty B, Big Pancake, Pyka. In total, five trainings were hosted, resulting in a record-breaking 111 regional rangers trained in 2017.

Growth Snapshot

VANCOUVER	2015	2016	2017
Trainings Offered	2 (1 BRR, 1 BCR)	4 (BCR)	3 (1 BRR, 2 BCR)
Rangers Trained	52	64	64
% New Rangers	23%	34%	45%
Rangers @ BitF	35	56	71 (58 + 13 extra-regional)
% Volunteered	67%	87%	90%

VICTORIA	2015	2016	2017
Trainings Offered	1+?	2	2
Rangers Trained	22+	30	47
% New Rangers	-	-	38%
Rangers @ OW	unreported	unreported	50 (33 + 17 extra-regional)
% Volunteered	-	-	70%

Volunteer Distribution

We are always excited to welcome new rangers, and we do our best to guide experienced rangers into the roles they are qualified and feel suited for.

Out of an average of 100 rangers, only 30% have been rangering more than 2 years, and less than 15% are serving in leadership roles. Many of our most experienced rangers are wearing multiple hats, contributing days of effort as trainers and coordinators prior to events, as well as serving as Khakis, Mentors and Leads for events. These are also the rangers who are called upon in emergencies, or to fill critical gaps, and as a result, many of these veterans are burning out.

To illustrate what this distribution looks like in the context of an event, here are breakdowns for Otherworld and Burn In The Forest, 2017:

OW Committed Hours (Shift Types)	349 Total Hours	50 Total Volunteers
4 or less hours (Dirt)	92 combined hours	shared by 23 people
6-10 hours (Dirt, Khaki)	161 combined hours	shared by 21 people
11-16 hours (Dirt, Khaki, Khaki Mentor)	51 combined hours	shared by 4 people
Over 16 hours (Khaki, Khaki Mentor)	18 combined hours	1 person
Over 20 hours (Khaki, Khaki Mentor)	27 combined hours	1 person

BitF Committed Hours (Shift Types)	388 Total Hours	71 Total Volunteers
4 or less hours (Dirt)	192 combined hours	shared by 48 people
6-10 hours (Dirt, Khaki)	142 combined hours	shared by 19 people
11-16 hours (Dirt, Khaki, Khaki Mentor)	54 combined hours	shared by 4 people

Otherworld 2017		Burn In The Forest 2017	
X% of rangers	Average hours	X% of rangers	Average hours
46%	4	67.6%	4
42%	7.6	26.7%	7.5
8%	12.75	5.6%	13.5
2%	18	-	-
2%	27	-	-

When we call out for help, we often receive very kind offers from volunteers who have zero or limited ranger experience, or are otherwise unsuitable to serve in ranger leadership roles. We understand that it can be very frustrating to be turned away after responding to what is presented as an emergency. As we divide our heavier loads, we are taking extra care create smaller, discrete roles and responsibilities that can be offered to new or inexperienced rangers.

If we are to continue sustainably, we need our two and three and four year rangers to join our ranger leadership as Trainers, Mentors, Khakis and Leads. By 2019, we hope to see at least a dozen Trainers and Khakis in each region, expand our Leadership Team, and create a succession plan for all critical roles. If you want to help us make this happen, contact us at recruiting@bcrangers.ca

Financial Report

Although BC Rangers has not yet been officially formed into an independent legal entity (e.g. a non-profit society or similar), financial transparency is important to us. We are very grateful to Kindle and GVIAS for their financial and moral support, without which we could not perform our service.

Expenses		Income	
Item	Amount	Source	Amount
T-Shirts	\$820.41	Kindle reimbursement	\$1,102.54
Laminates & Lanyards	\$658.49	GVIAS reimbursement	\$931.66
BC Ferries (Trainer Travel)	\$281.95	GVIAS Grant	\$500.00
Training	\$252.11	Total Income	\$2,534.20
Web Hosting (1 year)	\$120.00		
Gas (Trainer Travel)	\$109.79	Balance	
Buttons	\$63.08	\$202.71	
Otherworld HQ Refreshments	\$25.66	<i>Positive balance to be carried forward to 2018, and earmarked for T-Shirts.</i>	
Total Expenditures	\$2,331.49		

Wrap Up

Feedback

If you have anything you'd like to tell us, whether it be regarding training, rangers at events, or suggestions, or anything, you can reach us at feedback@bcrangers.ca

Coming in 2018

- BC Rangers Town Halls AT Otherworld and Burn In The Forest!
- Expanded Leadership Team, new Ranger Lead breakdown
- New Trainers, Mentors, Leads & Khakis

Gratitude

As always, we would not be here, were it not for those who rangered before us, and the beloved community that we support, and are supported by. Thank you, from all of us.

-BC Rangers Leadership Team

Stay In Touch

You can stay up to date with all our news & activities by:

- Visiting our website: <http://bcrangers.ca/>
 - *Join our spam-free announce list in the left-hand margin*
- Visiting our Facebook Page: <https://www.facebook.com/BritishColumbia/Rangers/>
- Contacting us directly: contact@bcrangers.ca