

TEXSAR ANNUAL REPORT 2024

CELEBRATING 20 YEARS OF SERVICE ABOVE SELF



TEXSAR MISSION STATEMENT

COMMITTING TO SERVICE ABOVE SELF, PERPETUAL TRAINING,
AND INTER-AGENCY COOPERATION TO MAINTAIN A CONSTANT
STATE OF READINESS FOR SEARCH, RESCUE, INCIDENT RESPONSE
AND ABOVE ALL ELSE, SAFETY.

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LETTER FROM THE CEO



**JUSTIN
MCINNIS**

CEO & President

Waypoints are important in the search and rescue world. They mark progress on a path and help navigate future direction. For TEXSAR, 2024 marked a waypoint, not a destination. The many great accomplishments and achievements detailed in this annual report mark where we have been as an organization, and they indicate a trajectory to where we are going.

The three key measurables that we watch are members, missions and money. We cannot undertake missions without skilled, committed members and the resources to support them. This report details very positive outcomes in all three areas.

I want to thank those who make it possible for TEXSAR to serve. Our volunteer members are where skill and humanity come together with humble service. Our partners and collaborators who request TEXSAR services trust our work and professionalism; we are grateful for the trust they have in us. Our staff works tirelessly to provide the support and systems that enable us to complete our missions.

As we reflect on where we have been, we gain more clarity for the future. Rest assured, TEXSAR never stops.

The year 2025 will be full of continued growth, enhancement of resources, and engagement with the community. While the scope of our work expands, the reason will always be our commitment as “Texans helping Texans” with service above self.

It was an honor to serve as the chairman of the board for TEXSAR in 2024. It was a record-setting year with our members and our missions!

I am humbled by the work and dedication of TEXSAR’s volunteers, and privileged to work alongside our talented board members. I appreciate the amazing work of TEXSAR’s staff. Thanks to you, too, for being interested in TEXSAR’s progress and accomplishments.

There are many ways to get involved with TEXSAR and be part of its commitment to provide service above self as Texans helping Texans. I hope to see you in 2025.

I look forward to working with the talented TEXSAR family as the chairman again in 2025. It will be another incredible year because **TEXSAR NEVER STOPS.**



**ANDREW
TULL**

Chairman

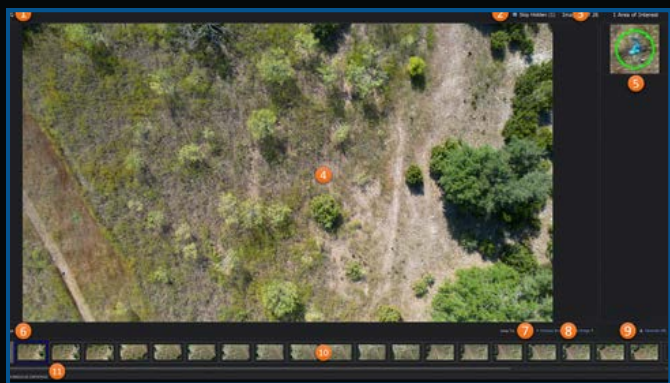
2024 MILESTONES

20TH ANNIVERSARY HIGHLIGHTS



THE ADIAT RELAUNCH:

AUTOMATED DRONE IMAGE ANALYSIS TOOL



1657

Total
downloads
in 2024

88

Different
countries
downloaded

In 2024, TEXSAR released an updated version of the open-source software created a few years ago – [Automated Drone Image Analysis Tool](#) (ADIAT). Available at no charge, the recent release is a platform and set of algorithms that can be used to programmatically identify “areas of interest” in a set of digital images. The primary use case for this tool is to aid in the analysis of photos taken by UAVs during search and rescue operations, however, the detection algorithms may be applicable to users in many different fields.

ADIAT creator, TEXSAR volunteer Charlie Grove, was recognized with TEXSAR’s Distinguished Service Award for his exceptional work in 2024.

The first version of ADIAT appeared in 2019 and, just like TEXSAR, it continues to evolve and adapt, learning from its users, to better deliver service above self.



