



## SERVICE PACKAGE

A vertical graphic consisting of two parallel bars. The left bar is black and the right bar is blue, both extending from the bottom of the page up to the word "CAPACITY".

**COLLABORATION**  
**COMMUNITY**  
**CARING**  
**CAPACITY**

The word "COLLABORATION" is in black, "COMMUNITY" is in blue, "CARING" is in black, and "CAPACITY" is in blue. The letters are bold and stacked vertically. A stylized graphic of three interlocking circles, similar to the one in the logo, is positioned between the "COLLABORATION" and "COMMUNITY" sections, with the black circle on top and the blue circles on the bottom.



# Sharon Bak

BA, RSSW



## PROFILE

Sharon was born and raised in Northwestern Ontario and currently resides in the City of Thunder Bay. She holds a diploma in Social Service Work from Confederation College and a Bachelor of Arts Degree in Political Science from Lakehead University. She has worked and volunteered extensively in the social services field and supported many individuals on their paths to overcoming issues such as addiction, homelessness, abuse, and violence. Sharon is also a vocal advocate and trained peer supporter in the mental health field, with a focus on the unique needs of first responders and their families

## CONTACT

 **807-476-4525**

 **sharon@bakemergencymanagement.net**

 **Thunder Bay, ON**

## EDUCATION

Social Service Worker Diploma

Bachelor of Arts Degree in Political Science

## SKILLS

- Experienced Emergency Manager and disaster responder
- Experienced in managing, coaching and motivating teams
- Excellent project management and team collaboration skills
- Possesses excellent communication, organizational and problem-solving skills
- Ability to find creative and innovative solutions to complex issues
- Well-versed in training and workshop delivery and development
- Extensive knowledge and experience in supporting vulnerable populations

For nearly thirty years, Sharon has been an emergency responder, starting as a volunteer with the Pass Lake Volunteer Fire Protection Team & then moving on to the Canadian Red Cross. She has been employed as a Field Officer for Emergency Management Ontario and supported multiple municipalities, unincorporated areas, and First Nations communities with various emergencies and evacuations.

Sharon has been a recipient of multiple awards including the Order of the Red Cross Member, the Governor General's Sovereign's Medal, and a Champion of Mental Health as recognized by the Canadian Institute for Public Safety Research and Treatment.

She is an experienced trainer in both emergency management courses and specific workshops she has developed, including a Mental Health Awareness Workshop for First Responders or Emergency Managers. Her passion is to put people first in all aspects of emergency planning as well as focus on the needs of those left most vulnerable due to a disaster.



# Keri Stemkoski

RSSW

CLINICAL COORDINATOR AND  
CONSULTANT



## PROFILE

Keri Stemkoski was born and currently resides in Dryden, Ontario, where she enjoys the vast lakes and the beautiful outdoors. She graduated from St. Lawrence College in Kingston, Ontario and is a Registered Social Services Worker. She has spent her career dedicated to crisis response, emergency preparedness, and supporting vulnerable populations.

Over the past twenty-five years, Keri has held various roles in crisis and emergency management, law enforcement, health care and social service work. Her experiences have included everything from leading large-scale disaster responses to supporting community based programs and initiatives.

Alongside these roles, Keri dedicated over 15 years to teaching as an Advanced Medical and First Aid Instructor, training individuals and organizations across the district in lifesaving skills. She continues to share her expertise today as a certified Nonviolent Crisis Intervention instructor.

Currently, Keri works as a Patient Care Navigator within primary health care, supporting patients and families in accessing services, building resilience, and managing complex health and social needs. With specialized training in mental health evidence-based approaches and care navigation she brings a holistic, person-centered approach to every interaction.

Throughout her career, Keri has consistently demonstrated a commitment to building safer, stronger, and more resilient communities through leadership, education, and compassionate frontline service.

## CONTACT

 [kstemkoski@bakemergencymanagement.net](mailto:kstemkoski@bakemergencymanagement.net)

 Dryden, ON

## EDUCATION

Correctional Worker Diploma

Non-Violent Crisis Intervention  
Training

Red Cross Disaster Management  
Training

## SKILLS

- Experienced disaster responder
- Trauma informed care and support
- Training, workshop and presentation facilitation and development
- Ability to support various groups, communities, and populations in crisis; utilizing a strengths-based approach
- Experience with first responders and other public safety personnel
- Extensive experience in supporting individuals with complex needs
- Emergency preparedness and planning



# Sharon Luhtala

EMERGENCY MANAGEMENT  
COORDINATOR AND CONSULTANT



## PROFILE

### CONTACT

✉ [sluhtala@bakemergencymanagement.net](mailto:sluhtala@bakemergencymanagement.net)

