

# CONFERENCE SCHEDULE

## Wednesday, March 26, 2025

Noon Registration

### BALLROOM:

- 12:45 p.m.**                      **Welcome Remarks**  
Chief Thomas Higgins, MFCA President  
Chief Matthew Bartlett, MFCA 2nd Vice President
- 1:00-2:30 p.m.**                      **Maine State Fire Marshal's Office Report**  
Speaker: Chief Shawn Esler, Maine State Fire Marshal and Deputy Chief, Albion
- 2:30-3:00 p.m.**                      **Maine State Fire Marshal's Office -Grant Program Review**  
Speakers: Chief Shawn Esler, Maine State Fire Marshal and Deputy Chief, Albion,  
Chief William Gillespie, and Rebecca Graham, MMA Senior Legislative Advocate
- 3:00 -3:15 p.m.**                      **Break**
- 3:15-5:00 p.m.**                      **Annual Meeting & Award Presentations**  
Join us for MFCA'S annual meeting and presentations for the MFCA Fire Chief of the Year Award, MFPSC Best Practices Award and MFSI Instructor of the Year Award
- 5:00- 6:00 p.m.**                      **Appreciation Hour with the Vendors**
- 6:00-8:30 p.m.**                      **Dinner on your own**
- 9:30-11:00 p.m.**                      **IPS Annual CAMP Restaurant Event!**  
*Please be sure to grab your entry ticket during the social hour from your IPS sales representative.*

## Thursday, March 27, 2025

- 7:30 a.m.**                              **Exhibitor Set up**
- 8:00-9:00 a.m.**                      **Registration/Coffee & Continental Breakfast in the Exhibit Area**

### BALLROOM:

- 9:00 - 9:30 a.m.**                      **Welcome Remarks**  
Chief Ken Jones, NEAFC President  
Chief Thomas Higgins, MFCA President

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<b>9:30-10:30 a.m.</b>	<b>“Flash Point” Team Building Seminar: Ignite Your Team &amp; Forge A Winning Culture”</b> Keynote Speaker: Deputy Chief Frank Viscuso, Leadership & Team Building Specialist  Based on the content in this soon-to-be released seventh book titled FLASH POINT, Chief Frank Viscuso draws comparisons between the four most common stages of team development and the four stages of fire - Incipient, Growth, Fully Developed and Decay. During this highly-motivational talk, Chief Viscuso will explain why some teams are consumed with Drama and Conflict while others thrive under pressure. Attendees will be introduced to the 8 essential steps they will need to take them to reach their peak performance as individuals and team leaders. Those steps are: <ul style="list-style-type: none"><li>• Step 1 - Set Expectations up Front: Every organization’s culture is created by design or default.</li><li>• Step 2 - Prepare for Victory: A team wins or loses long before the game begins.</li><li>• Step 3 - Take Action: Procrastination is the slayer of confidence.</li><li>• Step 4 - Delegate to Develop: Dividing tasks and developing your people multiplies your chances of success.</li><li>• Step 5 - Have the Guts to Persist: At some point in a fight, technique gives way to heart and determination.</li><li>• Step 6 - Adapt When Necessary: The best ideas have to win, even when they are not yours.</li><li>• Step 7 - Serve All and Serve Well: Always exceed customer expectations, not sometimes always.</li><li>• Step 8 - Reward Your Team: The people who work the hardest are often those who feel the most appreciated.</li></ul>
<b>10:30 – 10:45 a.m.</b>	Break/Visit with Exhibitors
<b>10:45 a.m. – 12:00 p.m.</b>	<b>“Flash Point” Team Building Seminar (Cont.)</b>
<b>12:00 – 1:00 p.m.</b>	Luncheon at CAMP Restaurant/Visit with Exhibitors
<b>1:00 – 2:00 p.m.</b>	<b>Joint Board Meeting - MFCA &amp; NEAFC (Whittier Room)</b>
<b>1:00 - 2:15 p.m.</b>	<b>“Flash Point” Team Building Seminar (Cont.)</b>
<b>2:15 – 2:45 p.m.</b>	Dessert Break/Visit with Exhibitors
<b>2:45 p.m. - 4:00 p.m.</b>	<b>“Flash Point” Team Building Seminar (Cont.)</b>
<b>4:00 p.m.</b>	Adjourn
<b>6:00 p.m.</b>	<b>New England Barbecue at The Jordan Hotel (optional, see registration form)</b>

**\*\* Dr. Ray Lankin with United Diagnostic Services will be providing cancer screenings throughout the day in the Simmonds Room. Further information and registration details will be provided.\*\***

# CONFERENCE SCHEDULE

## Friday, March 28, 2025

- 7:00 a.m. Exhibitor Set up
- 7:00-9:00 a.m. Registration - Breakfast Buffet at CAMP Restaurant - Visit with the Exhibitors

### BALLROOM:

- 9:00 a.m. **Welcome Remarks**  
Chief Thomas Higgins, MFCA President  
Chief Matthew Bartlett, MFCA 2nd Vice President
- 9:00-10:00 a.m. **Managing and Reducing Liability in the Fire Service - “The Trouble with Thinking an SOP is Different from an SOG”**  
Speaker: Deputy Chief Paul Doughty, St Albans Fire Department
- This presentation will begin a discussion of an overview of the laws, rules, regulations and best practices for the fire chiefs and fire officers to manage risk without relying on the misplaced idea that a Standard Operating Guideline (SOG) protects the department liability differently than a Standard Operating Procedure (SOP).
- 10:00- 10:45 a.m. **Same Job New Rules - An Introduction for Fire Chiefs, Fire Officers and Firefighters Working in a Newly Unionized Workplace. The Do’s, the Don’ts and the Maybe’s.**  
Speaker: Deputy Chief Paul Doughty, St Albans, ME Fire Department
- This presentation will begin a discussion of an overview of the laws, rules, regulations and best practices for fire chiefs and firefighters to survive and thrive in a unionized fire service. We will leave some time at the end of the presentation for an open forum on this hotly debated topic.
- 10:45 – 11:00 a.m. **Door Prize & Evals Prize Drawings**
- 11:00 a.m. **Adjourn**