



**TEAM RUBICON**  
CANADA

*2023*

ANNUAL  
REPORT



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WILDFIRE, TANTALLON, NOVA SCOTIA, 2023



WILDFIRE, TANTALLON, NOVA SCOTIA, 2023

## Thank you FROM THE CEO

**Dear Team Rubicon Canada supporters,** Carrying our momentum forward from 2022—and the milestone of 100 missions served—2023 was a year of delivering outsized impact while growing our operational capacity across the country. We've positioned ourselves to achieve our next 100 missions in short order. More communities served. More resilience. More hope.

Our 2023 journey began in the heart of Hawke's Bay, New Zealand, following the devastating impact of Cyclone Gabrielle. There I met a family who, with mere minutes to spare, escaped their flooded

home and family business, losing nearly everything but their lives. Team Rubicon Canada's humanitarians—we call them Greyshirts—arrived on the scene to rapidly and effectively clear hazardous debris and accelerate the family's journey towards recovery. Respecting the family's trauma, every Greyshirt ensured the family's most precious possessions were handled with care. Within eight months of our departure, thanks to Team Rubicon Canada's assistance, the family was able to re-launch their business and reclaim what was dangerously close to being lost. Back home in Nova Scotia after a historic wildfire and flood season, I met a veteran,

proud Mi'kmaw, and volunteer Greyshirt named Jerry. A former military cook, Jerry took the initiative to use the kitchen of the local St. Margaret's Bay Legion to feed his fellow Greyshirts. Much of the food was donated by neighbours, and the rest Jerry sourced at as low cost as possible—optimizing every donor-provided dollar. Jerry leveraged his skills, experience, and passion for service to provide expertly prepared meals for Greyshirts returning from gruelling hours spent sifting ashes in up-to-40-degree temperatures. Jerry served for weeks on end. Every day, Greyshirts came in from the field—sweat-drenched and carrying emotional stories from the homeowners they'd assisted—to find Jerry waiting for them with a humble smile, a delicious meal, and time to chat.

These stories, like many others, are testaments to the vital role we play not just in serving communities, but in restoring lives. Thank you to everyone who supported the Team Rubicon Canada mission and vision this past year. Veterans, first responders, service-oriented civilians, government officials, donors, and advocates have been rallying in greater numbers to back our mission. Greyshirts sacrifice weekends and time

away from loved ones without complaint because they believe that work worth doing requires personal commitment and sacrifice. Donors and partners offer their hard-earned income to the cause because they know that this work matters, and it always will.

The challenges ahead are formidable. The disaster and humanitarian landscape is severe and ever-changing. Despite all the impact we've made, I can't help feeling that we're not doing enough. There are too many communities out there that, if faced with a disaster or crisis, will not have the people, the equipment, or the skills and experience needed to respond. Yet I believe in our potential to grow—to reach farther. I believe in our partners, in the unique skillsets and unwavering commitment of our volunteers, and in Canada's deep roots of determination and overcoming adversity. At Vimy Ridge, in the north of France during World War I, Canadian soldiers defied all odds and seized the high ground. The task had seemed impossible, until a group of Canadians proved it wasn't. When I think about Team Rubicon's mission and how we're uniting Canada's best, most selfless individuals during



HURRICANE GABRIELLE, HAWKE'S BAY, NEW ZEALAND, 2023

many communities' darkest hours, I'm reminded—like many homeowners who've looked out their windows to see Greyshirts coming their way—that there is hope.

Greyshirts 'earn their shirt' when they hit the field for the first time. A modest colour: grey. It belies the significance of the work our volunteers do every time they pull on their shirt, earning that shirt again, day after day. All of us—those who have advocated, donated, fundraised, or volunteered—whether Greyshirt or not, are part of the Team.

We're united in purpose: to help communities prepare for, respond to, and recover from disasters and humanitarian crises. Together we must continue striving. We must be agile and adaptable, rejecting the status quo when better is possible. Every day, in some way, we must continue to earn our shirts.

**Thank you.**

*Bryan Riddell*

Chief Executive Officer



# EMPOWERING *communities*

Serving communities in need and fuelling hope.  
You supported communities when they needed it most.



“I never in my life have seen people who were so supportive of complete strangers. It is amazing that they come from across the country, work the hours they work, and are away from their families to help strangers. It’s just an amazing group, and it really changes people’s lives.”