2024 MILESTONES

COMMUNITY SUPPORT



TEXSAR never stops evolving and the Community Support team that was introduced as a formal branch of TEXSAR in 2024 is a good example of evolving to meet needs. The team provides opportunities for service that do not require the skills and stamina of search and rescue work. Often TEXSAR volunteers were called upon for a variety of community needs, revealing another way that TEXSAR could be of service. Those experiences revealed to TEXSAR leaders that there were other needs that could be filled by TEXSAR's committed volunteers. The decision was made to create a separate team for community support. The team was essential to TEXSAR's involvement in the Panhandle wildfires in 2024, acquiring and distributing more than 1,000 bales of hay and miles of fencing materials to ranchers, as well as distributing water and other essentials to community members.

A donation from the Mary Moody Northern Endowment provided for an outfitted trailer that brings materials and supplies to missions, such as TEXSAR's assistance in Houston and Wharton after Hurricane Beryl in 2024.

PANHANDLE DEPLOYMENT



In March of 2024, one of the largest wildfires in U.S. history swept across the Texas Panhandle. The Panhandle is the home to more than 80% of the state's cattle industry. Our partners at TDEM and Texas AgriLife requested some of our experienced team members to get boots on the ground to see what resources we could provide. TEXSAR volunteers traveled from all over Texas to aid in the relief efforts over the course of 15 days. Our team helped organize and lead a capable donations management team, support a crisis response management team, and manage a feed lot donation site.

With the help from corporate partners, Thrivent, McCoy's Building Supply, and generous donors, we were able to acquire and distribute more than 1000 bales of hay, miles of fencing material, as well as water and snacks for the community members.

28

VOLUNTEERS
DEPLOYED

1358

HOURS
VOLUNTEERED

2024 MILESTONES

BEFOREDURINGAFTER LAUNCH



In June 2024, BeforeDuringAfter.com was launched by a coalition of businesses and organizations including Texas Mutual, TEXSAR, the Institute for Government Innovation at Texas State University, Wells Fargo, OneStar Foundation, and The Federal Reserve Bank of Dallas. The team from Texas Mutual, TEXSAR and the Institute for Government Innovation at Texas State University spent almost three years evolving the development of BeforeDuringAfter with significant support from the entire coalition.

BeforeDuringAfter was developed as a resource to help Texas small businesses prepare for, respond to, and recover from natural and other unpredictable incidents.

Small businesses make up

99%

of all businesses in Texas.

40%

of them shutdown permanently after a major disaster.



Members of the B4DA coalition in attendance at the launch event.



TEXSAR volunteers, staff, and supporters at the launch event.

FOUNDED BY A PUBLIC-PRIVATE PARTNERSHIP

TexasMutual[®]
WORKERS' COMPENSATION INSURANCE



TEXAS STATE[®]
INSTITUTE FOR
GOVERNMENT INNOVATION



Federal Reserve
Bank of Dallas



onestar

WITH FUNDING SUPPORT FROM

WELLS
FARGO



beforeduringafter.com

BEFOREDURINGAFTER: EXECUTIVE DIRECTOR



In December 2024, Justen Noakes was named the Executive Director of BeforeDuringAfter.

Justen brings 30 years of experience in business and industry, non-profit organizations, and 20 years of expertise in emergency preparedness. Additionally, he has volunteered over a decade of service with TEXSAR. Noakes built the H-E-B Emergency Preparedness program from the ground up and led H-E-B through 29 major disaster declarations from 2004 to 2024.

“

I look forward to using my experiences with businesses and communities during disasters to help implement the use and awareness of the BeforeDuringAfter program.

- Justen Noakes

”

