



# Smoke Signals

SMOKE SIGNALS is published monthly for Volunteers, Staff and Friends of IVFD.  
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June  
2017

## Chief's Message

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**W**hile I am recovering from my knee surgery, I spent some time reading. I stole, oh, wait re-appropriated the below article from John Buckman III. I learned a long time ago that there is a difference in being a leader and a manager, a leader guides and a manager directs. I try to be the former. I will admit that I have not always succeeded. Our future is based on the up and coming leaders. Firefighters who will become engineers and officers. Please take a few moments at the below article and ask yourself "Am I a great leader?"

What does it mean to be a great leader? Of course it means having credentials, knowledge, critical thinking and all other faculties of intelligence.

The firefighter who desires to become a leader has many opportunities to receive training and education in the art of leadership. However, a great leader should be much more than credentials, experience and intelligence. Many of our

most effective leaders did not always graduate at the top of their class. Therefore, here's a look at 13 characteristics that make up a great leader.

### 1. Great leaders show kindness.

They show kindness to subordinates, colleagues, superiors and those around them. My favorite saying is, "Kindness makes the world go around."

The Golden Rule is another good model to remember when dealing with subordinates or superiors. It truly changes the environment in the fire station and office. Being a kind leader helps others feel welcomed, cared for and loved.

### 2. Great leaders are positive.

Being a positive person is not an easy task. In today's fast-paced world with instantaneous

information from all around the world, it is very hard to maintain a positive outlook. Being a positive leader is even harder when we're met with problems with very limited solutions.

However, staying positive when it's tough can have a tremendous positive impact on the firefighters and everyone around us. Looking on the bright side helps make things better.

Zig Ziglar said: "When you change what goes into your mind, when you change the picture, when you chart a course of action, when you set personal and professional goals, what you're doing is bringing the future into the present so you can do something about your future right now. "Failure is an event not a person. Yesterday really did end last night. Understand tomorrow is a brand-new day. You can make it better or make it worse. The choice is yours to make."

He also said: "Positive thinking won't let you do anything but it will let you do everything better than negative thinking will. Positive thinking will let you use the ability, training, experience and knowledge you have and that is awesome."

### **3. Great leaders are fair.**

Dealing with others requires a fairness mindset that you rarely think about until it's called into question. It really doesn't matter which side of the issue you're on. Whether you feel you've been treated unfairly or someone accuses you of the same, it can turn your world upside-down.

Fair means honest and impartial. The leader must make decisions after gathering as much information as possible. But in these politically correct times, some extend the meaning too far. The result can be anything but fair. For example, some leaders say all workers should be treated the same. They say that's fair. But, is it really? Is it fair to treat an underperforming employee the same as others who are performing at or above expectations?

Doing so is not fair to either person. For the most part, people who are held accountable for their actions, for their actual performance, end up as better employees.

### **4. Great leaders are clear.**

Great leaders tell it straight and walk the talk – they are open and genuine. If you say what you mean and mean what you say, people will always know where you stand, what to expect from you and where they stand with you. But, I must caution you to think before you speak. And I am personally not always good at this.

If you consistently follow through with actions, then you're transparent, honest and impartial. That, to me, means you're a communicator.

There's nothing worse than trying to function within an organization when you don't know the rules or they keep changing. Not only is it unfair, it can be extremely frustrat-

ing and a significant drain on morale and organizational performance.

When it comes to the organization's goals, strategies, plans, processes, culture, rules – or whatever – establish them, document them and communicate them. Then be as even-handed in your execution as you reasonably can without becoming overly bureaucratic.

### **5. Great leaders are compassionate.**

Leadership is a very humanistic endeavor, and compassion is the ultimate way of showing others you are concerned about them. A compassionate leader models that characteristic to others through his actions, and, as a result, firefighters will be more understanding of the organizational needs. Compassion cannot exist without empathy, which is an important trait to develop in ourselves and our subordinates. Being able to see things from another's perspective can have a powerful impact on a leader's decisions and actions.

### **6. Great leaders build relationships.**

A great leader bridges gaps and builds relationships. Leaders always look to improve things inside and outside the organization.

Building a strong organization with competent individuals is something a great leader seeks to do and extend that atmosphere to the entire organization.

### **7. Great leaders bring out the best in others.**

Everyone looks at a great leader and they want to be a better leader themselves. They want to be a better firefighter or a better person.

A great leader uncovers the hidden possibilities in others and brings out those strengths.

### **8. Great leaders know their biases.**

Let's face it, we all have personal biases. If you say you don't, you're either lying or not very self-aware. That, to me, is an even bigger problem.

