



In conjunction with



PROFESSIONAL DEVELOPMENT CONFERENCE 2025

March 26-28, 2025

SUNDAY RIVER
Grand Summit Resort Hotel
& Conference Center
Newry, Maine

EXHIBITORS
EDUCATIONAL SESSIONS
MEMBERSHIP MEETING
NETWORKING

ATTENDEE PACKET

WELCOME

Dear Friends & Colleagues,

PLEASE JOIN US!

The Maine Fire Chiefs' Association will be hosting its annual 2025 Professional Development Conference at Sunday River Grand Summit Resort Hotel & Conference Center, in Newry, Maine on March 26-28, 2025. The Maine Fire Service Institute and Maine Fire Protection Services Commission will be co-sponsoring the Professional Development Conference. The Annual Membership Meeting will take place Wednesday, March 26 at 3:15 p.m. in the classroom area in the back of the ballroom. The Maine Fire Chief of the Year award (MFCA), Best Practices award (MFPSC) and Instructor of the year award (MFSI) presentations will take place, followed by the "Appreciation Hour with the Vendors" in the exhibit area. The main conference will take place on Thursday & Friday, March 27 & 28.

Keynote Speaker:

Deputy Chief Frank Viscuso, Leadership & Team Building Specialist
"Flash Point" Team Building Seminar

This conference has a long history of bringing together the region's fire and rescue personnel, emergency managers, law enforcement officers as well as municipal officials and providing a great venue for learning and the sharing of ideas as well as best practices. Along with this year's keynote presentation on Thursday, we are offering educational programs including a report and grant program review from the Maine State Fire Marshal's Office on Wednesday, and sessions on Friday including "Managing and Reducing Liability in the Fire Service", and "An Introduction for Fire Chiefs, Fire Officers, and Firefighters Working in a Newly Unionized Workplace".

Participants will be encouraged to visit the expansive vendor area to view and discuss with the vendors new products/services that are available to Fire/EMS responders. Don't forget to sign up for our signature event on Thursday evening, the "New England Barbecue," which will take place at Sunday River's Jordan Hotel again this year. This, along with other networking opportunities, makes the MFCA's Professional Development Conference at Sunday River the premiere Fire/EMS Conference in the region. We look forward to seeing you at the Conference!

Sincerely,

Chief Thomas Higgins, President of Maine Fire Chiefs' Association

SPECIAL NOTICES

Conference Registration: Full registration fee includes Wednesday, Thursday & Friday sessions, vendor area admission, Thursday & Friday Breakfast & Thursday Luncheon. See Attendee Registration Form for deadlines. Any registrations received within 72 business hours before the start of the Conference will be registered at the door.

Overnight Accommodations: Please refer to the Overnight Accommodations sheet and contact Sunday River Reservations at 1-800-207-2365 to book your overnight room. Deadline for confirmed reservations is February 23, 2025. Please refer to the group block code 86F8YK to ensure you receive the group rate. Sunday River is pleased to extend the group rate three (3) days prior and post the conference based on availability. Room rates listed exclude 9% tax and 13% resort fees. All overnight rooms require a deposit, and each attendee is on their own for payment.

Tax Exemption: Please send Sunday River Reservations all appropriate tax exemption documentation to qualify for tax exemption.

ADA Message: In order to ensure your complete participation in this conference, we would appreciate your informing us of any special requirements you need in advance.

Cancellation Policy: Cancellation notification must be given in writing at least one week prior to the event. Any cancellation received within that one-week window will be charged the full registration fee. All cancellations are subject to a \$25 administrative fee for processing. Please go to <https://www.memun.org/Training/Cancellations> to cancel. If you have any questions, please contact the Educational Services Office at (800) 452-8786 or (207) 623-8428.

Confirmations: Confirmations will be sent one week prior to the Conference via email to the attendees listed on the registration form.