DEPLOYMENT STATS

VALUE OF
DONATED TIME
\$1,855,406

TOTAL
DEPLOYMENTS

126

MILES TRAVELED

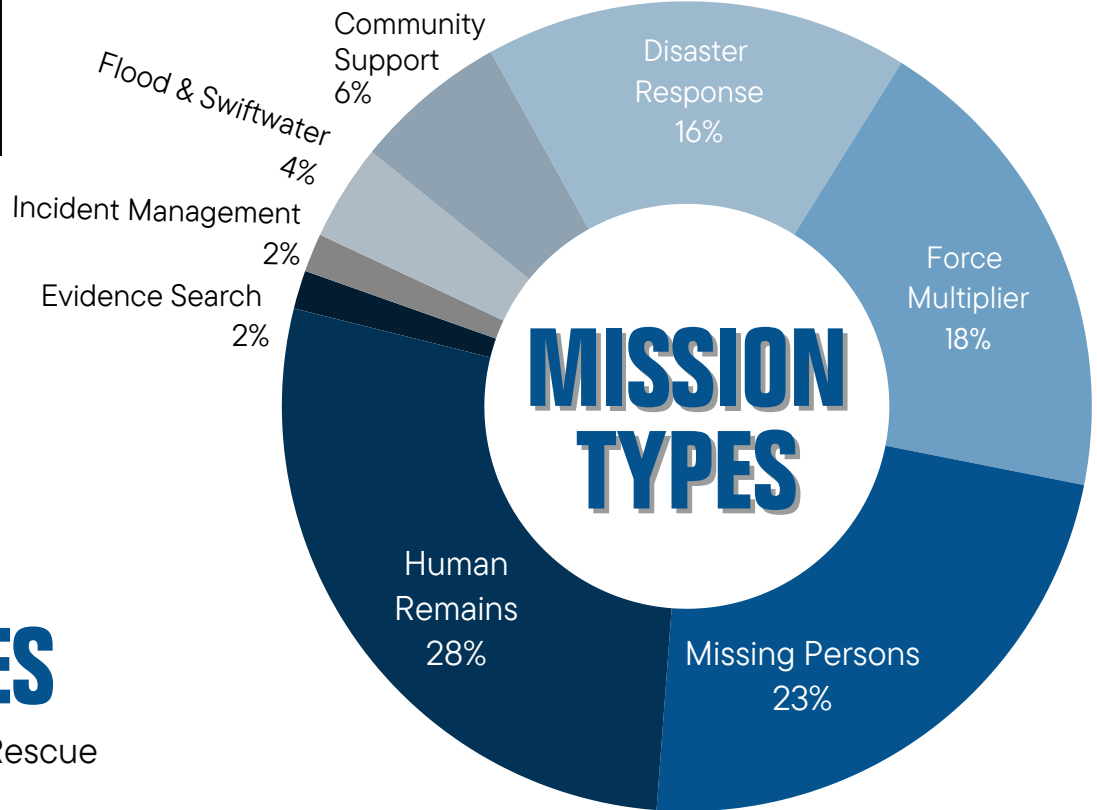
751,390

HOURS
VOLUNTEERED

55,402

2878

ACTIVE
CERTIFICATIONS



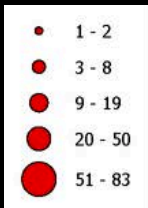
TEAM CAPABILITIES

- Wilderness Search and Rescue
- K9 Search and Recovery
- Flood and Swiftwater Rescue
- Aerial Search (UAV)
- Rescue Boat Operations
- Incident Management
- Mounted Search and Rescue
- Data Analytics
- Lost Person Behavior and Analysis
- Advanced Search Planning
- Wilderness and Remote Medicine
- Disaster Recovery and Relief
- Evidence/Cold Case Search



MISSION DEPLOYMENTS BY COUNTIES

In 2024, TEXSAR responded to 48 counties. TEXSAR continues to strive to fill this map and deploy to all 254 counties.



13 NEW COUNTIES
IN 2024

CARINE CHALFOUN SERVICE ABOVE SELF AWARD

The Carine Chalfoun Service Above Self Award is the highest honor given to a TEXSAR member each year. The individual is nominated by their peers and exemplifies what the late Carine Chalfoun stood for: public safety, service above all else, continual education of oneself, and mission. Carine Chalfoun sadly passed away in February of 2020 and is deeply missed. She was an incredible human, devoted public servant, and dedicated TEXSAR Volunteer.

The 2024 award was presented at the Volunteer Appreciation Weekend to TEXSAR Volunteer Linna Selbrede. Linna is the fifth recipient of this award.