A great leader understands those personal biases and doesn't let them get in the way of making smart decisions on behalf of the stakeholders.

### **9. Great leaders are confident.**

Confident people are attractive and inspire others, and this is just as true for leaders. A leader who is confident will inspire confidence in others and gain the loyalty and trust of their team.

A person who displays confidence in a project or organization is also more likely to gain other people's faith in the project or organization.

**10. Great leaders are enthusiastic.**

Enthusiasm is infectious and good leaders who are enthusiastic about their work or cause and their role can use that enthusiasm to motivate other members of the team. Enthusiasm from a leader also shows they are part of the team, working towards a common goal and not just a lofty boss directing others around.

**11. Great leaders have vision.**

Great leaders keep a long-term and high-level view of the organization. They are focused on the end result finishing what is started.

A great leader is committed to excellence. They know that second best does not lead to success. They persevere to be number one while maintaining high standards.

**12. Great leaders are innovators.**

Great leaders think outside the box to find new methods and solutions that may not conform to conventional thinking but may be significantly better.

They are always asking the “what if” question, and have good ideas along with a strong vision.

They are also open to consider new ideas from others, even if those ideas do not conform to the conventional way of doing things. They value participation from all members of their team.

A great leader knows it is crucial not to take reckless risks while at the same time has the courage to seize opportunities.

**13. Great leaders have integrity.**

A good leader must have integrity and display honesty in all aspects of their dealings with others. Without this, they will not have the trust of their followers and will not be able to direct them. By walking the talk, a good leader earns the right to have responsibility for and authority over others.

Good leaders also understand and set the moral tone of a group or organization.

Leadership is an art form. It requires constant practice and attention to the needs of others while focusing on the long-term survival of the organization.



# Training and Safety

By Jeff Gavlik: Deputy Chief

The days are getting warmer and fire season is upon us. Please remember to drink plenty of water throughout the day and be response ready for the busyness that summer brings with it. Everyone will be frequenting the rivers to stay cool and wild fires will break out along with the drowsy distracted drivers that all too often happen when the hot weather comes our way. Make sure you have all of your PPE with you while responding since one type of call can and often times does turn into another in a blink of an eye. Also, pack a small go bag with some snacks and water in case you find yourself on an extended event or the car breaks down.

As you know we will be hiring four firefighter/EMTs in the very near future. Prepare yourself now both mentally and physically if you plan to apply. The process will challenge you! Benjamin Franklin once said, "If you fail to plan, you are planning to fail!" I would like to see you be successful in obtaining a position with us, Do your due diligence in planning and preparing now so you can be ready when the application phase starts.

Training building update: The process has been bogged down a bit in the bid process for the site work but I am still waiting to receive the bids so that we can allocate the needed amount of monies to officially get this project started. I will keep you all informed as the process moves along.

If you haven't heard yet we have lost a few members from our ranks due to personal reasons and life changes. Support member Knight, Firefighter Struewing, and Firefighter Norvell have moved on to other avenues and we wish them success in what life has in store for them. If you know of anyone interested in joining up, encourage them to stop by and see what it is that we do to help our community.





## Logistics

By Kris Sherman;  
Division Chief Logistics

We have been busy in the shop these past few weeks. We have serviced the engines, tenders, rescue truck, and brush trucks to prepare for fire season.

It's been reported that the drought is over but we will be experiencing warmer than normal temperatures. We have already been in the upper 90s and it's not even June, the green grasses and weeds are already turning brown.

We need to keep an eye on our water temperature and oil pressure gauges, please report to me any signs of overheating or low oil pressures.



## Operations & Prevention

By Kamron Ismaili; Division Chief Operations and Prevention

### 5 WAYS TO BE A BETTER FIREFIGHTER

For me, there are some simple ideas and concepts that can make a firefighter exceptional versus middle of the road. These concepts not only apply at the firefighter level, but to all ranks within the fire service. By bearing them in mind, you can help to improve both your fire suppression efforts and your safety on the fire ground.

### KNOW YOUR DISTRICT

Preplanning is a concept that goes beyond knowing basic hazards of your district's occupancies. Be familiar with everything about them, such as:

- Their construction
- Their placement amidst their surrounding structures
- What exposures are present on all four sides of the building?
- What security and fire protection systems do they have installed?
- What obstacles may slow your ability to force entry?
- Are people on site after regular business hours?
- Does a church also serve as a rescue mission after hours for the homeless?
- What problems have you had recently in these structures?
- What type of clientele spends time in them and could they present safety hazards to your personnel?

