



St. James Fire Department

Annual Meeting 2025



A Professional Department Run By Volunteers

Agenda

- 2025 Election Results
- President's Report
- Treasurer's Financial Report
- Chief's Operations Report
- FY 2025 Recruitment
- 2025 Highlights
- Public Q & A
- Adjournment



President's Welcome

- Call to Order & Pledge of Allegiance
- Introductions
 - Garren Foy, VP & Recruitment
 - Dan Beharry, Secretary & Communications/PR
 - Rich Agar, Treasurer
 - Scott Boyer, Chief
 - Joe Castagnola, Grants & Governance
 - Lynn Dutney, TOSJ Representative
 - Wendee Howell, Technology
 - Bill Lendh, STJ POA Representative
 - Vince Rocco, Building & Grounds



2025 Election Results

Jim Crum	82
Garren Foy	93
Ed Reeves	87
Terms Expire 12/31/2030	

**Thank you for your
service, Vince Rocco!**

**Thanks to our Election
Committee!**

- **Lynn Dutney, Chair**
- **Dan Beharry**
- **Joe Castagnola**



President's Annual Report

- Governance Highlights
 - 2nd Annual Chief's Performance Review
 - Monitoring Succession Plan
 - Five Year Plan updated and published
 - New Board member selected
 - Chief's Retirement & Successor Selection Plan



Key Initiatives in Detail

Expand Recruitment Beyond St. James Plantation

- Focus heavily on EMS recruitment given anticipated call volume increases
- Target new residents in developments north of Highway 211



Key Initiatives in Detail

Enable Direct Response for Rural Volunteers

- Allow EMS members from new developments to respond directly to incidents
- Explore direct response options for Firefighters located in new areas
- Expand Fire Police services to cover areas outside the Plantation gates and Arbor Creek



Key Initiatives in Detail

Infrastructure & Facilities Planning

- Explore "satellite facility" north of Hwy 211 for equipment and quick response
- Work with Developer and POA on Gate 5 access to improve response times to Rural Fire District



Key Initiatives in Detail

Equipment & Vehicles

- Replace key apparatus on schedule (new pumper (2025), aerial ladder (1/2028), ambulance (2027))
- Ensure equipment meets needs for multi-story building responses
- Plan for new vehicle & major item purchases in 10-year rolling capital expense plan



Key Initiatives in Detail

- See the complete 2026 - 2030 Plan at <https://stjamesfire.org/5-year-plan/>
- Learn more about our department. Go to <https://stjamesfire.org>
- Join our Department. Click on our QR code to get an “I’m Interested” form.



Groundcover Sales Program Ends

After 20 years and \$1 Million in net proceeds, the Biennial Groundcover Sales program has ended.



Thanks to Program Managers John Goldsworth, John Vandergrift, Tom Grillo, Earl Williams, Kirk Davis, Steve Dillon and Dorothy Jaeger and 100s of volunteers for a great run!



See January Cat-Tales for more information.



Extraordinary Service



Captain Bob Jensen, EMS

Saving lives and preparing others for the future

- EMT since December 2018
- LT in February 2021
- CAPT in February 2022
- CPR Instructor in St James & Brunsco
- Staff Instructor at BCC

Good Luck, Bob, and heartfelt thanks!



Extraordinary Service



John Dahill 2005 - 2025

A Generation of Service and Commitment to St. James

- Firefighter
- Assistant Chief - Fire
- Chief of the Department

Congratulations, John, and Thank You!



Extraordinary Service



Brian Donohue 2000 - 2025

A Lifetime of Service to St. James

- Firefighter
- Driver
- EMT
- Asst Chief EMS

Congratulations, Brian, and thank you!