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

See next page >>

CONFERENCE SCHEDULE

9:30-10:30 a.m.	“Flash Point” Team Building Seminar: Ignite Your Team & Forge A Winning Culture” 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">• Step 1 - Set Expectations up Front: Every organization’s culture is created by design or default.• Step 2 - Prepare for Victory: A team wins or loses long before the game begins.• Step 3 - Take Action: Procrastination is the slayer of confidence.• Step 4 - Delegate to Develop: Dividing tasks and developing your people multiplies your chances of success.• Step 5 - Have the Guts to Persist: At some point in a fight, technique gives way to heart and determination.• Step 6 - Adapt When Necessary: The best ideas have to win, even when they are not yours.• Step 7 - Serve All and Serve Well: Always exceed customer expectations, not sometimes always.• Step 8 - Reward Your Team: The people who work the hardest are often those who feel the most appreciated.
10:30 – 10:45 a.m.	Break/Visit with Exhibitors
10:45 a.m. – 12:00 p.m.	“Flash Point” Team Building Seminar (Cont.)
12:00 – 1:00 p.m.	Luncheon at CAMP Restaurant/Visit with Exhibitors
1:00 – 2:00 p.m.	Joint Board Meeting - MFCA & NEAFC (Whittier Room)
1:00 - 2:15 p.m.	“Flash Point” Team Building Seminar (Cont.)
2:15 – 2:45 p.m.	Dessert Break/Visit with Exhibitors
2:45 p.m. - 4:00 p.m.	“Flash Point” Team Building Seminar (Cont.)
4:00 p.m.	Adjourn
6:00 p.m.	New England Barbecue at The Jordan Hotel (optional, see registration form)

**** 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**

ATTENDEE/GUEST REGISTRATION FORM
MFCA PROFESSIONAL DEVELOPMENT CONFERENCE – SUNDAY RIVER
March 26-28, 2025

INQUIRIES: (207) 623-8428 or 1-800-452-8786
Complete & Return this form to wsreg@memun.org or mail to:
MFCA, 60 Community Drive, Augusta, Maine 04330

REGISTRATION DEADLINE – March 14, 2025

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Billing Information	Name Badge Information <i>*Name Badge will be prepared as indicated here*</i>
Full Name: _____	First Name: _____
Employer: _____	Last Name: _____
Billing Address: _____	Title: _____
City, State, Zip: _____	Employer: _____
Phone: _____	Prefix (Chief, Capt.): _____
Email: _____	

FULL CONFERENCE: REGISTRATION FEES:
Includes Professional Development sessions for all 3 days and includes the following meals/events: Wednesday Appreciation Hour with the Vendors, Thursday and Friday Breakfast, and Thursday Lunch.
 MFCA Member 190.00= \$ _____
Non-Member \$225.00 = \$ _____

WEDNESDAY ONLY REGISTRATION FEES:
Includes Wednesday’s Professional Development Session & Wednesday Appreciation Hour with the Vendors
 MFCA Mbr \$55.00 = \$ _____
Non-Mbr \$90.00 = \$ _____

THURSDAY ONLY REGISTRATION FEES:
Includes Thursday’s Professional Development Session, Continental Breakfast & Lunch
 MFCA Mbr \$130.00 = \$ _____
Non-Mbr \$165.00 = \$ _____

THURSDAY – NEW ENGLAND BARBECUE at The Jordan: \$50.00 = \$ _____

FRIDAY ONLY REGISTRATION FEES:
Includes Friday’s Professional Development Session & Friday Breakfast
 MFCA Mbr \$80.00 = \$ _____
Non-Mbr \$115.00 = \$ _____

Materials are included for all sessions

Guest Name: _____
 Billing Address: _____ Email: _____

Guest Meals: (Do not include Professional Development Sessions):
 Guest Meal - Thursday’s Continental Breakfast & Luncheon \$30.00 = _____
 Guest Meal - Thursday New England BBQ – at The Jordan \$50.00 = _____
 Guest Meal - Friday Camp Buffet Breakfast \$25.00 = _____

GRAND TOTAL DUE (ATTENDEE MEALS are included) \$ _____

***Please use one form per conference attendee & one guest, copy this form as needed.**
***All Cancellations must be in writing.**
Please go to <http://memun.org/Training/Cancellations> to cancel.

In order to ensure your complete participation in the conference we would appreciate your informing us of any special requirements to you might have due to a disability.

