



Fix it. Now.

To Whom It May Concern:

- Now and always, we are either on the verge of greatness – or complete failure.
- You will determine the outcome. The success of this fire department falls in your hands. But, this is not a burden – it's an opportunity.
- It is easier to *give* blame than it is to *take* responsibility.
- Therefore, before we can have good leaders, we must each learn to be good followers.
- If ethics are violated and you don't say anything, it's *your* fault. If there's stuff that's broken and it doesn't get fixed, it's *your* fault. And this is not limited to physical items. Fix it – or alert someone who can.
- Fortunately, each of us doesn't have to do *everything*. Each of us only has to do *something*.
- You as an individual and all of us together as a team – have control of what goes on. We alone have the power to change the ways things are. No one is going to do it for us.
- Don't ever let anything or anyone – prevent you from being the firefighter you want to be.

Be honest. Be proud. Be relentless.

Show respect. Show integrity. Show enthusiasm.

Smile. Have fun. Motivate yourself.

Take responsibility. Take ownership. Take control.

It starts now.

–*Tiger Schmittendorf*
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