

VCOS 2020 SYMPOSIUM IN THE SPRING

International Association of Fire Chiefs

April 30-May 2, 2020
Minneapolis, Minnesota

IAFC.org/VCOSpring

LEADING IN DYNAMIC ENVIRONMENTS



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BRINGING TOGETHER
DYNAMIC VOLUNTEER &
COMBINATION LEADERS.

About the Symposium

Symposium in the Spring, formerly known as Symposium in the West, will expand upon the sessions that have always been popular at Symposium in the Sun. Join us in the heart of Minneapolis, Minnesota as firefighters, researchers, community members and leaders of various backgrounds come together to collaborate on emerging issues and innovative opportunities in volunteer and combination departments.



International Association of Fire Chiefs (IAFC)

For over 140 years, the IAFC has provided leadership to career and volunteer chiefs, chief 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.

Conference Schedule

THURSDAY, APRIL 30

8 – 8:30 AM	Opening Ceremonies
8:30 – 10 AM	Emotional Intelligence and Authentic Leadership
10:30 AM – Noon	Recruitment & Retention: It's Not Rocket Science
Noon – 1:15 PM	Lunch on Your Own
2:30 – 2:45 PM	Why We Both Matter
4 – 4:45 PM	Volunteer Workforce Solutions - What Works, What Doesn't and Everything In between
6 – 7:30 PM	Networking Reception

FRIDAY, MAY 1

8 – 9:30 AM	Reading Buildings
10 – 11:30 AM	Knowledge is Power ... How Powerful is Your Fire Department?
11:30 AM – 1 PM	Lunch on Your Own
1 – 2:30 PM	Control the Flow Path
3 – 4:30 PM	Hoarder Fires

SATURDAY, MAY 2

8 – 9:30 AM	It's Always About Leadership
10:30 AM – Noon	O2X Behavioral Health and Cancer
Noon – 1:15 PM	Lunch on Your Own
1:30 – 2 PM	Strategic Planning for Creating the Future Excellence
2 – 4 PM	Failure is an Option



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Sessions & Events Schedule

Thursday, April 30, 2020

8:30 - 10 AM

Emotional Intelligence and Authentic Leadership

Paul Darly, MBA
Chariman, CEO and President
W.S. Darly & Co

Whether you're a fire chief trying to recruit volunteers, or asking for a better seat in a restaurant, we're all salespeople. This session highlights key take-aways from Paul's book called, "Sold! The Art of Relationship Sales" applying emotional intelligence and authentic leadership.

10:30 AM - Noon

Recruitment and Retention: It's Not Rocket Science

John D'Alessandro
Association Secretary
Firemen's Association of the State of New York

In 2011, the Firemen's Association received a \$4.2 million SAFER grant to recruit and retain volunteer firefighters. At the end of the performance period our efforts attracted almost 25,000 new volunteers. The success of the program resulted in the awarding of another SAFER grant in 2017 (\$1.5 million). This presentation is based on the grassroots activities and practical knowledge we developed from these efforts.



2:30 - 3:45 PM Why We Both Matter

Trisha Wolford, EFO, CFO, CFM, FSEDI Chief
Anne Arundel County (Maryland) Fire Department

How is it that in 2020 some fire departments still struggle with the concept of career and volunteer members? What drives these two groups of individuals to be so much alike yet, we continue to hear about our differences on social media and in the firehouse. In a profession that requires an "all hands" approach, Trisha will discuss some of these issues and challenges we all face and the direction she sees our fire service heading.

4 - 4:45 PM

Volunteer Workforce Solutions - What Works, What Doesn't and Everything In Between

IAFC's Volunteer Workforce Solutions Program

Hear stories from the IAFC's Volunteer Workforce Solutions program of how different departments overcame the recruitment and retention obstacles they were facing. Learn from these real life examples as they share what worked, what didn't and what they would have done differently.



6 - 7:30 PM

Networking Reception

Sponsored By:  **FIRSTNET**
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The VCOS has a history of creating valuable networking opportunities where solutions are shared and life-long connections are made. Join other like-minded leaders for idea sharing and create valuable connections with peers and industry innovators.



Sessions & Events Schedule

Friday, May 1, 2020



8:30 - 9:30 AM

Reading Buildings

Christopher Naum, SFPE, CUSA
Chief of Training
Command Institute

Incorporating the Buildingsonfire FACTS concept for First-Arriving Construction, Tactics and Safety, this program provides an overview of the methodology and process to increase operational effectiveness and ensure critical building factors are identified, assessment and monitored throughout the incident.

10:30 - 11:30 AM

Knowledge is Power... How Powerful is Your Fire Department?

