

South Carolina State Firefighters' Association



Volunteer Criticality Summit
November 5, 2022

Welcome and Call to Order

President Josh Holzheimer

Objectives for the Day

Keith Minick/ Jack Kirlin

Video from Canada TV

- 1). No Silver Bullet.***
- 2). Are there Similarities?***
- 3). Can there be Definition?***
- 4). Can we find Action Items?***

Panelists

Chief Sam Brockington, Florence Co
Chief Daniel Werts, Friendly
Chief Tony Dicks, Barnwell
Chief Jason Pope, Fairfield Co

Our Thanks to SCFIS for Lunch!



Regional Breakout Sessions

- 1). Group Work/Think***
- 2). One (1) Hour***
- 3). Facilitator***
- 4). Presenter***
- 5) Scribe***

Regional Breakout Sessions Results

- 1). Biggest Hurdles***
- 2). Opportunities to Improve***
- 3). Action Items***
- 4). Other***

Hurdles

- 1). Competing factors – home, life, economics***
- 2). Self pride and sense of community has diminished***
- 3) DEI not being addressed locally***
- 4). Changing a culture – "good ole boys" club***

Hurdles

- 1). "Clicks "formed within the stations excludes new members***
- 2). Create Inviting environment for recruits***
- 3). "Voting in" creates negative culture***
- 4). Familial involvement for R&R***
- 5). Welcoming new members – a process***
- 6). History restricting growth – numbers caps***
- 7). Vol Versus Paid culture and bridging the gap (one dept, not two)***
- 8). Vol versus paid standards for operating***

Opportunities

- 1). College / University Partnerships needed***
- 2). FD Housing for students as a tool***
- 3). Getting out in the community more -
Churches, HOA's, Civic groups, Businesses***
- 4). Recruiting people differently(methods)***
- 5). Creative ways to involve schools – for
example -names on truck***
- 6). The strength of community involvement in
the political arena – must engage and educate
politically***

Opportunities

- 1). Does your dept look like its community***
- 2). Engaging cultural/ethnic groups – language barriers***
- 3). Developing external/internal diversity programs***
- 4). Marketing for positions in an outside the box methods – (for example -outside stores)***
- 5). Statewide recruitment programs for mutual benefit needed***

Action Items

- 1). Eliminate/Improve the stigma of the Vol FF
(image and understanding the job)***
- 2). Pride in the service / professionalism***
- 3) Sense of internal community - Brotherhood***
- 4). Tax Incentives – State Income – increase***
- 5). Tuition Reimbursement for degrees
(possibly NY state model for Assoc degree)
(active Vol FF requirement)
(lottery Money possibility)***

Action Items

- 1). Association used for statewide marketing assistance***
- 2). Addressing requirements with new/interested persons to ensure they understand what is ahead***
- 3). Training delivery methodologies must be varied to meet the students***
- 4). ISO – relaxing burdens on Vol systems is a need***
- 5). Making members feel appreciated***
- 6). Marketing the full range of what services Volunteers provide***

Action Items

- 1). Deeper involvement and understanding of/ by OSHA***
- 2). ProBoard/ IFASC system for vol or another method?***
- 3). State level coordination / communication with collegiate community (one message/ clearing house) for Recruitment***
- 4). Earlier engagement of grade school students in our message and offer identity of what we do/who we are.***
- 5). Engagement of military/veterans for workforce pool/volunteers***
- 6). Review with State Fire, the entrance requirements to certain courses for 17 yr old (FF OK, why not EVDT)***
- 7). Prerequisites for certain non-FF level programs***
- 8). Knowledge and awareness of alternative pathways for professional development outside of Fire Academy (prerequisites).***
- 9). Re-Institution of R&R programs and education by Association***

Action Items

- 1). 4-H programs application to the fire service?***
- 2). Department engagement in religious foundations – and ethics/belief systems as a backbone of the service***
- 3). Explore more the NVFC as a resource – Training, insurance***

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