**KATHRYN PETERSON**  
Bedford, Nova Scotia



“I got a message on the radio about a tornado coming. In the morning when I woke up everything was gone. All the trees had fallen down and I was very upset. Then Team Rubicon came and it was a big surprise to me. They did a fabulous job and the Greyshirts came...and brought down everything safely and with no further damage. Thank you!”

**TICH TONG TRI**  
Tweed, Ontario



“Having Team Rubicon here has been amazing. Today has been one of the highlights of our devastation in that we have recovered some family heirlooms and things that were really important to us. We really value you guys being here and helping us out today.”

**NANCY AND COLBY SMITH**  
Tantallon, Nova Scotia



TEAM RUBICON CANADA

# READY FOR ANYTHING IN GREY *skies*

“Canada On Fire” blazed across national media head-lines as we experienced record-breaking wildfires in 2023. More than 6,000 wildfires affected communities across Canada, and when skies turned grey, Team Rubicon Canada surged into action to respond. Breaking records of our own, we launched our largest operation to date, deploying 126 Greyshirts to Tantallon, Nova Scotia to assist the community following a devastating wildfire that reduced homes to ash. Greyshirts suited up in the blistering heat to sift through the ashes, recovering precious heirlooms for families that felt as though they had lost everything.

In November, Team Rubicon Canada again made organizational history by deploying to the community of Enterprise: our first ever operation to the Northwest Territories. Racing against time and the fast-approaching winter, Greyshirts worked tirelessly to complete their sifting operations before the ground froze.

In addition to wildfire response, our skilled and compassionate Greyshirts also donned their wet-weather gear to enter damaged homes following severe flooding in Bedford

and Lower Sackville, Nova Scotia. Greyshirts mucked out heavy mud, hauled out soggy furniture, and tore down drywall, lending a helping hand to vulnerable homeowners who may not otherwise have the means to begin remediating their homes.

Throughout the volatile disaster season, Team Rubicon Canada remained steadfast and adaptable, assisting 42 communities at home and abroad. Forging a new and unique partnership, we collaborated with Taskforce Kiwi—a charitable, veteran-led, New Zealand disaster-response organization. Taking advantage of opposite hemispheres and offset disaster seasons, Team Rubicon Canada deployed to New Zealand in March and April to support relief efforts following Cyclone Gabrielle. In return, we welcomed seven members from Taskforce Kiwi to Nova Scotia in June, adding their skills and their sweat to our wildfire recovery efforts. This cross-collaboration embodies the spirit of Team Rubicon Canada: mobilizing volunteers from diverse backgrounds and assembling their unique skillsets to collectively respond wherever and whenever help is needed.



