



*The Firemen's Association of the State of New York
Presents in conjunction with VFIS*

“The Effective Fire Department Officer – Problems, Pitfalls & Penalties”

This 3 hour class is targeted at the civil organization officers: President, Vice President, Treasurer, Secretary and Chief Officers. However, topics covered and lessons learned will prove to be useful for all levels of department structure and leadership. Key areas covered are:

- *Fire Department Structure in New York State*
- *Department Finances*
- *Computer and Electronic Communications*
- *Harassment and Discrimination*
- *Risk Management*
- *Conflict Resolution*
- *Avoiding Trouble*

**Each Fire Department in attendance will receive one (1) hard copy of the VFIS CEO Manual and each participant will receive one (1) CD-ROM which includes PDF files of the CEO Manual.*

**Tuesday, April 5, 2011
Endwell Fire Station
3508 Country Club Road
Endwell, NY
7-10 pm
(registration opens at 6:30 p.m.)**

Course fee is \$20 for FASNY members, and \$30 for non-FASNY members, with pre-registration (or \$30 at the door regardless of membership status).

Pre-registration cutoff is March 29, 2011

To register, contact the FASNY office at 1-800- 232-7692, or to register online, or download a registration form, go to www.fasny.com and follow the Training & Education link.

The Effective Fire Department Leader - Problems, Pitfalls & Penalties

Most volunteer emergency service organizations (ESOs) are dealing with the problem of declining membership. Many ESOs have established recruitment and retention programs within their department to try to deal with this problem. Recent studies have found that a major contributing factor in retaining present members is the lack of adequate leadership. Today's emergency service leaders are faced with a number of management practices needed by all volunteer organizations, particularly regarding finances, personnel issues and planning in order to function and survive. Each ESO has a number of leadership positions to divide the work load and provide for more focus in those positions. In essence, ESOs have changed from their original mission of response to emergencies to one of identifying potential problems, dealing with personnel issues, planning to deal with risks, educating the public and preparing the community in the event of an emergency. Basically, YOU CAN'T RUN A VOLUNTEER EMERGENCY SERVICE ORGANIZATION THE WAY YOU USED TO!

FASNY in cooperation with VFIS has developed a highly informative and educational program dealing with the management of volunteer and combination emergency service organizations: The Effective Fire Department Leader – Problems, Pitfalls and Penalties. This program will be three hours in length and delivered at locations across New York State.

The Effective Fire Department Leader – Problems, Pitfalls and Penalties Program is targeted at the civil organization officers: President, Vice President, Treasurer and Secretary. However, topics covered and lessons learned will prove to be useful for all levels of department structure and leadership. Areas to be covered include: Fire Department Structure in New York State, Department Finances, Computer and Electronic Communications, Harassment and Discrimination, Risk Management, Conflict Resolution and Avoiding Trouble. Case study scenarios will look into problems dealing with embezzlement of department finances, harassment of new members and alcohol related incidents at fire service functions. Past incidents involving these areas have lead to loss of membership, embarrassing media coverage, lawsuits and even prison.

Register at <http://www.fasny.com/vango/core/events/events.aspx>