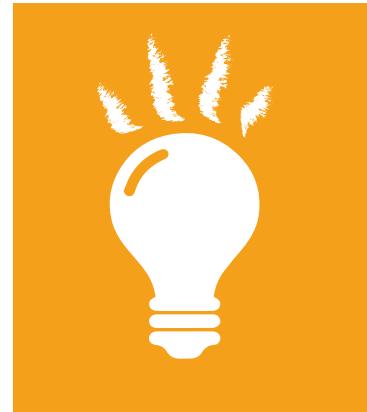


Symposium 2018 **in the** **Sun**

LEAD • *Influence* • **Create**



CONFERENCE: NOVEMBER 8-11, 2018

HILTON CLEARWATER BEACH
CLEARWATER BEACH, FL



Officers Section

Premier Media Partner

IAFC.org/VCOSSun





ABOUT THE SYMPOSIUM

The VCOS Symposium in the Sun is the ONLY national symposium on the east coast devoted to the leaders of volunteer and combination departments. The leadership education available at this symposium will help you address the unique needs of volunteer and combination leadership in your department. The networking opportunities give you the chance to share ideas and solutions with colleagues from all over the country. The vendors attending can help departments of any size, giving you the tools and equipment to ensure everyone on your team comes home.



INTERNATIONAL ASSOCIATION OF FIRE CHIEFS (IAFC)

For over 140 years, the IAFC has provided leadership to career and volunteer chiefs, fire officers and managers of emergency services. The IAFC represents the leadership of over 1.2 million firefighters and our members are the world's leading experts in firefighting, emergency medical service, terrorism response, hazardous materials, natural disasters, search and rescue and public-safety legislation.

VOLUNTEER & COMBINATION OFFICERS SECTION (VCOS)

VCOS provides chief officers who manage volunteers within the fire/rescue/EMS delivery system with information, education, services and representation to enhance their professionalism and capabilities.

VCOS Symposium App

COMING SOON! Look for more details on the new VCOS Symposium App to manage your schedule and get the latest conference information.



SCHEDULE OF EVENTS

THURSDAY, NOVEMBER 8

7 AM – 5 PM | **Exhibits Open**

8 AM
Opening General Session



The Power of Story Telling

Cultivating Connection and Strengthening Engagement 500% better. That's how much more we retain information when told to us in the context of a story. Five hundred percent. Why? Because communication plus storytelling creates connection. Invokes passion. Engages emotions. And most importantly? Moves people to take ACTION. This presentation will teach audience members to effectively and creatively adopt the skills and mindsets necessary to communicate at their highest level.

Ty Bennett, Founder & CEO, Leadership, Inc.

IAFC Update: Near Miss Program

John Russ, Program Manager, IAFC

How We Decide

This program discusses the complex - and somewhat bazaar - ways decisions are made. From purchasing, to hiring, to emergency scenes, this fascinating look into your brain will explain how decisions are influenced by training, past experiences, emotions, biases, automaticity, colors, smells and sounds.

Richard Gasaway, Chief Scientist, Situational Awareness Matters

11:45 AM – 1 PM | **Lunch on Your Own**

SCHEDULE OF EVENTS

THURSDAY, NOVEMBER 8

1 – 3:30 PM

My Story About PTSD

Firefighters experience post-traumatic stress disorder at rates similar to what's seen among combat veterans, according to a new report released by the International Association of Fire Fighters. Almost 20 percent of firefighters and paramedics had PTSD, compared with the general population's rate of 3.5 percent, the report found. In this session I will share my journey with PTSD. The signs and symptoms I experienced were classic. But like most men I felt I could handle it on my own. My way did not work. You will be lead through the course of treatment and how it has allowed me to view my problem differently.

Tim Holman, Chief, German Township (Ohio) Fire & EMS

Leadership is an Important Piece of the Puzzle

If you peel back the layers of any successful company you will probably find that strong leadership is the secret sauce to their success. Companies that have strong leadership want more, those that don't are always searching to find it. In this session, we will explore the success of past and present leaders, present ideas to help grow leaders from within and discuss the power of communication when looking to maximize your leadership. We will also look at the difference between a manager and a leader, as every leader is a manager but not every manager is a leader.

Robert Davis, Senior Director People & Culture, Pierce Manufacturing

Basement Fire Research – Taking the Talking to the Streets

Basement fires are one of the hardest and most dangerous fires we fight. In 2017, a joint research study between the ISFSI and UL FSRI looked at basement fire attack tactics. Explore an overview of the research and the lessons learned as well as how you can take the science to the street in your department the next time you respond to a basement fire.