WILDFIRE, ENTERPRISE, NORTHWEST TERRITORIES, 2023



HURRICANE GABRIELLE, HAWKE'S BAY, NEW ZEALAND, 2023

# 2023 *impact*

 **348**

GREYSHIRT DEPLOYMENTS

 **42**

COMMUNITIES SERVED GLOBALLY

 **72,000**

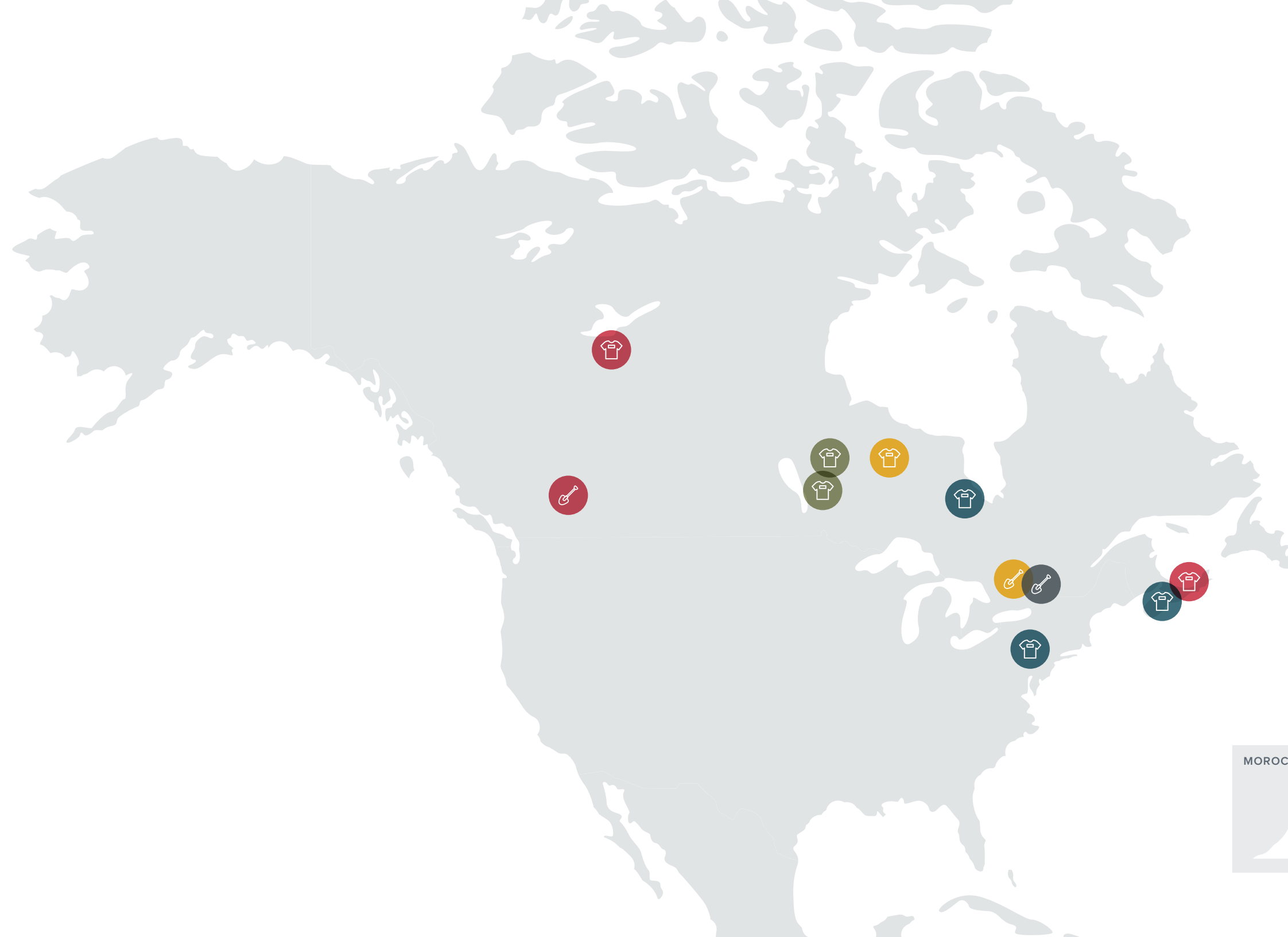
HOURS SERVED

 **1,463**

INDIVIDUAL TRAINING EXPERIENCES

 **\$3,220,439**

VALUE OF SAVINGS TO COMMUNITIES



## DISASTER TYPE

 Operation

 Project

 Tornado


 Wildfire

 Flood

 Hurricane

 Earthquake

 Humanitarian Relief

 Other (Other hazards include public health support, proactive international responses et al)



# TRAINING IN *blue skies*

When Team Rubicon Canada isn't out getting dirty in the field responding to disasters and crises, we're taking advantage of the blue skies to get dirty at training events. This year we provided over 1400 individual training opportunities at the regional and national level, resulting in more than 300 new qualifications earned by Greyshirts. These qualifications spanned 20

different specialities, enhancing the breadth and depth of our team's capacity to serve. From site surveys at the onset of disasters to debris removal and chainsaw proficiency, we're equipping Greyshirts with everything they need to positively impact those in need.

While increasing the knowledge and skills of our organization, our training

and membership engagements also provide a space for relationship-building between Greyshirts and their local communities where integration is vital. When grey skies roll in, these relationships act as lifelines, enabling us to rapidly coordinate our response.

In Ashcroft, British Columbia, we paired training with service as we conducted our first disaster mitigation project. Across 120 acres of rugged, hilly terrain at Honour Ranch (a retreat and training facility that offers support, education, and respite to military veterans, first responders, and their families) Greyshirts cleared brush, removed dead vegetation, and created defensible spaces around homes and critical infrastructure to reduce the risk and limit the spread of wildfires. Greyshirts also lent their skills and expertise to reinforce culverts, bridges, and other essential structures to help the infrastructure better withstand floods or debris flows. During the week-long event, our mobile training team simultaneously conducted a Sawyer 1 course and successfully qualified 5 new chainsaw operators. This hands-on service project provided an opportunity to refine our skills and expand our capacity.

