



Volume 13 Issue 1  
January, 2020



**Feature Stories**

- New Commissioner
- Reputation
- Santa Run
- Recipe

**2019 STATISTICS**

Dec. 1 — Dec. 31

**District Average Response Time:**

9 min. 18 sec.

**Responses by Type:**

Fire: 10

EMS: 277

Other: 97

**Total: 384**



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

*“Providing Quality Service for a Safe Community”*  
**New Commissioner Begins Term in 2020**



Please join North Whatcom Fire and Rescue in welcoming our newest elected Fire Commissioner Scott Fischer, who begins his six year term in January, 2020.

Scott Fischer was born in Bellingham. He has two sisters, and one brother. Scott’s family moved to Birch Bay in 1960. He graduated from Blaine High School in 1970.

Following graduation, Scott served our country, joining the United States Air Force (USAF). He was stationed in various places such as Texas, Illinois, Washington State, Italy, Las Vegas, Germany and back to Las Vegas. He was discharged in 1981.

Scott settled in Bellingham, and for the next four years worked

in the fishing industry.

Ultimately, Scott was hired by the Port of Bellingham as an airport firefighter and retired after thirty-two years of service.



**Keep snow and ice 3 feet away from fire hydrants.**

In case of fire, firefighters need to be able to get to the hydrants quickly to protect people and property.

3 feet

U.S. Fire Administration | FEMA | Fire & Emergency Management

# Building a Reputation to be Proud Of

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

All changes should be directed to Kelly.

These changes may include:

Phone

Address

Email

Family Additions

Name changes



by Nick J. Salameh

I recently reviewed the “25 Things Probationary Firefighters Should Know and Do” in order to build a great firefighter reputation, created by fire service leaders Frank Viscuso (retired Deputy Chief, Town of Kearny Fire Department) and Michael Terpak (retired Deputy Chief, Jersey City Fire Department). I’ve seen similar lists that frequently address the probationary firefighter, but what about the rest of us? Shouldn’t there be a similar list for non-probationary firefighters, medics, officers, and chief officers? Shouldn’t we all be taking steps to build a reputation to be proud of?

The influence you have on your reputation begins with you, whether you’re a probationary firefighter (PF) or higher ranking firefighter, and often starts before you achieve PF status. You leave an impression on each person you interact with from the person receiving your employment application, to the interview panel members, to the training academy instructor cadre, and to your peers and co-workers. You will quickly be recognized for what you bring to the table and what you do not bring to the table.

As an officer, one thing I used to remind new employees about was that they are in control of their reputation. They can either build the reputation they want for themselves or allow others to create it for them, based on how they are perceived by others. Given that choice, who would you rather be in control of your reputation?

In the fire service, we often place a significant amount of time and attention on the PF, as we should. We want them to be successful by starting them out on the right path, early in their career. We want to build a trusting relationship with them in which to be confident in their knowledge, skills, and abilities and confident in their ability to serve the public and to have the backs of their Brother and Sister firefighters. We want to know they have what it takes to do the work of those that came before them and to earn their right to be a firefighter. Put another way; earn the privilege to work alongside other established firefighters, as some in the fire station might see it.

When the new PF gets assigned to a station, it’s often received with mixed reviews from the start. The PF’s reputation may have already superseded them based on what the crew knows or heard (rumors), good, bad, or indifferent. The crew knows they will have more work to do in training up the PF, which is balanced with the fact that in return the PF will take on much of the fire station grunt work, giving the firefighters a bit of a break from the daily grind (housework, etc.). What the PF does in the days, weeks, and months ahead will

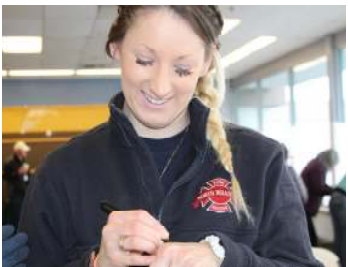
influence the crew’s impression of him/her and ultimately goes toward building a good reputation for the PF and earning their respect, or not. Winning over the crew is the PF’s first step in selling their great reputation.

As I mentioned above, you can either create the reputation you want for yourself or let others create it for you. Either way, it has staying power and can influence the rest of your career and how you are perceived by others. Nevertheless, building a reputation you can be proud of comes with hard work, consistency, and time. Some established firefighters can and do forget this along the way. Therefore, it’s important to emphasize that reputation building should not stop once full firefighter status is achieved. It should be an ongoing and dynamic process.

Success in building great reputations is a two-way street. As we build our individual reputations we must interact with others. Their perception of you is your reputation litmus test for success.

Now, let’s take a moment to review Chief Viscuso and Chief Terpak’s “25 Things Probationary Firefighters Should Know and Do” in order to build a great reputation:

1. \*Respect the job
2. \*Arrive early
3. \*Be social
4. Find the senior firefighter
5. \*Be proactive around the firehouse.
6. Be the first to rise and the last to sleep
7. \*Find a mentor
8. \*Know your riding position



# Reputation cont.

and responsibilities

9. \*Check your equipment
10. \*Wear your safety gear
11. Ask
12. \*Talk to the off-going crew
13. \*Lead by example
14. \*Don't try to force acceptance
15. \*Leave your ego at the door
16. \*Respect your elders
17. \*Stay physically fit
18. \*Stay mentally fit
19. \*If you feel stressed, tell your officer
20. \*Have fun
21. \*Be a team player
22. \*Be accountable
23. \*Respect the public
24. \*Make safety your priority
25. \*Pay it forward

The list above may be intended for the PF, but with few exceptions, it equally serves the non-probationary firefighters, senior firefighters, medics, and officers. I've placed an asterisk next to the items above that are applicable for all fire service personnel.

