



The Blaze

A Publication of the Idaho State Fire Commissioners' Association

A MESSAGE FROM THE PRESIDENT

Hello Fellow Commissioners,

Wow, it is almost the end of 2018 (2 weeks away) and what a busy year it has been for your Association. I am very humbled by your trust and confidence in allowing me to lead this great association for another year. Thank You.

ISFCA had a busy first few months with legislation covering over 45 different Bills. Visit www.ISFCA.org, go to the alerts page and review at your leisure. We then hosted a Legislative recap in July in Post Falls, ID with the association's Attorney, Bill Punkoney, discussing the impacts of the changes to our districts. Throughout the summer months, our Executive Director updated the commissioner's handbook to reflect all the changes. You may visit www.ISFCA.org, go to the members page and log in. If you do not have a current password, please contact the office.

The annual conference was held in Boise on November, 9-11. It was a great conference. The 3-day format was a success thanks to a well-rounded and dynamic group of speakers who presented a wide variety of topics to all in attendance. We hope you gained a better understanding of the requirements of our statutory duties. We also learned about the changing times of who are district members are today verses 20-30 and even 40 years ago. I would call this adaptability and success driven knowledge in helping us remain effective leaders.

Our vendors and sponsors participated in a new high-energy vendor day. Rather than attending multiple days, our vendors only had to attend one full day. The vendors had the opportunity to engage with 5-10 people for 10 minutes during three sessions and explain their products and services offered.

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4th Quarter Blaze 2018

2018-2019 ISFCA Board of Directors

David "Rudy" Rudebaugh, President

Steve Frazee, Vice President

Tris Moore, Sec./Treasurer

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Todd Belnap, Region 4

Mike Taylor, Region 5

Roy Barrett, Region 6A

Doug Martin, Region 6B

At Large Seats:

Holger "Andy" Petersen

Gary Rohwer

Tim Vargas

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Continued ... President's Message

In addition, this format provided additional time for one on one conversation with those seeking more information. ISFCA's sponsors and vendors are a key to our success as an organization. Whenever possible, contact them for your needs.

I would like to say that one of the most important reasons to attend the annual conference is the networking that occurs. This year, one district had a brush truck they desired to give to a fire district in need. One person heard this news and shared the information with another district that had a real need for a brush truck. At the end of the day, the district in need went and picked up the brush truck and drove it back to the conference. After the conference, the new owners drove the truck to its new community.

In closing about the conference, one cannot forget the request from membership in 2016 to provide an AD&D policy to our member districts. Announced and approved at the conference, ISFCA is privileged to offer member districts an AD&D policy, which provides \$25,000 24-hour coverage and \$50,000 Line of Duty coverage for only \$30.00 per year per district member. If you have not received this information, or need more information, please contact the office.

On February 4, 2019, your Regional Directors will meet in Boise to conduct our annual meeting. We will be planning next year's regional trainings, gain an understanding of upcoming legislation being proposed and give direction to the Executive Board and legislative committee for the organization in 2019.

After this busy day, ISFCA will be hosting a meet and greet with the legislators and let them get to know us a little better and for us to do the likewise. All member district commissioners are invited to attend. We look forward to a successful event. Watch for further information soon.

In closing, as we go into 2019, I continue to encourage conversation with your fellow districts, attend any classes which increase your skills as an elected fire commissioner, uncover options available, be open minded and discuss them. Continue to develop good solid working relationships and communications with your Fire Chief, full-time employees, volunteers and the support service members who serve your district citizens.

I wish everyone a safe and happy holiday season and again thank you for your support of ISFCA and our mission to serve our members.

Sincerely,

David "Rudy" Rudebaugh
President



Ten Ways to Ruin Your Life and Your ESO - Don't Let Them Happen to You!
Presented by Don Cox, Education Specialist, VFIS

1. Not Having Integrity at ALL Times
2. Not Demonstrating Solid Leadership
3. Not having an Agreed Upon Plan
4. Not Separating SOGs from Rules/Regulations
5. Failure to Understand Your Clientele
6. Your Records Management System is in File Cabinets and Notebooks
7. You Don't Control the Financial Processes of the Organization
8. You Don't Focus on the Importance of Training and a Safety Culture.
9. Not Understanding It's All About Relationships
10. You Maintain the Organization as Your Fathers (or your grandfathers) ESO

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11. The Most Critical ???----Your FAMILY

- Ask Questions (to your Leadership)!

