



# THE REVIEW

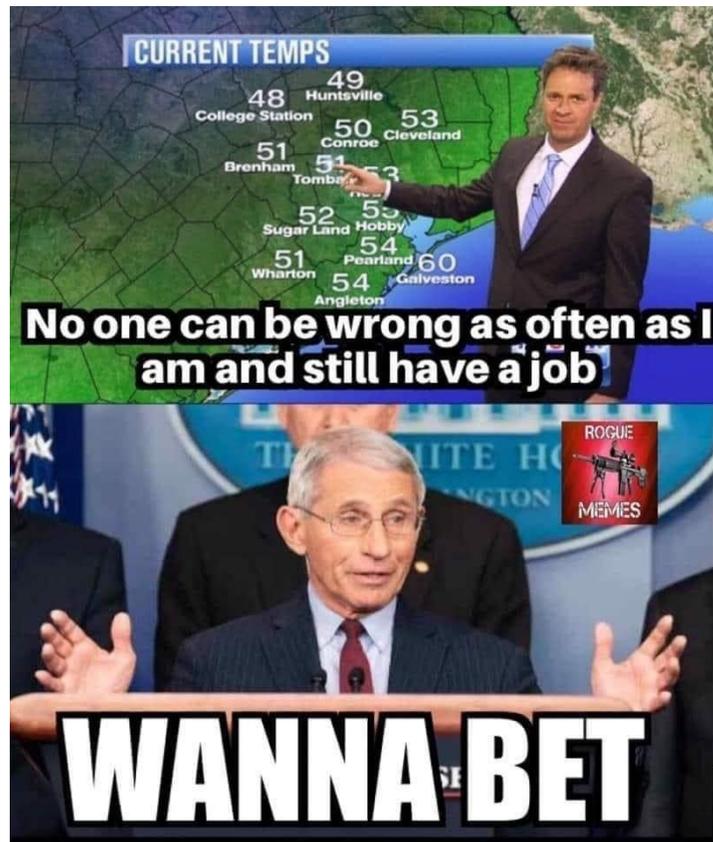
Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – **March 26, 2021**

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"Happiness is not something readymade. It comes from your own actions."

Dalai Lama



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## The Chief's Desk

I know the last couple weeks have been a struggle after the loss of family member, friend, and colleague, Prescott Fire Firefighter/EMT Tye Seets.. It would be a significant omission if we did not acknowledge that the last two weeks could be a trigger for some who experienced the tragedy of losing the Granite Mountain 19. As we've said from the beginning, if anyone is struggling, please reach out for assistance. There is no stigma, there is no shame, there is *only* hope when you ask for help.

While I'm certainly not an expert in behavioral health, I would like to at least acknowledge that the last year has been tough on us all. Many believe that because we don a uniform each day for work, we are somehow protected from the emotional impact of the things we experience. As I've said before, below the uniform is flesh and blood like every other human being. We feel and we hurt just like everyone else. The difference between us and the general public is expectation. In our field, we expect to see and experience tragedy. That does not mean it doesn't impact us, it just means we may process it differently. For us, it's not usually one incident that causes an emotional reaction. Rather, it is the cumulative effect of multiple exposures to trauma. That said, one event may serve as the tipping point, or the trigger that releases a flood of emotions.

As Patty says, we take each of the traumas we experience, put them in individual boxes, and add them to a shelf in our mind. Our hope is that nothing comes along and topples the shelf causing all the boxes to open up and overwhelm us, but it happens more often than we'd like to admit. While we have tried to shift our culture to one that more readily accepts and promotes seeking help, many still refuse.

Over the last year you all have been responding to an increased number of suicides – including recent pediatric suicides, an increased number of drug overdoses to include a number of adolescent teens, and an increased number of domestic abuse cases. Couple the increased exposure with the crazy lockdowns, separation from family and friends, political disputes, and stupid mask stuff, and you can easily see a heightened potential for behavioral health challenges in our first responder communities.

As an example, in a single week one of our crews ran a call in which a young boy lost his life, and another where a good friend and colleague lost his life. I don't care how much we expect to see, nothing will ever prepare us for that level of exposure in such a short period of time.

We are fortunate that between CAFMA and Prescott FD we have a group of compassionate people who serve as peer support. As is the case with much between our agencies, there is a bond between us that transcends agency name and jurisdictional boundaries and brings us together as one. Our teams intermingle to provide the best support we can for our members.

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### Upcoming Events:

March 29: PFFA/AFDA/AFCA meeting, Meet with video producer  
March 30: Wage/Benefit Meeting, Senior Staff  
March 31: Retirement/Promotional Ceremony  
April 1: Joint AFCA/AFDA meeting

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### Board Meetings:

April 14 Administration  
Budget Work Study

April 26 Administration  
CVFD – 1600-1630  
CYFD – 1630-1700  
CAFMA – 1700-1830

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## **When Leaders Need To Be Followers**

**By: Blair Williams**

It's well known that leaders need to wear multiple hats. They have to be marketers, accountants, negotiators, product developers and much more.

One leadership role that's not as common is to take the place of a follower.

The concept that leaders need to step back and become followers is not a new one. In history, great leaders like Nelson Mandela and Gandhi made a marked difference by resisting in quiet ways. They lead millions by putting others before themselves. This style of leadership is known as servant leadership. And as can be evidenced by the way history has played out, its effect is not to be underestimated.

