



2023 MSFCA ANNUAL CONFERENCE



October 18-21, 2023



Duluth, Minnesota



SYMPOSIUM HIGHLIGHTS



THURSDAY, OCTOBER 19 • 8:15 am – 11:15 am
Opening Symposium:
Fireground Survival Program
Deputy Chief Billy Goldfeder



SATURDAY, OCTOBER 21 • 8:00 am – 11:30 am
Closing Symposium: Full Contact Leadership:
From the Firehouse to the Street
Deputy Chief Anthony Avillo (ret.)



2023 MSFCA ANNUAL CONFERENCE

DULUTH, MN - OCTOBER 18-21, 2023



I am excited to welcome everyone to the 2023 Minnesota State Fire Chiefs Association (MSFCA) Annual Conference. The Annual Conference is a wonderful opportunity to attend a wide variety of educational sessions, while also creating professional connections with fire service individuals from all over Minnesota. This three-day conference includes a diversity of classes, the Memorial Service, the Awards Banquet, and the Vendor Show.

Every year the Minnesota State Fire Chiefs Association looks for ways to create a more beneficial and rewarding conference experience. In addition, fire chiefs who are registered for the conference can receive complimentary expo passes and administrative track passes for their department members.

Please encourage your departments to register early so we can adequately plan for space, food and beverages and to take advantage of the lower registration rate. Sign up today and help us make this the best MSFCA Annual Conference yet.

See you in Duluth!
Kurt Rogers, MSFCA President

CONFERENCE DETAILS

Conference Location

All the sessions, exhibits, meals, and networking events will be held at the Duluth Entertainment and Convention Center unless otherwise noted.

Complimentary Expo Passes

If a department's Fire Chief is registered for the Annual Conference, he or she receives complimentary expo passes for the trade show on Thursday, October 19th to share with non-registered individuals from their department. Expo passes do not include meals. To take advantage of the complimentary passes, please complete the form on the MSFCA website.

Administrative Support Track

If a department's Fire Chief is registered for the Annual Conference, department administrative support personnel can attend the Administrative Support Track Session on Friday, October 20th from 8:30am - 4:00pm for no cost. There is a separate registration form for the Administrative Support Track on the MSFCA website.

Cancellation Policy

A cancellation penalty of 50% shall be imposed if cancellation occurs between 30 and 60 days from the first day of the event. If cancellation occurs under 30 calendar days of the first event day, a 100% penalty shall be imposed. Substitutions are permitted and not subject to a fee. Extenuating circumstances, such as a death in the family, will be handled on a case-by-case basis. Please e-mail the MSFCA Office at office@msfca.org.

Hotel Information

Hampton Inn - Canal Park
310 Canal Park Dr
Duluth, MN 55802
(218) 720-3000

Check in: 3:00 pm
Check out: 11:00 am

Holiday Inn & Suites Duluth Downtown
200 W First St
Duluth, MN 55802
(218) 722-1202

Check in: 3:00 pm
Check out: 11:00 am

Lift Bridge Lodge
408 Canal Park Dr
Duluth, MN 55802
(218) 727-1378

Check in: 3:00 pm
Check out: 11:00 am

Pier B
800 W Railroad St
Duluth, MN 55802
(218) 481-8888

Check in: 4:00 pm
Check out: 11:00 am

The Inn On Lake Superior
350 Canal Park Dr
Duluth, MN 55802
(218) 726-1111

Check in: 4:00 pm
Check out: 11:00 am

The Suites Hotel at Waterfront Plaza
325 S Lake Ave
Duluth, MN 55802
(218) 727-4663

Check in: 4:00 pm
Check out: 11:00 am

800-743-0911 • office@msfca.org • www.msfca.org



2023 MSFCA ANNUAL CONFERENCE

DULUTH, MN - OCTOBER 18-21, 2023

Schedule of Events

All events unless otherwise stated will be held at the Duluth Entertainment Convention Center (DECC), 350 Harbor Dr, Duluth, MN 55802.

