

# OUR TEAM

## Debriefing Team

The North Central CISM Team members consist of mental health professionals, actively employed, retired, or volunteer EMT's, chaplains, firefighters, police, bailiff's, corrections,, dispatchers, and administrative staff who have received formal CISM or Peer Support training per Minnesota Statutes: 181.9732 CRITICAL INCIDENT STRESS or MANAGEMENT 181.9731 PUBLIC SAFETY PEER COUNSELING.

## Agencies Involved

Beltrami County Sheriff's Office, Bemidji Police and Fire Departments, Bemidji and Blackduck Ambulance Services, Cass County Sheriff's Office, Menahga Fire Department

*Agency involvement with the team is not required to receive services.*

# WHAT IS A CRITICAL INCIDENT?

An unusually challenging event that has the potential to create significant human distress and interfere with one's usual coping mechanisms. Critical incidents can be a variety of situations faced by first responders and emergency service personnel that cause them to experience strong emotional reactions which have the potential to interfere with their ability to function either at the scene or later.

TO CONTACT CISM MEMBERS  
CALL BELTRAMI COUNTY  
SHERIFF'S OFFICE DISPATCH  
218-333-9111



Serving  
First Responder  
and Public Safety  
Personnel in  
North Central  
Minnesota

Services Offered:  
Crisis Management  
Briefing  
Critical Incident Debriefing  
Defusing  
1:1 Peer Support

**FOR IMMEDIATE RESPONSE**

**CALL BELTRAMI COUNTY  
SHERIFF'S DISPATCH  
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# NORTH CENTRAL CISM SERVICES

## *Types of CISM Services and Interventions*

### **Critical Incident Debriefing**

- Conducted 24 to 72 hours after a critical incident
- Confidential discussion about involvement in the incident, thoughts and feelings, and stress reactions.
- All personnel directly involved in the incident (i.e. police, fire, rescue, EMT's, communication's officers, corrections, etc.) are invited and encouraged to attend.
- Debriefings are conducted anywhere that provides ample space, privacy, and freedom from distractions.
- 1-3 hours
- Performed by a CISM trained team member with additional team member or peer support, and must include an MHP.

#### Expectations:

- **Participants should not be coerced into attending the debriefing.**
- Participants should be encouraged to stay when the debriefing is in progress unless it is an extreme emergency.
- Participation in the debriefing by anyone involved in the incident is encouraged but not required.
- Participants are encouraged to arrive on time for the debriefing.
- If the on duty crew is participating in the debriefing, it is highly recommended that adequate coverage be found to allow crew attendance without interruption.

### **Crisis Management Briefing (CMB)**

- Conducted post-incident prior to personnel leaving shift; can reengage any time new information is available.
- **Small group, team, or shift who were on-scene**
- **20-30 minutes**
- Performed by agency command staff and a CISM trained team member or MHP.
- Primarily informational and educational to update and provide status reports on the incident.

### **Defusing**

- Conducted within 8-12 hours post-incident
- **Group can be mixed agency first responders who were on shift or on scene.**
- 20-45 minutes
- Performed by CISM trained team member with an additional team member, peer support, or MHP
- Primarily informational and educational; may include an update and status report on the incident.

### **Peer to Peer**

- Can happen at any point
- 15-30 minutes
- Informal discussion between a trained peer support member.
- Confidential discussion about involvement in the incident, thoughts and feelings, and stress reactions.
- Peer may suggest individual consultation or further services.

### **WHY USE SERVICES?**

The goals of debriefs and other CISM interventions are to allow an opportunity to address the impact of the event and the nature of traumatic stressors, normalize the reactions to a critical incident, calm/regulate the central nervous system, provide resources, and help create closure for the event. It is also an opportunity to support coworkers.

The process provides an opportunity for personnel to discuss their feelings and reactions in order to reduce stress resulting from exposure to critical incidents.

Interventions are not used as critiques, or after action reviews, of department operations at the incident, nor will performance be discussed, except as appropriate to the debriefing.