



WHAT IS S.W.O.T. ANALYSIS

The Strengths, Weaknesses, Opportunities, and Threats (S.W.O.T.) analysis is designed to guide an agency to candidly identify its positive as well as less-than-desirable attributes. Grand Lake Fire Protection District will institute a culture that instills a standard practice in this activity to record its strengths and weaknesses, as well as the possible opportunities and potential threats.

Strengths:

It is important for any organization to identify its strengths in order to assure that it is capable of providing the services expected by the community and to ensure that strengths are consistent with the issues facing the organization. Often, identification of organizational strengths leads to the channeling of efforts toward primary community needs that match those strengths. Programs that do not match organizational strengths, or the primary function of the organization, should be seriously reviewed to evaluate the rate of return on staff time.

Weaknesses:

Performance or lack of performance within an organization depends greatly on the identification of weaknesses and how they are confronted. While it is not unusual for these issues to be at the heart of the organization's overall concerns, it is unusual for organizations to be able to identify and deal with these issues effectively on their own.

For any organization to either begin or to continue to move progressively forward, it must not only be able to identify its strengths, but also those areas where it functions poorly or not at all. These areas of needed enhancements are not the same as threats to be identified later in this document; but rather those day-to-day issues and concerns that may slow or inhibit progress.

Opportunities:

The opportunities for an organization depend on the identification of strengths and weaknesses and how they can be enhanced. The focus of opportunities is not solely on existing service, but on expanding and developing new possibilities both inside and beyond the traditional service area.

Threats:

To draw strength and gain full benefit of any opportunity, the threats to the organization, with their new risks and challenges, must also be identified in the strategic planning process. By recognizing possible threats, an organization can greatly reduce the potential for loss. Fundamental to the success of any strategic plan is the understanding that threats are not completely and/or directly controlled by the organization.



2021 GRAND LAKE FIRE PROTECTION DISTRICT S.W.O.T.

In May of 2021, Fire Chief Seth St. Germain broke down the Grand Lake Fire Protection Districts strengths and weaknesses, as well as the possible opportunities and potential threats. This analysis was used in the development of the 2022 – 2024 Strategic Plan.

Strengths:

Strong and supportive Board of Directors	Tempered community involvement
Members are here for the right reason	High interest in development/training
High level of training	Physical fitness training
Department pride and dedication	Improving department leadership
Performance standards	Fire Marshal Division
Good response times	Great employee retention
ISO rating 4	Up to date record keeping software
Wildland Division	Established fiduciary discipline
2021 Strategic Plan	Improved relationship emergency response partners
Agency held in high regards by constituents	Updated GLFPD website
Improved social media presence	Updated emergency communication technologies
Improved Firefighter Resident Program	Phase 1 of the GLFPD / GCEMS Partnership

Weaknesses:

Aging fleet apparatus	No vehicle replacement plan
Poor equipment maintenance records	No apparatus tire replacement plan
No small equipment replacement plan	No PPE replacement plan
No facility update plan	Funding for volunteer program
Funding for fire prevention and education	Volunteer enrollment
2019 mil levy ballot language	Outgrowing our aging facilities
Small facility repairs budget	No facility repairs or improvement plan
Different Medical Director than the Grand County EMS	Weak patient care QA/QI and patient care review

Opportunities:

Joint training with other GC Emergency response agencies	Increase public good will and favor
Phase 2 of the GLFPD / GCEMS Partnership	Strategic Plan template and progress tracking
Expansion of the STR Life Safety Inspections to include unincorporated GC lands	Expansion of District boundaries
Establish new construction impact fees	Public education corridors
Openness to change	Private and federal grants
Obtaining community feedback	Public donations



Relationships with HOA's	Community risk reduction
Partnership with private entities	Community partnership programs

Threats:

Decrease in staff morale	Staff turn over
Decreasing or flatlining budget	Aging fleet
Capital equipment breakdown	Aging facilities
Increasing call volume	Worsening ISO rating
Decrease of federal funds	Population increase
Lack of public confidence	Catastrophic events
Breakdown of mutual aid partnerships	Inadequate response capabilities
Diminishing training budget	Aging technologies
Damage or destruction of capital property	Litigation against the department