Those of us who are in the PF status or who have moved beyond their PF status are encouraged to review the list and to reflect on their current reputation. Is it great? Are you proud of it? Or, is there still room for improvement? If you are meeting the standards of the list, well done! Keep up the good work. If not, recommit and aspire for more for yourself and for those you work for

and alongside. They are counting on you. You are the future of your department, and those that came before you want to place that future in good hands.

We're all in this together and our success relies on each member of the team doing their part. For those above the level of PF, I would add the following responsibilities to the list, which coincide with the numbered items above:

**Item 4,** Be a respectful senior firefighter or medic who positively influences and inspires others through your actions, not your position. As an officer, know your senior firefighter. This person is a leader among the firefighters and can influence for better or worse. Build a working relationship with the senior or informal leader to help ensure they are working with you, not against you.

**Item 7,** Be a mentor.

**Item 11,** Answer questions, and listen more than you speak.

**Item 14,** Be accepting, especially of differences.

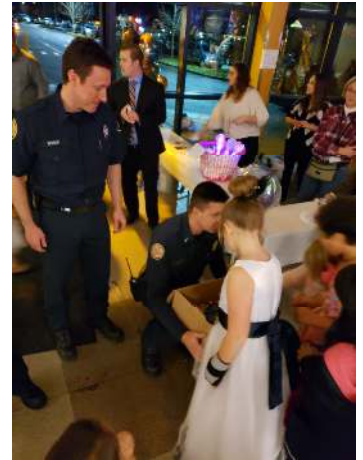
**Item 16,** Respect your Youngers. Respect is a two-way street.

**Item 19,** Look for stress in others, question, and provide the necessary support for their wellbeing. You may recognize their stress before they do.

Often, it's the PF we focus on, because those that came before have paid their dues. But great reputations come with hard work, consistency, and time. Each of us must work to maintain great reputations we can be proud of. It doesn't start and stop at the PF level. The lists above are minimum standards, so there is always room for self-improvement. Building a great reputation, like becoming a great firefighter, is a never ending process. You'll never be perfect, but keep striving for perfection.

To quote Benjamin Franklin, **"It takes many good deeds to build a good reputation, and only one bad one to lose it."** If you're just starting out or are already established in the fire service, be mindful of the kind of reputation you want or have. Take each opportunity to continually build upon your reputation. Reputation is perception and perception is everything. Work to allow your reputation to supersede you in a way that makes you proud. Put another way, be proud of who you are to others...That's your reputation!

*Nick J. Salameh is a 36 year veteran of the fire service. Crossroads Fire Station 10. Nick is a contributor to Fire Engineering*



## Events to Celebrate January Birthdays

- 5 — John Hollstein
- 7 — Herschel Rostov
- 13 — Steve Latham
- 18 — Alden Roberts
- 19 — Jonathan Kirk
- 29 — Rachel Davison



## Fire Commissioner Meetings

### NWFR

Thurs. January 16  
9408 Odell St 61  
Blaine — 1:00 p.m.

### District 4

Wed. January 17  
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 2020

Class will be held at 12:30  
p.m. at various fire stations  
around the district. Check  
out [www.nwfrs.com](http://www.nwfrs.com) for  
more information and to  
reserve your spot.

January 18  
February 1  
March 7



Other dates are pending, but  
will be offered at least once a  
month.

April  
May  
June  
July  
August  
September  
October  
November  
December

*Donations of nonperishable food  
items are encouraged but not man-  
datory. All food donations will be  
forwarded to local area food banks.*

## 2019 Santa Run

This has been another success-  
ful year thanks to NWFR, fam-  
ily and community members  
who were there awaiting our  
arrival at each stop.

Thanks to organizer David  
Comp, Haley Urling-Ehinger,  
Zack Scott, Aaron Ebner, Dale  
Rutgers, Paul VanDyken, Sean  
Roberts, Jon Ahrenholz, Mike  
Peetoom, Dar Kazemi and Tye  
Thompson, who donated their  
time to make the lives of some  
of our community's less fortu-  
nate kids a little brighter this  
holiday season. A GIANT  
thank you to our amazing Santa,  
Cody!

We received one hundred pre-  
sents, including two bicycles,  
one hundred dollars and one  
hundred fifty pounds of food  
for those in need.

We are so fortunate to live in  
such a loving, caring and giving

community.

Thank you all for everything  
you do and for supporting our  
mission of giving back.



## Granola Bars



*Courtesy of allrecipes.com*

### Ingredients

- 2 C rolled oats
- 3/4 C packed brown sugar
- 1/2 C wheat germ
- 3/4 tsp cinnamon
- 1 C all purpose flour
- 3/4 C raisons (optional)
- 3/4 tsp salt

- 1/2 C honey
- 1 egg, beaten
- 1/2 C vegetable oil
- 2 tsp vanilla extract

- Prep Time: 15 min
- Cook Time: 35 min
- Total Time: 50min

Calories: 161  
Servings: 24

### Instructions

Preheat oven to 350 degrees.  
Generously grease a 9x13" bak-  
ing pan.

In a large bowl, mix together  
the oats, brown sugar, wheat  
germ, cinnamon, flour, rai-  
sons and salt. Make a well in  
the center, and pour in the  
honey, egg, oil and vanilla.  
Mix well using your hands.  
Pat the mixture into the pre-  
pared pan.

Bake for 30 to 35 minutes in  
the preheated oven, until the  
bars begin to turn golden at  
the edges. Cool for 5  
minutes, then cut into bars  
while still warm. Do not al-  
low the bars to cool com-  
pletely before cutting, or they  
will be too hard to cut.