HOTEL ACCOMMODATIONS INFORMATION

Grand Summit Hotel - Sunday River Resort

MFCA Professional Development Conference – March 26 – 28, 2025

ARRIVAL: Wednesday, March 26, 2025

DEPARTURE: Friday, March 28, 2025

The Grand Summit Hotel at Sunday River Resort has special overnight rates for the conference. Limited rooms are also available at the Snow Cap Inn, and Jordan Hotel. You are welcome to stay any or all nights. Please remember to also complete the attendee registration form to make sure we have you registered for the conference.

There are two ways to book your stay:

- **Reserve Online:** <https://sundayriver.com/booklodging?Group=86F8YK&resultFilterValue=&Checkin=03/26/2025&Checkout=03/28/2025&pid=43728>
- **Reserve Via Phone Call:** Please call 800-207-2365 and use Group Code 86F8YK

DEADLINE: Reservation and deposit must be received by February 23, 2025. Group rate and availability cannot be guaranteed beyond this date.

ROOM RATES:

Lodging Preference	Per Room Nightly Rate*
<u>Grand Summit – Standard Room</u> (2 queen beds – sleeps 2-4)	\$165
<u>Grand Summit – Studio Deluxe Unit</u> (1 queen Murphy bed, 1 sleeper sofa & kitchenette – sleeps 4)	\$165
<u>Grand Summit – Studio Superior</u> (1 queen Murphy bed & kitchenette – sleeps 2)	\$145
<u>Grand Summit – 1 Bedroom Suite</u> (1 queen or king bed, 1 sleeper sofa or Murphy bed, living room, kitchenette – sleeps 4-6)	\$289
<u>Grand Summit – 2 Bedroom Suite</u> (1 bedroom with king bed, 1 bedroom with varied bedding configuration, living room, kitchenette – sleeps 6)	\$525
<u>Grand Summit – 3 Bedroom Suite</u> (1 bedroom with king bed, 1 bedroom with queen bed, 1 bedroom with twin and bunk, living room kitchenette – sleeps 8-10)	\$849
<u>Snow Cap Inn – Standard Room</u> (2 queen beds – sleeps 2-4)	\$129
<u>Jordan Hotel – 1 Bedroom Suite</u> (1 queen or king bed, 1 sleeper sofa or Murphy bed & kitchenette – sleeps 4-6)	\$289
<u>Jordan Hotel – Standard Room</u> (2 queen beds – sleeps 2-4)	\$165
<u>Jordan Hotel – Studio Deluxe Unit</u> (1 queen Murphy bed, 1 sleeper sofa & kitchenette – sleeps 4)	\$165
<u>Jordan Hotel – Studio Superior</u> (1 queen Murphy bed & kitchenette – sleeps 2)	\$145

* Please check your lodging preference. Each per room, per night rate includes: 1 night of lodging at the Grand Summit Hotel and the use of all hotel amenities, or 1 night of lodging at the Snow Cap Inn and use of all hotel amenities, or 1 night of lodging at the Jordan Hotel and the use of all hotel amenities. 9% tax and 13% resort fees are additional. If you are tax exempt, we require a State of Maine tax exempt form sent to us with your reservation as well as a copy provided at check-in. All payments for the tax exempt portions of your stay must be paid by the name of the person, business or organization listed on the tax exempt form.

See Next Page

Lodging Deposit Policy: The first night's stay is due in full at the time of booking. The remaining balance is due 14 days prior to arrival and will be automatically charged to the credit card on file. If booking within 14 days of arrival, the balance is due in full at the time of booking. One-night stays are due in full at time of booking.

Cancellation Policy: Cancellations made more than 14 days prior to arrival are subject to a \$50 cancellation fee. If canceled within 14 days of arrival, 50% of the total reservation value is non-refundable. Shortening of a stay is considered a cancellation and non-refundable if canceled within 14 days of arrival. The guest is responsible for all nights confirmed, regardless of late arrival or early departure. No-shows are 100% non-refundable of the total reservation value.

Check-In/Check Out: Hotel check-in time is 5:00 PM on the day of arrival. Checkout time is 10:30 AM on the day of departure. Late check out fees will apply. Room availability cannot be guaranteed for early arrivals. All efforts will be made, however, to accommodate those guests who arrive early. Luggage storage may be available.

Pet Policy: Sunday River does not allow pets of any kind in the hotel, except for service animals that assist those who are physically challenged.