Pay attention to the stories the senior firefighters tell around the kitchen table regarding those buildings you may have to fight fire in. They may tell of difficulties they faced there in the past and you can learn these tough lessons without having to figure it out for yourself. Know your Fire District because your life may depend on it!

### BE PROACTIVE

Problems faced during your career can be approached in a num-

ber of directions. You can ignore them and hope they go away, you can tell someone else in the hope they will solve the problem, or you can jump in and be part of the solution.

Dwindling budgets have created an environment where it is difficult to merely throw money at a problem to solve it. Take the time to look at a problem from all sides and be a part of the system that attempts to solve it.

Not only will this enable to you to learn more about the equipment or process that needs attention, you also learn more about the way to utilize the District 's process for problem solving. If the District needs something that it does not have, take the time to do your homework and find an affordable or acceptable solution to existing problems. Knowing how to get what you need now will help the District get what it wants in the future.

### TRAIN, TRAIN, TRAIN

I can't say enough about how critical it is for a team to train together to ensure all members know their place and role on the team they are part of.

- How often do you to pull the extrication equipment just to re-establish the muscle memory required when you will really need it?
- Do you practice like they play?
- Do all members utilize current SOGs during training so that when they really have to initiate a Mayday or be part of an RIT team, they know the process inside and out?
- Is every member practiced and capable with every piece of equipment of the apparatus?
- Is every member trained to operate as a team leader in case the company officer goes down?
- Does the team depend on every member to have some level of knowledge regarding every possible call type they may have to respond to?
- Are your acting engineers, officers, etc., as capable

as those who are in the positions regularly?

- Does that remote control help save lives?

## DON'T MAKE SAFETY AN AFTERTHOUGHT

There is a current rumbling going through the brotherhood that the safety pendulum has swung to the conservative end of the spectrum; that we are taking safety far too seriously and that it takes up too much time.

This is a dangerous path to tread and leaves an individual in a position of making singular decisions about what safety measures should be taken and what should be ignored.

While I agree that our job at times requires us to risk ourselves to save others, we should never approach a risky decision in a cavalier fashion. If we are forced to place ourselves at risk, we should be utilizing every piece of equipment, every safety concept and every manner available to reducing the risk as much as possible.

If you simply walk into situations thinking nothing can happen to you or your crew, you are a **FOOL** and a hazard to the team you represent. Train so you know how to be safe, train to be able to get out of hazardous situations and train to get civilians out as rapidly and safely as possible.

In addition, train so you know when a situation is a downright loser. When a room and contents fire is completely involved, you must ask the hard question: "Could an individual survive that environment without the type of gear I use?" If not, consider making a calculated approach for suppression, not an aggressive rescue evolution! You have a lifetime of fighting fire to survive - don't become complacent!

## FIT IS FINE

I can't stress enough how important it is for a firefighter to be in good shape. We see consistently high numbers of firefighters who die in the line of duty from cardiovascular events every year.

We know what the problem is most of the time, yet we fail to act. NFPA 1500 pushed the fire service forward by making fitness a necessity for our survival. Yet I still see members who do not take the opportunity to be fit and miss out on their best way to ensure they can survive to enjoy life.

Recent literature is showing that long-term aerobic activity may not be sufficient, and that high intensity training is the prescription to ensuring our brothers and sisters obtain and maintain elite levels of fitness.

I have recently seen the light and while in good shape, have moved forward to higher intensity training to get into great shape to be sure my body can continue to take what every physical insult I may receive until I can retire.

Take the time to find what process will not just help keep weight down, but that will enable you to keep doing the job well in the years to come.



By Sue Williams

## Continuing Education

As CERT members, we should always be educating ourselves on improving our skills and broadening our knowledge base. Because we're not using our training every day, it can sometimes be challenging to remember just how to do something, like setting up the road flagging stand . . . do you set it on its "head" to get those dang feet down, or what??

Something that is available to all of us, twenty-four/seven, is the FEMA website for on-line courses, <http://training.fema.gov/is>.

To take any of the courses, you need to have your SID (Student I.D.) number in order to register, but you all should have one since you've done the three required courses for your basic training. The courses are free and some have periodic testing as you progress through them, with a final test at the end.

# CERT

On the FEMA website, at the top of the page, select "Independent Study". You will get several pages of self-paced on-line courses to broaden your level of knowledge about emergency response, as well as other areas you might be interested in. For example, for some of you it's been a while since your basic training. There is a refresher course, IS-317, that is designed for those having gone through the basic training a year or more ago and might want to review some of the information in a format other than just reading the "big book".

A course that is timely is IS-325, Earthquake Basics, Science, Risk, and Mitigation. It's a short course, approximately 1 hour, and raises awareness of earthquake risk and mitigation strategies for life saving planning. There are also courses on managing spontaneous volunteers at an incident, developing public-private partnerships to ease response to a disaster.

