



Officer Development Conference

ODC 2025

July 14-17, 2025 | Columbus

BRIDGING TRADITION AND INNOVATION: The Future of Fire Service Leadership

Hosted by the **FIRE CHIEFS' ASSOCIATION OF CENTRAL OHIO**
HILTON COLUMBUS at EASTON

NOTES:

- All classes qualify for hours for the Ohio Fire Chief (OFC) or Ohio Fire Officer (OFO) Credentialing or Re-Credentialing program.
- All sessions offering CEUs must be accepted and approved by your Chief to receive credit.
- • Denotes sessions that qualify for Ohio EMS CEUs through the Ohio Fire Chiefs' Association site #1541.
- # Denotes sessions that repeat.

MONDAY, JULY 14, 2025

8:00 A.M. – 5:00 P.M.
(Easton Ballroom Lobby)

REGISTRATION OPEN

8:30 A.M. – 9:30 A.M.
(Juniper)

NETWORKING BREAKFAST

9:30 A.M.- 12:00 P.M.
(Regent 2 & 3)

CONFERENCE OPENING

Honor Guard Presentation of Colors

Pledge of Allegiance

Welcome Remarks: OFCA President Chief Joe Kitchen, OFC and Chief Allen Scott, President, Fire Chiefs' Association of Central Ohio

KEYNOTE PRESENTATION: The "R" Factor

Speaker: Tony DeCenzo, Senior Consultant – Focus 3

Introduction: OFCA President Chief Joe Kitchen, OFC

10:00 A.M. – 12:00 P.M.
(Magnolia)

Ohio EMFTS Board: Firefighter & Fire Safety Inspector Subcommittee Meeting

12:00 P.M. – 1:00 P.M.

LUNCH IN THE GARAGE

1:00 P.M. -- 2:15 P.M. BREAKOUT SESSIONS

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DRAFT March 11, 2025, subject to change

ODC: Connect. Educate. Inspire.

- 1:00 P.M. – 2:15 P.M.**
(Lilac) **Inclusify to Improve Leadership, Retention, and Recruitment**
Speaker: Chief Gina DeVito-Staub, Woodmere Fire Department (OH)
Introduction: OFCA President-Elect Deputy Chief Rick Vober
- 1:00 P.M. – 2:15 P.M.**
(Magnolia) **So, You Think You Have Your Risks Covered...But Do You? #**
Speaker: Chief Bryan Adams, Pleasant Valley Joint Fire District (OH)
Introduction: OFCA Director-at-Large Chief Bob Rymer
- 1:00 P.M. – 2:15 P.M.**
(Regent 1) **Wayfinding Through Stress: How Mental Mapping Will Resuscitate Firefighter Behavioral Health •**
Speaker: Jess Ward, Founder & CEO, Athinka
Introduction: OFCA Vice President Chief Steve Agenbroad
- 1:00 P.M. – 2:15 P.M.**
(Regent 2 & 3) **It Can Happen Anywhere •**
Speaker: Chief Joe Schrage, Highland Park Fire Department (IL)
Introduction: OFCA Sergeant-at-Arms Chief Jeff Deeks
- 1:00 P.M. – 8:00 P.M.**
(Easton Ballroom & Event Foyers) **INDOOR VENDOR SETUP**
- 3:00 P.M. – 8:00 P.M.**
(Parking Lot) **OUTDOOR VENDOR SETUP**
- 2:15 PM – 3:00 PM**
(Easton Foyer) **NETWORKING - SOFT DRINK BREAK**
- 3:00 P.M. – 4:15 P.M. BREAKOUT SESSIONS**
- 3:00 P.M. – 4:15 P.M.**
(Regent1) **The Stuff They Didn't Teach You in Officer Class**
Speaker: Battalion Chief Randy Feltner, Naval District Washington Fire & Emergency Services (DC)
Introduction: OFCA NW District Director Chief Chad Hollinger
- 3:00 P.M. – 4:15 P.M.**
(Magnolia) **Come to the Dark Side - Understanding Your Role in Local Government #**
Speaker: Steve Kelly, Administrator/Public Safety Director, Miami Township (OH)
Introduction: OFCA SW District Director Chief Ethan Klussman
- 3:00 P.M. – 4:15 P.M.**
(Lilac) **Boundaries, Balance, and Bravery •**
Speakers: Battalion Chief Heith Good, Norwich Township; Retired Captain Matt Askea, Akron Fire Department; Captain Tracey Wright, Youngstown Fire Department
Introduction: OFCA NE District Director Chief John Frazier
- 3:00 P.M. – 4:15 P.M.**
(Regent 2 & 3) **I-70 Bus Crash Incident Review**
Speaker: Assistant Chief Joe Krouse, West Licking Joint Fire District (OH)
Introduction: OFCA SC District Director Retired Chief Jack Rupp
- 5:00 P.M. – 6:00 P.M.**
(Room 741) **Happy Hour with OFCA President Joe Kitchen**
- 7:30 P.M. – 9:30 P.M.** **ODC Welcome Reception, Pins Mechanical Company**
- 9:00 P.M. – Midnight** **Hospitality Suite Open**