📍 Thunder Bay, ON

### EDUCATION

Personal Support Worker Diploma

First Aid Instructor Training

Red Cross Disaster Management  
Training

### SKILLS

- Experienced disaster responder
- Experienced in managing, coaching and motivating teams
- Well developed analytical and multi-tasking skills
- Exceptional customer service skills and experience working with a diversity of clients
- Excellent organizational skills and able to prioritize efficiently
- Experienced trainer with the ability to tailor delivery to the needs of a group
- Extensive experience with supporting individuals with disabilities and their families

Sharon has resided in Thunder Bay for the last forty-four years and, since 1999 has been an Instructor Trainer in First Aid /CPR. She enjoys being in the outdoors with her family and her multiple pets. Sharon travels extensively throughout Northwestern Ontario delivering high quality training to communities and groups.

Sharon has twenty-five years of experience working with individuals with disabilities and their families for various community organizations. Her kind and caring nature has enabled her to support a variety of families, enriching the lives of their loved ones. She is currently employed with Thunder Bay Family Network as their Family Engagement Facilitator.

She has over ten years of experience responding to evacuations of First Nation communities as well as local emergencies. Sharon has operated as the Red Cross Liaison for several Municipal Emergency Operations Control Groups and participated in local capacity building initiatives on various working groups and committees.

Sharon believes in promoting safety and well-being for all individuals and ensuring they can utilize what they learn in their daily lives. As a result of her ability to adapt her approach for various groups she is much sought after Instructor Trainer in her field.

# WHO IS BAK EM?

In 2023, Sharon established Bak Emergency Management as a sole proprietorship with a focus on building emergency management programs and response capacity for communities, groups, agencies, and businesses. Sharon's Four C Model of service delivery has been developed and adapted based on her nearly thirty years of emergency management and social work experience. Her vast network within both areas enables her to bring in multiple subject matter experts to assist her clients when required. Using a *strengths-based* and *whole of community* approach, we can build programs that focus on putting people first, with an emphasis on those most vulnerable before, during, and after a disaster.

## Collaboration



BUILDING STRONG RELATIONSHIPS WITH OUR PARTNERS PRE DISASTER



## Community

UTILIZING A *WHOLE OF COMMUNITY* APPROACH WHERE WE ALL WORK TOGETHER TO PLAN, PREPARE, RESPOND TO, AND RECOVER FROM DISASTERS

## Caring



TAKING CARE OF OURSELVES, OUR TEAMS, AND THOSE WE SUPPORT



## Capacity

WITH COLLABORATION, COMMUNITY AND CARING WE BUILD CAPACITY!

# WHAT BAK EM DOES

## **Emergency Management Plan and Program Development**

- Creating your emergency plan and tailoring it to the unique needs of your community, organization, or group
- Assistance with developing your emergency management program or upgrading it to a more comprehensive one
- Includes continuity of operations planning

## **Emergency Program and Plan Audits and Updates**

- Review of your plan/program with fresh eyes and provide written and oral feedback and ideas to strengthen your plan/program

## **Training and Exercises**

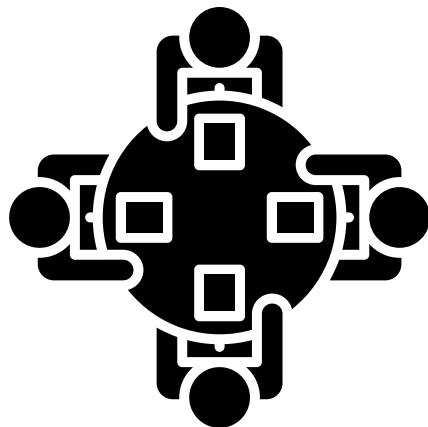
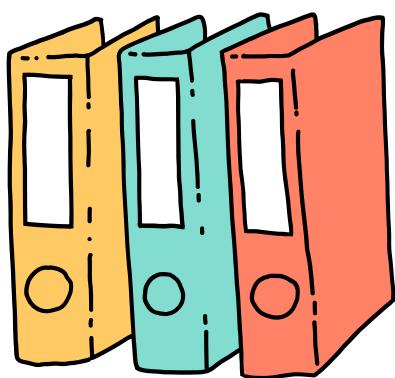
- Development and facilitation of exercises and training that meets your needs - practice means progress!
- Instruction of Emergency Management Ontario courses, including the Incident Management System (IMS 100 and 200)

## **Hazard Identification and Risk Assessment**

- Facilitation of the identification of risks and their potential impacts - this process is the foundation of your emergency management program!

## **After Action Reviews**

- Facilitation of your operational debriefing and drafting of a written report to document what worked well, what gaps need to be addressed, and creative ideas to plan for the next event!



