



# 2021 MSFCA Annual Conference

## October 20-23, 2021 • DECC, Duluth, MN

### Schedule of Events

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

#### Wednesday, October 20, 2021

5:00 pm – 9:00 pm

##### Registration

*Registration Desk*

7:00 pm – 9:00 pm

##### Welcome Reception

*City Side Lobby*

#### Thursday, October 21, 2021

7:00 am – 6:00 pm

##### Registration

*Registration Desk*

8:00 am – 11:15 am

##### Conference Welcome & Opening Symposium: It's Still the Best Job in the World: Leading Through Tough Times

*Chief Rick Lasky and Chief John Salka*

Today more than ever, fire service leaders are facing tougher times. Reduction in funding resources, budget cuts, staffing cuts, unfunded mandates, personnel problems, that whole “culture” thing, and a long list of other obstacles and challenges, all of which have a direct impact on service delivery. On the other hand, nobody said that being the leader was going to be easy. Join Chief Lasky and Chief Salka as they discuss what is actually needed to face these tougher times and how to still enjoy the most incredible profession in the world!

*Lake Superior Ballroom LMNOPQ*

11:00 am – 6:00 pm

##### Exhibit Hall Open

*Pioneer Hall South, Fitzgerald Exhibit Hall, & Gooseberry Falls Rooms*

11:15 am – 12:15 pm

##### Lunch (Ticket Required)

*Pioneer Hall South, Fitzgerald Exhibit Hall, & Gooseberry Falls Rooms*

11:15 am – 12:15 pm

##### FAST Lunch (Ticket Required)

*French River*

4:00 pm – 6:00 pm

##### Exhibit Hall Reception

*Pioneer Hall South, Fitzgerald Exhibit Hall, & Gooseberry Falls Rooms*



#### Friday, October 22, 2021

7:00 am – 2:00 pm

##### Registration

*Registration Desk*

#### Morning Educational Sessions

8:00 am – 11:30 am

##### Chief's Issues: Sweating the Small Stuff: Keeping Your People Safe and Alive

*Chief Rick Lasky*

For those in the private sector, the practice of “sweating the small stuff” may come as a nuisance and seem unnecessary, but for those of us in the fire service, it's often the “small stuff” that leads to a firefighter's injury or worse yet, death. In this program, Chief Lasky will examine the areas our fire service needs to once again place emphasis if firefighter safety is to remain paramount.

*Lake Superior JK*

8:00 am – 11:30 am

##### Emergency Management: Navigating COVID-19

*Jonathan Bundt, Lance Ross, Chief Greg Hayes, Chief Scott Gerber, Chief Kristi Rollwagen*

This moderated session will review the lessons learned from the response to and recovery from COVID-19. Perspectives will include leadership intersect of the MSFCA COVID-19 Committee with the State EOC, Metro Health, and Medical Coalition and the MN-1 All Hazard Incident Management Team as well as navigating PPE, COVID-19 protocols, hospital coordination, mass fatality plan implementation, testing, vaccine, and contingency planning for Civil Unrest.

*St. Louis Room*

8:00 am – 11:30 am

##### Health & Wellness: Creating a Healthy and Fit Culture in your Department

*Aaron Zamzow*

The fire service today is not very conducive to a healthy lifestyle. Poor eating and sleeping habits and little emphasis on “functional” fitness have created an unhealthy culture. This culture can be changed, but requires an efficient and effective plan and proper educations. The first element of changing the culture requires departments to educate their members on what “functional fitness” is and how to create proper workouts. The second element is to provide and promote a training environment that promotes and supports a fitness culture.



Attendees of this seminar will first learn how to define functional fitness and what are the essential fitness components that our departments should be promoting. Next, attendees will utilize

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#### Friday, October 22, 2021 *continued*

these components and learn how to create effective crew and team workouts for all levels of fitness. Lastly, attendees will learn strategies and ideas on creating a more fit culture. The session is perfect for those who want to make a difference in the health and fitness culture of their department.

*Split Rock Room 1*

8:00 am – 11:30 am

#### **Hot Topics: The Three Degrees of Mayday**

*Chief John Salka*

This program is a discussion about three categories or situations that firefighters can find themselves in that could result in a Mayday operation. Not every Mayday is the same, and as a result, not every RIT operation will be the same. Rapid Intervention Teams need to prepare for various urgent and dangerous situations of increasing difficulty.

A single firefighter that is lost in a house fire may be handled adequately by a 4-person RIT with little other assistance. A three-person engine company crew that experiences a loss of water or sudden flashover will require a larger and more robust RIT operation along with additional logistical support. The collapse of a burning building that traps six firefighters in a two-story burning pile of debris will require an even more complex response.

Join Chief Salka as he discusses this new perspective on Mayday and RIT operations and learn how you can prepare your firefighters to handle ANY mayday situation with confidence.

*French River Room 1 & 2*

8:00 am – 11:30 am

#### **Lessons Learned**

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.