TUESDAY, JULY 15, 2025

6:30 A.M. – 7:15 A.M. **Morning Wellness Experience – Daybreak Run**
(Main Lobby)

7:30 A.M. – 4:00 P.M. **REGISTRATION OPEN**
(Easton Ballroom Lobby)

8:00 A.M. – 9:00 A.M. **NETWORKING BREAKFAST IN JUNIPER**

9:00 A.M. – 10:15 A.M. BREAKOUT SESSIONS

9:00 A.M. – 10:15 A.M. **Benchmark: Under Control - Battling the Anxious Brain and Combatting Stress • #**
(Regent 1) **Speakers:** Dr. Joel Robertson, Robertson Research Institute & Chief Chad Hollinger,
Sidney Fire Department (OH)
Introduction: OFCA SE District Director Chief CW Durham

9:00 A.M. – 10:15 A.M. **Moral Injury: Is Your Organization Guilty?**
(Regent 2 &3) **Speaker:** John Todaro, Director, Eagle Emergency Education Consultants
Introduction: OFESF NW District Trustee Chief Clayton O'Brien

9:00 A.M. – 10:15 A.M. **Come to the Dark Side - Understanding Your Role in Local Government #**
(Magnolia) **Speaker:** Steve Kelly, Administrator/Public Safety Director, Miami Township (OH)
Introduction: OFESF Chair Chief Paul Wright

9:00 A.M. – 10:15 A.M. **Retirement: Being a Member of the Survivor's Club**
(Lilac) **Speaker:** Steven Click, Director, First Responder Wellness ODPS (OH)
Introduction: OFCA Past President Retired Chief Colin Altman

10:30 A.M. – 12:00 P.M. BREAKOUT SESSIONS

10:30 A.M. – 12:00 P.M. **Performance Punishment: Why Are We Losing Our Best People?**
(Regent 2 & 3) **Speaker:** John Todaro, Director, Eagle Emergency Education Consultants
Introduction: OFCA Director-at-Large Chief Chase Bryan

10:30 A.M. – 12:00 P.M. **So, You Think You Have Your Risks Covered...But Do You? #**
(Magnolia) **Speaker:** Chief Bryan Adams, Pleasant Valley Joint Fire District, OH
Introduction: OFESF NC District Trustee Deputy Chief Jason Conklin

10:30 A.M. – 12:00 P.M. **Personal Wellness: Self-Care •**
(Lilac) **Speaker:** Steven Click, Director, First Responder Wellness, ODPS (OH)
Introduction: OFCA Director-at-Large Chief Gina Devito-Staub

10:30 A.M. – 12:00 P.M. **When Did I Become the Old Guy?**
(Regent 1) **Speaker:** Firefighter Philip Clark, City of Lenoir Fire Department (NC)
Introduction: OFESF SW District Trustee Chief Cameron Haller

12:00 P.M. – 1:00 P.M. **LUNCH IN THE GARAGE**

12:00 P.M. – 1:00 P.M. **OFE LUNCHEON**
(Juniper)

12:00 P.M. – 1:00 P.M. (Worthington)	RETIRED CHIEFS CAUCUS AND LUNCHEON
1:00 P.M. – 5:00 P.M.	VENDOR EXPO OPEN
1:00 P.M – 2:00 P.M (Magnolia)	ERS COORDINATORS MEETING
2:00 P.M. – 2:30 P.M	DISTRICT CAUCUSES Northwest District (Regent 1) Northcentral District (Columbus A) Southeast District (Lilac)
2:00 P.M. – 3:00 P.M. (Westerville)	OFCA/OFESF ELECTION: POLLS OPEN
2:00 P.M. – 3:00 P.M. (Worthington)	INNOVATION ZONE OPEN
2:45 P.M. – 3:15 P.M	DISTRICT CAUCUSES Southwest District (Regent 1) Southcentral District (Magnolia) Northeast District (Lilac)
3:30 P.M. – 5:30 P.M. (Easton Foyer)	NETWORKING RECEPTION FOR VENDORS AND ATTENDEES
6:00 P.M. – 7:00 P.M. (Room 741)	Tanqueray Tuesday, A Networking Experience
7:30 P.M. – Midnight	Hospitality Suite
9:30 P.M. – 10:00 P.M.	<u>LIGHT THE NIGHT</u> – Outside Vendor Emergency Vehicle Light Show

WEDNESDAY, JULY 16, 2025

6:30 A.M. – 7:15 A.M. (Lobby Terrace)	Morning Wellness Experience – Sunrise Yoga
7:30 A.M. – 4:00 P.M. (Easton Ballroom Lobby)	REGISTRATION OPEN
7:30 A.M. – 8:30 A.M.	NETWORKING BREAKFAST IN JUNIPER
8:45 A.M. – 10:00 A.M. (Regent 2 & 3)	Panel Discussion: Red Alert First Responder Suicide Prevention Program Tri-State Peer Support Team, Panelists Moderator: OFCA President-Elect Deputy Chief Rick Vober
10:00 A.M – 2:00 P.M.	VENDOR EXPO OPEN
10:15 A.M – 11:00 A.M.	COMMITTEE MEETINGS (Regent 1) (Regent 2 & 3) (Lilac)

