



The Responder

Volume 10, Issue 2
February, 2017



Feature Stories

- Member Profile
- Recognition
- Defining Expectations
- Healthy Recipe

2017 STATISTICS

Jan. 1 — Jan. 31

District Average Response Time:

9 min. 17 sec.

Responses by Type:

Fire: 13

EMS: 237

Other: 111

Total: 361

Like Us On  **facebook**

Proudly serving the communities of Blaine, Birch Bay, Custer, Laurel and the unincorporated areas of Lynden & Bellingham

“Providing Quality Service for a Safe Community”

NWFR Member Profile



by volunteer Jacob Onouye

I was born in Seattle, Washington on April 4, 1993 to a second-generation Dutch mother and a third-generation Japanese father. I also have one younger sister, whom we adopted from the People’s Republic of China in the winter of 2000. With all that said, my childhood home was a lively and diverse place where the histories and cultures of my par-

ents, as well as my adopted sister came together.

Travel and exploring the country and world we live in was something my parents valued greatly and as a result most of my earliest childhood memories are of playing on beaches in Hawaii or driving down the Oregon Coast. Later in my childhood my family and I would travel to the Netherlands, China, and Japan to show my sister the land our ancestors came from. Growing up travelling so much and being the naïve kid that I was, I assumed that everyone grew up with the opportunity to travel to new and different places. It probably wasn’t until I got to high school that I truly

appreciated all my parents had done to show my sister and I the world and the people in it.



As the son of a professor at the University of Washington and a pre-school teacher, getting a full education was highly emphasized in my childhood home. Teaching, especially at the college level was not something my father planned on when he *continued on pg. 2*

NWFR Honor Members

Members of the district were honored at a NWFR Fire Commissioner meeting held on Thursday, January 19 at Blaine Station 61.



NWFR’s newest volunteer firefighters, Steve Latham and Daisy Frearson were sworn in along with recently promoted Assistant Chief of Operations Joe Noonchester.



continued on pg. 2

Please remember to keep
the district up to date
with any changes
including your contact
information.

All changes should be
directed to Jennie. These
changes may include:

Phone

Address

Email

Banking

Family Additions

Name changes

Recognition cont.

continued from pg. 1

The district also presented the 2016 awards in the following categories:

Career Firefighter — Lt. D.J. Riehl



Volunteer Firefighter —
Tommy McAuliffe

Employee — Jennie Sand



CONGRATULATIONS TO ALL !

Member Profile cont.

continued from pg. 1

finished his undergraduate degree and because of this he always encouraged me to focus first on obtaining a good education and letting that process guide what I wished to pursue in life.



In the fall of 2011, I travelled to Bellingham to begin college at Western Washington University. Though the relative quiet of the city and the surrounding area as a bit of a culture shock to a city kid like me, I quickly came to call Bellingham home. I got involved in leadership at Young Life (a high school Christian ministry) and started training at a CrossFit gym in town. Over the course of my time at Western, I developed an appreciation for service, an active life, as well as a love for

learning about the stories of various peoples and cultures. In other words, I decided that a desk job would not be for me and that I wanted to pursue a career helping people in a dynamic way.

Talking to firefighters I had the opportunity to meet through CrossFit, I felt drawn to the camaraderie and dedication to serving the public that the fire service offered as well as the active nature and challenges of the job. I was fortunate to be taken on as a volunteer with North Whatcom Fire and Rescue shortly before graduating from Western in the spring of 2015 and went through the Whatcom County Recruit Academy that fall. After finishing EMT class in the spring of 2016 I began shift work at North Whatcom.

At present I am working as a CrossFit Level 1 trainer at CrossFit X, a weatherization tech at Chuckanut Builders in Bellingham, a part-time firefighter at South Whatcom Fire Authority, in addition to working as a volunteer at North Whatcom. I also had the privilege of serving as an assistant

company officer in the 2016 Fall Recruit Academy. Getting to train four new recruit firefighters, work alongside other veteran firefighters along with our new assistant chief, was an incredibly rewarding experience that I am very grateful for.