Linna joined TEXSAR in 2021 after moving from out of state, and to say TEXSAR got lucky that she chose us is an understatement. Her dedication to public service is unmatched. She's vibrant, brilliant, and an incredible leader. Like Carine, her professional life aligns with her volunteer life and her passion for and dedication to continuous education shines through her vast abilities and certifications. She has held leadership and committee roles in membership, UAS, training, and organizational planning. Linna recently stepped into the Gulf Coast Division Lead position, where she'll lead 80+ volunteers in the Gulf Coast region. She's humble and honest and her peers could not have selected a more suitable recipient of this award!

Carine would have been so proud to know Linna.



AGENCY PARTNERS

**THANK YOU TO THE AGENCIES AND ORGANIZATIONS WHO WORK CLOSELY WITH TEXSAR;
IT IS OUR MISSION TO SERVE OUR COMMUNITIES AND YOU ENABLE US TO DO THAT.**

Austin Police Department
Bexar County Fire Marshal
Brownsboro Police Department
Buda Police Department
Buffalo Bayou Partnership
Caldwell County Sheriff's Office
Chambers County Sheriff's Office
City of Austin
City of Everman
City of Pearland OEM
Corpus Christi Police Department
Crocket Police Department
Dallas Arboretum
Eagle Mountain Fire Department
Early Alert Response and Recovery
Ector County Sheriff's Office
Euless Police Department
Everman Fire Department
Federal Office of the Inspector General
Fort Bend County Sheriff's Office
Fort Worth Police Department
Galveston County ESD #2
Galveston County OEM
Greens Bayou Coalition
Guadalupe County OEM

Harris County Sheriff's Office
Henderson County Sheriff's Office
Houston Police Department
Jacks County Sheriffs Office
Jim Wells County Sheriff's Office
KW Cares
Lubbock Police Department
Medina County Fire Marshal
Montgomery County Sheriff's Office
Olmos Park Police Department
Panola County Sheriff's Office
Poteau Police Department (Oklahoma)
Real County Sheriff's Office
Sherman Police Department
Texas Division of Emergency Management
Texas Rangers
Texas AgriLife
The City of Wharton
University of Texas - Dallas
United States Coast Guard Sector Corpus
United States Coast Guard Sector Houston
Weslaco Police Department
Williamson County Sheriff's Office
Willis Police Department

*OEM: Office of Emergency Management
ESD: Emergency Services District*

23

NEW AGENCIES
REQUESTED
TEXSAR IN 2024

49

TOTAL AGENCIES
REQUESTED
TEXSAR IN 2024

VOLUNTEER STORIES

READ MORE



**20 YEARS,
20 STORIES:**

ANDY ANTHONY: FROM DISASTER TO SERVICE

20 Years, 20 Stories, is a series of people-centric stories that celebrate the history of TEXSAR's heroics and humanity as its volunteers continue their mission of 'Texans helping Texans' with Service above Self. The sequence of stories and profiles came together in celebration of TEXSAR's 20th anniversary year.

“

Andy reflects on his childhood and sees times when he wished there had been someone available to help him during difficult times. “There wasn’t anyone,” he said, “and everyone should have someone that shows they care, even if that someone is a total stranger. Unconditional caring. People need that. I volunteer to be that someone for others at times.” “The appreciation of those who are helped feeds me,” he said. “Knowing that someone will live better or have a longer life because of some work that TEXSAR volunteers performed is incredibly rewarding. That applies to our K9s, too. I remember a woman that we found thanked my dog, not me, for finding her. As it should be.”

“

“I’ve always been one to volunteer. Following my family’s example of community service, I had volunteered with church, scouts, and other local activities. My son, Brandon, was one of the founding members of TEXSAR and often told me of their service to Texas,” said long-time volunteer Penny Goering. Her son was involved in the well-publicized search and rescue of Cathy Frye in Big Bend State Park in 2013. “Though we were visiting family, Brandon was on the computer relaying topographic and probability information, helping to find Cathy – which they did!” Penny said. “The feeling of making a difference is a strong call; upon retirement in 2014, I immediately joined TEXSAR.”

“

Laura believes that a lot of people hear the whisper that calls them to service, but they are not sure what to do with the message. “When I first inquired about TEXSAR, I was told ‘There is a place for everyone in this work. Whatever skills you have can be utilized by TEXSAR for the good of others.’ I believe that is true. Whether it is IT expertise or the heart to distribute water, or anything in between, there is a place for you in TEXSAR. Not everyone is called, but there is a place for those who are.”