Membership Stability – Retention and Recruitment

National Hot Topics (How They Affect You) – Cancer; Suicide; Physical and Mental Health

Performance (Turnout; Response Times; Call Types; Training Focus; Budget Challenges)

- It's All About Relationships – Your Officers/Supervisors play a Key Role- How are they Promoted? (based on Qualifications and Training)

- Risk Control (Be Involved)

Identify the Risks (what are your main risks?) Society Risks are FD's Risks.

Evaluate and Prioritize

Identify Risk Control Measures

Implement Controls

Monitor the Results

Juggling Life—How are you doing?

Nicole Harms, 211 Training

Stress can and does cause physiological damage to our bodies and minds. In fact, the American Medical Association estimates that stress is the cause of more than 60% of all human illness and disease.

While there is no one magical way to decrease stress we spoke about several ways to be more intentional about how we handle it.

Create a list of YOUR priorities based on your values. When an opportunity arises, ask yourself these questions.

- Does “it” fit with my values and priorities?
- Do I have room in my life for this right now?
- How will “it” affect my other roles?

In order to say “Yes” to your priorities, you have to be willing to say “NO” to something else and that is okay.

Other ways to decrease stress in your life:

- Be active (exercise to release endorphins)
- Laugh more
- Be more mindful (enjoy what you’re doing while you are doing it)
- Be intentional about slowing down
- Keep things in context (will it be important in 10 minutes, etc)
- Carry a talisman (something important to you to keep you positive)
- Be thankful (start a journal)
- Take calming breaths
- Use apps for relaxation (Noisli, Headspace, etc)

Never get so busy making a living, that you forget to make a life.

Communicating with Impact

Nicole Harms, 211 Training

The reality is that people are different. They process things differently, handle stress differently, make decisions differently and yes, communicate differently. The important part of communicating is to successfully convey or share ideas and feelings. In order to do that, we need to appreciate the differences in others and speak in a way that will resonate with them.

There are numerous assessments to determine communication style but for our purposes here let's focus on very simple types. The Analytical who tends to be quiet and focuses on accuracy. The Driver who likes to take charge and gets results. The Amiable who likes to build relationships and does not readily share their opinions. And the Expressive who is the group cheerleader. There are many nuances within these styles but for our purposes, let's focus on these four.

It's easy to see how the detail oriented Analytical could frustrate the "get it done" Driver and vice versa. The key is to step back and realize what your default mode is and adapt it to meet the needs of the person to whom you are speaking. We call it the Platinum Rule, "Do unto others as they want done unto them."

It's important to remember that while communicating with these other types might be frustrating, all four of these styles are important to goal completion and it's the differences that make life more interesting.

Making the Pieces Fit Through Cooperative Efforts

Presented by Sheldon Gilbert, CEO, Emergency Services Consulting International

As public funds diminish and competition for existing local tax dollars increases many emergency services organizations are looking at alternatives. Often a viable option is to engage in cooperative service with neighboring agencies. This Informative presentation will use examples and tools to assist in answering questions such as: Why cooperative service? What are the options? What are the short and long-term benefits? What are the risks? Where would savings most likely occur? Are the savings significant? And will the efforts provide enhanced services, capabilities and safety for your communities and personnel.

ESCI offers studies of the feasibility of cooperative efforts, as well as long range planning and many other management consulting services and executive recruitment processes. For more information see www.esci.us.

Generational Diversity

Nicole Harms, 211 Training

When we speak about different generations it is helpful to speak about their differences or how their diversity can be a benefit? Different generations may have different values, work ethics, ways of getting things accomplished and ways of communicating. These differences are often a result of growing up in different decades. Moms moving into the workforce created “latch-key” kids in the 70’s. For many Gen Xers, this made them more independent and trusting of authority.

The four generations currently in the workplace are:

Baby Boomers born between 1946-1964

- Live to work
- Lots of experiential knowledge
- May be process oriented and judgmental

Gen X born between 1965-1980

- Work smarter, not harder
- Independent, respect must be earned

Millennials born between 1981-1994

- Work/Life integration
- Expect to progress quickly
- Cause driven

iGen born between 1995-2009

- Global awareness
- Used to instant gratification

The key to working together as a team successfully is by breaking down the stereotypical carriers and getting to know the “real” person. Breaking down barriers is a result of taking the time to ask questions and really listen for the answers. Offer flexible work options if possible. This can be helpful for parents with young children or children assisting older parents. Respect everyone’s opinion. Many companies have successfully used mentoring and “reverse mentoring.” These practices help each individual to learn valuable information from different generations.