Cashless Payments: All Sunday River outlets accept cashless payments only. You may use a credit card, debit card, or gift card to complete purchases at our points of sale. If you would like to use cash, you may go to the Grand Summit and Jordan Hotel front desks to purchase a gift card with cash.

Guest Guides: Visit <https://www.sundayriver.com/resort-lodging/hotel-guest-guide> to learn about Sunday River's extensive amenities and activities at their hotels.



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MARCH 26
9:30PM -11PM**

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ENTRY**

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FROM YOUR IPS SALESMAN**

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BIOGRAPHIES

Keynote Speaker

Deputy Chief Frank Viscuso

Frank Viscuso served the Town of Kearny, New Jersey (Hudson County) for twenty-seven years before retiring at the rank of Deputy Chief. He is the author of 8 books including Amazon bestsellers Step Up and Lead, and Step Up Your Teamwork. Chief Viscuso is a highly sought-after, internationally recognized speaker who has the ability to move people to action. Over the past decade he has traveled throughout the United States, Canada and Europe and spoken to hundreds of audiences on many topics that include leadership, team building, and customer service. His clients include emergency service workers, sales teams, U.S. Armed Forces, the healthcare industry, small businesses, and large corporations (including Exxon/Mobil, SERVPRO and Jersey Mike's). Frank has provided Keynotes at West Point Military Academy and various military bases and Universities and was the Keynote speaker for FDIC International in 2022. His seminars and speeches are designed to introduce people to the top traits associated with leadership and to equip them with the skills they will need to lead, inspire, and motivate their teams. Every organization's culture is either created by design or default. Creating a culture of exceptional service does not happen by accident. Chief Viscuso connects with his audiences through his passionate and often humorous delivery. His "High energy" and "highly-motivational" seminars are designed to equip people with the necessary skills they will need to excel in their chosen field. His proven theories, methods and techniques will help your organization provide exceptional customer service and make a great impression on the people they connect with on a daily basis.

Deputy Chief Paul Doughty

Paul Doughty is a 40+ year veteran of the fire service. He retired from the Providence, RI Fire Department after 32 years of service, retiring as the OIC of Special Operations. Paul currently serves as Deputy Chief for the St Albans, ME Fire Department. Paul has extensive practical experience in technical rescue and special operations and served as a technical editor for IFSTA's Fire Service Technical Search and Rescue and as a technical committee member on NFPA 1670 - Standard on Operations and Training for Technical Search and Rescue. Paul served as a rescue officer and structural collapse technician instructor on FEMA's USAR MATF-01 and was a founding member and Operations Chief for RI's state USAR team.

Paul has a bachelor's degree in Fire Science from Providence College, He also has a law degree from Roger Williams University School of Law and a certificate from Harvard Law School's Labor and Worklife program.

Paul's legal practice focused on labor and employment law for the past twenty years before his retirement. He recently authored a chapter in NFPA's 2023 edition of the Fire Protection Handbook "Understanding and Addressing Discrimination and Harassment in the Fire Service." Paul has extensive experience teaching fire ground, technical rescue, and legal subjects throughout the country in-

cluding at FDIC, Firehouse Expo, and many state and local fire conferences. His presentations for the Fire Law Group, www.firelawblog.com now focus on fire service liability, discrimination and conducting workplace investigations.

Chief Shawn Esler, Maine State Fire Marshal

Shawn Esler served as the Waterville Fire Chief for 6 years and worked for the department for 16 years before being recently appointed by Governor Mills to become the new State Fire Marshal this past October. Esler currently serves as Deputy Chief for the Albion Fire Department in addition to his new role.

Rebecca Graham, MMA Senior Legislative Advocate

Rebecca Graham started working for the MMA advocacy team in 2017. Rebecca received her BA degree from the University of Southern Maine Humanities & Global Studies and Master of Laws, (LL.M) in International Human Rights Law and Transitional Justice from the University of Ulster's Transitional Justice Institute, and (GCert) in EU Migration Law from The Global Campus of Human Rights in Venice, Italy. Rebecca also works in democratic governance evaluation, in former Soviet states, with the Organization for Security and Cooperation in Europe (OSCE) which assists states in their transition to strengthen and rebuild their democratic institutions, public safety and security and rule of law governance structures with cultural and gender sensitivity. She and her family have long standing service in public safety professions, including her sons who serve as volunteer firefighters in their communities. Rebecca's areas of advocacy are criminal justice, environment and natural resources, agriculture, inland fisheries, marine resources and insurance.

