

From the Fire Chiefs ~ Moving in the direction of our intentions

AN ANNUAL REPORT OF THE CANADIAN ASSOCIATION OF FIRE CHIEFS

Covering the 12-month period September 2022 - August 2023 &
Financials for the fiscal year ending December 31, 2023



President's Report Fire Chief Ken McMullen

Greetings CAFC Members and Friends,

Let me begin this Annual Report by thanking the members of the CAFC Board who have, with tremendous collegiality, not only supported the CAFC through the past two years, but also supported me in my bid to continue presiding over the CAFC for the next two years. It is with and through their support that I bring you my report today entitled "*Moving in the direction of our intentions*".

Movement is good. Last year our annual report was called "wishing we were wrong". We never imagined that the issues we were preparing for would come to bare. We had hoped that our predictions about climate, complexity, availability of personnel, and the size of the asks we were making would not really be need. We didn't know that the 2006 resolution for national fire administration would become so prophetic.

However, we were right and in keeping with the profession, while hoping for the best, we prepared for the worst. We were able to tell the federal government, the public and the media, what must be done. We have known for some time what our system needs, we have been on the record with those needs, and now circumstances, unfortunate as they are, are helping us in the directions of our intentions.

In some cases, like the volunteer firefighter tax credit increase and the firefighter cancer framework, government listened. In other cases, like the fire administration and the explosives regulation, we still have work to do. In still other cases, we're all still trying to grapple with the questions.

Together we have moved the yardstick further than ever before on key issues from firefighter cancer to the tax credit to a national fire administration. Together we are executing our strategic plan. Our policy and advocacy pillar is solid. We need a national fire administration, we need to replenish the stock of equipment, we need to address critical issues from single egress to fireworks, to civilian emergency response capacity, to lithium-

ion batteries, to better coordinating capacity. We can't stop now, and we won't.

Our messaging in service of safety pillar, intended to for the first time to publicly leverage the voice of the fire chiefs through the media, with the public, and with other stakeholder, has positioned CAFC as a national and international presence. If they didn't know who we were, they do now. We need to keep going.

Our programs and services pillar are expanding. We are on the brink of launching the leadership programs that my colleagues Paul Boissonnault and Greg Jones are leading for us. We have new training materials in dangerous goods that are coming your way that my colleagues Ken Uzeloc and Chris Case will be telling you about. We also need to keep going on the Census that Vince MacKenzie and Keven Lefebvre have championed. I can't wait to see the first set of trending data.

We've set all these in motion. We need to keep going. There are too many challenges for us not to rise to the occasion.

Our CAFC for all Pillar is strong and vibrant still anchored by Chief Martens vision to ensure CAFC and the fire service look more like society. We are getting there. We won't stop.

You've all heard us say, 'national associations are what we make of them'. Your presence, involvement, care, and experience allow CAFC to provide advice that is anchored. Let me take this opportunity to again thank various groups and individuals for making this possible.

To the members of the National Advisory Council, your dedication and coordinating capacity is a national treasure.

To all who are on committees or chair them, you bring the granularity and focus needed to complex issues and allow us to speak with credibility. To those members who cheer us on from the sidelines, you allow us to say, "we represent". Thank you for being part of this national association. In closing, I'm very excited about the road ahead. We have great challenges, but we also have great opportunity. Thank you.



Selected Highlights from the last 12 months...

