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# OT TOPICS



Volume 10, Issue 2 City of Delray Beach Fire-Rescue Department August 2010

## *Congratulations to Robert Creasman, Laura Deckers, Eric Kovacs, Dan Marullo and John Staab for 20 years of excellent service!*

### Mission Statement

The Delray Beach Fire-Rescue Department is resolved to provide the highest quality of emergency services to residents and visitors of our community; effectively mitigating all types of incidents threatening life or property; educating the public in specific aspects of health and safety to assure a superior quality of life.

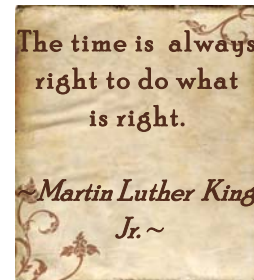
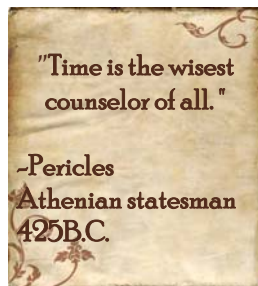
*Paramedic Lieutenant Eric Kovacs being presented with his 20 years of service plaque by Chief James.*



*Engineer Paramedic Laura Deckers was presented with her 20 years of service plaque by Chief James.*



*Engineer Paramedic John Staab was presented with his 20 years of service plaque by Chief James.*



### Vision Statement

“Our vision is to provide Fire-Rescue, Emergency Medical and Special Operations Services at the highest level of excellence, professionalism, and commitment to the community. Proud of our past and embracing our future, the members of Delray Beach Fire-Rescue will work as an effective and integrated team, dedicated to continuous improvement and maintaining a positive environment. The Department will be a model to others and the pride of the community”.



*L. Ed Beardsley pictured here giving a tour at Station 1 to the Achievement Centers children. As a private, non-profit agency the Community Child Care Center Foundation was founded in 2001 to focus solely on the fundraising needs and activities of the Center. In addition to the funding that is received from the agencies, they have a strong support system made up of many local individuals and private foundations, as well as corporate philanthropy.*

*“Preparing for the worst.....Delivering the best”*

## From the Desk of Chief V. Williams

### Leadership in Uncertain Times

Today, organizations in every industry, be it public or private, religious or secular, be it a conglomeration or minuscule, share this in common; they are operating in uncertain times and navigating in uncharted waters. Likewise, the fire service also finds itself in unfamiliar territory. Fire Service leaders are faced with one challenge after another, each seemingly more difficult than its predecessor. Nonetheless, organization members, stakeholders, customers and consumers expect a high level of productivity and performance regardless of the state of the economy or any other disparaging work/life occurrences. Inasmuch, leaders can ease tensions of uncertainty and the fear of the unknown in difficult times by understanding leadership and its process, demonstrating integrity, being open and transparent, observing with new eyes, and by becoming personally irrelevant, yet organizationally relevant.

James McGregor Burns (1978) in his book entitled *Leadership* concluded that “leadership is one of the most observed and least understood phenomena on earth” (p.2). Joseph Rost, in *Leadership for the Twenty-First Century* (1993) echoes this sentiment by stating that “leadership is a word that has come to mean all things to all people” (p.7). As a leader, I believe that in order to mitigate difficult times, those appointed to guide must have a working knowledge of the leadership process. I believe that leadership is a multidirectional process that requires an influenced relationship between the leader and followers, seeking positive change, through common purposes and a shared vision. Leaders must recognize that followers may become leaders and leaders may become followers during the process. Leaders must also recognize that the leader-follower relationship is one of influence, not of coercion, seeking positive change (growth) within the agency. Next, I believe that leaders must demonstrate integrity at all times.

Peter F. Drucker hypothesized that management is doing things right; while leadership is doing the right things. Burns (1978) purported three decades ago that the crisis in leadership in America is the leader’s mediocrity or irresponsibility. As demonstrated by the recent financial meltdown that spurned the economic downturn, leadership with integrity is sorely needed.