Brian Kazmeirzak, EFO, CTO, Chief of Training, Penn Township (Indiana) Fire Department

5:30 – 7 PM

Networking Reception

Join your peers for food and networking on the beautiful sands of the Hilton Flamingo Deck*. Share stories and learn from other attendees from around the country in a relaxed and fun atmosphere. *weather permitting

FRIDAY, NOVEMBER 9

7 AM – 5 PM | Exhibits Open

8 AM – 12:30 PM

Cardiac and Cancer Risk in the Fire Service

The Illinois Fire Service Institute (IFSI) along with UL's Firefighter Safety Research Institute (FSRI) and the National Institute for Occupational Safety and Health (NIOSH)

SCHEDULE OF EVENTS

have conducted a series of studies to advance our understanding of cardiovascular and chemical exposure risks on the modern fireground. This presentation will take you through the motivations for this project, describe the data collection procedures and provide an insight into what this information will mean for the Fire Service moving forward.

Gavin Horn, Director of Research, Illinois Fire Service Institute

Communicate Simply and Powerfully

Everyone can benefit from better communication. Our interactions improve and we have better leadership presence. This presentation will help you think about how you send messages including what signals you are giving in addition to your words.

Kelly Walsh, Owner & President, 1Smartcareer

Five Mind Secrets for Staying Stuck & Never Getting What You Want

During this humorous and profoundly insightful program, you will learn the exact steps for "programming your BRAIN" to avoid anything that would lead to improved health, happiness or peace of mind! For those who do WANT extraordinary success, REBEL and do the opposite of what you'll learn!

Tim Shurr, MA, Shurr Success, Inc.

12:30 – 1:30 PM | Lunch on Your Own

2 – 5 PM

IAFC Volunteer Resources Showcase & Demo

The IAFC has recently produced new online trainings and resources for volunteer/combination departments through Volunteer Workforce Solutions and VCOS. Come see how to access and use them in your department!

SATURDAY, NOVEMBER 10

6:30 AM | NFFF WALK & STAIR CLIMB



SCHEDULE OF EVENTS

7 AM – 2 PM | Exhibits Open

8:15 – 9:45 AM

Competency-Based Learning in the Fire Service

The very basis of how fire service professional qualifications are written is based on a person being able to perform a series of tasks, also known as competencies. This program will highlight the two approaches to teaching. It will detail the concepts of competency-based learning (CBL) and show how CBL is used in the fire service. It will also discuss different approaches to student assessment.

Mike Wieder, Executive Director, IFSTA

What Our Minds Think Is Not Always What Our Eyes See

In the fire service there are four parables that need to be addressed if we as an organization are going to be successful in creating a diverse and inclusive workforce. This presentation talks about the ABCD's of diversity and inclusion--Awareness, Biases, Criteria and Definitions and what we as an organization need to do to create a climate that welcomes everyone.

Manuel Fonseca

Combatting Negativity

You joined for the excitement, but the complaining makes you want to pull your hair out! Have you ever wondered why members quit or why no one wants to hang out at the station any longer? Maybe they are tired of listening to all of the negativity. We will evaluate the reasons people constantly complain, examine the impact, and propose solutions to improve morale and ultimately improve recruitment and retention.

Bradley M. Pinsky, Chief, Manlius (New York) Fire Department; Attorney, Pinsky Law Group, PLLC

Five Master Keys for Skyrocketing Your Leadership Influence

Want others to willingly do what you say and follow your lead without having to argue, constantly repeat yourself, or remind them? Then put the five master keys of influence in play today and use "the power of subconscious persuasion" to ethically influence anyone...yes, even your spouse!

Tim Shurr, MA, Shurr Success, Inc.

8:15 – 11:45 AM

Recruitment & Retention Workshop

The volunteer fire and EMS service is experiencing its biggest challenge to date with volunteer retention and recruitment. With today's era of competing demands for the volunteer/potential volunteer, the question becomes, "What strategies are volunteer fire departments using to successfully retain and recruit volunteers?"

This is not a sit and listen seminar. This is a WORKSHOP, with an emphasis on WORK. It is a TAKE ACTION, get your brain in motion, develop and leave with a recruitment and retention plan customized for your department's needs type of program!