Greyshirts also took the time to engage Ashcroft residents and members of Honour Ranch. We conducted workshops and training sessions to raise awareness about disaster preparedness, emergency response procedures, and individual and family preparedness plans. By empowering residents with knowledge and skills, the project fostered a culture of resilience and self-sufficiency within the community. Lessons learned and best practices will form the foundation of our approach to future mitigation initiatives, as we remain proactive in reducing risks, strengthening bonds, and enhancing community safety.



**CHAINSAW PROFICIENCY DEVELOPMENT, ST GEORGE, ONTARIO, 2023**

TEAM RUBICON CANADA



**CHAINSAW PROFICIENCY DEVELOPMENT, ST GEORGE, ONTARIO, 2023**



**WILDFIRE MITIGATION, ASHCROFT, BRITISH COLUMBIA, 2023**

**“We're hoping that as we continue to build depth in this program, we'll be able to offer our services to more communities and property owners as we continue down this pathway of mitigation.”**

**JEFF BECKER**

Greyshirt, British Columbia

HUMANITARIAN RELIEF, KITCHENUHMAYKOOSIB INNINUWUG, ONTARIO, 2023



# Supporting CANADA'S NORTH

Team Rubicon Canada's commitment to serving communities knows no boundaries. This year we collaborated with Indigenous partners across multiple operations in northern Ontario. In the aftermath of a deadly residential fire, Greyshirts deployed to Pikangikum to support the community in fire mitigation and fire safety. In Iroquois Falls, we worked side-by-side with the municipal government to coordinate a local response to severe flooding. Following a critical water disruption in Wabaseemoong Independent Nation, Greyshirts aided in water, food, and firewood distribution to vulnerable residents. And in Kitchenuhmaykoosib Inninuwig, we supported the deployment and set-up of air scrubbers to combat poor air quality across the community.

The service backgrounds of many Greyshirts make the team uniquely suited to remote deployments, austere conditions, and cross-cultural coordination. We'll continue to leverage these strengths and prioritize cultural awareness that fosters partnerships founded on trust and mutual respect, to ensure we reach those who need help most.

“Working with Team Rubicon was more than just manual support or specialty services. They were compassionate and insightful to the stress of the operation. The team consistently showed up in a way that reflected genuine value for the community and integrity to the services they provide. This team steps towards challenges without judgment as if they were their own, it was a pleasure to work alongside Team Rubicon.”

**JESSICA LAESSER, R.N.**

Nurse Psychotherapist, SUAP Program Coordinator, Independent First Nations Alliance



HUMANITARIAN RELIEF, PIKANGIKUM FIRST NATION, ONTARIO, 2023



HUMANITARIAN RELIEF, WABASEMOONG INDEPENDENT NATIONS, ONTARIO, 2023





HEAVY EQUIPMENT OPERATOR 1 TRAINING, FRANKLIN, INDIANA, 2023

## Expanding OUR CAPABILITIES

This year brought a new partnership and capability to Team Rubicon Canada! We're thrilled to break ground with CASE Construction Equipment and its parent company's charitable arm, the CNH Industrial Foundation, in creating our Heavy Equipment Operator (HEO) Program. HEO is an exceptionally valuable capability for Team Rubicon:

each machine can do the work of up to 15 or 20 Greyshirts working by hand. Team Rubicon uses Compact Track Loaders, Skid Steers, and excavators to clear debris, demolish damaged structures, and to work with specially trained sawyers as Route Clearance Teams to clear kilometres of roads blocked by fallen trees. Often, these

Route Clearance Teams provide the first line of support to disasters, making way for emergency responders and others to reach people in need.

Thanks to funding from CNH Industrial Foundation, we appointed two Heavy Equipment training leads to oversee the growth of the Heavy Equipment

Program in Canada. These individuals explored Team Rubicon USA's practices, thoroughly researched interprovincial and cross-border training nuances, and began crafting a tailored Heavy Equipment Program aligning with Canada's unique regulatory landscape and certification requirements. Our dedicated Canadian program leads underwent specialized training through a collaborative effort with Team Rubicon USA's Heavy Equipment Program.

Team Rubicon Canada deployed Canadian Greyshirts to attend HEO courses and proficiency training in the United States, which resulted in two Canadian Greyshirts being certified as Heavy Equipment Safety Instructors. These qualifications provide us with the capacity to build skills for a new generation of Canadian Greyshirt HEOs and to deploy independent HEOs to disasters in Canada.

