



The Responder

Volume 12, Issue 3

March, 2019

Feature
Stories



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2019 STATISTICS

Jan. 1 — Jan. 31

District Median Response Time:

8 min. 50 sec.

Responses by Type:

Fire: 20

Residential Fire: 3

EMS: 291

Other: 147

Total: 461

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

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Leadership



by John Buckmann 111

*13 things that make fire department leaders great
Whether you are a new leader or one looking to improve, this baker's dozen of top traits will set you on the right course*

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 subordinate 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 *continued on pg. 2*

NWFR Recognizes Whatcom Lawns

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

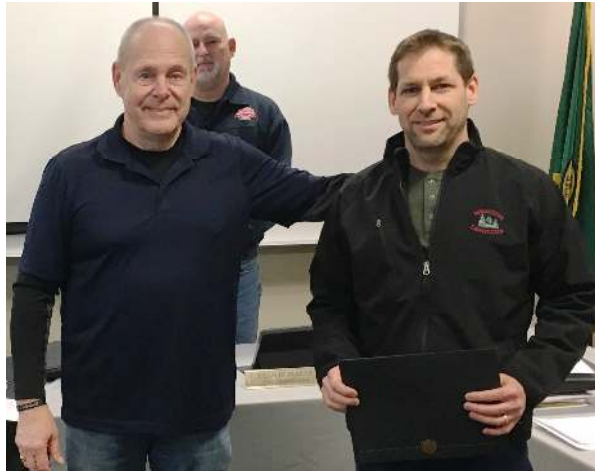
Address

Email

Banking

Family Additions

Name changes



On behalf of the district, Chairman Rich Bosman recognized Steve Kruyswijk, President of Whatcom Lawns Inc., for donating their services for the initial cleanup and continuous maintenance of the grounds at Wiser Lake Station 70.

THANK YOU!



Leadership cont.

continued from pg. 1

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 frustrating 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 to the 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 *continued on pg. 3*



Leadership cont.

continued from pg. 2
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 risk 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.



Events to Celebrate March Birthdays

- 13 — Joe Noonchester
- 17 — Commissioner Berkeley
- 17 — Elliot Courage
- 19 — Haley Urling-Ebinger
- 25 — Commissioner Crawford
- 25 — Shane Madsen
- 28 — Sabrina Ooms

Blaine Food Bank # 395

Daylight Savings
March 10

Fire Commissioner Meetings

NWFR
Thurs. March 21
9408 Odell St 61 Blaine —
1:00 p.m.



District 4
Wed. March 13
4142 Britton Loop St 12
Bellingham — 3:00 p.m.



Pump Operations Academy

The five probationary recruits have started on Module 2 and have attended an EVIP Course and Pump Operations Academy. This will provide permission for them to keep learning and fine tuning their skills with pump operations and various skill sheets they have until the end of their probation period.

In the academy, the recruits were taught basic driving skills, pumping multiple lines, troubleshooting, drafting, supply lines, tender operations and

foam operations. During Module 2, the recruits concentrate on pump operations and practicing skills associated with fire attack, tools/equipment, hazardous materials, medical and rescue operations.

The Training Division would like to say thank you to Troy Freeman for accepting the lead as the instructor for the 2019 Pump Ops Academy.





4142 Britton Loop Rd.
Bellingham, WA 98226

Providing quality service for
a safe community



Free Friends and Family CPR Classes 2019

Class will be held
from 6:00 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.

- March 27
- April 24
- May 29
- June 15 CPR and First Aid
- June 26
- July 31
- August 21
- September 21
- September 25
- October 30
- November 20
- December 18



Donations of nonperishable food items are encouraged but not mandatory. All food donations will be forwarded to local area food banks.

NWFR Appoints Division Chief of Operations

Interim Fire Chief Joe Noonchester swore in Division Chief of Operations Jason Van der Veen during a NWFR Fire Commissioner Meeting held on Thursday, February 21. Chief Van der Veen's wife Meghan also participated in the event.

Chief Van der Veen has been with the district since 2007. He was promoted to the rank of lieutenant in 2011.

Congratulations!



Ryan's Moroccan Yam Burgers



courtesy of Shell Adams

Ingredients

6 cups grated yams (about 2 pds)
2 TBSP garlic, peeled and coarsely chopped
2 TBS ginger, peeled and coarsely chopped
1 19 oz. can chickpeas, rinsed and drained
1 1/2 c. unsalted mixed nuts
1/2 c. fresh cilantro, chopped
2 tsp. chili powder
1 tsp cinnamon
1 tsp. coriander
1 tsp. black pepper
2 TBSP soy sauce
2 TBSP sesame oil
1 TBSP egg replacer powder mixed with 3 TBSP water (or 2 eggs)
1/3 c. dry breadcrumbs
vegetable oil for sautéing

Directions

Peel the yams and grate them in a food processor or by hand. Remove to a large bowl.

Put the garlic and ginger in the food processor and pulse until finely chopped.

Add half of the chickpeas to garlic and ginger and process until fairly smooth. Add this mixture to the shredded yams.

Put the remaining chickpeas in a bowl and mash them slightly with a potato masher or a large metal spoon.

Add them to the yam mixture.

Add nuts to food processor and grind until coarsely chopped. Add them to the yam mixture.

Add cilantro, cumin, chili powder, coriander, cinnamon and black pepper to the am mixture

and mix well.

Mix the egg powder mixture, or eggs, in a small bowl. Set aside.

Add soy sauce and sesame oil to the yam mixture and mix well.

Add eggs or egg replace and breadcrumbs. You may need a bit more breadcrumbs. Measure into half-cup portions and form into patties.

Sauté on medium low, approximately 5 minutes on each side.

Serve on a whole wheat bun with lettuce, tomato, sliced red onions and tzatziki.

Makes 12 patties

These patties are great to have in the freezer when you have a vegan or two in the crowd."