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Missouri Valley Division: A Resource for Today and Tomorrow

by Sandy Schiess, President

Please tell me you've noticed. The world is changing and the fire service must change if it will survive and continue to fulfill its mission. The Missouri Valley Division (MVD) of the International Association of Fire Chiefs (IAFC) has been a long standing resource in the struggle for the knowledge, skills, and relationships that allow a leader in the fire service to meet the challenges of change. As we all know, resources are becoming scarce. However the scope of the tools brought to you by the MVD has only grown in the last several years. Over the last month, the board of the MVD has attempted to compile a list of these tools in order to advertise their availability and educate us all on how they can be utilized:

- The MVD President or one of the Vice Presidents attends each annual State Fire Chief's meeting. This person presents "face-to-face" current information on IAFC/ MVD, answers your questions and listens to you. Information is disseminated down and up the ladder, giving us as members of the Missouri Valley Division direct access and input into information and decisions that shapes our world.
- MVD provides 24/7 help through its contact line as well as discussion forums on topics of the members choosing through our newly redesigned website.
- Each new member is sent a MVD notebook and welcome letter.
- The MVD provides multiple methods such as email blasts, daily website updates, member surveys, and a

quarterly newsletter to keep members informed on current fire service and life safety issues.

- MVD supports educational and networking forums through yearly stipends for State Chief associations to hold seminars and the annual MVD conference.
- Through the MVD and IAFC (at no cost) individual firefighters, fire officers, and chief officers have access to experienced fire service leaders who will serve as a mentor. Helping careers while building strong future leaders!
- Through our involvement in MVD and IAFC committees we have a mechanism to explore how to raise the benchmark each year in performance expectations; i.e. accreditation, credentialing, EVT (emergency vehicle technicians certification), etc.
- We have a voice through the MVD and through the IAFC to our leaders in Washington, DC.
- As members of MVD, we are our own strongest asset. Through our networking we gain insight on the issues, problems, options to problems and solutions to problems that make us better leaders.
- MVD creates a bond between and within each of the eight states in our regions and this in turn provides a foundation to reach out to other states.

Resources must be used to be effective. Often when we believe we are out of resources we learn that we have under-

utilized or become complacent in utilizing the resources we have at our fingertips. Now, with all that is happening in the world and in our communities, is the time to maximize the resources you have through the MVD and IAFC. ■



Calendar of Events

- Kansas State Chiefs**
Oct 20- 23, 2100
Wichita, KS
- Colorado State Chiefs**
Nov. 30, to Dec 2, 2011
Keystone, CO
- South Dakota State Chiefs**
Dec. 7 - 8, 2011
Oacoma, SD
- North Dakota State Chiefs**
Feb. 23, 2012
Minot, ND
- Missouri State Chiefs**
Feb. 25 - 27, 2012
Big Cedar Lodge
- Wyoming State Chiefs**
April 14, 2012
Riverton, WY
- Nebraska State Chiefs**
May 18 - 20, 2012
Grand Island, NE

Did You Ever Want to be a Coach? Now is the Time!

by Gary E. Curmode, 2nd Vice President

Don Shula, John Wooden, Casey Stengel, YOU — can you imagine yourself being in this group of great coaches? You can. Why not be a coach in your own department where you can make significant strides in career behavior patterns, growth, or goals. Where mentoring lends advice or guides or gives career goal counseling, coaching focuses on a specific, definite period of time. Normally, this is in assisting in the development of people's psychomotor skills or cognitive skills on the job.

This does require slightly more objective perspectives from the coach and can be in direct supervision of your subordinates. Coaching does not mean telling he/she how to do something, but, to help them find their own path(s) through role models, constructive criticism, and verbal support. Good coaches ask more questions than gives advice. For missteps in the workplace, what a learning opportunity. The coach can step in and help the person to learn and mature from the experience. We make mistakes as we try to get out of the box, that is ok, but, we cannot keep making the same mistake two or three times and refuse to learn from it. Coaching can help resolve this dilemma.