I plan on making a career out of being a full-time firefighter one day and I am so thankful for the firefighters and officers I have had the opportunity of working with and all they have taught me about firefighting and emergency work. I look forward to continuing to serve with North Whatcom Fire and Rescue and continuing to learn and grow as a firefighter to better serve the community I live in as well as the men and women I work alongside.



Defining Expectations: Leading From Your Position

by Zach Schleiffer



Being a strong leader doesn't mean you must be in charge. In fact, leadership is not absolute control. As I learned, leading up the chain of command is equally as important as leading down the chain (Willink and Babin, 2015). The best leaders may be the guys making the push off the back step and it is the job of the officer to use their people to ultimately ready the company for its "career fire." Two concepts are at the center of being an effective leader: Defining expectations and planning. In this piece, we will talk about defining expectations.

Defining Expectations...

There is a lot of rhetoric in the fire service today, some of which I am guilty of playing into. We must be realistic in defining our expectations because lofty or utopic goals are merely unicorns- unachievable and not real. We have to set a standard for ourselves, first and foremost. In a previous post about the airbrake drill, I detailed how just 25-30 minutes a day has brought our crew to the next level. We can communicate, anticipate needs and actions, and we've built trust. Training shouldn't feel like a punishment, and I feel much of today's training throws unrealistic scenarios and expectations on a crew,

which immediately demotivates even the most highly motivated firefighters. Commit yourself to doing something for thirty minutes a day. Many would be surprised how many times you can raise a ladder in a thirty-minute period, or how many times you can stretch knee bundles. Like a diet or exercise plan, once you accept the commitment and discipline yourself to devote the necessary time, it becomes second nature, and you can move towards affecting the people around you positively. The cliché term is leading by example. People will follow suit. War story time: While detailed at another station, I was using some spare hose to stretch knee bundles. About 15 minutes in, the officer walks out in the bay and asks what I'm doing. I explained that I was trying out some stuff I had learned in a recent class and was just getting some reps in. I guess he was interested because he stuck around and watched. Eventually, a third guy came out, and the officer said, "Hey watch this, do that V thing again you just did." Later on, the fourth came out, and long story short, within twenty minutes of him being out there watching, he was now running lines, as we began to flow water. Impromptu drill—done. So what's special about this? My discipline in "doing something every day" led to a drill that would have otherwise never happened. So I beg the question, who was the leader? Arguably, we each were because we committed the time to learn something new. Taking time to debunk some stretches and flow some water allowed each of us to get better. No one was forced to be out there, yet we all were and an hour flew by. An hour that no one can take away from us.

Getting back on track, how can your people do the right thing if they don't know what is expected of them? How can you get upset with them, if you've never laid out what ideas, goals, and objectives they should be fulfilling? Part of doing the right thing in our trade is fulfilling the expectations placed upon you. As an officer, or even as a firefighter, you're not wrong to lay forward your expectations, but you must pay close attention to your approach.



1. "Hey, we need to train every day because we suck as a company/department" vs.
2. "Hey guys, training is really important to me, and I would appreciate if, for thirty minutes or so, while I'm out in the bay, that you join me. How awesome is it going to be when we show up second or third due and put someone else's fire out?"

The differences between statement one and statement two are that you're treating people with respect and you're not downgrading anyone or the company. As the old adage goes, "You get more bees with honey!"

There will always be naysayers. There will also be that guy, that crew, or that shift
continued on pg. 4



Events to Celebrate February Birthdays

- 5—Paul VanDyken
- 16—Burr McPhail
- 19—Commissioner Bosman
- 21—Craig Johnson
- 21—Mel Mulligan
- 22—Jeff Hofstad
- 23—Darren Bruya
- 26—Danny Jensen
- 27—Shawn Atwood
- 5—John Holstein
- 15—T.J. Holert

Newest Arrival
Jan. 24—Abigail Elizabeth Jorgensen

**Food Bank
Donations**
117.5 pounds



**Fire
Commissioner Meetings
NWFR**

Thurs. February 16
9408 Odell St 61 Blaine —
7:00 p.m.