# WHAT BAK EM DOES

## **Mental Health Awareness Workshops**

Based on the Self-Care for First Responders Handbook, developed by Stephanie Miloknay and Marc Laferriere, this workshop covers a broad range of topics for first responders, emergency managers, and disaster responders including:

- Various types of stress including critical incident stress
- Post Traumatic Stress Disorder and Acute Stress Disorder
- Suicide and suicide prevention
- Self-care strategies
- Resiliency
- Support

Delivery can be in person or virtually and is tailored specifically to each group.

## **Mental Health and Wellness Plans**

As a Registered Social Services Worker, peer supporter, and person with lived experience, Sharon provides consultation and support in building, maintaining, and/or auditing your mental health and wellness plans and/or programs. In 2024 she obtained a Psychological Health and Safety Professional Certificate through the Canadian Mental Health Association..

## **Peer Support Program Development**

As a long time peer supporter, and advocate of its use in mental health and wellness programs, we can assist in developing a program that is custom made for your group or organization. And, as a social services worker, Sharon can provide clinical support and oversight, or assist in identifying ways to do so, which is an essential component to the success of a peer support team.

## **Community Resilience Model (CRM) Teacher**

Sharon has received certification (provisional )through the Trauma Resource Institute and can provide workshops or other training on this evidence based model. CRM is a set of skills that can assist individuals in feeling better, managing stress, and building copies strategies after difficult or traumatic events.

## **Critical Incident Stress Management (CISM)**

As a trained and experienced CISM debriefer, Sharon can provide support to individuals and groups after a significant traumatic (critical) event. Her training was obtained through the International Critical Incident Stress Foundation.

**In addition to her social services experience supporting individuals and groups in crisis, Sharon is also trained in Applied Suicide Intervention Skills Training (ASIST)**

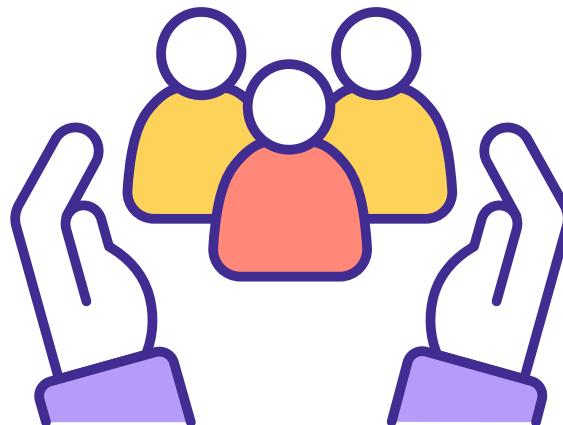
# WHAT BAK EM DOES

## **Social Emergency Planning and Support**

- Bak EM can support you and your leadership in planning for and navigating social emergencies, which have been increasing in recent years
- On site support may be available in specific cases

## **Vulnerable Persons Planning**

- Segments of our populations cannot engage in personal preparedness and require specialized services during a disaster
- Bak EM can assist with planning and relationship development in advance of a disaster to ensure no one falls through the gaps!



**BAK EMERGENCY MANAGEMENT IS A VALUES BASED BUSINESS  
THAT BELIEVES IN A WHOLE OF COMMUNITY APPROACH,  
CULTURAL COMPETENCY, CONTINUOUS LEARNING, AND  
EXCELLENT CUSTOMER SERVICE**

CALL OR EMAIL FOR YOUR FREE QUOTE TODAY!

# What people are saying!



*Sharon is forging her own path in the emergency management and mental health realms - leading with her heart. Can't say enough about the her passion, experience, and the wealth of knowledge she brings to any project she is part of!*

SS

*Sharon's dedication to the first responder world, the mental health and well-being of anyone who has suffered or is suffering PTSD is phenomenal and awe inspiring. Using her own experiences and struggles with PTSD, she teaches and advocates for those that are suffering, from the individuals themselves to the family members who experience the downfall of their loved ones, offering and providing the feeling of hope and that knowledge you are not alone. They are not just words – there is action to back up the words. Sharon is highly knowledgeable in dealing with Mental Health, as well as in Emergency Management and is always available to provide support, guidance and offer tools to where you desire your path to be and to achieve your goals. I commend Sharon on her tireless journey, helping, recruiting, furthering her knowledge - and always with a smile. Sharon is truly a valued person to have your corner and I look forward to all future information and training sessions available by her.*

JMH

*Sharon is an absolute pleasure to work with. During those times we worked together, she was kind, considerate, compassionate, empathetic, and smart.*

CFP



*Sharon is a true professional and a very knowledgeable and engaging speaker who will certainly capture your attention. Her efforts to break down the stigma around mental illness, and dedication to help those with mental illness should be commended. I would highly recommend Sharon's presentations to other organizations that are working on decreasing the stigma of mental illness through resiliency.*

JC

# CONTACT US



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