1 Examine the situation. Try and help the employee find out the gaps that made them make a mistake.

2 Ask workers to explain their assessment of the problem. This sometimes makes logic out of confusion. Many times I have wondered why I did not make that policy very good, or a new program did not work so well. A lot of it is timing, but, also, I have found for me good data collection and history/facts and the explanation why it is good for the department is all that is needed.

3 Determine the specific point where the worker's actions seemed to break down. Maybe all that is needed is a behavior change.

5 Help locate errors in their behavior. Ask questions, analyze them, look for solutions, and try a few of them out to see what works out best.

Coaching does not mean telling he/she how to do something, but, to help them find their own path(s) through role models, constructive criticism, and verbal support. Good coaches ask more questions than gives advice. For missteps in the workplace, what a learning opportunity. The coach can step in and help the person to learn and mature from the experience.

[These five items were taken from: *Developing a High-Performance Workforce*, a publication of Ragan's Management Resources, ©2005.]

Coach Chief, you are on your way. Remember, when that light bulb turned on for you many times in your career as you climbed the higher echelon ladder of responsibility? Let's turn on that light again for our up-and-coming men and women in the fire service. What a legacy to leave your department and give it a solid foundation.

Best of luck! ■

4 Identify the real strategy behind actions. One needs to look at emotional reasons for doing what they did, and looking at ways of rational reasoning to help find out the real key to success.

Chief Jerry Rhodes Appointed MVD International Director

Chief Jerry Rhodes of Cunningham Fire Dept in Denver, CO was appointed the new MVD International Director by President Schiess to fulfill the unexpired term of International Director Richard Carrizzo. Chief Rhodes is a former Officer of the MVD, has served on numerous, IAFC committee, such as IMAS the Constitution & By Laws etc and brings a wealth of knowledge and experience to his appointment. As International Director Chief Rhodes is responsible for representing the Missouri Valley Division on the IAFC Board of Directors, review the IAFC budget, serve as a member of the MVD Board of Directors, and report the proceedings of the IAFC to the Division and the proceedings of the Division to the IAFC.



Jack Taylor, former Officer of the MVD and current representative to the GPO will fulfill the term of Chief Rhodes on the Constitutions & By Laws committee. The IAFC Constitution & By Laws meets once each year and review proposed changes or clarification to the IAFC Constitution & By Laws ■

News from Colorado

Golfing for a Purpose

by Chief John Bales

I like to play golf. I only wish I was better at the game. I enjoyed the golf outing at the recent Missouri Valley Conference in Wichita even though it was 95 degrees. But on Monday, July 25th, it didn't make any difference on how well or how poorly you played the game. It was a game with a purpose. That was the day of the National Fallen Firefighters (NFFF) Memorial Golf Tournament held in Thornton, CO. This was one of many such tournaments held across the country this summer for the NFFF.

In 2004, the first National Fallen Firefighters memorial Golf Tournament was held to raise awareness and to help sustain the programs of the NFFF. The Foundation was created by the United States Congress to lead a nationwide effort to remember America's fallen firefighters. Since 1992, the nonprofit foundation has developed and expanded programs to honor fallen fire heroes and assist their families and coworkers.

Now in its eighth year, the National Fallen Firefighters Memorial Golf Tournament has grown to include over 35 regional golf tournaments held across the country on behalf of the NFFF. These tournaments will help the Foundation continue to support the families and co-workers of fallen firefighters.

In 2010, tournaments raised over \$285,000 in support of NFFF programs! The Thornton Tournament alone raised nearly \$20,000.

Here are just some of the programs that the funds raised support (taken from NFFF website):

National Fallen Firefighters Memorial Weekend

Every October, the NFFF sponsors the official national tribute to all firefighters who died in the line-of-duty during the previous year. Thousands attend the

Memorial Weekend in Emmitsburg, Maryland. The Foundation helps survivors attend by providing travel, lodging, and meals.

Fire Service Survivor Conference

The special week of activities designed to address issues related to loss, provide training for those providing outreach to others, and provide a chance to network with other survivors. Survivors also share their ideas to improve existing Foundation programs and create new ones based on

thinks the best place for a department to turn for support is within its own state or region. Through a collaborative effort with the Department of Justice, they have developed resources and training to help establish state and regional Local Assistance State Teams to assist in the event of a line-of-duty death. In Colorado this is through the Colorado Fallen Firefighters Foundation.