Take a look at the various offerings. Some have prerequisites, some do not. But all will keep our knowledge levels growing.

# Through the Lenses

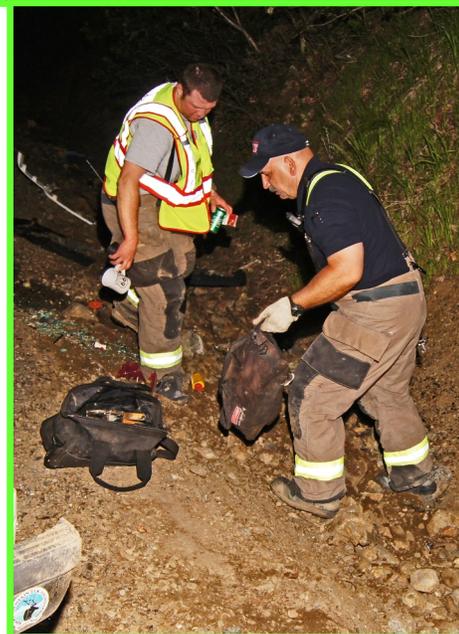
Of: Dale Sandberg, Jason Bayless, and Ned Booth—IVFD Media Department





SMOKE SIGNALS is a monthly newsletter published by the Illinois Valley Fire District for volunteers, staff and friends. To get a copy please stop by our administration office at 681 Caves Hwy.

ILLINOIS VALLEY FIRE DISTRICT SMOKE SIGNALS, JUNE 2017



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# The Firehouse Cook



By Pramada Kisiela:

## Salad Can Be A Meal

Since it is not soup season any more, cool salads are much more appetizing when the mercury goes up. Even in the heat, everyone, especially hard working firefighters, need solid food to keep them going with plenty of protein, healthy carbs, and nutritious veggies. Here is one salad recipe I found on a bag of brown rice, and it is filling, chewy, tasty and gives energy to keep the body going for a long time. Even non-brown rice eaters (one in this house!) may find this delicious and even want seconds. It helps to cook a pot of brown rice and a pot of chick peas also known as garbanzos beforehand, and extras can be used in other ways if you have extra. I usually cook a large pot of garbanzos and freeze some, along with the cooking liquid, for later use.

## Brown Rice:

2 cups short or long grain brown rice (I prefer short), washed well  
4 cups water  
Bring rice, water and 1/2 t. salt to a boil in a heavy pot (big enough so it doesn't boil over), then turn to low and cook until all water is absorbed and rice is just barely starting to stick, about 45 minutes

## Garbanzos:

I usually cook 4 cups of dry beans so I have extra for later. Method: Wash beans, and let soak overnight in plenty of water. The next day, drain and rinse (this speeds up cook-

ing time and helps with digestibility) and cook with a lot of water in a big pot - bring to boil, then turn to medium low, checking to add more water if necessary. Cook until soft and can be squashed between fingers. Or, use a pressure cooker - much quicker and easier.

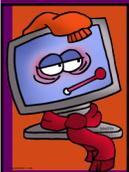
When rice and beans are cool, assemble your salad. The recipe below makes a modest amount, increase for more people or decrease for tiny eaters! Different kinds of vegetables can be used, according to liking. Diced cucumbers would be good but I didn't have any. I did not have fresh basil so used 1 1/2 t. dried basil instead.



3 cups brown rice  
1 cup garbanzo beans  
1/3 c. golden raisins  
1 bell pepper or sugar peas chopped  
1/4 c. chopped green onion  
1/4 c. fresh basil and parsley each, minced  
4 T. chopped almonds or cashews  
Mix with your favorite dressing and let marinate in the fridge for a while.  
Garnish with chopped or cherry tomatoes, avocado diced cheese

Good dressing to try:

1/3 c. olive or other salad oil  
1/4 cup wine vinegar  
1 T honey (if you like sweetish dressing)  
1 T. Dijon mustard  
1 t. salt and 1/2 t. pepper



## Tech Tips

By David White, Systems Administrator,



**Offline maps**—Save time and money when searching for directions on the go by downloading an offline version of a map. Head to Start > Settings > System > Offline Maps and then click the Download maps button.

Now you can drill down to the geographic region you're interested in to download the map.



# In District

By Neil Kisiela:

## Training, Training, Training.....

Even though countless articles could be written, I would like to re-visit the training topic once more. Despite the explanation that I put in the last article of how to operate a Brush truck type engine, the training we had recently on how to operate them didn't go very smooth.