Answer the Call	Our intentions were to double the volunteer firefighter tax credit. This was completed. The committee led a “Why I Answer the Call Campaign” which resulted in 12 volunteers sharing their stories. The videos and photos were featured in a calendar that went to all Members of Parliament. We worked with MP Gord Johns to launch a petition which was signed by more than 17,000 Canadians in support of the tax credit.
Building Codes	Our intentions were to improve the code change process. Where once the national model code was determined by which industry could produce the best lobby, the new codes process came to life this year making the elected provincial officials responsible for code change proposals that balance safety, the economy, and the environment. We created a codes committee with external stakeholders so we can hash out issues together. Our challenge now is to ensure that issues like secondary suites, single egress, are properly addressed. CAFC has a seat on the national advisory to the harmonized codes process.
Cancer	Our intentions were to inform CAFC’s recommendations to the National Firefighter Cancer Framework. With funding from Health Canada, we hosted 6 workshops to feed into the firefighter cancer framework. We’ll hear from Health Canada in late September what they heard. Our next step is to develop a firefighter cancer “Rapid Response Program” to discuss who best to implement firefighter cancer strategies across all departments.
Climate	Our intentions were to inform the recommendations needed to improve the wildfire situation and coordination. We have put forward recommendations to the federal government. The next step is to explore and address the use of private firefighting companies in wildfire management.
Dangerous Goods	Our intentions were to respond to issues related to dangerous goods. We are hosting the Emergency Response Flammable Liquids Incidents Training Curriculum. It has provided representations in response to the review of the fireworks regulations. It has renewed its participation on Transport Canada’s General Policy Advisory Council.
Equity, Diversity, and Inclusion	Our intentions are to address bullying in the fire service. We have developed 3 statements based on the literature and consensus on what all fire departments need to know, what firefighters need to know, and what incoming firefighters need to know. Our upcoming women in fire meeting will be cohosted with FSWO, FSWPC, and FSWBC
Executive Chief Fire Officer Council	Our intentions were to foster the Executive Chief Fire Officer Program. The Council continues to expand the Executive Chief Fire Officer Program and the ECFO Aspire candidates. Excitingly this year, we have a record number of women chiefs achieving the ECFO designation. Thank you to all who continue to advance the importance of this designation.
Fire Prevention Committee	Our intentions were to scale and spread fire prevention messaging. We continue to run the Fire Chiefs Ask program. The next steps are to make this more broadly available. The Fire Prevention Committee also gave rise to the idea that we must get ahead of changing demographics and climate issues. Finally, CAFC participates on the National FireSmart Advisory Board.
Governance	Our intentions were to breathe life into the 2006 resolution about a national fire administration. We released a report featured in the Hill Time and which became the subject of media interest. We conducted an international comparison of models, developed case studies illustrating why Canada needs a national fire Administration. Our strategy is to “be water” on “why Canada needs a national fire administration”. This is our most important goal going forward.
Human Factors	Our intentions were to provide all members with access to the fundamentals of human factors with a view to improving quality, safety, and experience in the fire service. We released and completed the first course in Human Factors from which 60 individuals received certificates.
Interoperability	Our intentions were to keep ahead of issues in NG911, Public Safety Board Band Network, and make representations to the Canadian Standards Association on the future of Intrinsically Safe Radios. We have successfully secured an extension to the NG911 deadline.
Leadership	Our intentions were to address a gap in deferred leadership development training as cited in the Great Canadian Fire Census 2022 due to budget issues by curating a complimentary course in leadership development and currently has a call out for instructors. The course will start in January 2025.
Mental Health	Our intentions were to shift mental health focus to families and first responders. The CAFC Mental Health Committee has split based on
Remotely Piloted Aircraft	The intention was to release educational guidance on how to start and operate a remotely piloted aircraft program in a manner that is consistent between fire departments and search and rescue.
Resolutions & Nominations	The Resolutions and Nominations committee has led a successful call for resolutions and nominations, reviewed policies and made recommendations to the CAFC Board of Directors.



CAFC Financial Status and Treasurer's Report

On behalf of the CAFC Board of Directors and the Finance and Audit Committee, it is my pleasure to present the Treasurer's Report for the fiscal year ending December 31, 2023. You can find the audited financial statements on the CAFC website under About Us>Audited Financial Statements and Annual Reports and in your Annual General Meeting packages.

Looking at the statement of financial position, we see that the CAFC has a healthy balance of cash at \$1.403M. Accounts receivable have stayed consistent as have accounts payable and deferred revenue. This indicates that the CAFC has had some predictable expectations and arrangements. Net assets have increased because of the increase in membership, FRC revenues, grants, and contracts.

We see these details more clearly in the statement of income where consistent increases in membership revenues, the return of in person FRC and increased sponsorship and fundraising has assisted CAFC revenues.

On the expense side, CAFC's payroll and conference expenses have increased with all other expenses being reduced. Of note is the low level of bad debt, to which we owe thanks to the follow up of staff, members, and sponsors to ensure that revenues are collected in a timely fashion. Our accounting firm, Peace of Mind Bookkeeping has done an excellent job of keeping our books in order.

Our auditor commented on a successful financial performance, good governance, and excellent bookkeeping support. For this, I'd like to thank all of our members, partners, sponsors.

The CAFC has once again run a surplus of about \$167,984. While it is also our deliberate practice to be comprehensive in the budgeting of expenses and conservative in the anticipation of revenues, the substantial surplus in 2023 is due to the generous support of members, sponsors, grants and contract funding that came to the CAFC from organizations like Public Safety Canada, the Motorola Solutions Foundation, Transport Canada, CASA and others.

