

CENTRAL LYON COUNTY FIRE PROTECTION DISTRICT AGENDA REPORT

Board Meeting Date: May 28, 2026

Agenda Item: Consideration and Adoption of Updated Mission, Vision, and Core Values Statements

Prepared By: Fire Chief

Requested Action: Staff recommends the Fire Board review, discuss, and consider adoption of the updated Mission, Vision, and Core Values statements as presented.

EXECUTIVE SUMMARY

As part of the Fire Chief's Board Priorities from the December 11, 2025 meeting, Priority #6 was, "Prepare to Initiate a Formal Strategic Planning Process in April 2026".

During the Fire Chief's six-month evaluation on April 9, 2026, the Board discussed the need for the Fire Chief to wait until 2027 to complete the strategic plan. There was discussion to complete the review and possible changes to the mission, vision and core values of the District.

BACKGROUND

The District's current Mission, Vision, and Core Values statements have remained largely unchanged for more than twenty years. During that time, Central Lyon County Fire District has experienced significant growth in service demand, organizational complexity, regional partnerships, workforce diversity, community expectations, and operational responsibilities. As the District continues preparing for future Strategic Planning efforts anticipated in Winter 2027, staff identified the need to review and update these foundational organizational statements to better reflect who we are today and where we aspire to go as an organization.

Beginning in April 2026, the District initiated a comprehensive organization-wide Mission, Vision, and Core Values review process involving Operations personnel from all shifts, Volunteers, Fuels Crews, Prevention personnel, Administrative Staff, Captains, Chief Officers, and the Business Manager. Over the course of seven facilitated workshops totaling approximately twenty-one hours of collaborative engagement, participants reviewed the District's existing statements, discussed organizational culture and expectations, and developed multiple draft concepts reflecting the collective input of District personnel.

The process culminated in a final five-hour workshop conducted on April 27, 2026, attended by Captains, Chief Officers, and the Business Manager. During this session, participants reviewed all submitted materials, identified common themes, deliberated on organizational priorities, and collaboratively refined the final draft Mission, Vision, and Core Values statements being presented to the Fire Board for consideration.

This effort was intentionally designed to create broad organizational ownership, strengthen alignment across divisions and ranks, and establish a foundation for future strategic planning, leadership development, culture improvement, and long-term sustainability of the District. Throughout the process, recurring themes consistently identified by personnel included trust, ownership, adaptability, professionalism, compassion, accountability, and service to community.

The proposed statements are intended to serve as guiding principles for organizational decision-making, employee development, service delivery, leadership expectations, and long-term planning efforts moving forward.

PROPOSED MISSION STATEMENT:

“We proudly stand ready to serve; forged in trust, ownership and committed excellence dedicated to safeguarding our communities.”

PROPOSED VISION STATEMENT:

“Central Lyon County Fire will lead through innovation, driven by uncompromising standards, adapting to evolving challenges with integrity and empathetic service. Every Member, Every Day!”

PROPOSED CORE VALUES:

Heart: Relentless drive and compassion.

Gratitude: Honoring the trust our community places in us and teammates beside us.

Duty-Bound: Owning our mission, serving our organization, each other, and our communities with respect and honor.

Adaptability: Resourcefulness and resolve in the midst of chaos.

Confidence: Steady under pressure, decisive in action.

FISCAL IMPACT

There is no direct fiscal impact associated with adoption of the proposed Mission, Vision, and Core Values statements. Future implementation efforts may include updates to District publications, onboarding materials, presentations, strategic planning documents, and station displays, which can be completed within existing operational budgets.

RECOMMENDED ACTION

Staff recommends the Fire Board review, discuss, and consider adoption of the updated Mission, Vision, and Core Values statements as presented.

ATTACHMENTS

None