Treasurer's Annual Report

\$

Show Me The Money

June 30, 2025



Treasurer's Annual Report

Operating Results

- Operating Income exceeded budget - \$113%
- Operating Expenses were below budget - \$83%
- Long Term Debt declined per schedule
- All bills paid on time
- All regulatory reports, tax returns completed on time
- Unqualified Audit Report



Capitalized Assets



New Pumper

- Cost: \$832,667
- Est. Delivery: Dec 2025

New Aerial Tower

- Cost: \$2,069,475
- Est. Delivery: Jan 2028

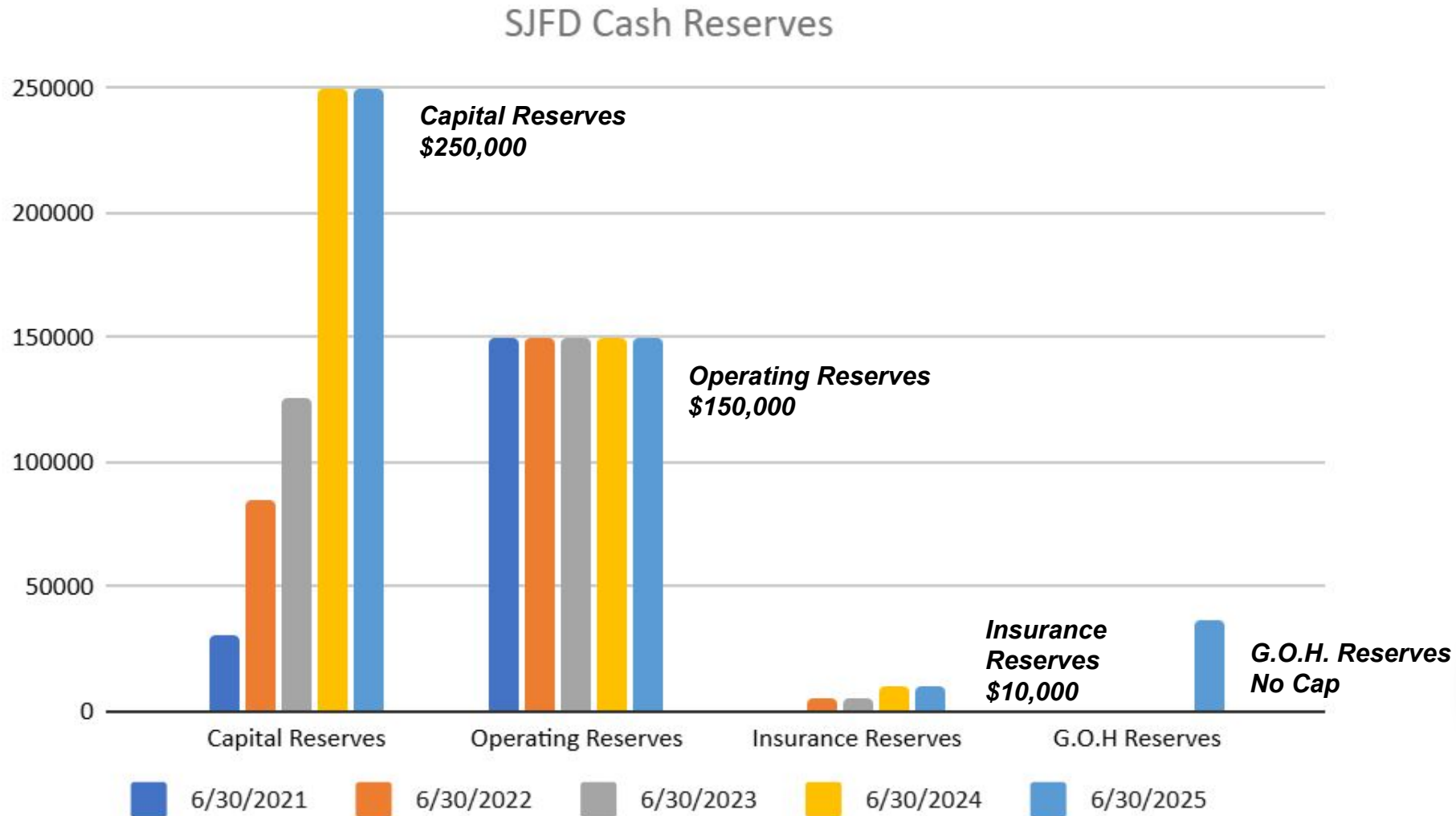


New Ambulance

- Cost: \$448,599
- Est. Delivery: Dec 2027



Reserve Balance FY25



Treasurer's Report

Investment Strategy

- Operating Cash
 - Federally insured accounts
 - Collateralized accounts
 - Checking or Money Market Accounts
- Certificates of Deposits
 - Charles Schwab account
 - All holdings Federally Insured
 - Spread across multiple institutions
 - Varied maturity dates
 - Annual roll-overs
- Earnings fund Garden of Honor Reserves



