



International Association of Fire Chiefs

VCOS Board Meeting 18-19 February 2022 Pensacola, FL

Participants:

IAFC Board Members Present:

Chief Chuck Flynn, Chair
Chief Rich Cowger, Vice Chair
Chief Fred Windisch, Secretary/Treasurer
Chief Paul Sterling, Board Member at Large
Chief Brita Horn, Board Member at Large
Chief Jim Cook, Board Member at Large
Chief Norvin Collins, Board Member at Large
Chief Kevin Hardwick, Board Member at Large
Chief Jason Catrambone, Board Member at Large
Chief Al Yancey, Board Member at Large

IAFC Board Members Not Present:

IAFC Guests/Staff:

Mr. Kevin McGee, Chief Operations Officer
Mr. Scott Beecher, Ward Filter Systems
Mr. Joseph Giorgi, VFIS
Mr. Paul Gerlikovski, The Karma Group
Mr. Steven Meyer, The Karma Group
Mr. Ed Mann, Provident Insurance
Chief John Buckman, Past President

Call to Order

Chief Flynn chaired the meeting. A roll call was taken and a quorum was present. The meeting came to order at 0833 hrs CT. Chief Flynn welcomed the board members and guests.

Approval of December 2021 Minutes

Chief Chuck Flynn, Chair

MOTION: 18 FEB 2022-01

Motion made and seconded to approve the 08 February 2022 minutes.

Motion carried.

STERLING/HORN

New Business

Chief Chuck Flynn, Chair

Chief Flynn appointed Chief Paul Sterling, Chief Joe Florentino and Ed Rush to serve on the Elections Committee.

Chief Flynn discussed the timeline for consideration of any by-laws revisions this year. Chief Flynn appointed Chief Joe Florentino, Chief Windisch and Chief Cook to serve on the by-laws revision committee.

Chief Flynn announced the pending Chief Greg Render retirement that is effective on January 26, 2023. He requested input for how to provide recognition for Chief Render's service to VCOS. Chief Buckman will recommend a replacement for Chief Render on his Beyond Hoses & Helmets lead assignment.

Marketing Work Session

The Karma Group

The Karma Group presented an overview of the results of the focus group process with results and then provided an update on the progress made with the VCOS Marketing Committee since the November 2021. Extensive discussion involved the recommended brand platform (the why, how and what), brand position, brand values, brand essence, brand print, brand personality, logo identity, brand tag lines, brand message and options for creative execution.

Further work session discussion was held after the Karma Group staff were excused from the meeting on how and when to roll out branding decisions to the membership.

MOTION: 18 FEB 2022-02

Motion made and seconded to accept the maltese cross logo. Motion tabled.

COOK/YANCEY

VCOS 2022 Strategic Direction

Chief Yancey, Board Member at Large

Mission and Vision statements presented and discussed. Strengths, weaknesses, opportunities and threats. Logo tag was presented "VCOS developing and enhancing leaders – leaders in critical thinking". Discussion and development of high (within a year), medium (2-4 years) and low (beyond 4 years – very fluid and likely to change) priority goals for 2022. Included discussion of what is doable under SMART goal setting to avoid gridlock. Chief Yancey recommended that no more high priority goals be added because the section has reached a limit. He recommended that VCOS must have discipline to not exceed our capacity to achieve our goals.

Education Program Update

Chief John Buckman, Past President

The White Ribbon report was released in an electronic version. Discussion on the need for a ribbon report project on data analysis that addresses topics such as the use of apps for data capture vs. the inefficient practice of doing reports when crews are back in the station.

Chief Yancey is in the process of completing a Chaplains Program white paper in conjunction with the Fire Chaplain's Association.

Discussion on traffic Incident Management.

Volunteer Workforce Solutions Update

Mr. Spencer Cheatham, Program SME, Volunteer Workforce Solutions

There are currently four state Volunteer Work Force Solutions grants in progress to include North Carolina, Virginia, Indiana, and Tennessee. Spenser updated the three National VWS grants: National 4 national 5, and National 6.

VWS National 4 involves two components: delivering combination department training and research. The research component will include creating a website to house research specific to volunteers in the fire service, such as best practices for volunteer fire fighter retention, and will be a living website that is intended to be built upon into the future.

WFS National 5 builds on previous diversity, equity, and inclusion projects with an in-person class this Fall. Six RRC classes have been highly successful with more planned for the remainder of the year.

VWS National 6 started in December and will conclude in 2024. It will expand on mentoring course development with an online and in person program.

IAFC is collaborating with NVFC on several initiatives. IAFC did not submit for a new SAFER grant due to the three concurrent grants currently being managed.