But does stepping back as a leader serve modern business contexts? I think so.

In fact, there already exist several examples of leaders who focus more on people empowerment and less on being a driving force themselves.

The idea of a leader as a follower can manifest itself in different ways. Here are some specific times where leaders should consider taking on a follower role and allowing their employees to lead.

### **To Focus On The Broader Picture**

At some point in every entrepreneur's journey, there comes the difficult task of stepping away from the day-to-day tasks of building a product or leading every marketing task.

[forbes.com](https://forbes.com)

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## **NY firefighter found dead after mayday call at assisted living facility blaze**

**By: Laura French**

SPRING VALLEY, N.Y. — The body of a New York firefighter who became trapped while battling a blaze at an assisted living facility Tuesday has been recovered.

The remains of Spring Valley Firefighter Jared Lloyd, 35, were recovered overnight, about 24 hours after the blaze first ignited at the Evergreen Court Home for Adults, according to CBS New York.

Lloyd had issued a mayday call from the third floor of the burning facility but firefighters who went in to search for him were forced to retreat due to the extent of the fire, Rockland County Fire Coordinator Chris Kear said during a news conference Tuesday morning. Kear said Lloyd was one of the first firefighters to arrive at the scene.

Authorities initially reported that Lloyd was searching for a resident of the facility who was unaccounted for. The resident was later found unharmed, officials said.

Searchers worked through the day and night to locate Lloyd amidst the debris of the partially-collapsed facility. Clarkstown Supervisor George Hoehmann reported that Lloyd's remains were recovered early Wednesday morning.

Rabbi Yisroel Kahan, a member of the Rockland County Human Rights Commission and assistant to the mayor and police commissioner of Spring Valley, identified the firefighter as Jared Lloyd and shared a video of the procession escorting Lloyd's body from the scene early Wednesday morning. Lloyd was a 15-year veteran of the department.

[firerescue1.com](http://firerescue1.com)

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## **Chief's Desk Continued**

Beyond local peer support, we have access to other teams across the state. The outpouring of support from agencies around Arizona, as well as from the International Association of Firefighters (IAFF), since Tye's passing has been nothing short of amazing. These relationships and the bond between fire service agencies and associations is truly a blessing. We all know that this connection is one of the special things about the Fire Service.

When peer support isn't enough, we have access to groups like the [Mighty Oaks Foundation](#), or the [Center for Excellence](#) in Maryland. Both are outstanding programs that focus on emergency responders. The Mighty Oaks works with members of our military as well. We have had members that have participated in each of the programs and have provided positive feedback. In addition, Assistant Chief John Feddema is training as a facilitator for the Mighty Oaks – surprising given he is one of the only people who scores lower than me on the empathy scale. Jen was stunned when she heard... not sure how I should feel about that...

While we do a decent job focusing on the health and well-being of our members after a traumatic event, we often overlook or miss the opportunity to provide a level of support to the entirety of our Fire Service family, i.e. our significant others. We must understand that in many instances our trauma has an impact on them. One of the things I noticed with the loss of Tye is the connection many of you and your wives have with him and his wife. To that end, the impact of the loss in the fire service community goes well beyond our responders. How do we ensure everyone in our fire service family receives the support and attention they need? If someone doesn't have an answer to this question, we need to develop one.

I also believe that our partners can serve as advocates in supporting our responders. However, in order to have them as an additional resource we need to provide them the tools, as well as create a safe pathway for them to work with us. We can try our best to look out for each other, but the fact is no one knows us as well as those that live with us. If we do not provide them a pathway to seek assistance,

and/or we do not provide them the education and support that they need, we are certain to miss critical pieces of information that may be important to helping one of our own. We need all eyes and ears available to connect the dots if we are going to make a difference.

While I am not a psychologist, I would recommend that each of you have a conversation with your significant other about boundaries. You cannot hide the pain, anger, or stress of a bad day at work especially those days when you have been exposed to a traumatic event. It's not healthy to keep all of the emotions bottled up. On the other hand, it's not healthy to vomit every detail onto your significant other. You have to know where to draw the line. In my opinion, if you are in a relationship with someone, it's not solely up to you as to where that line is drawn. Rather, boundaries need to be mutually agreed upon. If you're new to the profession, sit down and have the conversation with your significant other. If you're not new, but have not had the conversation have it now.

HR Manager Patty Brookins and her team are currently working on a partner's peer support offering. It will serve as an educational opportunity for our significant others. We will be reaching out through the local and may include our LEO partners as well. I think this is an important opportunity for those who support us. The Partner's Academy is schedule for June. Information regarding the program will be posted in the near future.

Finally, we need to continue to change our Fire Service culture so that responders feel encouraged to seek help. Asking for help is not a sign of weakness. Rather, seeking help is a sign of strength and courage. We also need to remember that we can encourage someone to seek help, but if they are not ready to admit they have a problem, hog-tying and dropping them on the door step of the Mighty Oaks is not going to help. People can BS their way through a program to make others happy, but they're behavior is unlikely to change if they're not willing to change. The bottom line is you have to be willing to admit you need help.

We have multiple resources and programs available should you choose to work through CAFMA. Otherwise, you have access to assistance through EAP or your health insurance. It doesn't matter which you choose, as long as you seek help.

I will close with this: If you or someone you know is struggling, reach out. People and programs are ready to assist. No stigma, not judgement, just help.