Scholarships

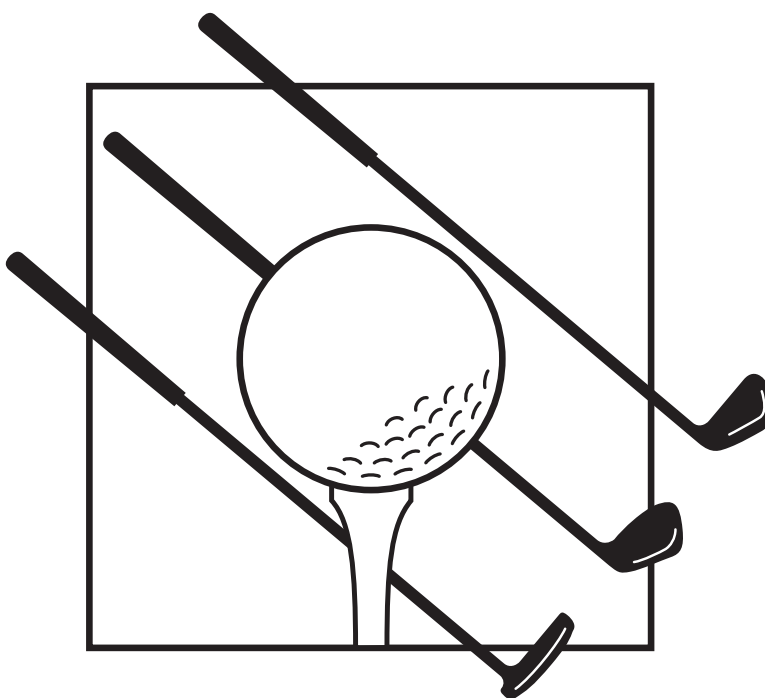
Spouses, life partners, children, and stepchildren of fallen firefighters honored at the NFFF Memorial are eligible for scholarship assistance for post-secondary education and job training costs.

Everyone Goes Home Program

In 2004, NFFF launched a national initiative to bring prevention to the forefront. The programs Firefighter Life Safety Initiatives were developed to help reduce the number of preventable firefighter fatalities and to change the safety culture of the fire service.

June 25th was a great day on the golf course. The Thornton, CO Fire Department did an excellent job with the NFFF in putting on the tournament and the memorial remembrance prior to teeing off. Not only did the NFFF get a sizeable contribution from over 120 golfers, it was golfing with a purpose.

The highlight of the day for me personally was my playing partners in our foursome. It was comprised of LODD Denver Fire Lieutenant Richard Montoya's widow, Louise, her son, Denver Fire Lieutenant Eric Carasco, and my son, Denver Fire Captain Steve Bales. Truly it was a good day and a good way to remember Rich and all who have made the ultimate sacrifice. ■



the needs of survivors.

Taking Care of Our Own Program

This training program helps fire departments prepare for the worst – a line-of-duty death or serious injury. Fire service personnel and families who have lost a firefighter in the line-of-duty helped develop this one-day course. It covers pre-incident planning, survivor notification, family and co-worker support, and benefits and resources available to the families. Everything that happens immediately after a line-of-duty death affects the way the family, the department, and the community recover from the loss. Lack of resources and planning often adds to the confusion that occurs. The Foundation

Wichita 2011 Conference

Chief Ron Blackwell, Deputy Chief Wenzel, and the staff of the Wichita Fire Department hosted a memorable conference with a great array of speakers and vendors who presented the latest fire technology to the attendees.

The pre-conference activities kicked off with an authentic Indian supper and entertainment by Indian dancers at the fabulous Century II Expo Hall that houses a Native American museum. Networking with other chiefs, the tour of the museum, and for many, the relaxing walk back to the Hyatt Hotel along the beautiful Wichita River Walk gave us all a good feeling as we started the Wichita conference.