11:00 A.M. – 12:00 P.M. (Worthington)	INNOVATION ZONE OPEN
11:15 A.M – 12:00 P.M.	COMMITTEE MEETINGS (Regent 1) (Regent 2 & 3) (Lilac)
12:00 P.M. – 1:00 P.M.	LUNCH IN THE GARAGE
	2:00 P.M. – 4:30 P.M. BREAKOUT SESSIONS
2:00 P.M. – 3:15 P.M (Regent 1)	BOSS Series: Management vs Leadership Speaker: Battalion Chief Candace Ashby, Indianapolis Fire Department (IN) Introduction: OFCA Sergeant-at-Arms Chief Jeff Deeks
2:00 P.M. – 3:15 P.M. (Regent 2 & 3)	Fire Service Update: What is Happening at the United States Fire Administration and its National Fire Academy and how does it Impact You! Speaker: Eriks Gabliks, Superintendent, National Fire Academy Introduction: OFESF SE District Trustee Retired Chief Jim Westfall
2:00 P.M. – 3:15 P.M (Lilac)	Benchmark: Under Control - Battling the Anxious Brain and Combatting Stress • # Speaker: Dr. Joel Robertson, Robertson Research Institute & Chief Chad Hollinger, Sidney Fire Department (OH) Introduction: OFESF SC District Trustee Chief Mike Little
2:00 P.M. – 3:15 P.M (Magnolia)	Street Smart Fire Attack # Speaker: Firefighter Tim O'Connor, Back to Basics Firefighter Training (DE) Introduction: OFESF NE District Trustee Chief Andy Baillis
3:15 P.M. – 3:30 P.M. (Easton Foyer)	NETWORKING - SOFT DRINK BREAK
3:30 P.M. – 4:45 P.M. (Regent 1)	From Tradition to Transformation: The Strategic Value of CRR for Ohio Fire Chiefs Speaker: Karen Berard-Reed, Senior Strategist & CRR Lead, NFPA Introduction: OFCA NE District Director Chief John Frazier
3:30 P.M. – 4:45 P.M. (Regent 2 & 3)	Let's Discuss Fire and EMS Recruitment and Retention: Is It Me? Is It Us? Speaker: Eriks Gabliks, Superintendent, National Fire Academy Introduction: OFCA Director-at-Large Chief Chase Bryan
3:30 P.M. – 4:45 P.M. (Magnolia)	Street Smart Fire Attack # Speaker: Firefighter Tim O'Connor, Back to Basics Firefighter Training (DE) Introduction: OFCA SW District Director Chief CW Durham
3:30 P.M. – 4:45 P.M. (Lilac)	Leave It Better Than You Found It Speaker: Battalion Chief Christopher Logan, Georgetown Fire Department (KY) Introduction: OFCA Director-at-Large Chief Bob Rymer

PRESIDENT'S RECEPTION AND BANQUET

- 6:30 P.M. – 7:00 P.M.** **RECEPTION WITH CASH BAR** (Easton Foyer)
7:00 P.M. – 8:45 P.M. **PRESIDENTIAL BANQUET** (Easton Ballroom)
Welcome - OFCA President Joe Kitchen
Invocation - Retired Lt. Pastor Larry Baker
Dinner
Recognition of Special Guests
State of the Association Address - OFCA President Joe Kitchen
Presentation of VFIS Scholarship - Zach Stewart, VFIS
Presentation of Southwest Chiefs' Scholarship
Presentation of 2025 OFESF Fellows - OFESF Chair Chief Paul Wright
Presentation of 2025 Legislator(s) of the Year Award
Presentation of 2025 Distinguished Service Award - OFCA President Chief Joe Kitchen
Swearing In New Officer - OFCA President Joe Kitchen
- 9:00 PM – Midnight** **Hospitality Suite**

THURSDAY, JULY 17, 2025

- 6:30 AM – 7:15 AM** **Morning Wellness Experience** – Morning Wellness Walk with Tony & Deeks
(Main Lobby)
- 7:30 A.M. – 9:00 A.M.** **REGISTRATION OPEN**
(Easton Ballroom Lobby)
- 8:00 A.M. – 9:00 A.M.** **NETWORKING BREAKFAST IN JUNIPER**
- 9:00 A.M. – 11:00 A. M.** **KEYNOTE PRESENTATION: Forging Your Team**
(Regent 2 & 3)
Speaker: Dr. Johnny Torgeson, Assistant Chief, MCLB Barstow Fire & Emergency Service & Firedawg Consulting
Introduction: OFCA President Joe Kitchen
- 11:00 A.M. – 11:30 A.M.** **CONFERENCE CLOSING**
(Regent 2 & 3)
OFCA President Joe Kitchen