*Gooseberry Falls Room 3*

8:00 am – 11:30 am

#### **Professional Development: Today's Training for Tomorrow's Leaders, Part 1: Leadership**

*Battalion Chief Anthony Kastros (Retired)*

Leadership skills are imperative to the modern fire officer. Whether you are developing company or chief officers, it takes a comprehensive plan and dynamic, realistic, scenario-based training. What can we do today to prepare the officers of tomorrow? Learn proven strategies for developing company and chief officers so they can excel at issues like risk management, communication, conflict resolution, emotional



intelligence, ensuring a healthy work environment, planning, budgeting, motivation vs. inspiration, writing, mental health, and many other facets of leadership.

*Lake Superior Ballroom LMNOPQ*

8:00 am – 11:30 am

#### **Safety: "It's Just a Routine House Fire" or Is It?**

*Chief Jim Duffy*

Private dwelling fires are the most common structure fire in The United States and Minnesota as well. About 75% of fire deaths occur in residential dwellings, about twenty-five hundred civilians die in home fires each and every year. In fact, in the U.S., 2,140 died in 2020 and 27 in Minnesota alone. We have lost 829 nationally and 13 in Minnesota between January 1 and April 1 of this year. If your fire department is anything like mine, odds are most of your structure fires are in private dwellings. This is where we can make a difference. Just because it is the most common fire you go to, doesn't mean that you let your guard down, a significant number of our firefighter injuries and deaths occur here. It should be no surprise that our work environment has changed over the years, structural members are being made lighter and cheaper, homes are more energy efficient, and most importantly fuels have higher heat release rates. These are only some of the reasons I am obsessed with private dwelling fires. This highly interactive and challenging class will explore today's fire behavior, command, size-up, fire-attack, ventilation, and search in private dwelling fires, including older balloon frame up to modern light weight constructed McMansions, coordinating all fireground tactics with your staffing. We will also briefly cover current scientific studies and how it may or may not relate to your tactics. Lessons learned here can also be applied to other types of structure fires. Hopefully we will have a little bit of fun at the same time!

*Gooseberry Falls Room 2*



8:00 am – 11:30 am

#### **State Fire Marshal: Are You Ready for 'The Big One'? What to Do and When to Do it During a Large-Scale Fire**

*Minnesota State Fire Marshal Jim Smith & SFMD Staff*

Large scale fires develop quickly, last for an extensive period of time, and oftentimes lead to significant loss of life or property. The unique circumstances surrounding a large scale fire can stress the resources of even the most well trained and proven fire department. Large scale fire incidents can escalate at an astounding rate, and it is not unusual to experience overwhelming circumstances within seconds of being on-scene. The Minnesota State Fire Marshal Division has been involved with several large-scale fire incidents throughout the state, and during this presentation will spotlight various fires and the circumstances that led to their escalation, management, and resolve.

*Gooseberry Falls Room 1*

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#### Friday, October 22, 2021 *continued*

##### Full-Day Administrative Support Session

9:00 am – 3:00 pm

##### **Administrative Support Track**

*MnFIRE, MBFTE, Scott Nelson*

*(complimentary if department's Chief is registered)*

9:00 am – 10:30 am

##### **MnFIRE: Overview of Program, Resources, and Ways to Help**

*DeeDee Jankovich*

10:30 am – 12:00 pm

##### **Excellence in Communication Part 1: Collaborative Conversations**

*Scott Nelson, Certified Leadership Coach, Clarity Central*

Collaboration is the means to establishing and developing healthy working relationships by surfacing issues, creating dialogue, and solving problems. Knowing when to be forthright versus accommodating is a balance that creates credibility and respect. It is a commitment to create a culture of excellence that results in each team member being less frustrated and more effective while having collaborative conversations.

1:00 pm – 2:30 pm

##### **Excellence in Communication Part 2: Clarity & Conciseness**

*Scott Nelson, Certified Leadership Coach, Clarity Central*

Effective communication is essential at every level in every organization. The amount of information that people must respond to each day is overwhelming. Juggling multiple projects has become the norm and a major obstacle to productivity and efficiency. Communication is not what's said; it's what's heard. To be heard, we must be clear and concise in a variety of situations. The most effective communicators understand the importance of organizing their thoughts and then speaking and writing with clarity and conciseness.

2:30 pm – 3:00 pm

##### **MBFTE (Minnesota Board of Firefighter Training and Education): Overview of Program and Reporting Requirements**

*Margaret Koele*

*Split Rock Room 2*

11:30 am – 12:30 pm

##### **Lunch & Business Meeting**

*Lake Superior JK*

#### Afternoon Educational Sessions

12:30 pm – 4:00 pm

##### **EMS: Beyond COVID - Fire Department Opportunities for EMS+**

*Chief Hugo Searle*

Participants will learn how the COVID-19 pandemic has opened new doors for fire departments to provide enhanced services to their citizens, new ways to make their communities safer and more resilient and to connect with profound and powerful new opportunities.

If you have EMTs or paramedics on your department, you'll want to attend this program.