The candidates we are seeking will be responsible for ensuring the safety, accountability, and consistency of Team Rubicon Canada Heavy Equipment operations. The HEO team has been hard at work selecting this first generation of Canadian HEO candidates to train as an instructor cadre, and our excitement and momentum will keep us rolling into 2024, where we can Get Even Bigger Shit Done.



HEAVY EQUIPMENT OPERATOR 1 TRAINING, FRANKLIN, INDIANA, 2023

# GREYSHIRTS *Always*

Greyshirts are the driving force of Team Rubicon Canada. Their passion and resolve make our mission possible: to assist communities on their worst day. Greyshirts come from across the country and from diverse backgrounds, bringing with them a unifying and unwavering desire to serve those in need. This year saw significant growth in the Greyshirt numbers as well as engagement. We welcomed 488 new volunteers to the

team, bringing our total to 2997! We also doubled the size of our headquarters, moving from 9 staff members to 19. Growing our capacity is critical. In a harsh and unpredictable disaster landscape, we must be able to respond to the increasing volume of community requests for assistance. Each new Greyshirt brings a wealth of experience and skills that amplify our ability to serve. As the challenges rise, Greyshirts rise to meet

them head-on—with determination and compassion. We honour Greyshirts’ engagement and grit not only by leveraging their strengths during operations and service projects; we’re also relentlessly committed to being a world-class non-government organization, and the best humanitarian organization for which to work and volunteer. We’re mission-focused, while at the same time, building better humanitarians by investing in Greyshirts’ development and well-being. Self-confidence. Leadership. Resilience. Mental Health. Diversity, Equity, and Inclusion. We’ve established foundational policies and programs, increased training and learning opportunities, and created avenues for recognition to support Greyshirts both on and off the field. As we continue to build on our momentum, we recognize the outstanding tenacity, enthusiasm, and initiative in this team. Greyshirts truly are the source of our success and the agents of our achievement.

**Mission First, Greyshirts Always.**

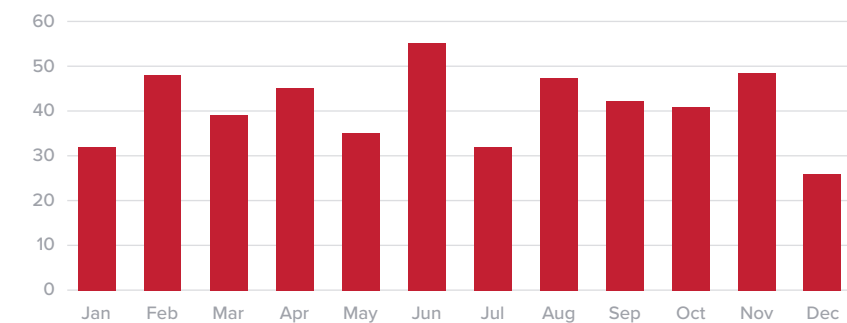
TEAM RUBICON CANADA LEADERSHIP CONFERENCE, KANANASKIS, ALBERTA, 2023



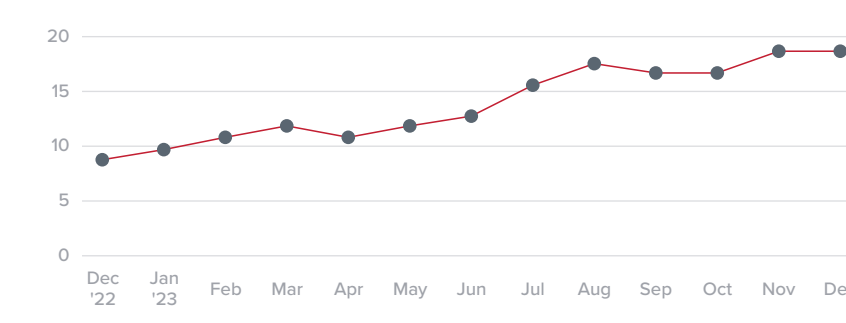
WILDFIRE, TANTALLON, NOVA SCOTIA, 2023



2023 VOLUNTEER GROWTH



2023 HQ STAFF



*With gratitude,*  
GREYSHIRT  
REFLECTIONS  
FROM THE FIELD



“Everybody can do something with us. It has some of those core values of helping in service. Always put mission before self. The helping of others above yourself. It really resonated with me. Those people who were there giving up their weekends, and their time and getting dirty. Those are the people I wanted to be with.”