Chief William Gillespie

As a 38-year veteran of the Fire Service and legislative liaison for the Maine Fire Chiefs for the past six years, Chief William Gillespie has dedicated himself to driving positive change within Maine's Emergency Services. Through collaborative efforts with state representatives, he has successfully garnered support for key initiatives, resulting in significant funding allocations. Notably, these efforts have secured over \$3 million for training facilities, \$2 million for the Length of Service Award Program to benefit emergency personnel in their retirement years, and \$1.5 million towards health and wellness initiatives, including cancer and cardiac screenings.



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- Offering live fire evaluations, in-person product demonstrations and in-service training.

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WEB : www.FireTechUSA.com
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Our **Services**

Fire Tech and Safety offers a wide range of services to our customers. Our expert team will keep you in service and in compliance to all the most recent NFPA/OSHA standards.

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PPE

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MAINE FIRE CHIEFS' ASSOCIATION

Join us for a New England BBQ Dinner and LIVE Auction!

March 27, 2025

The MFCA will host a New England Barbecue Dinner and (new!) Live Auction at the Jordan Hotel on the mountain.

BBQ Dinner Tickets are \$50/Person - See Registration Form to Purchase!

(No need to purchase a ticket if you are only attending the auction)

About the Auction

Join us from 7:15 - 9:00 p.m. & bring your checkbook!***

There will be 20+ prizes including \$750-worth of goods sponsored by Autotronics and an overnight stay at Maine Forest Yurts.

All proceeds will go towards the Portland Firefighters Children's Burn Foundation.



Learn about the cause at
<https://portlandfirefightersburnfoundation.com/>

BBQ Dinner & Auction Sponsored by:



Menu

Served 6:30 - 8:30 PM

Freshly Brewed Coffee

Lemonade & Iced Tea

Garden Salad

Vegetable Medley

Lobster Chowder

Braised Short Ribs with ME Blueberry BBQ Sauce

Buttermilk Honey Chicken Breast with Brown Sugar BBQ Glaze, Cherries & Blueberries