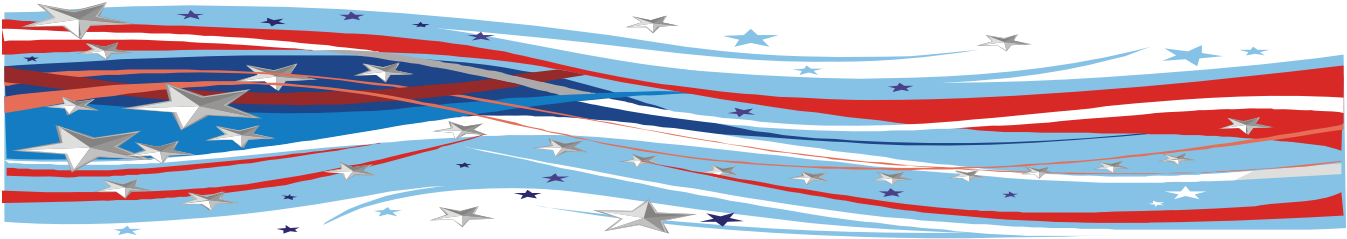
Leaders should do what is right, not because they fear being exposed and scrutinized, nor because they fear losing compensation, but leaders should do what is right because it is the right thing to do. Those leading the fire service should likewise be of the mindset of doing what is right for rightness sake. As a leader, I believe that leaders should be open and transparent; even more so in challenging times. Being open and transparent means communicating in a timely fashion and disseminating pertinent information throughout all levels of the organization. Openness and transparency conveys a sense of honesty, trustworthiness, and accessibility on part of the leader. In difficult times, openness and transparency helps to reduce fear of the unknown, decrease suspicion, and increase a sense of organization harmony.

Next, I believe that leaders navigating their organizations during uncertain times must also see with “new eyes.” What I mean by this is that leaders must see organizational threats as opportunities and conventional wisdom, possibly as a hindrance. Understanding that doing it the way we have always done it restricts creativity, ingenuity, and innovation. Finally, I believe that the organization leader should become personally irrelevant, yet organizationally relevant. In a global business perspective, the organization is larger than the individual. Personal goals and objectives should become aligned with organization goals and objectives, not superseding them. When leaders recognize that it is not about them, but about the essential mission, the message, and the vision, an organizational metamorphosis takes place creating an environment of trust, harmony, and community. It is within this atmosphere that leaders garner respect and immortalization. John C. Maxwell stated that a leader is one who knows the way and shows the way. It is my belief that leadership can have its greatest impact on our fire department and community, even in uncertain times, if those of us entrusted to lead would simply understand the essence of leadership, act accordingly, demonstrate integrity, develop and maintain the leader-follower relationship, develop a shared vision, and collaborate amongst ourselves to produce a new reality within our profession that portrays a diverse fire service that is open and accepting, professional and competent.



# 2010 September 11th Remembrance Ceremony

**A Date to Remember...**



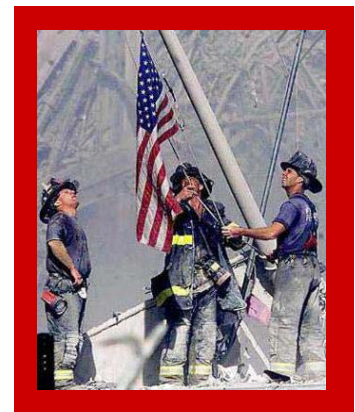
9:00AM Saturday, September 11th 2010

Location:

