

# Mission and Vision

**Adopted  
June 10, 2015**



***Mission:*** statement declaring the District's primary stakeholder, services and strategic priority:

We are committed to serve our community with prompt, consistent and professional fire suppression, basic life support, rescue and prevention/preparedness services.

***Vision:*** statements summarizing, in present tense, the picture of the District five to ten years from now, based on the top 4 strategic choices:

Our priority is to provide a consistent & professional emergency response throughout the District. We are committed to deploy our resources to ensure a response that meets our Target Levels of Service regardless of the incident location within our District.

We are primarily a volunteer fire department, supported by a small cadre of career personnel. We commit to recruit and retain our volunteers through programs that are convenient, make effective use of their time, prepare them for their assigned duties, create synergy between organizational health & community service and build an environment that is safe, stimulating and fun.

We will provide a consistent level of leadership and support for all of our members. Our commitment is to maintain and provide round-the-clock direction and mentorship. We will provide management and other resources as necessary to ensure the success of our strategic choices.

We will manage risk to life and property for our community. In addition to our commitment to incident readiness & response, we will also identify, evaluate and offer appropriate proactive risk management programs to mitigate anticipated community hazards.

We value an actively involved and well-informed community of residents, and believe citizens should have a fair and democratic opportunity to influence outcomes, participate in activities and share the pride of ownership of their fire department.

# 2015 Goals

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**1. Identify current service level goals, determine existing gaps and implement corrective actions to improve service response.**

Sub-goal: evaluate current assets (facilities, apparatus & equipment) to ensure productivity.

Performance standards:

- Consistency in meeting District Target Levels of Service;
- Completion of a community risk assessment to identify gaps;
- A decision on the number and location of firestations;
- Adoption of a Standard of Cover document;
- A fully funded Capital Repairs & Replacements Plan;
- Adoption of interim measures to achieve Goal.

**2. Strengthen our involvement with the community.**

Sub-goal: build our volunteer capacity to strengthen our use of local talent.

Performance standards:

- A broad-based Community Advisory Team with active ongoing communication with the Board;
- Community-based volunteers actively participating in both incident readiness & response and support programs; and
- Effective community risk reduction programs.

**3. Build an organizational culture of trust and accountability.**

Sub-goal: strengthen district-wide performance management systems.

Sub-goal: develop our career staff roles and performance expectations to ensure productivity.

Performance standards:

- A well-communicated and understood set of Mission, Vision, Values and Goals;
- An annual organization health survey; and
- Job descriptions, performance evaluations and personal development plans for all members.

**4. Strengthen our cultural focus on fiscal accountability and operational efficiency.**

Sub-goal: clarify our procurement values and strategies.

Performance standards:

- Balanced operating and capital budgets;
- A clear understanding of the purchasing process and how we can be confident that we obtain the best value for our money; and
- Holding vendors accountable.

**5. Ensure we have a full complement of qualified volunteers available to respond.**

Sub-goal: strengthen our members' continuing education opportunities.

Performance standards:

- Number of incident readiness & response volunteers on the active roster;
- General level of skill (capability) among members for all positions; and
- Retention levels for volunteer members.