Wednesday, October 18, 2023

- 5:00 pm – 9:00 pm **Registration**
Registration Desk
- 7:00 pm – 9:00 pm **Welcome Reception**
City Side Lobby

Thursday, October 19, 2023

- 7:00 am – 6:00 pm **Registration**
Registration Desk
- 8:00 am – 8:15 am **Conference Welcome**
Lake Superior Ballroom LMNOPQ
- 8:15 am – 11:15 am **Opening Symposium**
Lake Superior Ballroom LMNOPQ

Fireground Survival Program

Deputy Chief Billy Goldfeder



Chief Billy Goldfeder will present through video, audio and “WAKE UP” lecture, an in-depth program featuring specific and very recent fireground events with a strong focus on DWELLING & SMALL COMMERCIAL STRUCTURE FIRES-that ended with tragic results. The program focuses specifically on the LESSONS LEARNED so that these incidents (and those involved) don’t ever become forgotten. Firefighters are given an excellent opportunity to apply the LESSONS LEARNED to their own departments...and themselves, when returning home...potentially avoiding “history tragically repeating itself.”

The goal of the program, from your most SENIOR member to your NEWEST Probies, is to have your Firefighters and Officers leave more knowledgeable, educated, and informed. Most importantly it will leave them THINKING HARD about their role, their SIZE UP responsibilities before, on arrival and while operating at fire incidents...and how it applies to themselves, each other and their families. These factual “LESSONS LEARNED” and related CASE STUDIES will help ensure that history is not repeated...by them, the members of your department.

NOT EVERYONE GOES HOME. Some Firefighters do and some don’t... this seminar will help you learn and understand HOW AND WHY.

- 11:00 am – 6:00 pm **Exhibit Hall Open (includes lunch)**
Pioneer South, Fitzgerald Exhibit Hall & Gooseberry Falls Room
- 4:00 pm – 6:00 pm **Reception in Exhibit Hall**
Pioneer South, Fitzgerald Exhibit Hall & Gooseberry Falls Room

Friday, October 20, 2023

- 7:00 am – 2:00 pm **Registration**
Registration Desk
- 8:00 am – 4:00 pm **Full Day Educational Sessions**
- **State Fire Marshal: Minnesota State Emergency Response Teams: From Chemical Chaos to Collaborative Crisis: Uniting Hazardous Chemicals & Explosive Labs for Local Responder Synergy –**
John Kreuser, State Emergency Response Teams Coordinator & Brad Winger, Asst. State Emergency Response Teams Coordinator
Gooseberry Falls Room 3
 - » Discuss each State Emergency Response Teams and capabilities
 - Hazardous Materials Teams
 - Bomb/Explosives Teams
 - MART (Minnesota Air Rescue)
 - USAR (Urban Search & Rescue)
 - TF1 Task Force 1
 - TF2 Task Force 2
 - 55th CST (Civil Support Team)
 - » Case Study of a State Emergency Response Team Incident
 - » What is an MJET call and the purpose of the call
 - What other State Emergency Response Agencies are involved and why
 - What Federal Partners are involved and why
- 8:00 am – 11:30 am **Morning Educational Sessions**
- **Chief’s Issue: Leadership - Dr. Hultgren & Greg Hayes**
French River Room

Dr. Hultgren will be presenting a leadership model that bridges the gap between leadership theory and practice. Participants in two programs from this year will be presenting topics addressed through the approach Hultgren teaches.

The program provides a road map, lens, model, and glide path for effective leadership. Dr. Hultgren’s approach has been researched and tested for over 60 years and taught at universities in the US and overseas.

Greg Hayes, former Fire Chief in the Indian community and now State EMS Director, will be presenting on the EMS/Fire conundrum while other chiefs/assistant chiefs will be presenting issues pertinent to their fire stations.
 - **Emergency Management: Disaster in Your Community...Outdoor Warning Sirens to Damage Assessment - Do You have a Plan? –**
Erin Hughes & Marlyn Halvorson
Split Rock Room 2

This course will give you updated information to provide you with resources to prepare your community.

Friday, October 20, 2023 continues on next page



2023 MSFCA ANNUAL CONFERENCE

DULUTH, MN - OCTOBER 18-21, 2023

Schedule & Session Descriptions continued

Friday, October 20, 2023 continued

- **EMS: Intro to the Poison Center; An Essential Resource for Fire/Rescue**
– Kirk Hughes
Gooseberry Falls Room 1

This presentation will discuss Poison Center services, demographics, appropriate use and resource available to consulting Police/Fire Rescue/EMS entities.