Roger Dean Stadium, Jupiter FL

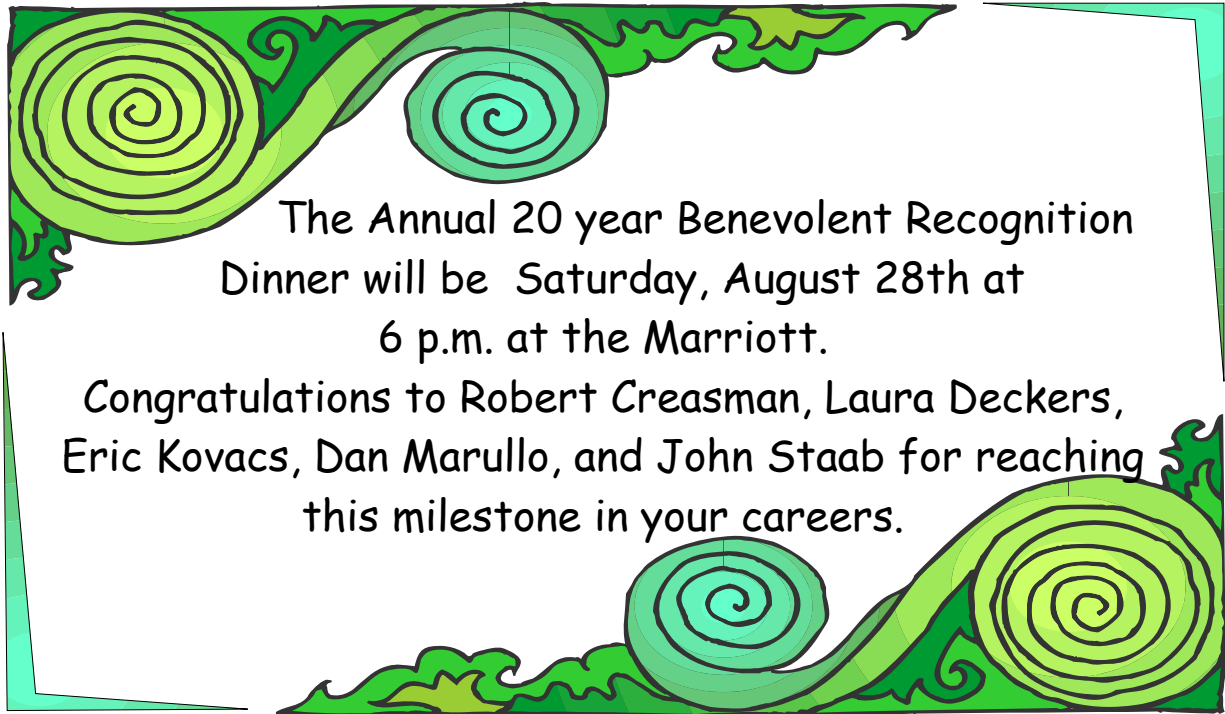


**Keynote Speaker:  
Chief Dan Daly FDNY  
(Retired)**



*Presented by :*

**Fire Chiefs Association of Palm Beach County**



The Annual 20 year Benevolent Recognition Dinner will be Saturday, August 28th at 6 p.m. at the Marriott.

Congratulations to Robert Creasman, Laura Deckers, Eric Kovacs, Dan Marullo, and John Staab for reaching this milestone in your careers.

### GREEN RISOTTO RECIPE

- |  |  |
|--|--|
| 2 cups water   | 1 quart vegetable stock                                  |
| 2 tablespoons olive oil                                    | 1 tablespoon butter                                      |
| 1 medium onion, finely chopped                             | 2 cups arborio rice                                      |
| 1/2 cup white wine or dry sherry                           | 1 pound triple washed spinach, chopped                   |
| 1 cup basil leaves, chopped                                | 1/2 cup flat-leaf parsley, a couple of handfuls, chopped |
| Salt and ground black pepper                               | 1/4 teaspoon nutmeg, grated or ground                    |
| 1/2 to 2/3 cup grated Parmigiano-Reggiano, 2 or 3 handfuls |  |

Bring water and stock to a boil, then reduce heat to low to keep warm.

In a large skillet, heat oil and butter over medium to medium high heat. Add onions and sauté 3 minutes. Add Arborio rice and sauté, 2 or 3 minutes more. Add wine or sherry and allow liquid to absorb, 1 minute. Add 1/2 the stock or broth and reduce heat slightly. Simmer, stirring frequently until liquid is absorbed, then add more liquid, a few ladles at a time. When liquid cooks out, ladle in a bit more.

