

MINUTES OF THE SPECIAL CORPORATION MEETING, August 2, 2012

Vice President Shillington called the meeting to order at 1902 hours.

Roll Call (at beginning of meeting) – Present: 47

Agenda Items:

1. Membership Morale – issues voiced from some members:

- Morale is at an all-time low, in this member's 50 years of service it has never been so bad, all new regulations should be thrown out and go back to the old regulations.
- Rules are applied unfairly across the membership.
- Lack of Leadership from the Board and Officers.
- The balance of power and the checks and balances of the corporation now favor toward the Board, weakening the membership voice.
- Less voting done by the membership.
- There are two sets of rules, one for the good ole boy club and one for everyone else.
- AOGS/SOGS changed on the fly for certain members.
- Every changed AOG has a member's name on it.
- Too long of a gap between corporation meetings. They should be held every month.
- Keep corporation meeting bi-monthly. The extra drill weeks are more important.
- Corporation Meetings not always well run. Rules for abstentions or motions are not known or not consistent. Members are confused and concerned over what rules are followed at any given time.
- Membership does not know what goes on at Board Meetings. Meeting Minutes are not available or are cryptic and not always helpful.
- Members are afraid to speak up at Corporation meetings for fear they will be shut down by whoever is running the meeting or held against them by an officer.

Membership Morale – comments and suggestions from some members:

- Leadership comes from each of us, not just from the Board and Officers. It comes from within each of us - our disposition and behavior when attending drills, calls, meetings, etc. It's how we conduct ourselves at all times.
- AOGs – before AOGs are changed, alert the membership, state the intention of the change, and allow time for the member feedback before the Board votes on changing an AOG.
- Look at how we are treating each other. We need to recognize more of us and our contributions to this department. Need more respect among the members.
- Restructuring and organization changes in recent years are a result of strategic planning and a deliberate effort to move from a popularity voting contest to a qualification based decision making method.
- Most rules are changed because of an event. Example: Texting while driving was not prohibited until this technology existed and people started to engaged in it and cause harm.
- Board Minutes have always been posted to the website (both old & new). Every attempt is made to have them available within 7 days of a meeting. The minutes *highlight* decisions made, votes taken, and major discussion points for most agenda items. Board meetings are open and all members are encouraged to attend. Members and Board representatives should exchange information about recent Board Meetings as well as issues important to members in order to get on the agenda of future Board meetings.

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- Monthly vs. Bi-Monthly Meetings – some other options to consider are to alternate between 6 typical corporation meetings with 6 months of: 1) Committee meetings, and/or 2) an abbreviated meeting with 1 hour of department wide training or, 3) any combination or #1 and #2.
- If a meeting is in progress and issues arise requiring immediate research, i.e. Roberts Rules for abstentions, then vote to adjourn for a 5 minute break vs. hold the meeting in limbo until someone goes off and researches the issue.

2. **Confidence in the AVFD Leadership**: A vote of confidence was taken:

Yes votes: 18
No votes: 4
Abstentions: 7

Roll Call (at end of meeting) – Present: 43

Meeting adjourned at 2055 hours

(JR)