The conference started with a memorial service honoring past chief officers from the Missouri Valley Division, hosted by the Honor Guards from Wichita Fire and the Sedgwich County Fire Departments. Mayor Carl Brewer and City Manager Robert Layton welcomed the chiefs to Wichita.

Chief Blackwell gave an overview of the 125 years the Wichita Fire Department has provided service to its citizens. Chief Blackwell thanked the attendees and vendors for making this conference a success.

MVD president Mullin thanked Chief Blackwell and the Wichita Fire Department for all their work on the conference. President Mullin introduced IAFC President Jack Parow who spoke to the membership about the IAFC operation and the challenges ahead for the fire service in these tough economic times. President Parow praised the MVD for being a leader in the IAFC divisions. Executive Director of the IAFC Mark Light challenged the MVD members to remain relevant in this dynamic environment; tap each others brains in seeking solutions. Light said, "Ask yourself: what have you done to my fire service; what will you do for your fire service; will you make a difference and get involved to build your future?"

Featured conference speakers I. David Daniels, Dr. Gerald Graham, and Bobby Halton, Editor of *Fire Engineering*, gave the attendees new ideas and information on fire service leadership and manage-



From left: Mark Light, Chief Ron Blackwell, Chief John Mullin, and IAFC President, Jack Parow at the 2011 Wichita MVD Conference.

ment that will support the Chief Officer managing the fire service.

The conference banquet on Thursday night featured Bobby Hatton as the guest speaker. President Mullin presented a plaque to International Director Carrizzo thanking him for his service to the MVD. Carrizzo will become IAFC treasurer on September 1, 2011.

MVD President Mullin introduced the new MVD officers for 2011-12: President, Sandra Schiess; 1st VP, Chris Riley; and 2nd VP, Gary Curmode, who were sworn in by IAFC President Parow.

Chief Jerry Rhodes presented information on the IAFC "Go Teams." Go Team members help the fire chief in time of major incidents with information on system management and how to work with the feds. Chief Rhodes urged all chiefs to check out the IAFC web site for more information on "Go Teams."

Wichita was a great conference and the MVD thanks Chief Ron Blackwell for a job well done. ■



Pictured from left are the new MVD officers for 2011-12: 2nd Vice President Gary Curmode, President Sandra Schiess; and 1st Vice President Chris Riley.



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MVD Chief Chris Riley Number 1 in Stair Climb

One of our own, Missouri Valley Division 1st Vice President and City of Pueblo Fire Chief Chris Riley, was the first participant to exit the stairwell and complete the *9-11 Never Forget Stair Climb* at FRI Atlanta which won him first place in the competition. Approximately 300 firefighters from Georgia and across the nation were on hand to participate in the event honoring the victims of 9-11. Chief Riley completed the 110-floor stair climb in under 23 minutes.

During the stair climb, each firefighter carried a photo of one of the 343 FDNY members who lost their lives on 9-11. Riley chose to carry the photo of Peter J. Ganci Jr, Chief of the

Department in honor of the ultimate sacrifice he made.

When asked why he participated and what motivated him to "go after" the stair climb event, Riley said it was to honor the 343 FDNY firefighters who lost their lives and gave their all on 9-11. A secondary reason is his ongoing desire to promote wellness and fitness in the fire service. During his 30 year fire service career, Riley competed in several Firefighter Combat Challenge events, including the World Championships held in Las Vegas Nevada. He was also the Gold Medalist in the California Firefighters Olympics Physical Fitness Event. ■

HOST THE MVD CONFERENCE IN 2013

Showcase your Fire Department and your City.
Work with your Chamber of Commerce and
other local Officials
to host the 2013 Missouri Valley Division
Conference.

Look on the web page,
www.mvdiafc.org

under Annual Conference for the RFP and
other information. Contact the Division
Secretary for more information at email
merwick1@aol.com ■

Mentoring Update!

by Gary E. Curmode, 2nd Vice President

Hello to all members of the Missouri Valley Division!