**MELISSA DU PRÉE**  
Greyshirt



“When I left the military, I didn’t think that I was ever gonna have that connection of having more brothers and sisters. This is something that I need. Everyone has a different story, but you can relate to it. Right away there was something that was pulling me in. I’m leaving here now with another group of brothers and sisters that are gonna be with me for life.”

**STEVE TAYLOR**  
Greyshirt



“If someone is saying Team Rubicon is too good to be true, I offer them a helping hand and say come spend a day with us, and you’ll see the difference. Putting on a grey shirt is like becoming part of the family.”

**KELLIE JAMES**  
Greyshirt



“I joined Team Rubicon to be part of an organization that reached out beyond my own personal community. The connections I’ve made with the people here have been absolutely astounding. A deployment or event, we’re shaking hands, at the end of it we’re hugging. And that is definitely what draws me into it.”

**JEREMY LEENDERS**  
Greyshirt



## TEAM RUBICON CANADA LEADERSHIP CONFERENCE

### Investing in Humanitarians

This year was a year of many exciting ‘firsts.’ In November, 50 Greyshirt leaders united in Kananaskis, Alberta for our inaugural Team Rubicon Canada Leadership Conference. Tim Hortons Children’s Ranch generously hosted our week-long event, where staff and volunteers from coast to coast came together to recommit to our core value of service above self. Under the theme ‘Ruck Up’, we reinforced our cultural principles, synchronized national, regional, and cross-border training for the upcoming year, and conducted strategic planning for our next round.

While we can’t predict where the next disaster or crisis will strike, we can evolve as leaders and as an organization and be ready to expand our impact.

We want to serve even more communities—and serve them better—so that no one has to face their toughest day alone.

RIVER, TATAMAGOUCHE,  
NOVA SCOTIA, 2023



## RIVER (RESILIENCE INITIATIVE FOR VETERANS AND EMERGENCY RESPONDERS)

In spring 2023 we ran our second successful RIVER serial. This program brings together Greyshirts with service backgrounds to provide them with a network of peer support. For those who have left the military or first responder community, it can feel challenging and isolating; and RIVER aims to re-connect Greyshirts with others who may understand their unique life experiences. And it's not only about past service: as current volunteers, Greyshirts must be resilient. Being a humanitarian is rewarding. It's also tough—physically and emotionally—and can lead to burnout, especially for those prone to giving their all.

After six weeks of virtual sessions, program participants came together for a week at the Tim Hortons Children's Camp in Tatamagouche, Nova Scotia. In between thought-provoking discussions and self-reflections—exploring subjects such as identity and navigating life transitions—Greyshirts pulled on their boots and gloves to help prepare the campgrounds for the thousands of children who attend the camp each year. While cultivating their own well-being, participants contributed to the well-being of the community, showcasing the essence of RIVER: taking care of ourselves is what enables us to be there for others.

To date, RIVER has seen 30 graduates successfully complete the program. Each serial is staffed by those who have previously completed the program and who have volunteered to help provide the experience for others. More than 80 Greyshirts have applied for our upcoming 2024 serial: a clear testament to the value of RIVER. Together, we'll continue to cultivate a supportive, thriving team of humanitarians.



RIVER, TATAMAGOUCHE, NOVA SCOTIA, 2023



RIVER, TATAMAGOUCHE,  
NOVA SCOTIA, 2023



RIVER, TATAMAGOUCHE,  
NOVA SCOTIA, 2023



SWEAT, KANANASKIS, ALBERTA, 2023



SWEAT, KANANASKIS, ALBERTA, 2023



## SWEAT (SERVICE WOMEN EDUCATION AND TRAINING)

During Emergency Preparedness Week, Team Rubicon Canada launched our SWEAT program! SWEAT connects a diverse community of women with shared values who advocate for women's advancement. It enhances leadership skills through women-led education and training events, and it creates a dedicated support system that empowers Greyshirts both personally and professionally. Our inaugural event brought together 12 women from across Canada for a week of chainsaw operations, mental health first aid, and Stop The

Bleed—an initiative that trains Greyshirts how to respond to serious bleeding injuries. Alongside the training and education, program participants gathered in campfire discussions to share and reflect on their experiences as service women. With SWEAT, we're breaking down obstacles to women's participation in emergency management. We're enabling women to build their confidence to step up on operations, and we're providing the tools for positive mental health, on and off deployment.