Dr. Candice McDonald, Public Information Officer, Sebring (Ohio) Fire Department; Tiger Schmittendorf, Vice President of Strategic Services, First Arriving

SCHEDULE OF EVENTS

SATURDAY, NOVEMBER 10

10:15 – 11:45 AM

VCOS Talks

VCOS Talks are concise stories with relevant subject matter. Listen to our Experts share insight on hot topics in the volunteer/combination emergency service world.

Lavender Ribbon Report

Unfortunately, the topic of firefighter cancer has had a significantly increasing impact on firefighter health and welfare. Great strides have been made by departments and responders everywhere in combatting and preventing cancer, but more still needs to be done. The time is NOW to make changes. Join National Volunteer Fire Council (NVFC) Chair Kevin D. Quinn and NVFC Executive Committee member and cancer survivor Brian McQueen as they present the Lavender Ribbon Report, a collaborative effort between the NVFC and VCOS that highlights best practices for preventing cancer among firefighters. This 11-step mitigation plan discusses cultural and behavioral changes that are necessary to improve health and wellness throughout the fire service.

Brian McQueen, Executive Committee Member, National Volunteer Fire Council & Kevin Quinn, Chair, National Volunteer Fire Council

The Story of the Other Person

The fire service does an excellent job on honoring a firefighter who dies in the line of duty in ensuring the member's service is honored and the family is taken care of. However, sometimes the line of duty death involves people not associated with the fire service and we overlook the impacts our actions have on innocent civilians. We will draw on personal experiences as the former Pennsylvania State Fire Commissioner to share stories about how our actions may impact others and why it's important to consider the other person when a line of duty death occurs.

Ed Mann, Director of Training & Education, Provident

Volunteer of the Future

Monica Willemssen, Program Manager, IAFC

Annual Physical Ability Testing

Michael Trick, Fire Chief, Avon (Connecticut) Volunteer Fire Department

Charlottesville Civil Disturbance, August 2017

On August 10-12, 2017, several thousand protesters and counter-protesters clashed in the City of Charlottesville, Virginia over the planned removal of a Confederate monument. The resulting melee resulted in the deaths of one counter-protester and two Virginia State Troopers along with 40-plus injuries. This presentation will review the management of the fire and EMS response amidst the largest deployment of public safety resources in Virginia since September 11, 2001. The one-year anniversary of the Unite the Right Rally required an even larger deployment but resulted in no fatalities, no serious injuries, and no significant conflict. The presentation will include a discussion of the effective application of lessons learned from the 2017 rally. Attendees will leave with a better understanding of how to prepare for, respond to, and recover from civil unrest incidents.

Andrew Baxter, Fire Chief, Charlottesville (Virginia) Fire Department

SCHEDULE OF EVENTS

SATURDAY, NOVEMBER 10

Operational Excellence and Firefighter Safety

Today's demanding fireground leaves negligible margin for errors or omissions requiring new skill sets, high accountability and defined fireground leadership with tactical deployments executed with the highest degree of proficiencies under the most challenging of operational demands and risks. This is an engaging and thought-provoking conversation that challenges conventional fire service paradigms and explores leading edge fire service discussion points from across the North American Fire Service with new strategic, tactical and operational considerations due to building construction, occupancy risks, compartment fire behavior and the demands associated with today's evolving and demanding fireground.

Christopher Naum, Chief of Training

Life Safety Education In Response to the Opioid Epidemic: How Can Your Department Make a Difference?

The current opioid epidemic affects nearly every community resulting in countless emergency calls for service. Often times, the outcome of these calls is tragic. 2016 was no exception for the Fayetteville-Manlius, NY community when two High School students suffered fatal opioid overdoses. Soon thereafter and following the tenet of Prevention through Education, the Manlius Fire Department partnered with the Fayetteville-Manlius School District to develop and implement a school-based opioid awareness program.

Melanie Bauder, Teacher, Fayetteville-Manlius Central School District; Chris Halliday, Lieutenant, Manlius (New York) Fire Department; Adam Feck, Assistant Chief, Manlius (New York) Fire Department

Yellow Ribbon Report Recruit Training

Enjoy a special presentation on the curriculum developed by the VCOS to implement the yellow ribbon report recruit training (YRR). The curriculum is designed to be delivered to recruit firefighters and newer firefighters to raise their awareness about the challenges they will face in their career.

