



# International Association of Fire Chiefs

## **VCOS Annual Meeting San Antonio Conference Center San Antonio, TX 25 August 2022**

### **Board and Staff**

#### *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 Kevin Hardwick, Board Member at Large  
Chief Norvin Collins, Board Member at Large  
Chief Al Yancey, Board Member at Large  
Chief Jason Catrambone, Board Member at Large  
Chief Jim Cook, Board Member at Large

#### *IAFC Staff:*

Mr. Kevin McGee, Chief Operations Officer

### **Call to Order**

Chief Flynn chaired the meeting. A quorum was present. The meeting came to order at 1332 hrs CT. Chief Flynn welcomed VCOS members, guests and sponsors.

### **Approval of 12 July 2022 Minutes**

Chief Chuck Flynn, Chair

#### **MOTION: 12 July 2022-01**

**Motion made and seconded to approve the July 12, 2022. Motion carried.**

**COWGER/COOK**

### **Chair Report**

Chief Chuck Flynn, Chair

Chief Flynn Chief Collins recognized and congratulated outgoing At-Large Director Norvin Collins who served nine years ending at the conclusion of FRI for his outstanding leadership service to the VCOS. Chief Collins was presented a plaque in

appreciation of his tenure on the VCOS Board of Directors by Chief Flynn.

### **Election Committee Report**

Chief Paul Sterling, Board Member At Large

Chief Sterling reported that the committee validated the following election results: Chief Rich Cowger, Chief Fred Windisch, and Chief Shawn Stokes were each elected to a three-year VCOS director at large position whose term begins at the conclusion of FRI.

### **Vice Chair Report**

Chief Rich Cowger, Vice Chair

Chief Cowger presented a Strategic Plan update and solicited VCOS members who have an interest to serve on committees. Chief Cowger informed the section members that the Executive Committee received support from CEO/Executive Director Rob Brown to create a staff position for the section.

### **International Director's Report**

Chief Catrambone, International Director

Chief Catrambone informed the section that the IAFC Board of Directors approved the draft of the IAFC Strategic Plan after a final work session.

### **Secretary Treasurer Report**

Chief Fred Windisch, Secretary/Treasurer

The carryover from FY 2020 was \$237,742, total revenue \$62,445, total expenses \$70,165, ending balance \$234,741. The Pierce Initiative Fund carryover from FY2020 was \$261,501, total revenue \$47,800, total expenses \$68,511, ending balance, \$240,790.

The pandemic negatively affected all VCOS operations and revenue streams for two years. The Symposium in the Sun continues to be successful. Future revenues are expected to fall without investment in more partnerships. Efforts are underway addressing VCOS marketing and branding. A \$5.00 dues increase is effective September 2022.

### **Brand and Message Strategy Development**

Chief Fred Windisch, Secretary/Treasurer

Chief Windisch explained the brand and marketing development process that included the work of the Karma Group who held interviews with IAFC and VCOS members to

understand their wants, needs and desires from VCOS. The Karma Group concluded that VCOS should adopt the Leaders in Critical Thinking message and using it to designate the VCOS brand image. The soft rollout of the Brand and Message strategy began at FRI with the official implementation at Symposium in the Sun.

### **Education Update**

Chief John Buckman, Education Coordinator

An update of the NVFC White Paper on Training for Volunteer Firefighters was completed through a cooperative effort between NVFC and VCOS. The White Paper is scheduled to be released by the Symposium in the Sun Conference.

Completed the development of The Yellow Ribbon Report education curriculum was developed and completed to be released when the Karma Group creates a standard VCOS PowerPoint template.

Will work on Lavender Ribbon Report education curriculum completed by Symposium. The "What is the VCOS doing for you?" project was completed. The project is to be used by officers, directors and VCOS advocates that shows all projects the VCOS is doing.

The White Ribbon Report update is targeted for completion by the Symposium in the Sun Conference.