Surpluses in the not-for-profit world are interesting. On one hand they are a form of risk management. Consider that had the hurricane in Halifax at the beginning of FRC 2023 considering that each year our budget starts as zero, if all members, sponsors, and purveyors of grants, have the option of returning or not. We never take this for granted and will always work hard to earn your investment in the CAFC. On the other hand, we also have the obligation to invest surpluses in the best interests of our members. Over the coming year and certainly as the CAFC engages in its strategic plan renewal for 2025 to 2030, you will no doubt be presented with plans for this surplus.

I'd like to thank the Federal Departments and Foundations that entrust us with grants and contracts. I'd also like to thank staff, and our accounting and bookkeeping firm. Finally, I'd like to thank my fellow board members. Excellent financial performance is not a given for any association. Your diligence, discipline, care, cooperation, and wisdom make all the difference.

Finally, this is my last term as Treasurer and my last term on the Board as I retire from Leduc County Fire Department to new endeavours. I have been very blessed over the course of my 43 years in the fire service. I hope that we will continue to cross paths. It has truly been my pleasure serving you Treasurer and CAFC Board Member. Wishing good health, safety and prosperity.

Chief Keven Lefebvre *Leduc County Alberta, CAFC Treasurer & Member of the Board*



CAFC Committee Members

Answer the Call Committee: Fire Chief Vince Mackenzie, Grand Falls Windsor Fire Department, NL; Assistant Chief Adam Walters, Chatham-Kent Fire & Emergency Services, ON; Chef aux opérations Alain Pharand, Service incendie Terrebonne, QB; Assistant Chief Service Quality Andre Berard, Winnipeg Fire Paramedic Service, MB; Captain Andrew Mitton, New Minas Fire Department, NS; Emergency Response Services Manager, Anthony Moore, Nisga'a Lisims Government, New Aiyansh, BC; Fire Chief Brian Kroes, Central Peace Fire and Rescue Commission, AB; Fire Chief Bryce Luker, East Hawkesbury, ON; Fire Chief Cameron Abrey, Dauphin Fire Department, MB; Chief Charlie Chiasson, Saint-Leonard Fire Service, NB; Fire Chief Chris Grey, Windsor Fire Department, QC; Director of Fire Services Chris Harrow, Minto Fire/Wellington North Fire Services, ON; Regional Fire Chief Dan Heney, Bonnyville Regional Fire Authority, AB; Deputy Fire Chief Darin Chapman, King Fire and Emergency Services, ON; Fire Chief Dave Pratt, Kenora Fire & Emergency Services, ON; Fire Chief Dave Roberston, South Glengarry Fire Services, ON; Deputy Fire Chief (ret) Dean Colthorp, 1-800 Board-Up, BC; Fire Chief Dustin Curry, Tumbler Ridge Fire Rescue, BC; CEO Ernie Polsom, FireWise Consulting Ltd, BC; Regional Deputy Fire Chief Gordon Meek, Greenview Fire Rescue, AB; Director of Fire Services Greg Jones, Amherst Fire Department, NS; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Jeannine Caldbeck, Thetis Island Volunteer Fire Department BC; Director of the Fire Rescue Academy Jonathan Hunter, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief of Support Services Jonathan Wilker, Windsor Fire and Rescue, ON; Deputy Chief Keri Martens, Banff Fire Department, AB; Fire Chief Lawrence Arnold, Grimshaw Fire Department, AB; Safety Officer Mark Pound, Kentville Volunteer Fire Department, NS; Fire Chief Mark Wyatt, Rankin Inlet Fire Department, NU; Acting Fire Chief Michael Seth, Six Nations Fire & Emergency Services, ON; Fire Chief Nathan Regnier, Prud'homme Fire and Rescue, SK; Fire Chief Peter Krich, City of Camrose Fire Department, AB; Fire Chief, ECFO Rob Evans, Redwood Meadows Emergency Services, AB; Deputy Fire Chief Samantha Hoffmann, Caledon Fire & Emergency Services, ON; Fire Chief Sean Pendergast, Penhold, AB; Regional Fire Training Officer Stephen Hidasi, Regional District of North Okanagan, BC; Deputy Chief Stephen Melanson, Mill Bay Fire Department, BC; Deputy Fire Chief Steve Debiegne, High River Fire Department, AB; Deputy Chief Steve Scanland, Sylvan Lake Fire Department, AB; Director of Public Safety & Fire Chief Timothy (TJ) Moore, Town of Diamond Valley, NWT; Fire Chief Tim Harris, Peace River Fire Department, AB; Director of Protective Services-Fire Chief Trevor J. Kotowich, St. Paul Fire Department, AB; Fire Chief Wade Jennings Fire Service Association of Nova Scotia, NS