Joe Chornock, Chief, Montgomery County (MD) Fire-Rescue Service; Adam Farrar, Chief, Scott Township (IN) Fire & EMSg

11:45 AM – 1 PM

LUNCH ON THE BEACH



SCHEDULE OF EVENTS

SATURDAY, NOVEMBER 10

1 – 2:30 PM

Elected Officials Roundtable

For all the elected officials in attendance, this is a place for you to come to exchange ideas, network and ask questions. For the fire service leaders, this is a chance for you to see and learn the issues that affect elected officials the most! Always good dialogue, and always great exchange of ideas! Join us!

Vicky Pritchett, Associate Director, Pleasant View (Tennessee) Volunteer Fire Department

Competency-Based Learning in the Fire Service

Repeat Session – See Session Description on Page 6

What Our Minds Think Is Not Always What Our Eyes See

Repeat Session – See Session Description on Page 6

Combatting Negativity

Repeat Session – See Session Description on Page 6

1 – 4:30 PM

Recruitment & Retention Workshop

Session Continuation – See Session Description on Page 6.

3 – 4:30 PM

VCOS Talks

Repeat Session – See Session Descriptions on Page 7

Charlottesville Civil Disturbance, August 2017

Repeat Session – See Session Descriptions on Page 7

Operational Excellence and Firefighter Safety

Repeat Session – See Session Descriptions on Page 8

Life Safety Education In Response to the Opioid Epidemic: How Can Your Department Make a Difference?

Repeat Session – See Session Descriptions on Page 8

Yellow Ribbon Report Recruit Training

Repeat Session – See Session Descriptions on Page 8

SCHEDULE OF EVENTS

SATURDAY, NOVEMBER 10

6:30 – 8:30 PM

A Toast ROAST to Chief Wall

Join us for an optional networking event as we toast... no, ROAST our long time Chair of the VCOS Board, Chief Tim Wall. The event will be a heartfelt, and somewhat comical night for all. Shhh, it's a surprise. Appetizers and cash bar.

SUNDAY, NOVEMBER 11

8 AM – Noon | Closing General Session

What Is Your Legacy?

Chief Alan Brunacini once told us, "The more invisible I try to be, the more visible I become." It's our time. Let's seize the opportunity by making the choices that make the biggest differences. Use our passion to unite and build on the legacies given us by our fire service leaders who have gone before us.

Shane Ray

What I Wish I Knew Before I Became Fire Chief

Gary Ludwig, Fire Chief, Champagin (IL) Fire Department

Creating A Sense of Us: Cultivating a Culture of Unity

Today, more than ever, citizens expect fire departments to have a culture of unity and inclusivity—volunteer and combination departments are not exempt. The challenge for fire service leadership today is to create a sense of "us" where all members are significant and valued. Creating a sense of us starts with a transformational fire chief embracing the model of being with us, for us, and one of us. Cultivating a culture of unity is achieved by us. Identifying and sustaining traditions that have generational value and riding ourselves of traditions that have lost their value is achieved and implemented through us.

Kelvin Cochran, Ed. D.



AWARDS & SCHOLARSHIPS



VCOS knows there are many individuals, departments and programs out there that deserve special recognition for the impact they have on the fire service. Nomination and scholarship application forms can be downloaded at VCOS.org.

AWARDS

John M. Buckman III Leadership Award

Sponsored by Provident Insurance and VCOS

This award recognizes a chief officer of a volunteer or combination department who stands out on the local and/or regional level as a true professional who has demonstrated leadership, integrity and outstanding moral values within the fire service.

Illness and Injury Prevention Award

Sponsored by VFIS and VCOS

This award recognizes success and excellence in developing and implementing an injury, illness or vehicle safety prevention program. Typical types of programs that may qualify include: physical and physical fitness, wellness, cancer prevention and vehicle safety.

Retention and Recruitment Award

Sponsored by VFIS and VCOS

This award recognizes success and excellence in the retention and recruitment of emergency service organization members. The program will distinguish the application of state-of-the-art management activities and personnel initiatives that result in the increase and retention of members.

Training Officer Award

Sponsored by TargetSolutions and VCOS

The Training Officer Award, open to fire chiefs, training officers and others whose focus is fire service education, recognizes those who make a difference in the community by demonstrated dedication to the safety of their department. The award winner will receive conference registration to Fire-Rescue International, roundtrip airfare to the event and a three-night stay at a conference hotel from Target Solutions.