SWEAT reflects important values of Team Rubicon Canada: inclusion, respect, and collaboration, all of which are indispensable when navigating the complex nature of humanitarian missions. When women thrive in our programs and lead the charge on operations, they clear a path toward a more equitable future. They showcase the profound and lasting impact of women continuing their service, infusing our mission with heart and grit.



SWEAT, KANANASKIS, ALBERTA, 2023

"This was my first all-women training event ever! Witnessing women let down their guard and genuinely support one another made it the greatest training I've ever attended—it was freeing and empowering."

**MELISSA HENDERSON**

Greyshirt, and SWEAT program participant



TEAM RUBICON CANADA HEADQUARTERS, MISSISSAUGA, ONTARIO, 2023



Funded by Veterans Affairs Canada | **Canada**  
 Financé par Anciens Combattants Canada

## A POWERFUL *partner*

While Greyshirts have stepped up to serve others, Veterans Affairs Canada has stepped up to back our mission. Support from the Veteran and Family Well-being Fund helped us thrive during the COVID-19 pandemic—never taking our foot off the gas—and it has enabled us to offer a variety of education and training to our veteran volunteers. In 2023, the Veteran and Family Well-Being Fund committed further funding to support our new initiative: the Incident Command System (ICS) Training Program. ICS is the globally recognized system for orchestrating emergency

responses across North America, seamlessly coordinating efforts among government entities, the private sector, and non-government organizations. In an increasingly chaotic disaster environment, ICS is a linchpin system that enables emergency response organizations to operate smoothly amidst the storms. Our ICS Training Program will provide graduates with professional certifications in ICS level 200 and 300. Recent veterans, still-serving Canadian Armed Forces members, and those planning to transition

to civilian careers are all eligible for this specialized training that will set them up for success with Team Rubicon Canada while also enhancing their future employment potential within the emergency management sector. Our pilot course, delivered in October at Canadian Armed Forces Base Petawawa, was a tremendous success. We're poised to start delivering our first full courses in spring 2024, and onward into 2025. We are thrilled to offer this program and to take on a whole new roster of Greyshirts with world-class knowledge in Incident Command.



TEAM RUBICON CANADA HEADQUARTERS, MISSISSAUGA, ONTARIO, 2023



SALUTE TO SERVICE, OTTAWA, ONTARIO, 2023

# Salute to SERVICE

To celebrate 100 missions served globally—and the resilience of Canadians in the face of disaster and hardship—we hosted our first Salute to Service.

Held in Ottawa, Ontario, this special event highlighted the extraordinary work of Greyshirts and honoured our supporters who make it all possible. Former Network Anchor and Canadian Journalist, Kevin Newman, hosted the evening alongside special guests, former U.S. Ambassador to Canada and his partner, Bruce and

Vicki Heyman. An immersive audio-visual experience—Calm in the Storm—invited guests into the devastation brought on by severe weather events and the enduring humanity that pulls us through.

Salute to Service was an inspiring evening of storytelling and strengthened relationships. In the face of immense future challenges, our unyielding commitment to stand with each other to help communities prepare for, respond to, and recover from crises is what will propel us forward.



“Salute to Service was a great opportunity for people to learn about our organization, about the incredible work Greyshirts do and about our response capabilities – both now and in the future. It brought together many of those in the disaster response space to discuss the continuum of needs and how best to align resources.”

**BRYAN RIDDELL**

CEO of Team Rubicon Canada

THANK YOU TO OUR EVENT SPONSORS FOR MAKING THIS EVENING POSSIBLE!

PRESENTING SPONSOR



ART INSTALLATION SPONSOR



GOLD SPONSOR



SILVER SPONSOR



BRUCE ETHERINGTON & ASSOCIATES



BRONZE SPONSOR







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**“CN has over one hundred employees who have joined our Veterans Employee Resource Group. We proudly stand alongside Team Rubicon Canada in their mission to help communities get prepared, build resiliency and respond quickly to the challenges created by natural disasters and climate change. As we look to the future, it is our hope that CN’s national commitment to disaster relief efforts will inspire more corporate partners to mobilize their employees in support of Team Rubicon Canada.”**

**OLIVIER CHOUC**

Senior Vice-President  
and Chief Legal Officer, CN

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# FUELLED BY OUR *ready reserve*

**Disasters and crises don't wait,  
and neither can we.**

It's not only funds that fuel our mission: it's your trust in us. Our unrestricted Ready Reserve Fund enables us to direct our impact—when it's needed, where it's needed most. Core capabilities. Education and training. Immediate response capacity. With your trust and support, we'll continue our relentless pursuit of saying "YES" to homeowners, neighbours, and communities on their worst days.