Laura and Edward have responded to the call, personally and professionally. “We are hard-wired for service. It is something we simply have to do,” she said.



**20 YEARS,
20 STORIES:**

PENNY GOERING: HELPING COMES NATURALLY



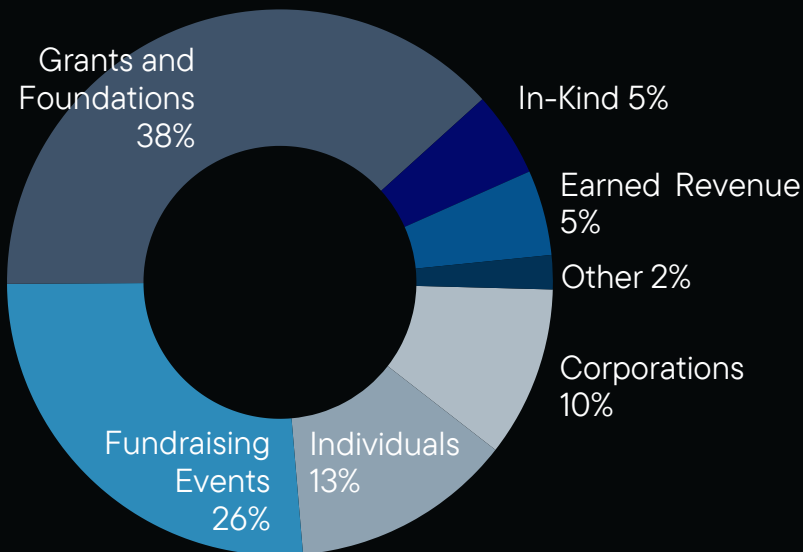
**20 YEARS,
20 STORIES:**

LAURA AND ED NORMAN: HARD-WIRED FOR SERVICE

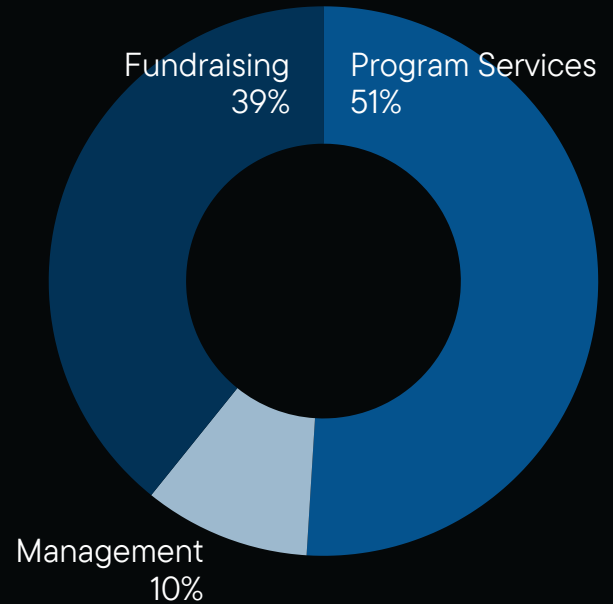
FINANCIAL STATEMENTS

TEXSAR strives to maintain fiscal responsibility. TEXSAR completed a successful audit in 2023 & 2024 with no findings. TEXSAR continues to strengthen the organization's foundation ensuring long-term sustainability.

