



ROCKY MOUNTAIN COORDINATING GROUP

US Forest Service (Rocky Mountain Geographic Area)

US Wildland Fire Service (Rocky Mountain Geographic Area)

State Agencies: Colorado, Kansas, Nebraska, South Dakota and Wyoming

July 21, 2026

To: All Rocky Mountain Area Firefighters, Incident Management Teams, Dispatch Personnel, Agency Administrators, Aviation Personnel, and Fire Support Staff

From: Rocky Mountain Area Coordinating Group

Subject: Check In. Listen Up. Reach Out. Taking Care of Our Wildland Fire Community

As we move through another demanding fire season, the Rocky Mountain Area Coordinating Group wants to recognize the dedication, professionalism, and sacrifice demonstrated every day by the people who make up our wildland fire community. Whether you are on the fireline, in dispatch, supporting aviation operations, serving on an incident management team, providing logistical support, or leading from an agency office, your work matters. So do you.

Wildland firefighting is built on teamwork, trust, and looking out for one another. We rely on each other in dynamic and hazardous environments because we know that no one succeeds alone. That same commitment should extend beyond operational performance to the full well-being of every member of our community.

Check In. Listen Up. Reach Out. These are more than words, they are actions that can strengthen our teams, support our families, and, in some cases, save a life.

Check In.

Take a few moments each day to genuinely ask a coworker, crew member, supervisor, or family member how they are doing. Look beyond the routine "I'm fine." Fatigue, stress, cumulative assignments, time away from home, and personal challenges are often carried quietly. A simple conversation can let someone know they are seen, valued, and not alone.

Checking in also means taking an honest look at yourself. Recognizing when you are struggling and being willing to ask for help is a sign of strength, professionalism, and resilience, not weakness.

Listen Up.

When someone chooses to share, give them your full attention. Listen without judgment. Resist the urge to immediately solve the problem or minimize what they are experiencing. Sometimes the most meaningful support we can provide is simply being present and letting someone know they have been heard.

Creating a culture where people feel safe talking about stress, fatigue, anxiety, grief, or other challenges strengthens our teams and helps build the trust that is essential both on and off the fireline.

Reach Out.

If you notice that someone is struggling, don't assume someone else will step in. Reach out. Offer your support. Encourage them to connect with a supervisor, peer supporter, Employee Assistance Program, chaplain, behavioral health professional, or another trusted resource. Continue to check on them after the conversation.

Reaching out also applies to our families. They experience the long assignments, changing schedules, uncertainty, and missed milestones alongside us. A phone call home, a text message, or taking time to reconnect after an assignment helps strengthen the relationships that sustain us throughout the fire season.

The patch on your shoulder may identify your agency, but it does not define your value to this team. Every person contributes to our success. Every face is the face of a member of our fire family. Looking after one another is part of our culture and part of our responsibility as professionals.

The Rocky Mountain Coordinating Group is asking that on Thursday, July 23, every operational briefing, shift briefing, tail-gate safety, office briefing, or other intentional gathering to share this memorandum with the intent of putting into practice the need to Check-in, Listen Up and Reach Out.

Following is a partial list of some of the resources available to you when the pressure, stress, and uncertainty of our work begins to dominate our thought process.

Respectfully;

Jay Wickham
Digitally signed by Jay Wickham
Date: 2026.07.20 08:18:52 -06'00'

Jay Wickham, Chair
Rocky Mountain Area Coordinating Group

MENTAL HEALTH & WELLNESS RESOURCES

Scan a QR code with your phone camera

This is a partial listing only of resources available.



NATIONAL / WESTERN STATES

WSFM Health & Wellness

Wildland-fire mental health, peer support, CISM, and family resources.



NATIONAL / WESTERN STATES

Federal Wildland Fire Therapy

Eligible federal firefighters and dispatchers: up to 16 free sessions yearly. 1-800-424-4051.



COLORADO

Colorado State EAP

Counseling, coaching, and wellness resources for state employees.



COLORADO

Colorado Firefighter Trust

Behavioral-health coverage, claims, and provider resources.



KANSAS

KEMSA Peer Support

Peer support, crisis contacts, education, and wellness resources.



SOUTH DAKOTA

Lyra Health EAP

For eligible employees and dependents. Care Navigator: 833-872-0201.



SOUTH DAKOTA

BHRA Mental Health Resources

Resources include options for seasonal and non-benefit-eligible employees.



NEBRASKA

NSVFA

Programs and support for Nebraska volunteer firefighters and departments.



NEBRASKA

Lexipol/Cordico Wellness App

Free confidential wellness app for Nebraska volunteer fire departments.



WYOMING

State Employee Assistance Program

Employee assistance benefits for State of Wyoming employees. Call 800-638-3327.



WYOMING

WyEAP First Responders Network

Confidential access to licensed mental health professionals through participating agencies.



IMMEDIATE SUPPORT

988 Suicide & Crisis Lifeline

Call or text 988 for free, confidential support 24/7. Immediate danger: call 911.

Colorado DFPC employees: Refer to the Risk and Wellness page on the DFPC intranet.