Just a few examples:

Operator didn't know how to get water into discharge port;  
Operator was engaging PTO too fast, grinding it, instead of doing it slowly;  
Operator disengaged the pump without depressing the clutch again, which should not be done;  
[Maybe they didn't bother to read the article?]

These are just a few examples of how important it is to have hands on training in addition to theoretical knowledge or sporadic practice. Anybody can make a mistake or forget a certain aspect of fire business. But we are expected as good shepherds of the community, to know our trade almost to perfection so our service would be exceptional/as close to perfection as possible.

I am suggesting, and I will be doing it myself, that shift leaders can implement training of particular skills, of their choice - not just truck checks. For example: operating extrication tools, starting the ventilation fans/equipment, simple task of starting generators and operating sawzall, or even proper carrying of fire ladders. It may seem that these kinds of tasks are so simple that anybody can do it. But without repeated hands on training, we won't be proficient in those skills. Besides, those skills are task book requirements for FF 1 and FF 2.

Nobody will stop us from training on our own each time we get the opportunity to do so. On each shift everyone should try to practice how to use one specific tool or piece of equipment, no matter how simple or complicated it is. Even the Haligan is a specialty tool in our arsenal and it takes practice and knowledge to know how to use it and even how to carry it, what to speak of knowing where it is located on a particular rig. For instance, a lot of people think that a flat head axe is for chopping the walls and siding but experience proved that using the flat side of the axe is the best way to bust through the wall. Another example is the simple correct placement of a ladder against a building - putting it on the correct angle, between 60-75 degrees

( depending on application). We don't carry a protractor with us, so we have to know how to achieve the correct safest angles by practicing over and over even a simple task like this.

This kind of training will allow the trainer firefighter to sign off some of the skills on your firefighter (recertification) task book. The benefits will be mutual and good for everybody because some will learn, and some, by teaching, will reconfirm their knowledge.

When these skills become your second nature, then you can have real confidence. An attitude of "I already know" or "I did it in the past" won't bring that confidence and peace of mind on the battlefield.

## Hawaii State Senator Mike Gabbard and Family Visit Station One



Recently I had old friends visiting Station One. Longtime Hawaii State Senator Mike Gabbard, and wife Carol are U.S. Congresswoman Tulsi Gabbard's parents. Their youngest son, Narayan, used to be a volunteer firefighter in Fort Dick, CA before moving back to Hawaii. We were honored to have them here.



# Administration

By Jamie Paul, Executive Administrator



## June Birthdays

Kris Sherman	3
Kathy Koontz	10
Cheryl Johnson	14
Jay Webb	11
Joy Boothroyd	09

### Anniversary Dates

*Celebrating Years of Service..*

Kamron Ismaili	Since 2003
Chuck Wiles	Since 2011
Connie Hoke	Since 2013
BJ Latva	Since 2014
Brian Pfeiffer	Since 2016

### Joys and Concerns:

Our deepest sympathies go out to Cheryl Johnson and her family for the loss of her beloved husband. Sending healing prayers and comforting hugs. We are so sorry for your loss.



Every year on June 14, Americans celebrate Flag Day.



On June 14, 1777, the Second Continental Congress adopted the flag for their new country.

Flag day is not a federal holiday.



**HAPPY NATIONAL DOUGHNUT DAY!**



June 2nd

© PNTS



**Thank You**

**Illinois Valley**

**Our Levy passed!!**

**IVFD is looking forward to hiring  
new FireFighter/EMT's  
to support the Illinois Valley**

With the warmer weather please remember to use sunscreen and stay hydrated.



**Slip Slop Slap  
REHYDRATE**

### Grilling Safety Tips:

- Propane and charcoal BBQ grills should only be used outdoors.
- The grill should be placed well away from the home, deck railings and out from under eaves and overhanging branches.
- Keep children and pets away from the grill area.
- Keep your grill clean by removing grease or fat buildup from the grills and in trays below the grill.

**Never leave your grill unattended.**

June Observances & Fun Facts	
June 2017 is Observed as	▶ National Safety Month ▶ Men's Health Month▶ LGBT Pride Month
Jun Birthstone	▶ Alexandrite, Pearl, & Moonstone
Fruit & Veggies for the Month of June	▶ Blueberries ▶ Cherries ▶ Plums ▶ Aprium ▶ Radish ▶ Strawberries ▶ Chinese cabbage ▶ Lychee ▶ Pluot ▶ Okra ▶ Rhubarb
June Flower	▶ Rose
Jun Astrological Sign	▶ Gemini (till 20th) & Cancer (21st--)
Other Notable June Dates & Events	▶ June 8: World Oceans Day