Building Codes Committee: Fire Chief (ret) Keven Lefebvre, Leduc County Fire Services, AB; Deputy Fire Chief Brian Farrow, Amherst Fire Department, NS; Ms. Amal Tamim Jensen Hughes, QB; Deputy Fire Chief Andrea DeJong, St. Catharines Fire Services - OAFB Board of Directors Member, ON; Firefighter Andrew Wentzell Bridgewater Fire Department, NS; Fire Chief Brian McBain, Russell Township Fire Department, ON; Chief Charlie Chiasson, Saint-Leonard Fire Services, NS; Inspector Darcie Sibbald, Whistler Fire Rescue Services, BC; Assistant Chief David Meers, Vancouver Fire Rescue Services, BC; Frank Lohman, Canadian Home Builders Association; Assistant Director (retired) J Gordon Routley, Service de securite incendie Montreal, QB; Fire Chief Ian Josephson, Chilliwack Fire Department, BC; Fire Chief Kelvin Toews, Steinbach Fire Department, MB; Mr. Kevan D. Jess, AB; Fire Prevention Officer Kyle Schmidt, Winnipeg Fire Paramedic Service, MB; Regional Director Laura King, National Fire Protection Association (NFPA), MA; Deputy Chief Larry Cocco, Toronto Fire Department, ON; Mr. M. Rokib Hassan, National Research Council; Division Chief, Fire Prevention Matt Covey, Halifax Regional Fire & Emergency, NS; National Codes & Standards Manager Matt Osburn, CASA, ON; Mr. Michael Currie, Fire Underwriters Survey (VERISK), BC; Deputy Fire Chief Pete Steenaerts, Calgary Fire Department, AB; Firefighter and Medical First Responder Peter Simpson, Dayspring & District Fire Department, NS; Community Risk Reduction Officer Ryan Youngson, Winnipeg Fire Paramedic Service, MB; Assistant Chief Rick Cheung,

Vancouver Fire Rescue Services, BC; Vice President Sean Pearce, National Fire Equipment; Fire Chief (retired) Stephen Gamble, Township of Langley, BC; Deputy Chief Stephen Melanson, Mill Bay Fire Department, BC; Fire Chief Thomas Doherty, Whistler Fire Rescue Services, BC; Deputy Chief Tyler Pelke, Red Deer Emergency Services, AB; Assistant Chief Yvonne Raymer, Saskatoon Fire Department, SK

Cancer Prevention Committee: Directeur Richard Amnotte, Levis, QC; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Deputy Fire Chief Adam Hawryliw Iqaluit Emergency Services, NT; Fire Training Officer Alexander Babinsky, Aviation Rescue Fire Fighting Services, Brisbane, Qld; Assistant Fire Chief Bill Heesing, Lloydminster Fire Department, SK; Advisor Bradley R Davidson, CAFI, MB; Fire Chief Brian Cornforth, Parkland County, AB; Fire Chief Bryce Luker, East Hawkesbury, ON; Assistant Fire Chief, Occupational Health, Safety and Wellness Bryden Pelletier, Vancouver Fire Rescue Services, BC; Fire Chief Cameron Abrey, Dauphin Fire Department, MB; Chief Charlie Chiasson, Saint-Leonard Fire Services, NB; Director of Fire Services Chris Harrow, Minto Fire/Wellington North Fire Services, ON; Deputy Chief Curtis Schaefer, Red Deer Emergency Services, AB; Fire Chief Dan Verdun, City of Campbell River, AB; Fire Chief Erik Campbell, Town of Plympton-Wyoming, ON; Fire Captain Jenn Dawkins, Vancouver Fire Rescue Services, BC; Fire Chief, Professor Jim Petrik, Guelph Eramosa Fire Department, University of Guelph, ON; Mr. John Fredericks; Fire Chief John Heffernan, Conception Bay South Fire Department, NL; Fire Prevention Officer Kyle Schmidt, Winnipeg Fire Paramedic Service, East Saint Paul, MB; Fire Officer (ret) Leah Kosolofski, Winnipeg Airport Fire Department, MB; Safety Officer Mark Pound, Kentville Volunteer Fire Department, NS; Captain Mary Fischer, Calgary Fire Department, AB; Deputy Fire Chief Matt Keay, Markham Fire and Emergency Services, ON; Operations Chief Mike Amesse, Montreal Fire Department, QB; Fire Chief Mike Owens, Port Alberni Fire Department, BC; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Deputy Chief Nina McCarthy, Fredericton Fire Department, NB; Deputy Fire Chief Norm MacLeod, White Rock Fire Rescue, BC; Captain Patrick Mayer, Hawkesbury Fire Department, ON; Deputy Fire Chief Steve Debiegne, High River Fire Department, AB; Fire Chief Thomas Doherty, Resort Municipality of Whistler, BC; Deputy Chief Trevor Sutherly, Parkland County Fire Services, AB

