

**Summary of Recruitment/Retention Seminar
Old Orr's Island Schoolhouse, 6:00pm
January 16, 2017 Meeting**

Members of the Fire and Rescue Planning Committee attended a public meeting organized by the three volunteer organizations with guest speaker, Tiger Schmittendorf, a nationally known expert on matters of recruitment and retention for fire departments.

Note: Harpswell Community Television taped the meeting.

In summary, the guest speaker noted that departments need to take a look at their organizations and focus on issues in the firehouse that create stronger, more effective organizations, such as:

- Create a culture of openness and be welcoming—don't close yourselves off
- Have leaders who get to know their members and empower them to solve problems
- Show respect for one another and have each other's back
- Create flexibility with scheduling
- Protect the public trust—have background checks performed
- Consider having swearing-in ceremonies
- Have clear expectations about roles and functions
- Acknowledge members and their families for their contributions

With regard to specific recruitment ideas, the speaker suggested the following:

- Contact veterans groups
- Open up the Firehouse
- Look for people who are working 2nd and 3rd shifts
- Consider outreach to colleges: Bowdoin & Southern Maine Community College
- Engage Scouts as a long-term investment
- Use social media as a communication tool, particularly to reach younger generations
- Look at housing possibilities

The meeting was well-attended by Town officials and members of all three departments.

Respectfully submitted,



Kristi K. Eiane, Town Administrator