Learning objectives:

1. Identify the Poison Center as a resource for modern day Hazmat/EMS operations.
2. List 800-222-1222 as the national Poison Help hotline.
3. Discuss emerging Drugs of Abuse trends (DOA).

- **Lessons Learned**
Lake Superior Ballroom JK

The workshop will be a classroom setting typically addressing special incidents that have happened over the past year in Minnesota and the lessons learned from these events from the responders of these incidents.

- **Professional Development: Fully Involved Leadership** –
Mark vonAppen
Lake Superior Ballroom LMNOPQ

Fully Involved Leadership is a leadership philosophy created by Mark vonAppen, a respected member of the American firefighting community. Based on his experiences as a firefighter and leader, vonAppen developed this philosophy to foster effective leadership and team unity, both within the fire service and beyond.

The Fully Involved Leadership approach is built around three fundamental principles: love, ownership, and accountability.

1. **Love of the Job:** This refers to a deep passion for what you do and care for the people you work with. Love in this context means putting the team's interests before your own, treating everyone with respect, and being deeply committed to the shared mission.
2. **Ownership:** Ownership means taking responsibility for your role within the team, your actions, and their consequences. It encourages individuals to be proactive, take initiative, and not shy away from challenges. It's about not passing the buck but standing up and owning your part in the team's successes and failures.
3. **Accountability:** Accountability goes hand in hand with ownership. It's about holding yourself and others to high standards and not tolerating mediocrity. This includes accepting feedback, learning from mistakes, and continuously striving for improvement.

By adhering to these principles, the Fully Involved Leadership approach aims to cultivate an environment where everyone is engaged, committed, and working towards a common goal. It's about leading by example, fostering a positive team culture, and enabling each team member to reach their full potential.

- **Safety: Selecting the Correct Personal Protective Equipment (PPE) for the Job, reducing heat stress and the negative impact on cardiovascular function** – Michael J. Clauson
Gooseberry Falls Room 2

1. Objectives to meet throughout the presentation.
 - a. Review of PPE used in the Fire Service over the past 30 years.
 - b. Assist participants in understanding how to change the current culture of using PPE that is NOT appropriate for specific emergency situations.
 - c. A historical look at the U.S. Fire Service Line-of-duty-death causes.
 - d. What is cardiac risk and how can it be avoided in the Fire Service.
 - e. Review of the academic research studies conducted in relation to cardiac strain in firefighters.
2. Outcomes from the presentation.
 - a. Enhanced understanding of the various types of PPE available to firefighters.
 - b. Comprehensive understanding of avoidable risks associated with firefighter PPE.
 - c. Comprehensive understanding of U.S. Fire Service Line-of-Duty-Deaths.
 - d. Importance of a detailed cardiac risk prevention program for departments.
 - e. Understanding of the academic institutions devoted to preventing firefighter injury and death attributed to cardiac incident.
 - f. Thorough understanding of scientific measurements when testing firefighter structural gear.
 - g. Review and understanding of NFPA 1851 routine cleaning and advanced cleaning.

8:30 am – 4:00 pm

Administrative Support Track
St. Louis River Room

- » **Staying Resilient in the Fire Service** – Margaret Gavian, PhD, LP

In this workshop, we will discuss the emotional toll firefighting takes on firefighters, leaders and special groups within the fire service. What are the elements that help keep a department healthy? What are some of the emotional hazards to be on the lookout for? What can departments and all personnel within that department do to support a healthy workplace? We will discuss mental health, resilience, and self-care strategies that can be used to relieve stress, enhance health and heal trauma.

Learning Objectives:

1. Understand how the job effects mind, body & spirit – including mental and physical health
2. Understand the resources available to Department members and their families
3. Understand first responders better, what they experience and how it affects them
4. Identify at-risk personnel and help them get what they need

Friday, October 20, 2023 continues on next page



2023 MSFCA ANNUAL CONFERENCE

DULUTH, MN - OCTOBER 18-21, 2023

Schedule & Session Descriptions continued

Friday, October 20, 2023 continued

» **Excellence in Communication –**

Scott Nelson, Certified Leadership Coach, Clarity Central

Communicating Across Generations can be either a source of conflict or can lead to cooperation, collaboration and a more balanced team. Bridging the generational gap requires an awareness of new ways to communicate and engage with all generations.