This is a mentoring update of our eight states that make up the Missouri Valley Division. Here are the departments that have responded so far, that have some type of mentoring for their fire department members:

1 Jefferson City, Missouri, Tim Young, Captain, TYoung@jeffcitymo.org. Their department does a Joint Academy with recruits from: Jefferson City, Columbia, Marshall, and Sedalia, Missouri. Instructors from those departments participate in the training process. After the recruit comes on shift, they are assigned a mentor, usually a driver on our department. A driver is less intimidating and it serves as good practice to become a company officer. The recruit has a year to complete the tasks on their evaluation form. The structured approach insures that they get checked out on every piece of equipment that is available on their department.

2 Poudre-fire Authority, Ft. Collins, Colorado, Mike Gavin, Emergency Manager, migavin@poudre-fire.org. The fire department staffs emergency management. Chief Gavin, as a battalion chief, uses college interns who get mentored in emergency management.

3 Rifle, Colorado, Fire Protection District, Ken McCracken, EMS Operations Chief, kemccracken@riflefire.dept.org. They have mentoring program manuals for fire and a different one for EMS. Contact him for a copy. They are usually done simultaneously for new members. Or, the EMS mentoring may be done individually when a member obtains a higher EMS certification level. The manuals include the reporting forms that they use.

4 Jackson Hole Fire/EMS, Wyoming, Brian Coe, Training Battalion Chief, bcoe@tetonwyo.org, or Stephen Skoranski, Stephen.skoranski@wyo.gov. This department has a mentoring program in place for new members/hires. Please contact him for a new member task book, if so desired.

5 Grand Junction, Colorado, Fire Department, Mike Gazdak, Training Officer, mikega@ci.grandjct.co.us ; (Ken Watkins, Fire Chief, kenw@ci.grandjct.co.us). They have various mentor programs on their department, including one on driver/engineers.

6 Sedgwick County Fire District #1, Park City, Kansas, Gary Curmode, Fire Chief, gcurmode@sedgwick.gov. Their department uses the program that is on the Missouri Valley Website.

Feel free to contact any of these departments if you would like to review their mentoring programs. I want to thank these departments for responding to our brothers and sisters in the fire service in the Missouri Valley Division.

Chris Riley, Fire Chief/MS/CFO/MIFireE, Pueblo, Colorado, has this to say about mentoring:

"Mentoring and succession planning is mission critical for the success of any fire service agency. Our great fire service heritage is largely tied to the fact that mentoring and the sharing of best practices have taken place in many ways over the years. Throughout my 30-year fire service career, I have had the privilege of being mentored by several outstanding fire service leaders. This mentoring has benefited my career

immensely. I have also had the opportunity to mentor others that has resulted in many positive career and organizational outcomes. The newly created Chief Officer Mentoring Program incorporates CFOD information and many other components that provide current and future fire chiefs and chief officers with a proven and validated professional development guide."

Gary Curmode, Fire Chief/CFO/CMO/EFO/MIFireE, Sedgwick County Fire District #1, Kansas, has this to say about mentoring:

"I have attained this point in my career from many mentors throughout my 39 years in the fire service. And, I still look to them for difficult issues facing us today. Among them: Chief Ron Coleman, Chief Alan Brunicini, Chief Jim Sparr, Chief Gary Nichols, Chief Cliff Jones, and Chief Ray Picard. There are also many unsung heroes that mentored me as a firefighter, driver/engineer, lieutenant, captain, battalion chief, division chief, and now fire chief. And, I am still learning! I assist many men and women who are aspiring to get into the fire service, and I offer insight and guidance to all future firefighters to increase the diversity of the fire and ems services. Three words...Keep on Mentoring!" ■

Carrizzo New Treasurer of IAFC



Chief Richard Carrizzo, of the Southern Platte Fire Protection District in Missouri, has been chosen by the IAFC to become the next Treasurer of the IAFC to fulfill the unexpired term of Bill Metcalf effective Sept. 1, 2011. Chief Carrizzo currently serves as the International Director of the Missouri Valley Division. Chief Carrizzo has served on numerous MVD and IAFC committees and was a past Officer of the MVD. The Missouri Valley Division is proud of Chief Carrizzo for his service to our Division and for his selection as IAFC Treasurer. MVD knows you will do a great job for the IAFC ... YOU'RE THE BEST! ■



Make Sure You Are Covered

by Kyle Ienn, Chief, Ralston, NE Fire Department

I have been contacted by departments asking about being covered under the Public Safety Officers Benefit (PSOB) while working Natural Disasters such as the current flood emergency that many departments are dealing with.