New Member Task Force

Chief Horn, Board Member at Large

Chief Horn discussed the progress of the following strategic initiatives:

- Establish a new members' task force that is then tasked to create a new Section members on-boarding process to be presented and launched at November 2021 Symposium in the Sun.
- Select five or so task force members who can work on *evaluating the strengths and weaknesses of the current new member process and then develop a plan/proposal to present to the VCO Board.*

- Create the task force of new member, made up of members from across the country, who will be attending symposium, and then plan a meeting of that task force sometime during Symposium week.
- The task force members will chart a course to creating a new member onboard and assimilation in to VCOS.
- Once the task force has objectives toward the goal, present the proposed plan to the VCOS Board to receive the approval to move forward with the implementation steps, budget needs, etc.
- Due to timing, this would be a 2022 launch with symposium “new member perks” debuting at symposium 2022, or possibly as our part for FRI 2022.

The following VCOS members were appointed to the New Member Task Force; Chief Alan Anderson, Chief Tim Bush, Coordinator Ann Field, Chief William Hellard, Chief Brian McQueen, Chief Kevin Ide, Chief Brita Horn and Chief Al Yancey. Chief Horn expressed interest to know who the new members are for better onboarding. As part of the onboarding, Chief Horn expressed a desire to create a welcome package that can be sent to all new members.

Mr. McGee made a request to the IAFC Membership Department to establish a list of new members for a quarterly report to the chair. The New Member Task Force will evaluate the benefits of receiving a quarterly new member roster.

The meeting was recessed at 1545 CT and the board went into Executive Session. The meeting will reconvene tomorrow, Saturday 19 February 2022 at 0830 CT.

Executive Session Called to order at 1550 hrs and adjourned at 1620 hrs CT

Call to Order

Chief Flynn reconvened the meeting on 19 FEB 2022 at 0833 CT.

Chair’s Report

Chief Chuck Flynn, Chair

Chief Flynn suggested that VCOS recognize Chief Render’s retirement – Chief Flynn asked Chief Windisch to determine a retirement recognition gift to be presented at the time of his retirement in 2023.

Chief Flynn opened the floor to the VCOS partners present. A discussion was initiated on the observed high inflation for fire and EMS equipment, supplies and apparatus. It is the general belief from the Board that cost escalation will not abate in the near or intermediate term. Chief Flynn suggested that a session be considered for the 2022 Symposium in the Sun conference on best financial management practices during high inflationary periods.

Chief Flynn announced that a support letter was sent to Rutgers University for their Assistance to Firefighter Grant (AFG) program cancer grant proposal. The Executive

Board support this position.

We support the University of Houston firefighter suicide surveillance and prevention study AFG proposal.

The VCOS Board supported the Executive Board in their decision due to grant timing requirements

Chief Flynn informed the Board that Drexel University requested a letter of support for their AFG mental wellness research proposal.

MOTION: 19 FEB 2022-01

Motion made and seconded to authorize the chair to submit a letter of support to the Drexel University for their mental health research study AFG proposal with the understanding that both small and volunteer fire departments are included in the study. Motion carried.

WINDISCH/COLLINS

International Director's Report

Chief Catrambone, International Director

The IAFC Board of Directors will be holding an in person Strategic Direction work session in April during the CFSI week. The IAFC Board work session is the first step in the Strategic Direction development process.

New Business

FROG Program

Chief John Buckman stated the FROG program needs to be revised with new up to date material.

VCOS Board Members to Attend BH&H Training

Discussion on if VCOS should initiate a new flagship program such as a refresh of BH&H with the possible handoff form Volunteer Workforce Solutions. It was decided that a VCOS board member should attend all scheduled BH&H courses. The VCOS budget will support Board member travel expenses to BH&H training sessions.

Recruitment Conference Booth

A recruitment conference booth Task Force is needed. Chief Collins and Chief Yancey agreed to begin the planning process. A VCOS Board member should attend.

By-laws

General discussion on input for the by-laws and revisions process for 2022 (election

cycle) for Chief Windisch to take to the by-laws revision committee.

VCOS Membership Dues

The Board requested Chief Windisch to draft a proposal with consideration for an increase of the membership dues targeted to begin on 1 September 2022.

MOTION: 19 FEB 2022-02

Motion made and seconded to increase membership dues by \$5.00 based on further input from the Secretary Treasurer and the Executive Committee recommendation after further discussion with stakeholders that specifically includes an agenda item at the VCOS meeting at FRI to obtain membership feedback. Motion carried.

WINDISCH/COWGER

2022 Symposium in the Sun

The 2022 Symposium in the Sun conference is scheduled for November 10-13. Speaker planning for the conference is in progress. Several Board members suggested a year where recurring speakers be replaced so attendees can hear from different presenters. Chief Buckman discussed topics and speakers under consideration. Please send speaker and topic suggestions to Chief Buckman. There is an interest from supporters and partners to allow vendors who are exhibiting to be allowed to reach out to attendees after the conference. The Board is supportive of this request if there is attendee approval.

International Director's Report

Chief Catrambone, International Director

Chief Catrambone was requested to serve on the IAFC Communications Committee.

The meeting ended at 1310 hrs CT.

Minutes submitted by:

Mr. Kevin McGee
Interim VCOS Staff Liaison

Fire Chief Chuck Flynn
VCOS, Chair

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