### **VCOS Training Officer of the Year**

Chief Chuck Flynn, Chief Norvin Collins and Mr. Robbie King? Brad Lyon Vector Solutions

Captain John White, Apex NC Fire Department was selected by Vector Solutions and VCOS as the 2022 VCOS Training Officer of the Year Award. Robbie King/Brad Lyon, Vector Solutions, Chief Collins and Chief Flynn presented the award to Captain White.

### **VCOS FRI Scholarship Awards**

Chief Chuck Flynn, Chief Al Yancey, Chief Brita Horn, Chief Paul Sterling

The 2022 VCOS FRI Scholarship Awards were presented to Chief Tyler Bergman, Gaylordsville Volunteer Fire Department and Lieutenant Landon Churchill, Colorado River Fire Rescue. Both were presented \$1,500 checks by Chief Yancey, Chief Sterling, Chief Horn and Chief Flynn to cover the costs of attending the 2022 FRI. They were also given complementary 2022 FRI registrations.

## **Strategic Direction**

Chief Al Yancey, Director At Large

Chief Yancey presented the status of progress on the VCOS Strategic Directions plan. The following are completed - stabilize VCOS staff function, create and deploy an organizational chart for VCOS Board, and revise the VCOS by-laws.

The following are completed and will be launched at Symposium in the Sun Finalize VCOS branding and marketing strategy and finalize the new member on-boarding program.

Establishing VCOS board member on-boarding/orientation program is on-going.

## **New Member Initiatives**

Chief Horn

Chief Horn presented that VCOS welcome and orientation material will be sent to new members.

## **Education Programs Update**

Chief Chuck Flynn, Chair

The FROG Revisit meeting to address updates to the program was held in July. This working meeting was the first refresh in 10 years with a revised program result by the conclusion of the meeting.

The revisions to the White Ribbon report are complete and were submitted to the editors. The report is targeted for release by FRI.

## **Legislative Report**

Mr. Ryan Woodward

Mr. Woodward discussed the progress on the following federal legislative initiatives.

- AFG/SAFER Grant Reauthorization,
- H.R 6768, FirstNet Reauthorization,
- Volunteer Emergency Services Recruitment and Retention Act
- S. 2316/H.R. 4377 Volunteer First Responder Housing Act
- H.R. 3874 Bill to incorporate non-profit departments into state pension systems
- H.R. 7981/S.4442, The Public and Federally Assisted Housing Fire Safety Act

## **Chaplain Program**

Chief Al Yancey, Director At Large

Chief Yancey reported that the Chaplain Program was submitted for publication with a target date for release in November 2022 in time for Symposium in the SUN. The Chaplain Program will have a VCOS supported booth at Symposium in the Sun.

## **Officers of Volunteer and Combination Officers Section Election**

Chief Paul Sterling

Chief Sterling presented a written Election Committee report to announce the slate of 2022-2023 VCOS officers for the Offices of Chair, Vice Chair and Secretary/Treasurer who will be selected by the current members of the Board of Directors.

Chief Sterling reported that there was one nomination for each of the following VCOS Officer positions.

Chair – Chief Chuck Flynn  
Vice Chair – Chief Rich Cowger  
Secretary/Treasurer – Chief Fred Windisch

### **MOTION: 12 July 2022-02**

**Motion made and seconded to elect Chief Chuck Flynn as VCOS chair, Chief Rich Cowger as VCOS Vice Chair and Chief Fred Windisch as VCOS Secretary/Treasurers. Motion Carried.**

**STERLING/HARDWICK**

## **VCOS Board Member Oath**

Chief Donna Black, IAFC First Vice President

Chief Donna Black, IAFC First Vice President presided over the Oath of Office for Chief Rich Cowger, Chief Shawn Stokes and Chief Fred Windisch.

### **MOTION: 12 July 2022-03**

**Motion made and seconded to adjourn. Motion Carried.**

**COWGER/WINDISCH**

The Annual meeting ended at 1439 hrs CT.

### **Minutes submitted by:**

Mr. Kevin McGee  
Interim VCOS Staff Liaison

Fire Chief Fred Windisch,  
VCOS Secretary/Treasurer

Fire Chief Chuck Flynn  
VCOS, Chair

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