

Board Presentation 6/14/23

Ideas about Volunteerism.

I witnessed and experienced a Volunteer FD go from active to a state of near non-function. My SI story. Chief was Bossing, not Leading. Harsh and Directive, Put Down Style, unwilling to consider ideas from crew as though only Officers can have good ideas.

There are Volunteer organizations that are doing well, I'm active in Scouts, and a Board Member of WKCC. The groups are growing, not in leaps & bounds, but are growing in membership and activity

Volunteers perform by Honor Drive Vs Contract Drive. Payroll is not what strokes volunteers. The Leadership style that manages volunteers needs to be different from the style than manages a paid department. TFD has a style that heavily follows the paid model.

Begin to identify and label the nuances which collectively have negative effects. For example washing Apparatus every time out, I presented a concern to Chief Stearns, things have changed. Restore Authority to the Officer to decide if washing is needed.

The Training Room needs to prioritize the Volunteers and their learning. It is a slap to the respect of Volunteers to bump the drill meeting and have the volunteers wait while the room is used for another purpose.

I had a volunteer say to me "I could not seem to get the training to move ahead in the organization so I could do things. I lost interest and stopped coming".

Trying to have a deep conversation with Officers can be like a conversation with a Parrot, there are standardized statements that cut off idea exchange.

The most senior person does tasks. Volunteers learn hands on. Growth is stunted here by not actively seeing the need to involve learners.