SCHOLARSHIPS

Scholarships to Symposium in the Sun

VCOS will award two \$1,500 scholarships to attend Symposium in the Sun. This scholarship program was developed to assist IAFC/VCOS members who would benefit from the first-class educational training offered at Symposium but cannot afford to attend. Scholarships will be awarded based on the applicant's description of how the department or the attendee will benefit from attendance at Symposium in the Sun. Applicants for the scholarships must be members of the IAFC and the VCOS.

Emerging Leader Scholarship to Symposium in the Sun

The Gasaway Consulting Group is sponsoring a \$1,500 scholarship to assist with registration and travel expenses to Symposium in the Sun. This program is designed to assist in the development of an up-and-coming leader of a volunteer or combination fire department.

For more information on other VCOS awards and scholarship opportunities visit www.vcos.org.

REGISTRATION, HOTEL AND TRAVEL INFO

| | On or Before Sept. 28 | After Sept. 28 |
|--------------------------------------|-----------------------|----------------|
| CONFERENCE REGISTRATION RATES | | |
| IAFC + VCOS Section Member | \$355 | \$475 |
| IAFC Member | \$380 | \$500 |
| Non IAFC Member | \$475 | \$585 |

THREE WAYS TO REGISTER

1 ONLINE:
IAFC.org/VCOSSun

2 BY FAX:
To register by fax, payment must be made by credit card. Download, complete and fax the registration form to 301-694-5124. To avoid duplicate charges, do not both fax and mail the form.

3 BY MAIL:
Download, complete and return the registration form and payment to:
IAFC c/o Experient Inc.
5202 Presidents Court, Suite 310
Frederick, MD 21703

THANK YOU

TO OUR 2018 PARTNERS & SPONSORS

*As of 9/20/18



HOTEL INFORMATION

*You must complete your conference registration before receiving access to the Symposium in the Sun room blocks.

Hilton Clearwater Beach*

*Conference Headquarters Hotel

400 Mandalay Avenue, Clearwater, FL | Phone: 800-753-3954

CURRENTLY SOLD OUT OF SLEEPING ROOMS

Wyndham Grand Clearwater Beach

100 Coronado Drive, Clearwater, FL 33767 | Phone: 727-281-9500

Room Rate: \$199 per night plus tax

A block of rooms has been reserved at the Wyndham Grand Clearwater Beach for \$199 plus tax. The resort fee for this hotel is waived for all attendees. Rooms are available from Tuesday, November 6 to Sunday, November 11, 2018.

Hampton Inn & Suites

635 S. Gulfview Boulevard, Clearwater, FL 33767 | Phone: 727-451-1111

Room Rate: \$191 per night plus tax

A block of rooms has been reserved at the Hampton Inn and Suites for \$191 per night plus tax. The resort fee is waived for all attendees. Reservations must be made by October 8.

Marriott Suites on Sand Key

1201 Gulf Boulevard, Clearwater, FL 33767 | Phone: 727-596-1100

Room Rate: \$189 per night plus tax

A block of rooms has been reserved at the Marriott Suites on Sand Key for \$189 per night plus tax. Rooms are available from November 7-11, 2018. This special room rate is available until October 10 or until the group block is sold out, whichever comes first.

Hyatt Regency Clearwater Beach

301 S. Gulfview Blvd., Clearwater, FL 33767

Phone: 727-373-1234

CURRENTLY SOLD OUT OF SLEEPING ROOMS

Shuttles will be provided between all contracted conference hotels for attendees.

TRAVEL INFORMATION

Enterprise

Enterprise works with the IAFC to secure a discounted rate for all attendees. Visit the Enterprise website and use code **16SB226** in the Promotion Code or Account Number field.

Advantage Rental Car

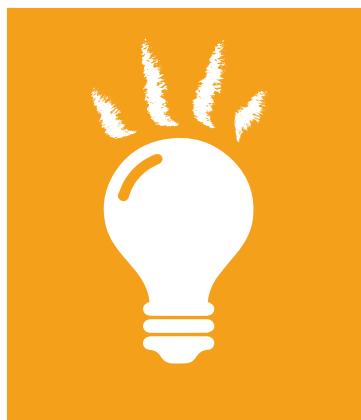
Advantage Rental Car works with the IAFC to secure a discounted rate for all attendees. Visit Advantage's website and use code **CD02C826E8** or call 800-777-5500.



International Association of Fire Chiefs
4795 Meadow Wood Lane
Chantilly, VA 20151

Symposium 2018 *in the* Sun

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