Board of Commissioners Meeting
Agenda Item Submittal

Item To Be Considered: **Fire Department's 2026 – 2031 Strategic Plan**

Board Meeting Date: **November 10, 2026**

Prepared By: **Jacob Randall – Fire Chief**

Overview: The Swansboro Fire Department's 2026–2031 Strategic Plan in support of the Department's strategic direction and continued accreditation efforts will be presented.

Expanded Overview: The Swansboro Fire Department's inaugural Strategic Plan was developed and adopted in 2023 to establish a clear organizational direction and identify priorities for continued growth and improvement. Since its adoption, the Department, with support from Town leadership and staff, has worked diligently to accomplish the goals and initiatives identified in the plan. With those efforts largely achieved, the need to establish the Department's next chapter of strategic direction led to the development of the 2026–2031 Strategic Plan.

The new plan was developed collaboratively and included numerous community engagement sessions, an online community survey, input from Fire Department personnel, and participation from Town staff. The planning process provided an opportunity to evaluate community expectations, organizational needs, emerging challenges, and opportunities for continued improvement. The resulting 2026–2031 Strategic Plan represents the collective work of the Swansboro Fire Department, the community, and Town staff.

The plan establishes a five-year framework designed to guide organizational priorities, strengthen service delivery, support responsible planning and resource allocation, and ensure the Department continues to evolve alongside the needs of the community it serves. Formally presenting the plan also supports the Department's continued accreditation efforts through the Center for Public Safety Excellence (CPSE) and Commission on Fire Accreditation International (CFAI). Core Competency 3A.1 of the 11th Edition CFAI accreditation model states: "The agency has a current and published strategic plan that has been submitted to the AHJ."

Presenting the plan to the Board of Commissioners fulfills this component while ensuring the Department's governing body is informed of the strategic priorities and direction established for 2026–2031. Ultimately, the plan serves as a roadmap for continuous organizational improvement and reinforces the Department's commitment to providing a level of service that meets and strives to exceed the expectations of the Swansboro community.

Background Attachment(s): 2026 – 2031 Strategic Plan
Recommended Action: Receive report.

Action: _____