



SNOHOMISH REGIONAL FIRE & RESCUE

Commissioner, Union, and Executive Workshop

“COMEX”

“Recover, Restore, and Build for the Future”

March 19, 20, 21

The Heathman Hotel
220 Kirkland Ave
Kirkland, WA 98033

Mission: Save lives, protect property, safeguard the environment, and take care of people.

Vision: We will be a proactive regional emergency services leader by partnering to provide safe communities for people to live, work, and explore.

Values: Respect, Accountability, Integrity, Teamwork, Service

Rules of Engagement

1. Do what the Chief says (24 – 7 – 365 of course)
2. Respect everyone
3. First name basis or assigned handle
4. Refer to the rules we learned in kindergarten
5. Be on time... That especially goes for the Chief!
6. Use the words “we” and “us”
7. Wear unmatching socks the entire workshop. (Penalties will be assessed for non-compliance)
8. Be prepared for the Pacific Northwest weather.

Retreat Objectives

1. Build the team and develop relationships
2. Confirm the team vision
3. Review Strategic Plan
4. Review progress for 2023
5. Look toward 2024 and beyond



6. Address other pertinent issues
7. Have fun and enjoy each other

Personal Packing List

- A collaborative and open mindset
- Pacific Northwest outdoor attire
- *******Unmatching socks!!!!!!!!!!!!**
- Your favorite hat
- The rest of the stuff you need for one of these adventures

Contact Information

Kevin O'Brien 360-317-4814
Ryan Lundquist 206-799-7979
Leah Schoof 425-327-0590
Hotel 425-284-5800
Fire/EMS 911





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Sunday, March 19, 2:00 p.m.

Topic	Lead	Time-ish
Welcome – Safety Plan - Ground Rules The Power of “We” and “Us”	KO'B	1400-1430
Intro Teambuilder	AC Guptill	1430-1500
Wins! Breakout Session <ul style="list-style-type: none"> • The Team • Board-Size Measure Passing • Accreditation 	KO'B	1500-1530
The Power of Re-thinking Adam Grant: What frogs in hot water can teach us about thinking again TED - Bing video <ul style="list-style-type: none"> • Breakout session 	KO'B	1530-1600
Team Builder – The Fabulous, Fantastic, and Fun, Kirkland Street Scramble.	KO'B	1600-1700
Dinner	Soi	1900

Monday, March 20 is on next page.



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Monday, March 20

Topic	Responsible	Time-ish
Breakfast		0900 - 0945
Welcome – Teambuilder	AC Lundquist	0945 - 1015
Program Update: Vision for 2023 (Budget letter) <ul style="list-style-type: none"> • Project and Program review • Org Chart review • Hiring update 	Team	1015 - 1115
Strategic Plan Check In <ul style="list-style-type: none"> • Where are we? • Accreditation Follow Up 	AC Messer	1115 - 1200
Lunch		1200-1245
Teambuilder	BA Schoof	1245-1315
Financial Review <ul style="list-style-type: none"> • Economy • Financial Forecast Model 	BA Schoof/ CFO Tabor	1315-1400
Teambuilder	Walkabout	1400-1500
Breakout Sessions		1500-1700
Board <ul style="list-style-type: none"> • Revenue Planning • Snohomish Dist. 4 • Community Advisory Committee • Other topics as needed 	Prepare Summary	1500-1700
Executive Staff <ul style="list-style-type: none"> • Team Coordination • Snohomish Dist. 4 • Needs Assessment • Shop • Operational Programs • Capital Improvement • Capital Apparatus 	Prepare Summary	1500-1700
Teambuilder	KO'B	1700
Dinner	Anthony's	1900



Tuesday, March 21

Topic	Responsible	Time-ish
Breakfast		0900-0945
Teambuilder	Messer	0945-1000
Workshop Review "We" and Us" <ul style="list-style-type: none">• Board Breakout Review• Executive Breakout Review	All	1000-1100
Conclusion	All	1130