Mashed Potatoes

Honey Glazed Cornbread

Assorted flavors of Cheesecake

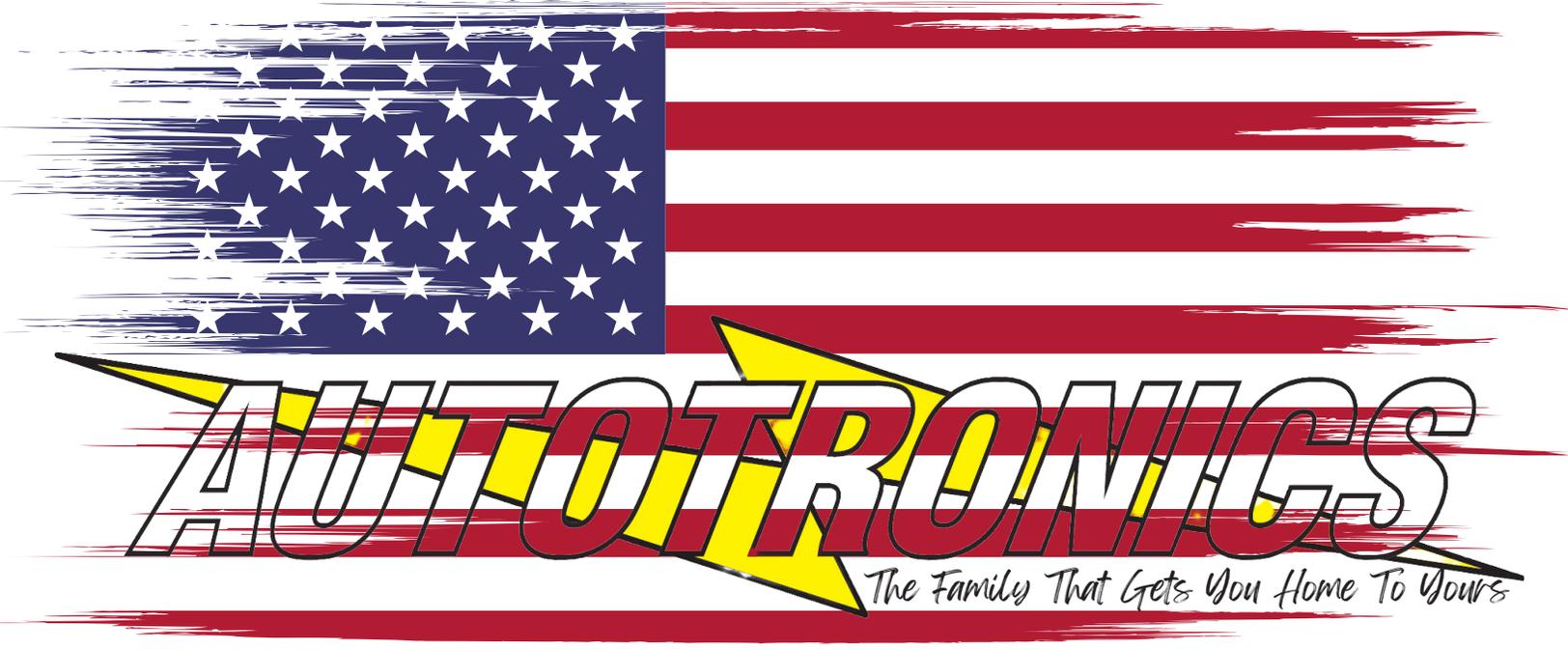
CASH BAR AVAILABLE**

Shuttle

- Shuttle from the Summit to the Jordan at 6:00 p.m. and 6:15 p.m.
- Shuttle from Jordan to the Summit loops until 9:30 p.m.

**Cashless forms of payment only: Gift cards for purchase at the Jordan's front desk.

***Cash or checks accepted for auction.



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NORTHERN MAINE LOCATION

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F:207-543-7412

CENTRAL MAINE LOCATION

69 Perry Road, Bangor, ME 04401
T: 207-947-9897
F:207-947-6166

WWW.AUTOTRONICS.NET



Mark Your Calendars!

Maine Fire Chiefs' Association

2025 Meetings & Events

January 8	Membership Meeting	MMA - Augusta
February 12 & 13	CFSI: Annual National Fire and Emergency Services Dinner & Symposium	Washington, DC
February 13	Legislative Breakfast	Senator Inn - Augusta
March 26	Annual Membership Meeting & Fire Chief of the Year Presentation	Sunday River - Newry
March 26 - 28	Professional Development Conference	Sunday River - Newry
April 9	Strategic Planning Session	MMA - Augusta & Zoom
May 3	Firefighter Memorial Service	Augusta, ME
May 19	Board of Directors Meeting	Sugarloaf Mtn. Resort - Carrabasset Valley
May 19 & 20	MBOIA Spring Code Conference	Sugarloaf Mtn. Resort - Carrabasset Valley
June 4	Executive Board Meeting	MMA - Augusta
June 24	Membership Meeting & Luncheon	Bar Harbor, ME
August 13 - 15	IAFC's Annual Conference and Expo FRI	Orlando, FL
September 17	Membership Meeting	Greenwood Emergency Vehicles - Brunswick
October 8 & 9	MMA Convention	Bangor Cross Insurance Arena
October 29 - 31	New England Association of Fire Chiefs Annual Conference and Expo	Mohegan Sun, CT
November 5	Board of Directors Meeting	MMA - Augusta & Zoom
November 13 - 16	Symposium in the Sun	Clearwater, FL
December 9	Membership Meeting	MMA - Augusta

All meeting & event dates & locations are subject to change. Please visit the MFCA website at www.mainechief.com for updates or contact the Education & Affiliate Office at 1-800-452-8786 (207-623-8428) with any questions you may have.

Maine Fire Chiefs' Association

**PROFESSIONAL
DEVELOPMENT
CONFERENCE 2025**

SUNDAY RIVER
Grand Summit Resort
Hotel & Conference Center
Newry, Maine

ATTENDEE PACKET

Materials Enclosed!

**PROFESSIONAL
DEVELOPMENT
CONFERENCE**

MFC
60 COMMUNITY DRIVE
AUGUSTA, ME 04330

