



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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ODC: Connect. Educate. Inspire.

1:00 P.M. – 2:15 P.M. (Lilac)	Don't Be an A\$\$: The Whys and How of an Inclusive Firehouse Speaker: Chief Gina DeVito-Staub, Woodmere Fire Department (OH) Introduction: OFCA President Chief Joe Kitchen
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; Captain Matt Askea, Akron Fire Department; Retired 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 Presented by The Calvert Anderson Group of Merrill Lynch
9:00 P.M. – Midnight	Hospitality Suite Open

TUESDAY, JULY 15, 2025

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ODC: Connect. Educate. Inspire.

6:30 A.M. – 7:15 A.M.
(Main Lobby)

Morning Wellness Experience – Dawn Walk with Deeks & Tony
Presented by FM

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

REGISTRATION OPEN

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.
(Regent 1)

Benchmark: Under Control - Battling the Anxious Brain and Combatting Stress • #
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.
(Regent 2 &3)

Moral Injury: Is Your Organization Guilty?
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.
(Magnolia)

Come to the Dark Side - Understanding Your Role in Local Government #
Speaker: Steve Kelly, Administrator/Public Safety Director, Miami Township (OH)
Introduction: OFESF SE District Trustee Ret. Chief Jim Westfall

9:00 A.M. – 10:15 A.M.
(Lilac)

Retirement: Being a Member of the Survivor's Club
Speaker: Steven Click, Director, First Responder Wellness ODPS (OH)
Introduction: OFESF NC District Trustee Deputy Chief Jason Conklin

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

10:30 A.M. – 12:00 P.M.
(Regent 2 & 3)

Performance Punishment: Why Are We Losing Our Best People?
Speaker: John Todaro, Director, Eagle Emergency Education Consultants
Introduction: OFCA Director-at-Large Chief Chase Bryan

10:30 A.M. – 12:00 P.M.
(Magnolia)

Leave it Better Than You Found It
Speaker: Battalion Chief Christopher Logan, Bowling Green (KY) Fire Department
Introduction: OFCA NE District Director Chief John Frazier

10:30 A.M. – 12:00 P.M.
(Lilac)

Personal Wellness: Self-Care •
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.
(Regent 1)

When Did I Become the Old Guy?
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.
(Juniper)

OFE LUNCHEON

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)

Sip & Connect, A Networking Experience

7:30 P.M. – Midnight

Hospitality Suite

9:30 P.M. – 10:00 P.M.

LIGHT THE NIGHT – 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
Presented by FM

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 Vice President Steve Agenbroad

10:00 A.M. – 2:00 P.M.

VENDOR EXPO OPEN

10:15 A.M. – 11:00 A.M.

COMMITTEE MEETINGS

Safety, Health & Wellness (Regent 1)
Water Supply TAC (Regent 2 & 3)
Joint Legislative & Policy Committees (Lilac)

11:00 A.M. – 12:00 P.M.
(Worthington)

INNOVATION ZONE OPEN

11:15 A.M. – 12:00 P.M.

COMMITTEE MEETINGS

EMS Committee (Regent 1)
Volunteer Committee (Regent 2 & 3)
DEI/Women in Fire Committee (Lilac)
Metro Chiefs (Westerville)

12:00 P.M. – 1:00 P.M.

LUNCH IN THE GARAGE

2:00 P.M. – 4:45 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.
(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.
(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)

So, You Think You Have Your Risk Covered...But Do You? #

Speaker: Chief Bryan Adams, Pleasant Valley Joint Fire District (OH)

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 Officers – OFCA President Joe Kitchen

9:00 P.M. – Midnight

Hospitality Suite

THURSDAY, JULY 17, 2025

6:30 A.M. – 7:15 A.M.
(Main Lobby)

Morning Wellness Experience – Daybreak Run
Presented by FM

7:30 A.M. – 9:00 A.M.
(Easton Ballroom Lobby)

REGISTRATION OPEN

8:00 A.M. – 9:00 A.M.

NETWORKING BREAKFAST IN JUNIPER

9:00 A.M. – 11:00 A. M.
(Regent 2 & 3)

KEYNOTE PRESENTATION: Forging Your Team
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.
(Regent 2 & 3)

CONFERENCE CLOSING
OFCA President Joe Kitchen