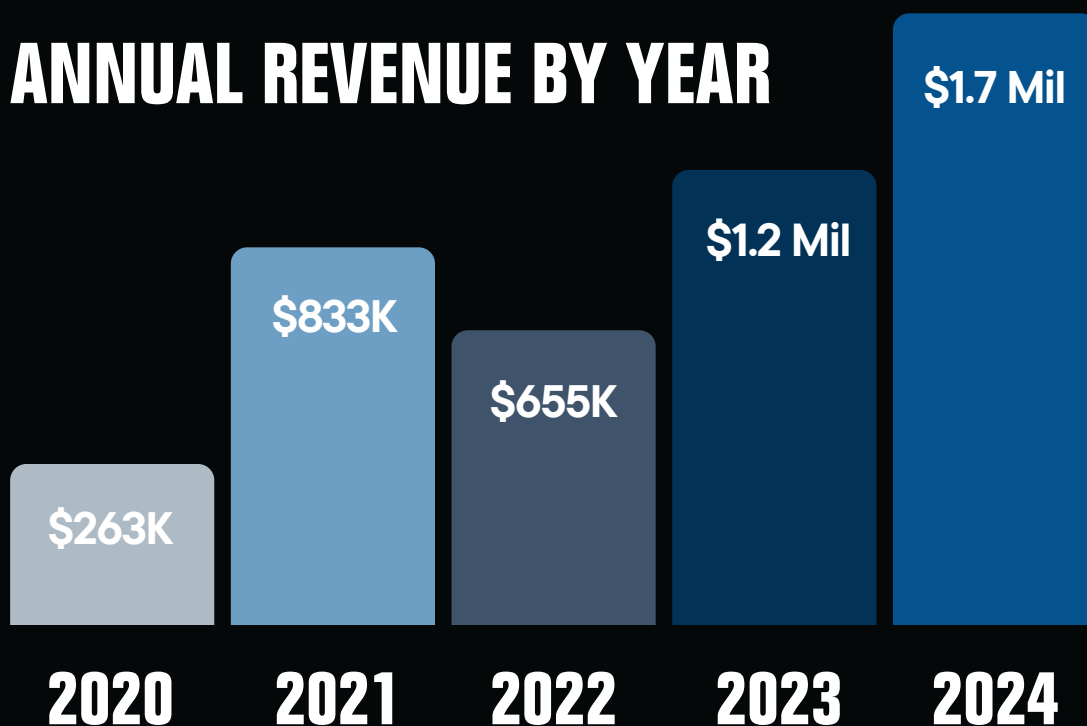
REVENUE SOURCES



FINANCIAL ACCOUNTABILITY



ANNUAL REVENUE BY YEAR



FUNDRAISING EVENTS

7TH ANNUAL MEMORIAL CLAY SHOOT



March 21, 2024
Dripping Springs, TX

Attendees:

140

Revenue:

\$50K



SPONSORS:

SpawGlass
Vanguard Fire Systems
Lone Star Structural
Champion Site Prep

The Reynolds Group
La Cima - San Marcos
GCS Technologies Inc
Dynamic Systems Inc.

AN EVENING AT BRENNAN'S

SPONSORS:

JAS
Kelly Hart and Hallman LLP
Sun Coast Resources
Kenny Owen
Margaret and Matt Woodruff

Lande and Chris Juban
Jonathan Ackerman
Luke Bugler
Mark Kelly



April 18, 2024
Houston, TX

Attendees:

75

Revenue:

\$63K

9TH ANNUAL SEARCH PARTY

September 21, 2024
Austin, TX

SPONSORS:

H-E-B
JAS
Andrew Tull Enterprises
The Hon. Beth Smith
Sun Coast Resources
Lande & Chris Juban
Hat Trick Promotions

GCS Technologies
Tailwind Business Ventures
La Cima-San Marcos
Richard Belliveau
Whitestone Fine Jewelry
Texas Mutual Insurance
McCoy's Building Supply
Chris Branham Memorial Foundation

Attendees:

300

Revenue:

\$275K



TOP DONORS

IN 2024 TEXSAR HAD
462 DONORS

\$100,000 +

TexasMutual[®]
Insurance Company

thrivent[®]

ANONYMOUS

\$50,000 +

H-E-B

Anonymous

Anonymous

\$20,000 +

Wells Fargo Foundation
TC Energy
Lande and Chris Juban

Colonial Pipeline
McCoy's Building Supply
Scott A. Freund Memorial Foundation

\$10,000 +

The Hon. Beth Smith
Hafemeister Family
James Avery
Jordan Marye

Coastal Bend Community Foundation
Lost Creek Dad's Club
Andrew Tull Enterprises
Dr. Tesa Miller and Joe Gleinser

\$5,000 +

Margaret Bouquet
Richard Belliveau
Schneider National Foundation Inc
Tailwind Business Ventures, LLC
Whitestone Fine Jewelry
Andre Haddad
Monika and Jonathan McComb
Kenny Owens
Mark Kelly