District 4
Wed. February 8
4142 Britton Loop St 12
Bellingham —12:00 p.m.





4142 Britton Loop Rd.
Bellingham, WA 98226

Providing quality service for
a safe community



Free Friends and
Family CPR Classes

Class will be held
from 6:30 p.m.—9:30
p.m. at various fire sta-
tions around the district.
Check out
www.nwfrs.com for more
information and to re-
serve your spot.

January 17
February 27
March 28
April 18
May 23
June 17
June 27
July 26
August 22
September 25
October 23
November 15
December 20



Defining Expectations cont.

continued from pg. 3

that wants to make fun of you for practicing your trade. That's fine. In the words of my friend Captain Jonah Smith (2016), "I may not be getting better, but what the hell are you doing?"

When going to your crew with a set of expectations, you should be well prepared to explain why you have these expectations whether it's asked



or not. What may not seem like a big deal to a member or two may become a big deal to them when you give them the reason behind the decision; it allows the member to own their role behind the reason (Willink and Babin, 2015). Remember, knowledge base is different for every member and some may not be aware of why a particular detail is important.

When crafting our expectations, we should have one clear objective, and that is to prevent catastrophic failures (Smith, 2016). If we can remain in control of our actions, accept our scope of operations, and work within that scope, we will be successful. If you're assigned to

an engine and you spend more time conducting RIT drills than you do stretching and operating the initial hose line, you just may find yourself in a position where that bailout is necessary. That is not to say RIT and survival are not important, but as an engine, you have one job (House, 2016) and you need to be the best at it.

Define expectations for yourself and your crew and hold yourself accountable. We each have the ability to effect change within our circle of influence; be positive, be a motivator, be a mentor, and watch the wheels start to turn.

Butternut Squash Gratin



Recipe courtesy of Eating Well Test Kitchen

Ingredients

1 large butternut squash, peeled and cut into 1/4 " slices (about 8 cups)
2-3 TBS extra virgin olive oil divided
1 medium onion, thinly sliced
3 TBS all-purpose flour
3/4 tsp salt
1/4 tsp white or black pepper
2 1/2 cups low fat milk
1 1/2 cups fresh whole-wheat breadcrumbs or crumbled cheese

"Roasted butternut squash slices layered with a creamy sauce and topped with golden breadcrumbs makes a hassle-free side dish that just about everyone loves. Our healthier version skips the heavy cream and butter found in most recipes—saving about 160 calories and 12 grams of saturated fat compared to a traditional version."

Cook time: 50 min.

Directions

Position racks in upper and lower third of oven; preheat to 425 degrees

Toss squash in a large bowl with 1 TBS oil until well coated. Divide between 2 baking sheets and spread in an even layer. Roast, stirring once and rotating the pans top to bottom about halfway through, until tender and beginning to brown, 20 to 25 min.

Meanwhile, heat 1 TBS oil in a large saucepan over medium heat. Add onion and cook, stirring frequently, until very soft and golden brown, 5 to 8 min. Add flour, salt and pepper; cook, stirring for 1 min. more. Add milk and continue to stir, scraping up any browned bits. Cook, stirring, until the sauce bubbles and thickens enough to coat the back of a spoon, about 4 min. Remove from heat.

When the squash is done, remove from the oven. Preheat the broiler.

Transfer half the squash to a 2 qt broiler-safe baking dish. Spread half the sauce over the squash. Add the remaining squash and top with the remaining sauce.

Combine breadcrumbs and the remaining 1 TBS oil in a small bowl (skip if using cheese)

Sprinkle the breadcrumb mixture (or cheese) over the gratin. Place under the broiler and broil, watching closely, until the gratin is bubbling and beginning to brown on top; 1 to 5 min. depending on your broiler. Let stand for 10 min. before serving.

TIP: To make your own fresh breadcrumbs, trim crusts from whole-wheat bread. Tear bread into pieces and process in a food processor until coarse crumbs form. One slice of bread makes about 1/2 cup fresh breadcrumbs.