When risotto has cooked almost to al dente, about 18 minutes, fold in spinach, basil and parsley. Season risotto with nutmeg, salt and pepper and stir in any remaining broth. Risotto will cook 22 minutes, total. Stir in cheese and serve immediately

**Employee Health &  
Wellness Center**  
**1-877-423-1330**  
**[www.carehere.com](http://www.carehere.com)**  
**525 NE 3rd Avenue**  
**Delray Beach, FL 33483**



Hi, my name is Bernard Kite.

I am an 84 years old recreational bicyclist. I fell on A1A and Atlantic Ave. Luckily a police officer was at the scene and called for the paramedics. I just want to say "Thank-you " to Lt Staab, Eng. Langley, PM Beyer, PM Lewis, and the officer at the scene! With their words of encouragement and the terrific job they did checking me out , I feel they are the unsung heroes of Delray Beach.

Thanks again.



Dear Chief James,

Just a note to let you know about the wonderful treatment I received from the paramedics. They came to my aid when I fell near Walgreens on Atlantic Ave. I have "stupendous gratitude" for the service they rendered.

Sincerely,  
Ms. Callahan

Arnold Fine, one of our long time volunteers, was involved in an auto accident. He informed us of the commendable actions of Lt. Rose, Eng. Weatherspoon, PM Craney, PM Bourgeois and PM Garcia. Great job!

## *The Consequences You Sow* *Action And Effect*

*Every action you take has a cause and effect. The influence we wield is infinite.*

All motive and action affects us in some way. The principle of cause and effect is the truth that allows us to change ourselves and the world around us for the better. However, this same universal law is also at work when change is not at the forefront of our minds. Our intentions flow forever outward in the form of energy, affecting both the people closest to us and billions of individuals we will likely never meet. For this reason, we should strive always to speak, think, and behave with great thoughtfulness and compassion. The virtues we choose to embody can inspire joy and integrity in the lives of countless people, whether we touch their existence directly or not.

The influence we wield is infinite. In an effort to internalize our conscious understanding of the nature of cause and effect, we can never truly know how our thoughts, emotions, words, or actions will manifest themselves on the larger universal stage because it is likely that the furthest-reaching effects will fall outside the range of our perception. We can only look to the guidance of our conscience, which will help us determine whether each of our choices is contributing to humanity's illumination or setting the stage for unintended troubles. When we are in doubt, we need only remember that the cultivation of altruism inevitably leads to a harvest of goodwill and grace. Motivated by a sincere desire to spread goodness, we will be naturally drawn to those choices that will help us express our commitment to universal well-being.

Nothing you do, however minor or mundane, is ever exempt from the rules of cause and effect. From the moment of your birth, you have served as an agent of change, setting forces beyond your comprehension into motion across the surface of the earth and beyond. You can exert conscious control over this transformative energy simply by examining your intentions and endeavoring always to promote peace, positive energy, and passion in your ideas and actions.

While you may never fully comprehend the extent of your purposefully heartfelt influence, you can rest assured that it will be universally felt.

# August

## Birthdays

1st

**Stephanie Craney**

2nd

**Randy Bahe**

3rd

**Geoffrey Cooper  
Joseph Liguori**

10th

**Travis Franco**

18th

**Cecelia Shade  
Mark Szejter**

20th

**Gregory Tabeek**

24th

**Gregory Giaccone**

29th

**Michael Twigger  
Shakeema Gaskin**

## Anniversary

August 28th

**Jan Holmsted**  
21 yrs.

August 15th

**Adam Granath  
Spencer Langley  
Matthew Pearce**  
16 yrs.

August 6th

**David James**  
3 yrs.

The distribution of our next newsletter is September 15, 2010. All news articles should be turned in to Debra Nastasi, Administrative Assistant in Fire Safety on or before, September 12, 2010. Thank you once again for your contributions and we look forward to the next issue of "Hot Topics."