



STRATEGIC DIRECTION 2021

Chief Mike Mavrogeorge, President

Chief Pat Parker, Vice President

Chief Timm Schabbel, International Director

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Division Chief Matt Knott, Illinois Representative

Chief Dan Sink, Indiana Representative

Chief Dan Hagen, Michigan Representative

Chief B.J. Jungmann, Minnesota Representative

Chief Paul Wright, Ohio Representative

Chief Nate Melby, Wisconsin Representative

Overview

On June 4 and 5, 2021, The Executive Board of the IAFC Great Lakes Division met at the University of Illinois Fire Service Institute in Champaign, Illinois. The board conducted 8 hours of discussions focused on the strategic direction of the IAFC Great Lakes Division.

The result was the re-affirming of our core values, mission, and guiding principles that aligned with the IAFC and a S.W.O.T.T. Analysis of the IAFC Great Lakes Division. As a result, the GLD Executive Board will work to:

- A. Identify and Develop alternate sources of financial support.**
- B. Work to increase the diversity of our membership and the GLD Executive Board.**
- C. Create a portal that can be utilized by GLD members to share and collaborate.**
- D. Create opportunities for members to become involved with the GLD.**
- E. Develop a method of communication and coordination of legislative issues across the states of the GLD.**
- F. Propose and coordinate combined training opportunities across the states of the GLD.**
- G. Develop and disseminate a GLD Recruiting and Retention Program that can be utilized across the states of the GLD.**
- H. Develop and disseminate a Behavioral Health and Resiliency Program that can be utilized across the states of the GLD.**
- I. Conduct a GLD Summit with State Association, Presidents, Executive Directors, GLD Committees, and the GLD Executive Board at a different State Association Conference each year.**
- J. Improve communications of the GLD executive board by conducting 2 to 3 in-person meeting each year and monthly remote zoom meetings.**
- K. Develop Quarterly Topic-focused Zoom presentations/forums that will allow our membership to receive relevant information and engage with dynamic presenters. Examples of topics could be: challenging HR issues; diversity/inclusion; leadership; business side of the fire service; legislation/building relationships with elected officials; and policies.**

About the IAFC

The International Association of Fire Chiefs represents the leadership of firefighters and emergency responders worldwide; our members are the world's leading experts in firefighting, emergency medical services, terrorism response, hazmat response, natural disasters, search and rescue, and public safety policy.

IAFC Mission

The organization's mission statement should clearly define the primary purpose of the organization's existence. It focuses the organization's members on what is truly important to the organization and community. The mission statement should be understood by all members and posted prominently throughout the organization's facilities. Each member should commit the mission to memory.

IAFC Mission Statement

To provide leadership to current and future career, volunteer, fire-rescue and EMS chiefs, chief fire officers, company officers, and managers of emergency service organizations throughout the international community through vision, information, education, services, and representation to enhance their professionalism and capabilities.

The IAFC Great Lakes Division

The IAFC Great Lakes Division represents the states of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin within the IAFC. The board of directors is comprised of a State Representative from each of the six states who are elected to three year terms. The "Executive Officers" are elected by the membership at large and includes the president and vice president who serve two year terms. There has been a long-standing "handshake agreement" that the vice president is elected from each state on a rotational basis to ensure that one state does not dominate the board on a long term basis. There is also an understanding among the members that normal progression is that the vice president is elected to the position of president upon completion of his term.

Our International Director, the person who represents our Division on the International Board, is elected to a three year term as is our Secretary/Treasurer. Both of these positions are elected from the membership at large.

IAFC Great Lakes Division Mission Statement

Being a division of the International Association of Fire Chiefs, we operate under the following IAFC Mission Statement: "To provide leadership to current and future career, volunteer, fire-rescue and EMS chiefs, chief fire officers, company officers, and managers of emergency service organizations throughout the international community through vision, information, education, services, and representation to enhance their professionalism and capabilities".

