



Ethos For Mission Success

Purpose: This document declares the core principals, characteristics, and values that are necessary in our department to achieve mission success. These are the non-negotiable, requiring adoption and practice with every member at every level of the organization.

Our Mission: To protect the lives and property of our community from fire, rescue, medical, and other emergencies.

Ethos: The distinguishing character, sentiment, moral nature, and/or guiding beliefs of a person, group, or institution.

Prelude: Our mission is clear, and successful execution of our mission is the sole reason why our citizens support us. We will provide prompt, prepared, well trained, and well-equipped delivery of service, driven by a core and unanimous understanding of values and purpose. This is the only assurance we have of consistent and successful delivery on our cause for existence and meeting our citizen's expectations. The requirement of timely, competent, and effective performance is expected in any trade or service. The key difference with our craft is that lives, and property hang in the balance. It is for these reasons that we define and declare our Ethos for Mission Success as the cornerstone of the operation of our institution, in keeping with our oath, and in support of our mission.

A handwritten signature in black ink, appearing to read "Stephen Watson".

Stephen Watson
Fire Chief

Ethos for Mission Success

Mission First, Mission Always - Every facet of our organization is in support of, or direct execution of, the mission. Mission readiness and response comes second to no other function.

Equipment readiness comes before anything else, every shift, after every run, every time. It is our job to intimately know our equipment ensuring its operation and readiness. Cleanliness is part of preparedness.

Personal readiness is due every tour. Physical fitness, sound mind, mastery of core competencies, professional appearance, and positive attitude, are absolute. Every day.

We will expect fire and victims. We will search searchable space, we will provide aggressive suppression, we will leverage appropriate risk for positive outcomes. We will equip, empower, and expect our members to make decisions that support the mission. Our training, experience, strategy, and the preparedness of ourselves and our equipment is how we manage risk and achieve mission success.

People Matter - We are here for them. We will serve our citizens with purpose, compassion, and kindness.

We will take care of our own, in attitude and action. We will come to our brother's aid when he is down or makes a mistake, not spite him. We will settle grievances directly first, then through chain of command. Kitchen tables and tailboards will be used for fellowship, sharing knowledge, and iron sharpening iron, not for negativity and gossip.

Leadership - Is not rank or title, leadership is influence of others. Influence cultivates culture. Our leaders, both formal and informal, will cultivate others to keep the mission first, and be an example and ambassador for the principals and core values set forth in this document.

Training - Training is how we defeat the enemy and deliver mission success to our customers. We will train enthusiastically, passionately, and purposefully, at the personal, company, and department level.

Stewardship - We will be good stewards of the facilities, equipment, and resources we are provided. Cleanliness and operational readiness are expected with attention to detail, intimate knowledge of equipment is garnered by doing so.

The firehouse is our home, the domain in which we prepare for battle, and cultivate camaraderie and brotherhood. Pride and ownership should be reflected in the house, equipment, and grounds.

Core Values - Every member is expected to adopt and exhibit the core values of Brotherhood, Excellence, Service, and Teamwork

Brotherhood - An alliance, united in a common work and creed. Loyalty, sacrifice, being dependable and at someone's side through good and bad. Honesty, willing to be truthful and accountable even when it's hard. Iron sharpening Iron, holding each other accountable in support of the team and the mission. Love, choosing to help, not turn a back, when someone is down. Trust, on all fronts, with life, limb, work, and family.

Excellence - An attitude and culture of being in pursuit of learning, giving, and performing at the very best. Through dedication and determination, achieving an earned distinction that is measurable in training, preparedness, and performance. Resilience through hardships and mistakes, the wisdom to learn, the humility to own mistakes, and the willpower to overcome.

Service - Action by a person or group that benefits others, commitment to duty for community or country. To leverage oneself in service and help of their fellow man.

Teamwork - Individual commitment to a group effort. Taking personal responsibility for the success of the team. Carrying the load when other team members are struggling. Helping other members of the team practice and improve. Acknowledgement that the only autonomy is your personal responsibility to the team and the mission.

Oath of Office

I, (State Your Name),
having been appointed to the rank of (firefighter),
for Parker County Emergency Services District 1,
do solemnly swear,
that I will to the best of my ability,
faithfully execute the duties of my position,
and leverage necessary risk,
to safeguard and preserve life, health, and property,
from fire and other perils,
preserve the public trust with integrity,
follow the guidelines and orders of the department,
and that I will protect, and defend
the Constitution and Laws of the United States and the State of Texas,
so help me God.

Brotherhood - **E**xcellence - **S**ervice - **T**eamwork