Brian Burden
Lee Anne Barnes
Sun Coast Resources
GCS Technologies, Inc.
Sabrina and Andrew Rauch
Margaret and Matt Woodruff
La Cima - San Marcos
Kelly Hart and Hallman LLP
Erin Cummings

\$2,000 +

Bo Wingo
Champion Site Prep
Chris Branham Memorial Foundation
GCS Technologies Inc.
Gibson Energy
Jonathan Ackerman
Invest in Others Charitable Foundation Inc

Kirby Inland Marine
Lisa and Kent Landry
Lone Star Structural
Mark Gorzell
Meg and Paul Hinkley
Philip Harralson

Rachel and Kasey Kading
Robin Lang
SpawGlass
Steve Leach
The Reynolds Group
Vanguard Fire Systems

OUR SINCEREST THANKS TO EVERYONE WHO CONTRIBUTED TO TEXSAR IN 2024. OUR TEAMS RELY SOLELY
ON THE SUPPORT OF COMPANIES, ORGANIZATIONS, AND INDIVIDUALS LIKE THE ONES LISTED ABOVE.

TEXSAR LEADERSHIP

DIVISION LEADERSHIP (VOLUNTEERS)

DOUG ROSS

Central Texas Division Lead

AMY SHOE

Central Texas Assistant Division Lead

JEFF CONRAD

Gulf Coast Division Lead

JAKE HARGRAVE

Gulf Coast Assistant Division Lead

MEG HINKLEY

North Texas Division Lead

CHRIS HODGES

North Texas Assistant Division Lead

WILL BAUMANN

South Central Assistant Division Lead

TIM DORN/MARK BOHLING

South Central Assistant Division Lead

VOLUNTEER DIRECTORS

ALI HASAN

Director of Business Operations

SHAWN HOHNSTREITER

Director of Field Operations

CHARLIE GROVE

Director of Technology



STAFF



JUSTIN MCINNIS

President/CEO



TERRI PUTNEY

Dir. of Business
Administration



SHANNON SMITH

Dir. of Communication
and Outreach



JEFF CONRAD

Dir. Field Operations



DION MCINNIS

Development
Officer



JACKLYN MACAULAY

Administrative
Assistant



JUSTEN NOAKES

Executive Director-
Before/During/After

BOARD OF DIRECTORS

Thank you to all who served. TEXSAR is honored to have such an esteemed and supportive Board of Directors. We could not have accomplished what we did in 2024 without you.



ANDREW TULL
Chairman



JOE GLEINSER
Vice Chairman



JULIE SCHNACKE
Treasurer



ANDREW RAUSCH
Secretary



CHRIS JUBAN



ALEXIA RODRIGUEZ



JUSTEN NOAKES



TRAVIS STERLING



TIM DORN



MATT WOODRUFF
Immediate Past Chairman

WHAT TO EXPECT IN 2025...

TEXSAR: NEVER STOPS

“TEXSAR Never Stops” is more than a slogan or the title of the 2025 TEXSAR anthem video. It is a commitment to never stop evolving, growing, training, searching and helping our fellow Texans. To accomplish this, TEXSAR commits to expanding services, increasing the number of trained volunteers, and engaging a wide range of agencies and critical infrastructure partners that TEXSAR volunteers can support.



Increase the number of trained, certified members while decreasing their training expense burden.



Increase the number of missions by nurturing existing partner relationships and cultivating new ones.



Dramatically increase the use of technology such as UAVs to maximize mission efficiency and effectiveness.



Continue to upgrade the assets and equipment available to volunteers throughout the state.



Aggressively expand systems and relationships to secure the required financial support to empower the steps above through 2025 and into the future.



