GOAL ONE – LEAD

LEAD – In partnership with the eight-state fire chief organizations, be the voice and advocate for the fire and emergency services in the Missouri Valley Division (MVD) on management and policy.

STRATEGY 1: Provide support to fire chiefs on hot topics by engaging them to discuss and address the emerging challenges and opportunities.

OUTCOMES

- Identify the IAFC and MVD as a source of information and resources.
- Provide platforms and methods for fire chiefs to discuss and share experiences, best practices, and needs.
- Develop and share policies and procedures.
- Accept input from membership on needs or recommendations and implement methodologies to provide support.

STRATEGY 2: Advocate for, and improve, effectiveness through communication.

OUTCOMES

- Communicate MVD Board activities to membership, including quarterly newsletters and monthly meeting minutes.
- Share best practices.
- Engage MVD state chief associations subject matter experts to mentor others.

STRATEGY 3: Increase MVD membership to grow abilities to provide professional support for all size fire departments.

OUTCOMES

- Implement marketing plans to promote IAFC MVD membership.
- Describe value of membership to volunteer, combination, and career fire chiefs.

GOAL TWO – EDUCATE

EDUCATE – Work with state chief organizations to provide information, training and development opportunities to current and future fire and emergency services leaders in the MVD.

STRATEGY 1: Provide opportunities and deliveries, and financial assistance for professional development programs to current and future fire chiefs in the MVD.

OUTCOMES

- Work with the IAFC to bring their company, chief, and executive office development programs to the states.
- Facilitate educational opportunities with a focus on preparing future fire chiefs.
- Facilitate educational opportunities with a focus on developing current fire chiefs.
- Facilitate educational opportunities with a focus on interpersonal skill development.

- Provide financial assistance to smaller departments with a focus on attendance at the Missouri Valley Chiefs Conference.
- Provide financial assistance (stipend) to member state chief organizations for educational opportunities at state conferences.

GOAL THREE – SERVE

SERVE – Provide valuable services and products to MVD members and the departments they serve.

STRATEGY: Provide packets of information on best practices that have and are being developed, to MVD members on improving leadership within their ranks.

OUTCOMES

- Computer ready packets for use by anyone who wishes them are available through the MVD and its leaders.
- The MVD website is providing easy access to ready-made and produced information packets on all aspects of service delivery by providing:
    a. Better and timely information to our fire departments
    b. Easy methods for exchange of ideas amongst departments
    c. Easy return of information from the department to the MVD at large
- State and local organizations are utilizing the information provided to improve their organizations.

GOAL FOUR – INCLUDE

INCLUDE – To INCLUDE by assuring acceptance of all people and treating them all fairly and equitably and assisting state chief organizations to ensure their members, departments, and communities feel respected, have a sense of belonging, and can participate and achieve to their potential.

STRATEGY 1: (Internal – MVD) Advocate for a culture of diversity, equity, and inclusiveness within the MVD.

OUTCOMES

- Ensure that the policies and procedures of the MVD represent best practices and are reflective of the state chief organizations and their members.
- Provide and advocate programs and resources that encourage under-represented state chief organization members to participate in the MVD on an ongoing basis.

STRATEGY 2: (External - local organization) Work with state chief organizations to identify or provide resources to assist their members to build community relationships and recruit new fire and emergency service members from all parts of their communities.

OUTCOMES

- State chief organizations have created a process to engage their members to identify the human and workforce characteristics of their communities and ascertained how those characteristics are reflected within their local organizations.

- State chief organization members have created an outreach process to ensure those within their communities, but not represented within their organizations, know they are invited and encouraged to become members of their fire and emergency service organizations.

STRATEGY 3: (Internal - local organization) Work with state chief organizations to assist them to achieve workplace environments, policies and procedures are reflective of inclusive workplaces.

OUTCOMES

- State chief organizations have created a process to engage their members to review and improve their workplace policies and procedures to eliminate obstacles that prevent an inclusive and equitable workplace environment.
- State chief organization members have reviewed and made available improvements to their workplace policies and procedures to eliminate obstacles that prevent an inclusive and equitable workplace environment.

STRATEGY 4: (Internal - local organization) Work with state chief organizations to assist them to ensure their members' professional development and promotion processes reflect best practices and are welcoming and inclusive of underrepresented eligible members for promotion.

OUTCOMES

- State chief organizations have created a process to engage their members to review and improve the materials and opportunities for professional development and promotion within their organizations.
- State chief organization members have reviewed and made available improvements to the materials and opportunities for professional development and promotion within their organizations.

Additional Resources:

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.