

# BROOME COUNTY FIREFIGHTERS' ASSOCIATION

BROOME COUNTY, NEW YORK



## THE EFFECTIVE FIRE DEPARTMENT LEADER- PROBLEMS, PITFALLS & PENALTIES

Tuesday, April 5, 7 pm

Endwell Fire Department, 3508 Country Club Rd., Endwell, NY

Most volunteer emergency service organizations (ESOs) are dealing with the problem of declining membership. Many ESOs have established recruitment and retention programs within their department to try to deal with this problem. Recent studies have found that a major contributing factor in retaining present members is the lack of adequate leadership. Today's emergency service leaders are faced with a number of management practices needed by all volunteer organizations, particularly regarding finances, personnel issues and planning in order to function and survive. Each ESO has a number of leadership positions to divide the work load and provide for more focus in those positions. In essence, ESOs have changed from their original mission of response to emergencies to one of identifying potential problems, dealing with personnel issues, planning to deal with risks, educating the public and preparing the community in the event of an emergency. Basically, YOU CAN'T RUN A VOLUNTEER EMERGENCY SERVICE ORGANIZATION THE WAY YOU USED TO!

FASNY in cooperation with VFIS has developed a highly informative and educational program dealing with the management of volunteer and combination emergency service organizations: The Effective Fire Department Leader – Problems, Pitfalls and Penalties. This program will be three hours in length and delivered at locations across New York State.

The Effective Fire Department Leader – Problems, Pitfalls and Penalties Program is targeted at the civil organization officers: President, Vice President, Treasurer and Secretary. However, topics covered and lessons learned will prove to be useful for all levels of department structure and leadership. Areas to be covered include: Fire Department Structure in New York State, Department Finances, Computer and Electronic Communications, Harassment and Discrimination, Risk Management, Conflict Resolution and Avoiding Trouble. Case study scenarios will look into problems dealing with embezzlement of department finances, harassment of new members and alcohol related incidents at fire service functions. Past incidents involving these areas have lead to loss of membership, embarrassing media coverage, lawsuits and even prison.

More information; <http://www.fasny.com/pdfs/Regfinal.pdf>