Chief's Annual Operations Report

Volunteers By Division	YE 2024	TD 2025
Fire	43	47
EMS	23	27
Fire Police	18	26
Total	84	105



Chief's Operations Report

Responses and Responders by Division	CY 2024 Thru 11/30/24		CY 2025 Thru 11/30/25	
Fire	225	3592	291	4248
EMS Dispatches	938	4643	932	4288
EMS Transports	158		152	
Fire Police	943	4122	958	4611



Chief's Operations Report

- Operational Status
 - All vehicles & equipment serviced and certified
 - Update on 3761 & 3771 replacements
 - Phased replacement program for SCBA, etc. continues
 - OSHA requirements for turnout gear



Chief's Operations Report

- Training Initiatives
 - Inter-Divisional:
 - Air Link, Marina, Founders Club
 - Reserve Maintenance, Town Hall
 - Mutual Aid
 - Leadership Development
- SOGs updated across Divisions



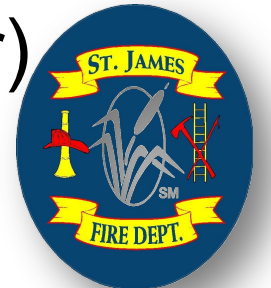
Recruiting & Retention

Recruitment

- Marina (May & September)
- SJFD Open House - October 2025
- St. James Leadership Conference - July 2025
- St. James POA Orientation Meeting - March 2025

Retention

- SJFD 2nd Annual Family Picnic - Woodlands (June)
- SJFD Appreciation Dinner - Community Center (October)



Recruiting Report

- Recruiting Events
 - Marina
 - Open House
 - Community Events
- Word of Mouth
- PR - Cat Tales, Email Blasts



Recruiting Events - SJ Marina



Recruitment Goals 2026

Fire	Sta 1	4
Fire	Sta 2	4
EMS		4
Fire Police	St James	1
Fire Police	Arbor Creek	1

Recruiting 2025

Summary By Candidates Status		
Pipeline - under consideration (from 2024)		1
Pipeline - under consideration (New 2025)		2
Landed - joined FIRE		5
Landed - joined FIRE POLICE		3
Landed - joined EMS		7
Awaiting to see the Chief		0
Total Landed		17
Inactive - dropped out		4
Total Processed to date		30

Department Picnic – Woodlands Park



Appreciation Dinner



Event Highlights

- Public Service
 - 2 Shredding Days
 - Fishing Derby
 - Town Fireworks Display
 - Major Gas Leak
 - Open House



- Public Service: Hands only CPR

Type	# of Classes	# of Students
Hands-Only	30	105
POA Security AED Training	1	12

Our Deepest Thanks to EMS Captain Bob Jensen and
his teams for making this possible!



Thank You!

To Our Members

- Your Board Thanks You!
- Your Community Thanks You!
- And I Thank You!



Q & A



Backup Slides



5-Year Plan Key Initiatives

Option 1

- 1. Expand Recruitment Beyond St. James Plantation**
- 2. Enable Direct Response for Rural Volunteers**
- 3. Infrastructure & Facilities Planning**
- 4. Maintain Financial Stability**
- 5. Equipment & Vehicles**



5-Year Plan Key Initiatives

Option 2

Expand Recruitment Beyond St. James Plantation

Recruit volunteers from new northern developments and the Rural Fire District, with emphasis on EMS roles to meet rising call volumes.

Enable Direct Response for Rural Volunteers

Allow rural and development-area members to respond directly to incidents and expand Fire Police coverage beyond the gates.

Infrastructure & Facilities Planning

Develop a satellite facility, evaluate a future northern station, and improve access through Gate 5 for faster rural response times.

Maintain Financial Stability

Sustain funding partnerships, use county fees and grants, continue fundraising, and build capital reserves for future equipment.

Equipment & Vehicles

Replace key apparatus on schedule to meet operational demands without adding unplanned vehicle purchases.