Navigating Through Change means embracing the unknown, assessing situations, bringing people together, and discovering solutions that draw upon the skills of everyone involved. All around us, technologies, processes, people, ideas, and methods change.

» **Current Data Trends –** *Amanda Swenson, Interim State Fire Marshal, MN State Fire Marshal Division*

11:30 am – 12:30pm **Lunch & Business Meeting**
Lake Superior JK

12:30 pm – 4:00 pm **Educational Sessions**

• **Chief's Issue: Leadership –**

Dr. Hultgren & Greg Hayes

French River Room

See description from morning session.

• **EMS: Community Health/Community Risk Reduction –**

Chief Steve Koering, St. Louis Park Fire Dept. &

Amy Lucht, St. Louis Park Fire Dept.

Gooseberry Falls Room 1

This session will describe the work the St. Louis Park Fire Department is doing in the Community Health space. This year will include other departments who are doing the work to share their success and lessons learned. Those that attended this session in 2022 have been working to advance this in their communities, and it will give them a chance to share their success.

• **Health & Wellness: MnFIRE Family Awareness Training**

Split Rock Room 2

The Family Awareness Training describes the mental health, cardiac health, and cancer risks firefighters face and how firefighter families can mitigate these risks together. Family members also learn about how stressful or traumatic shifts can affect their firefighter at home and are provided with tools to improve relationships, including developing communication skills and supporting a firefighter experiencing a stress response.

• **Hot Topics: Legislative Update & How to Work Effectively with Elected Officials –** *Chief BJ Jungmann, Burnsville Fire Dept. & Lockridge Grindal Nauen PLLP Staff*

Split Rock Room 1

- » Learn what occurred during the 2023 legislative session that affects the fire service.
- » Learn what we are looking at working with the legislature on during the 2024 legislative session.
- » Learn effective ways to building relationships and discuss legislative issues.

• **Lessons Learned**

Lake Superior Ballroom JK

See description from morning session.

• **Professional Development: Fully Involved Leadership –**

Mark vonAppen

Lake Superior Ballroom LMNOPQ

See description from morning session.

• **Safety: Selecting the Correct Personal Protective Equipment for the Job, reducing heat stress and the negative impact on cardiovascular function**

– Michael J. Clauson

Gooseberry Falls Room 2

See description from morning session.

1:45 pm – 3:45 pm

Partner's Program

There is an additional fee of \$33/person.

Meet at the DECC City Side Lobby at 1:45pm

5:30 pm – 6:00 pm

Memorial Service

Lake Superior Ballroom LMNOPQ

6:00 pm – 6:30pm

Social

Fitzgerald Exhibit Hall

6:30 pm – 8:30 pm

Awards Banquet

Lake Superior Ballroom JK

Saturday, October 21, 2023

8:00 am – 11:30 am

Closing Symposium

Lake Superior Ballroom LMNOPQ

**Full Contact Leadership:
From the Firehouse to the Street –**
Deputy Chief Anthony Avillo



This course will introduce the philosophy of Full Contact Leadership and how it applies to the Fire Officer as well as those who aspire to become Fire Officers. Understanding and addressing the often uber-uncomfortable personnel conflicts and subordinate / superior relationships and the application to the fireground will be a major focus of this class. The steps to personnel conflict resolution will be compared and made applicable to the familiar fireground evolutions that most fire operators are comfortable with...sort of a way to introduce a level of comfort into the areas of command and leadership discomfort. The discussion of expectations required, self-evaluation, monitoring, and follow-up as well as skills such as observation, active listening, knowledge-based analysis, and informed resolution will give fire officers the tools to operate in the often treacherous waters of both soft environment and eventually hard environment command and control. The student will understand that leadership, discipline, and accountability come out of the firehouse just like every tool we use to mitigate an emergency and their application on the street is based on how we handle the soft environment. Examples and practical fireground application of these principles will be discussed. Failure to maintain these attributes of leadership in the soft environment will inevitably come to roost in the hard environment of the emergency ground. This course is a must for all levels.