Dan Madrzykowski, PhD, PE
Director of Research
Underwriters Laboratories (UL)
Firefighter Safety Research Institute (FSRI)



There is more research being conducted with the fire service today than ever before. While there is evidence that some fire departments are embracing this knowledge and using it to their advantage, there is also evidence of gaps in firefighter training and the need to get more knowledge to the street. This presentation will review multiple ways your department can address getting science-based firefighting into your department's training and daily operations.



1 - 2:30 PM

Control the Flow Path

Sean Gray
Fire Captain
Cobb County (Georgia) Fire & Emergency Services

This class will discuss in detail all aspects of door control from the initial arriving units to a having a door control person. This interactive discussion will also cover the public education aspects of door control and how firefighters should adjust tactics based on what they are teaching their citizens.

3 - 4:30 PM

Hoarder Fires

Ryan Pennington, NREMT-P
Captain- Paramedic
Charleston (West Virginia) Fire Department

There has been an increase in the number of fires inside buildings with large amounts of content. This highly interactive class focuses on the tactics for successfully mitigating fires under these demanding conditions.



Do you lead a volunteer or combination department?

Become an **IAFC member** and access everything you need to **lead**.
Administrative Toolkits • SOPs • Recruitment Materials • Crisis Communication • Budgeting • Advocacy

JOIN TODAY

[IAFC.org/join](https://iafc.org/join)



Sessions & Events Schedule

Saturday, May 2, 2020

8 - 9:30 AM

It's Always About Leadership

Dennis Rubin, BS

Chief of Fire & EMS

Upper Merion Township (Pennsylvania)
Fire & Emergency Medical Services



Chief Dennis Rubin has developed his personal list of "Firehouse Rules To Live By" over the past three decades. Rubin will be sharing these 13 "Mission Critical" rules in an open, honest, and humorous way. Chief Rubin's textbook (published by Fire Engineering Books), discusses these 13 Rules.

Chief Rubin has served in a few of America's largest Fire & Rescue Departments as well as 20 years as an active volunteer firefighter.

10:30 - Noon

O2X Behavioral Health and Cancer

At O2X, an elite group of human performance specialists share their experience and training knowledge to help others make small changes that lead to substantial lifestyle improvements. Whether the topic is behavioral health, cancer or firefighter fitness, O2X has the tools necessary for success. Walk away with information to benefit you and your department and hear from the experts that take human performance personally.



1:30 - 2 PM

Strategic Planning for Creating the Future Excellence

Craig Haigh, MS, EFO, CFO, MFireE, NRP
Fire Chief

Hanover Park (Illinois) Fire Department



Leaders cannot effectively manage their organization by being reactive or running from one crisis or event to the next. Strategic planning is a tool to assist with this process. This presentation will provide a clear understanding of the "how to" process of strategic planning in order to help the fire chief (CEO) create a planning process for their specific organization.

2 - 3:30 PM

Failure is an Option

Scott Seifert

Fire Chief

Spring (Texas) Fire Department



Join Scott as he shares the challenges he faced with being part of a department for over 25 years and not able to influence change until finally becoming Fire Chief. He will discuss how his business experience combined with unconventional thinking and the willingness to fail, has rapidly achieved a positive culture shift that has changed the trajectory of his department.

**Apply for the
Symposium in the Spring
Scholarship Today!**

See page 11 for more details.



REGISTRATION FEES	On or Before March 19, 2020	After March 19, 2020
IAFC + VCOS Section Member	\$385	\$435
IAFC Member	\$415	\$460
Non IAFC Member	\$465	\$515

HOW TO REGISTER

Online: IAFC.org/VCOSSpring

Fax: Complete the registration form, available for download online and fax to 301-694-5124

Mail: Complete the registration form and mail it with payment to:
IAFC c/o Experient, Inc.

5202 Presidents Court, Suite 310, Frederick, MD 21703

Register online today to secure your spot for Symposium in the Spring.

HOTEL INFORMATION

Embassy Suites Minneapolis Downtown

12 sixth Street South
Minneapolis, MN 55402

Phone: 612-351-2554

Rate: \$151 per night plus tax

A block of rooms has been secured at the Embassy Suites Minneapolis Downtown for \$151 plus tax. Rooms are available from Tuesday, April 28 to Sunday, May 3, 2020. **To receive this discounted rate, book your room before April 7, 2020.**

Go to IAFC.org/VCOSSpring to reserve a room online.

Thank You

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Scholarships

VCOS Symposium in the Spring is excited to announce two scholarships for the 2020 conference!

Dedicated to the memory of Frank Byrne, a long-time volunteer firefighter for Collingdale (Pennsylvania) Fire Company #1. Two award recipients will receive **full conference registration** and a **\$1,000 travel stipend** for attendance to the conference.

Scholarship applications will be accepted through February 20. Visit IAFC.org/VCOSSpring for more information.

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Volunteer & Combination Officers Section
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4795 Meadow Wood Lane
Suite 100
Chantilly, VA 20151