

The Avon Volunteer Fire Department, Inc.

994TH BOARD OF DIRECTORS MEETING Company 1,

25 Darling Drive, Avon, CT 06001 Meeting Hall

Thursday, April 23, 2026, 7:00 p.m.

AGENDA

1. CALL TO ORDER/ATTENDANCE

2. PLEDGE OF ALLEGIANCE

3. MINUTES FROM PRECEDING MEETING(S):

- Regular Meeting March 2026

4. COMMUNICATION FROM AUDIENCE REGARDING AGENDA ITEMS

All agenda items from audience are limited to five (5) minutes or less

5. COMMUNICATION FROM BOARD MEMBERS

6. PRESIDENT'S REPORT:

- Town Insurance request for information
- Chief Evaluation
- Swearing in of new members - Notary

7. FINANCIAL REPORT FROM TREASURER/ASSISTANT TREASURER:

- 3/23 meeting
- Month-end Report for FY25/26 – Corporation Funds
- Fundraising Account
- 501c3 status
- EB Trust

8. OLD BUSINESS:

- Building Committee Update: - Jim Speich
- Stipend Transition Status - Jeff Bernetich
- Scholarship - Budget \$4000 each year - 1 gift in Chief Theriault name - amount to be determined.
- 250th sponsorship
- AOG MEM-2c Revisions

9. NEW BUSINESS

- Bring in new members from other volunteer communities - Have other communities been spoken with and should they be?
- Display of Pictures at stations

10. CHIEF'S REPORT

11. OTHER BUSINESS (PENDING ITEMS)

- Duty Shift Planning: Tabled
- Retired Members Status: Pending
- AOG Proposed Revisions: Pending
 - MEM-2e – Termination of Membership and Reinstatement
 - AWD-4 – Legacy Award (new)
- Annual Performance Evaluation of Fire Chief: Pending

12. ADJOURN

Upcoming Meeting

Evaluation of Fire Chief

The evaluation of fire chiefs involves a comprehensive assessment of their performance, focusing on key objectives and goals. This evaluation process includes:

- **Performance Metrics:** *The Board of Directors establishes specific metrics to measure the chief's performance annually.*
- 1
- **Feedback Solicitation:** *The Board Chair solicits feedback from all Directors at least twice per year to gauge the chief's performance.*
- 1
- **Draft Performance Metrics:** *The Board Chair and Chief develop draft performance metrics for the upcoming year for presentation to the Board.*
- 1

- **Evaluation Form:** *The Evaluation Form is signed by the Chief and the Board, summarizing the feedback and discussing the chief's performance.*



These elements ensure that the chief's performance aligns with the district's objectives and enhances operational ef