IN MEMORIAM



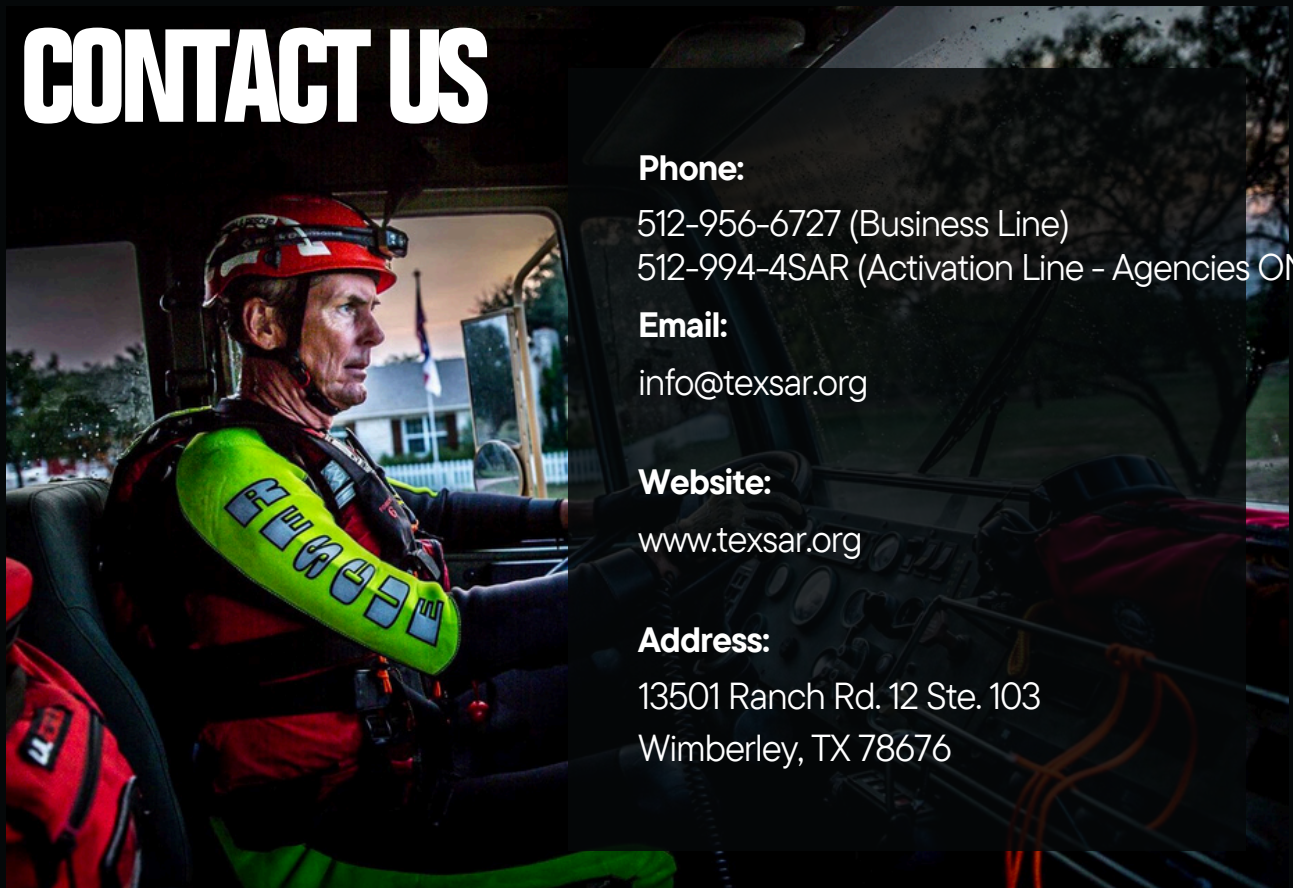
BOUTON

8/31/2016 - 10/6/2024

Bouton was an HDR K9 who served on the team for 7 years. "He was a big talker and would carry on a conversation, even with someone on the phone! He didn't know a stranger. He loved everyone he met. Children, at the safety fairs, loved to pet him and he loved them, too. At searches, he worked tirelessly. I will miss my K9 partner. Forever my teammate, My teacher, my friend, my heart dog."

-Ruth, Bouton's Handler

CONTACT US



Phone:

512-956-6727 (Business Line)

512-994-4SAR (Activation Line - Agencies ONLY)

Email:

info@texasar.org

Website:

www.texasar.org

Address:

13501 Ranch Rd. 12 Ste. 103

Wimberley, TX 78676