By leveraging the combined benefits of diversity, you can:

- Smooth knowledge transfer
- Foster teamwork, creativity and innovation
- Increase productivity
- Increase competitive advantage
- Improve talent attraction, retention and engagement

A successful work team should consist of multiple generations, personalities, and talents, all working toward a common goal. That diversity enables teams to tackle challenges by leveraging fresh perspectives.” Rich Milgram, CEO, Beyond the Career Network

Regional Director Awards

Robert Schaff - Timberlake Fire Protection District

Commissioner Schaff had been the District's Support Services volunteer coordinator which he held before becoming a Fire Commissioner. By trade, he is an IT coordinator and has assisted the District and other nearby Fire District's and other agencies with greatly improving emergency radio interoperability, including the US Navy research station in Bayview, Idaho which is within the District's boundaries. Commissioner Schaff received recognition for assisting the Navy with an actual communication failure and was able to restore emergency communications within a few minutes due to his efforts.

Commissioner Schaff's impact is widespread and his backup emergency communications for Fire Stations project is expanding. His dedication to his family and friends and to being a Fire Commissioner even with his serious health issues is inspirational to all of the District's team members and the community.

David "Rudy" Rudebaugh - Timberlake Fire Prot. District

Commissioner Rudebaugh had shown great leadership of the District through several years of less than stable conditions which demonstrates his common sense and practical approach to challenges. Rudy is an outstanding elected official who represents the citizens of the District and the State with a common sense conservative and team effort approach. Commissioner Rudebaugh continues his work at the local and State level putting many more hours a month than most other elected officials I know

Rodney Willard - Gateway Fire Protection District

Commissioner Willard spends countless hours representing our District and looking for ways to improve service. He not only spends time "behind the scenes" as a tireless supporter but also assists on scene as a first responder as needed. He has been an invaluable asset to our District as a constant reminder and watchdog of protocol. Commissioner Willard's guidance and leadership has helped others grow as leaders within the district. He has been a key piece in improving our Districts reputation, and building the service that our community needs.

Thank you for going ABOVE & BEYOND your Elected Duties and committing to the ISFCA mission.

"To inform, educate, represent, lead and serve the fire districts of Idaho in the preservation and protection of life and property."



SERVICE AWARDS

Recognized at the conference at 5 year intervals as an Elected Fire District Commissioner

5 Years

- Jack Hellbusch - Meadows Valley Rural Fire Prot. District
- Doug Martin - Greater Swan Valley Fire Prot. District #2
- Mary Mills - East Side Fire District

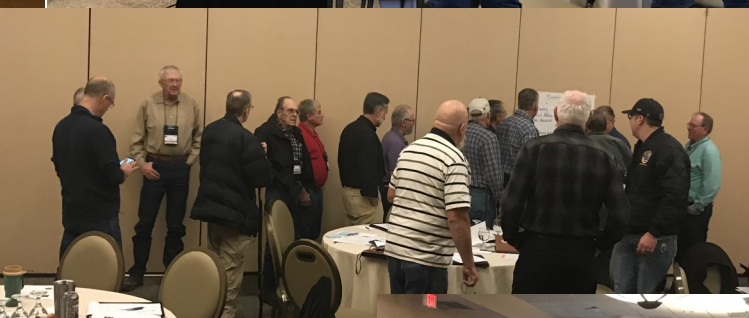
20 Years

- Jon Nelsen - Jerome Rural Fire District #1

2019 ISFCA Leaders taking their Oath of Office



David “Rudy” Rudebaugh, Steve Frazee, Todd Belnap, Jack Hellbusch, Tris Moore, Doug Martin, Roy Barrett, Charles “Hoey” Graham, Wayne Cavender, and Mike Taylor. Not Pictured: Bud Beatty, Andy Petersen, Gary Rohwer and Tim Vargas



THANK YOU SPONSORS AND VENDORS

To all of our Sponsors and Vendors, Thank You for supporting and believing in our organization. Without your continued support, ISFCA wouldn't be able to provide the educational and leadership training that we have.

2018-2019 Sponsors and Vendors

Air Idaho Rescue — Air Methods
BNSF Railway Company
Emergency Services Consulting International
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Graham Fire Apparatus
Hughes Fire Equipment, Inc.
ICRMP
Larsen Fire Apparatus, Inc.
Les Schwab Tire Centers
Life Flight Network
McNeil & Co.
Millington Zwygart CPAs, PLLC
Pivot North Architecture
Provident
Rice Fergus Miller
TCA Architecture Planning, Inc.
VFIS
Weidner Fire
White Peterson Law Firm
Young Commercial

We highly encourage you, as Fire Districts, to support our Sponsors and Vendors throughout the year with your business, as they support us. Check out our website for their contact information.