*Gooseberry Falls Room 2*

12:30 pm – 4:00 pm

##### **Health & Wellness: Creating a Healthy and Fit Culture in your Department**

*Aaron Zamzow*

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Attendees of this seminar will first learn how to define functional fitness and what are the essential fitness components that our departments should be promoting. Next, attendees will utilize these components and learn how to create effective crew and team workouts for all levels of fitness. Lastly, attendees will learn strategies and ideas on creating a more fit culture. The session is perfect for those who want to make a difference in the health and fitness culture of their department.

*Split Rock Room 1*

12:30 pm – 4:00 pm

##### **Lessons Learned**

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*French River Room 1 & 2*

12:30 pm – 4:00 pm –

##### **MnFIRE Presentation: Emotional Decon: What you Need to Know to Protect your Department from the Emotional Hazards of the Job**

*MnFIRE*

In this presentation, attendees will:

- Learn how mental health "fires" develop
- Understand the "fire" science behind them
- Learn how to extinguish these fires at their source
- Learn how to implement evidence-based prevention strategies
- Learn how to keep their members resilient and protected.

*Gooseberry Falls 3*

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### Friday, October 22, 2021 *continued*

12:30 pm – 4:00 pm

#### **Professional Development: Today's Training for Tomorrow's Leaders, Part 2: Command & Tactics**

*Battalion Chief Anthony Kastros (Retired)*

Command & tactics are critical to company and chief officers alike. Beyond war stories and simulations, how can we develop our aspiring company and chief officers to excel on the emergency scene? Whether house fires, apartment fires, commercial fires, unified command, or national-level headlines, your officers need to be trained to manage a wide array of incidents. How can you develop excellent fireground commanders and tacticians? What proven methods can be replicated in your agency or region to ensure everyone goes home safe after each call, while providing the best service to the public? Our officers must save civilian lives and not be caught flat-footed when conditions suddenly change. Command presence cannot be faked. Learn how to ensure it is real and present in your new officers.

*Lake Superior LMNOPQ*

12:30 pm – 4:00 pm

#### **Safety: "It's Just a Routine House Fire" or Is It?**

*Chief Jim Duffy*

Private dwelling fires are the most common structure fire in The United States and Minnesota as well. About 75% of fire deaths occur in residential dwellings, about twenty-five hundred civilians die in home fires each and every year. In fact, in the U.S., 2,140 died in 2020 and 27 in Minnesota alone. We have lost 829 nationally and 13 in Minnesota between January 1 and April 1 of this year. If your fire department is anything like mine, odds are most of your structure fires are in private dwellings. This is where we can make a difference. Just because it is the most common fire you go to, doesn't mean that you let your guard down, a significant number of our firefighter injuries and deaths occur here. It should be no surprise that our work environment has changed over the years, structural members are being made lighter and cheaper, homes are more energy efficient, and most importantly fuels have higher heat release rates. These are only some of the reasons I am obsessed with private dwelling fires. This highly interactive and challenging class will explore today's fire behavior, command, size-up, fire-attack, ventilation, and search in private dwelling fires, including older balloon frame up to modern light weight constructed McMansions, coordinating all fireground tactics with your staffing. We will also briefly cover current scientific studies and how it may or may not relate to your tactics. Lessons learned here can also be applied to other types of structure fires. Hopefully we will have a little bit of fun at the same time!

*Gooseberry Falls Room 1*

12:30 pm – 4:00 pm

#### **State Fire Marshal: Minnesota State Fire Marshal Table Top Consultations** *SFMD Staff*

Resources are the key to any successful fire operation, and the State Fire Marshal Division has them available. During this session State Fire Marshal Staff will be available to provide a wide variety of resources and expertise that can help lay the groundwork for successful outcomes in fire code, data, media and operational planning.

5:30 pm – 6:00 pm

#### **Memorial Service**

*Lake Superior LMNOPQ*

6:00 pm – 6:45 pm

#### **Social**

*Outside Lake Superior Ballroom*

7:00 pm – 9:00 pm

#### **Awards Banquet**

*Lake Superior JK*

### Saturday, October 23, 2021

8:00 am – 11:30 am

#### **Closing Symposium: In Honor of the Charleston 9: A Study of Change Following Tragedy**

*Dr. David Griffin*

On June 18, 2007, nine firefighters perished in a furniture warehouse fire in Charleston, South Carolina. The engineer of the first-arriving engine, David, relates how this experience has changed organizational culture, response, education, and training on an international level. David gives a riveting account of what he witnessed that day, and the crisis that ensued in the fire service and his personal life as well. Attendees will share in not only the pain of this occurrence, but also the triumph reflected in changes in numerous aspects of organizational culture. Also discussed during the course are the signs and symptoms of post-traumatic stress from clinical research and personal experience. From there, stress management techniques and contacts for mental health assistance will be outlined.

The final topic discussed in this course is Principled Leadership and how it can help you and your organization on your personal and professional journey. The 7 characteristics of Principled Leadership from The Citadel will be utilized:

**L** - Lead with humility.

**E** - Embrace a true, authentic self.

**A** - Act and speak with courage.

**D** - Develop and value people and resources.

**E** - Empower and hold others accountable.

**R** - Respect others by building trust and learning from mistakes.

**S** - Serve others before self.

*Lake Superior LMNOPQ*