IAFC Guiding Principles (Values)

Guiding principles (values) define what the organization considers to be appropriate and inappropriate behaviors. An organization's fundamental guiding principles define the organization's culture and belief system, thus providing a foundation in an environment that is always changing. The strategic direction team declared the following as core values for the IAFC.

With the completion of its mission and core values, the IAFC has established the organization's foundation for strategic planning. IAFC strongly recommends that every member empower themselves with these elements; they are the basis for accomplishing the organization's strategic initiatives, goals, objectives, and day-to-day tasks.

IAFC Core Values

Integrity

I will do what is right.

Professionalism

I will conduct myself at all times in a competent manner that reflects positively on the fire and emergency service.

Responsiveness

I will efficiently and accurately process and provide information, resources, solutions, and direction in a timely manner.

Collaboration

I will build relationships both inside and outside the fire and emergency service. I will work together, network, and share resources, experiences, and knowledge with others.

Diversity/Inclusiveness

I will provide opportunities for all. I will embrace differences and purposefully engage others in organizational activities.

Safety

I will model and promote a safety-driven fire and emergency service culture at all times.

Innovation

I will continually create, adapt, and share solutions to evolving current events, issues, or problems.

What Makes the Great Lakes Division?

Advantages

1. The geography of the Great Lakes Division permits easy travel within the division.
2. There are strong state fire chiefs associations and fire service organizations within the division.
3. The states of the Great Lakes Division share a similar composition and culture.

Strengths

1. A belief that our members will be listed to and welcomed by the GLD Executive Board.
2. The geography of the Great Lakes Division permits easy travel within the division.
3. A pool of talented and experienced members exists within the GLD.
4. The GLD is open to sharing, collaboration, and best practices by the states across the division.

Weaknesses

1. A lack of diversity among our membership and on the executive board representative of the demographics across the GLD.
2. A reliance on membership dues as the primary means of financial support.
3. A question of identify, purpose, and value of the GLD to its members.
4. A lack of membership engagement and general awareness of the GLD.
5. The trickledown effect when issues are occurring with the IAFC as a whole.
6. A lack of opportunities for GLD members to become involved.

Opportunities

1. Increase regional training.
2. Improve communications to our members: web page, newsletter, smart phone app.
3. Utilize GLD states programs in the following areas:
 - A. Training Officers
 - B. USAR
 - C. Metro Departments
 - D. Education and Certifications
 - E. CRR
 - F. Behavioral Health
 - G. Legislative
4. The opportunity to share best practices throughout the division
5. Provide leadership development and decision making training across the division

Threats (Internal)

1. Lack of Action/Stagnation will cause the GLD to become irrelevant.
2. Politics within State Associations.
3. A lack of diversity.

Threats (External)

1. Reliance on the stability of the IAFC.
2. Any change in the IAFC dues policy regarding division dues/ Reliance on division membership dues as our primary financial support.
3. Loss of the Public Trust.
4. Changes in the social/political climate.

Action Items

Identify and Develop alternate sources of financial support.

Work to increase the diversity of our membership and the GLD Executive Board.

Create a portal that can be utilized by GLD members to share and collaborate.

Create opportunities for members to become involved with the GLD.

Develop a method of communication and coordination of legislative issues across the states of the GLD.

Propose and coordinate combined training opportunities across the states of the GLD.

Develop and disseminate a GLD Recruiting and Retention Program that can be utilized across the states of the GLD.

Develop and disseminate a Behavioral Health and Resiliency Program that can be utilized across the states of the GLD.

Conduct a GLD Summit with State Association, Presidents, Executive Directors, GLD Committees, and the GLD Executive Board at a different State Association Conference each year.

Improve communications of the GLD executive board by conducting 2 to 3 in-person meeting each year and monthly remote zoom meetings.

Develop Quarterly Topic-focused Zoom presentations/forums that will allow our membership to receive relevant information and engage with dynamic presenters. Examples of topics could be: challenging HR issues; diversity/inclusion; leadership;

business side of the fire service; legislation/building relationships with elected officials; and policies.