Supporters of Team Rubicon Canada come from all corners of the country, but sometimes, they can be found under the same roof. Meet Brett and Mary-Jane Piggott. This married couple, parents to three adult children, are both dedicated advocates for Team Rubicon Canada. Brett actively participates as a Greyshirt, while Mary-Jane contributes as a national major annual donor.

FLOOD, BEDFORD, NOVA SCOTIA, 2023



WILDFIRE, TANTALLON, NOVA SCOTIA, 2023



## DONOR *spotlight*



## Meet Brett

Brett is an active Greyshirt and a retired veteran, having served 25 years in the Air Force. Before joining Team Rubicon Canada, he was already serving and working in his community. In January 2022, he found out about Team Rubicon Canada through a relative of a Greyshirt, liked what he heard, and signed up himself.

**“I was somewhat apprehensive but wanted to attend an event or operation before making my mind up. Two weeks later, I was volunteering at a flood op, and loved it. It was messy, sweaty, but so rewarding. It seems that we get more out of it than the homeowners. Working hard, getting dirty, and doing good things for someone is great medicine for the soul. It gives our members a purpose, and it’s great serving with others that have serving hearts.”**

## Meet Mary-Jane

Mary-Jane first heard of Team Rubicon Canada at the same time as Brett. During a catch-up with friends, they were told about Team Rubicon Canada, Brett signed up, and the rest is history.

**“Team Rubicon Canada is obviously a volunteer organization that does a lot of good things. Not just for the homeowners, or helping the community when they need it most, but for the Greyshirts too. Participating in the training and attending the ops on the ground provides an amazing outlet and sense of community for ex-military people that may be missing from their previous work. I donate because of that, and I’ve seen how Brett is affected, so I want to help facilitate Brett to do what he loves—helping others. If you have the means to be able to do it, I think it’s the right thing to do.”**

# Gratitude and RECOGNITION

Your support allows us to serve. To Greyshirts, donors, supporters, and partners: **THANK YOU** for empowering us to deliver more impact to more communities than ever before.

We are grateful to have a team of individuals, organizations and corporations by our side to ensure that we are able to say YES when called upon to help. Without you, our mission would not be possible.

ONE MILLION+

Government of Ontario

FIVE-HUNDRED THOUSAND+



Veterans Affairs  
Canada

Anciens Combattants  
Canada

ONE-HUNDRED THOUSAND+



FIFTY THOUSAND+



TWENTY-FIVE THOUSAND+



FIFTEEN THOUSAND+



# 2023 *financials*

## STATEMENT OF ACTIVITIES FOR THE YEAR ENDING 31 DECEMBER 2023 [ Audited ]

	Total
Revenue, Public Support & Other Income, Contributions & Grants	2,329,465
In-Kind Contributions	251,915
Other Revenue	166,867
<b>Total Revenue</b>	<b>2,748,247</b>
Total Expenses	3,151,512
<b>Change In Net Assets</b>	<b>(403,265)</b>
Net Assets, Beginning of the Year	1,018,459
<b>Net Assets, End of the Year</b>	<b>615,085</b>

## CONDENSED STATEMENT OF FINANCIAL POSITION AS OF 31 DECEMBER 2023 [ Audited ]

<b>Total Assets</b>	<b>2,054,682</b>
Total Liabilities	1,438,978
Total Net Assets	615,085
<b>Total Liabilities &amp; Net Assets</b>	<b>2,054,682</b>

DONATE, VOLUNTEER,  
SHARE OUR STORY.  
**ACT NOW.**

### DONATIONS TO TEAM RUBICON CANADA

For information, visit [team-rubicon.ca/give](https://team-rubicon.ca/give)

### VOLUNTEER

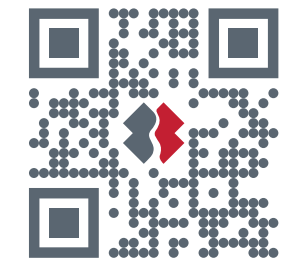
For information, visit [team-rubicon.ca/volunteer](https://team-rubicon.ca/volunteer)

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