To insure that members are covered by the PSOB if killed or permanently disabled, there needs to be a call generated which gives members the "Legal Authority to Serve the Public Agency in an Official Capacity."

The Department of Justice (DOJ) will ask for documentation that the member was dispatched to the incident.

If no call is generated and members are out filling sand bags, assisting citizens, etc and are injured or killed, they can be considered as "free lancing" which does not give them the "Legal

Authority to Serve the Public Agency in an Official Capacity." Having your department "dispatched" for a Natural Disaster Emergency can and should include being "on alert with continuous call-outs through out the Disaster" which would justify you acting as a member of your department throughout the disaster performing various functions and covered.

Members and departments should document any injuries, sudden illness, infections, etc that member's encounter while working these disasters. If any of these lead to serious illness or death, documentation of exactly where and when the member encountered the illness (injury) will need to be documented to be covered. To be covered under the Hometown Hero's Act the onset of ill-

ness (injury) must occur within 24 hours of the "emergency call." So Documentation of when the member was dispatched to the incident and when the "injury" was sustained is essential for coverage.

If your department is assisting neighboring communities, make sure they have requested "Mutual Aid" from your department for assistance. Self dispatching to other communities could cause a claim to be denied as there would be no documentation of being "dispatched" to the scene.

I hope everyone is safe while working these Natural Disasters and EVERYONE GOES HOME each day, but I also want to make sure everyone is covered in the unfortunate case that an incident goes bad. ■

NEW MEMBERS

A BIG WELCOME TO OUR NEWEST MEMBERS

Battalion Chief Mike Dalton – Colorado Springs, CO
 Battalion Chief Keith Buchmille – Colorado Springs, CO
 Battalion Chief Troy Branham – Colorado Springs, CO
 Division Chief David Markham – Denver, CO
 Fire Chief Harold Boer – Lyons, SD
 Battalion Chief John Rogers – Montrose, CO
 Program Manager Richard Fagan – Lenexa, KS
 Chief David Radel – Hazelwood, MO
 Chief Gabe Rose – Keokuk, IA
 Battalion Chief Michael Grzyb – St. Charles, MO
 Chief Jerry Blaisdell – Whiteman AFB, MO
 Fire Chief Roy Schatschneider – West Fargo, ND
 Captain George Harner – Pueblo, CO
 EMS Chief Jesse Barton – deSoto, MO
 Battalion Chief Rick DeVries – Lenexa, KS
 Assistant Chief Andy Ravnikaar – Stilwell, KS

Battalion Chief Rodger Larison – Stilwell, KS
 Deputy Fire Chief Randy White – Columbia, MO
 Fire Chief Ted Martin – Branson, MO
 Battalion Chief Randy Callahan – Fort Collins, CO
 Battalion Chief Jerame Frank – Stilwell, KS
 Battalion Chief Steve Blann – Stilwell, KS
 Shift Commander Jeff Kuhn – Casper, WY
 Interim Fire Chief Sharon Brown – Peyton, CO
 Fire Chief Thomas Vineyard – St. Louis, MO
 Assistant Chief Ankeneth Corbin – Florissant, MO
 Lieutenant Mason Washington – Hazelwood, MO
 Fire Chief Mike Lockwood – Mesa, Co
 Fire Chief Pat Trebar – Waterloo, IA
 Division Chief Rick Auston – Castle Rock, CO
 Battalion Chief Douglas Bloomquist – Littleton, CO

Missouri Valley Division

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The Missouri Valley Division of Fire Chiefs is dedicated to supporting professional development of its members through educational, leadership, and networking opportunities, while serving as a liaison between State Chiefs' organizations and the International Association of Fire Chiefs.



Check out the new MVD website:

www.mvdiafc.org

- Discussion Groups
 - 24/7 Hotline
- MVD Conference Information
 - MVD Mentoring Program