Climate Adaptation Committee: Deputy Chief Keri Martens, Banff Fire Department, AB; Fire Chief Bill Wacey, BX-Swan Lake Fire Rescue, BC; Assistant Fire Chief Chris Miley, Langley City Fire Rescue Service, BC; Fire Chief Dan Verdun, City of Campbell River, AB; Inspector Darcie Sibbald, Whistler Fire Rescue Services, BC; Deputy Chief Deb Bergseon, Calgary Fire Department, AB; Fire Chief Erik Campbell, Town of Plympton-Wyoming, ON; CEO Ernie Polsom, FireWise Consulting Ltd, BC; Regional Fire Chief Jody Butz, Regional Municipality of Wood Buffalo, AB; Division Chief John Codling, Kennebecasis Valley Fire Department, NB; Assistant Deputy Fire Chief of Professional Development and Procurement Keith Fredin, City of Edmonton Fire Rescue Services, AB; Fire Chief Kelly Johnston, Apex Volunteer Fire Rescue, BC; Fire Chief Larry Watkinson, Kelowna Fire Department, BC; Research Officer M. Rokib Hassan, National Research Council; Mr. Michael Currie, Fire Underwriter Survey (VERISK), BC; Fire Chief Mike Owens, Port Alberni Fire Department, BC; Assistant Deputy Chief of Operational Performance Neil Robertson; Edmonton Fire Rescue Services, AB; Directeur Richard Amnotte, Levis, QC; Deputy Fire Chief Rob Nichol, Saint John Fire Department, NB; Fire Chief Rodney Schmidt, Town of High Level Fire Services, AB; Deputy Fire Chief Ryan Cail, Kamloops Fire Rescue, BC; Deputy Fire Chief, Communications and Emergency Management Sandra Follack, Kelowna Fire Department, BC; Deputy Fire Chief Sean Cunningham; Parkland County Fire Services, AB; Fire Chief Thomas Doherty, Whistler Fire Rescue Services, BC; Assistant Deputy Chief, Operations Thomas Jukes, Calgary Fire Department, AB; Fire Chief Vince Mackenzie, Grand Falls-Windsor Fire Department, NL

Dangerous Goods Committee: Fire Chief Chris Case, Chatham-Kent Fire & Rescue, ON; Fire Chief Ken Uzeloc, City of Kamloops Fire Rescue, BC; Chef aux opérations Alain Pharand,



Service incendie Terrebonne, QB; Ms. Amal Tamim Jensen Hughes, QB; Captain Andrew Mitton, New Minas Fire Department, NS; Assistant Fire Chief Bill Heesing, Lloydminster Fire Department SK; Deputy Fire Chief Brian Farrow, Amherst Fire Department, NS; Division Chief Bruce Lake, Halifax Regional Fire & Emergency, NS; Fire Chief Bryce Luker, East Hawkesbury, SK; Chief Training Officer Corey Schram, St. Albert Fire Services, AB; Fire Chief Dave Robertson, South Glengarry Fire Services, ON; Deputy Chief Deb Bergeson, Calgary Fire Department, AB; Assistant Deputy Chief Operational Readiness Graeme McAlister, Edmonton Fire Rescue Services, AB; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Jason Whiteley, North Bay Fire & Emergency Services, ON; Deputy Fire Chief Larry Cocco, Toronto Fire Department, ON; Regional Director Laura King, National Fire Protection Association, MS; Community Risk Reduction Officer Ryan Youngson, Winnipeg Fire Paramedic Service, MB; Dean Shawn McKerry, Lakeland College, AB; Deputy Fire Chief Steve Debiegne, High River Fire Department, AB; Fire Chief Wade Jennings, Fire Services Association of Nova Scotia, NS

Data Committee: Fire Chief (ret) Keven Lefebvre, Leduc County Fire Services, AB; Assistant Chief Service Quality Andre Berard, Winnipeg Fire Paramedic Service, MB; Fire Chief Brian Cornforth, Parkland County, AB; Deputy Fire Chief Callise Loos, Minto Fire & Wellington North Fire Services, ON; Deputy Fire Chief Chad Moore, Parkland County Fire Services, AB; Fire Chief Dave Pratt, Kenora Fire & Emergency Services, ON; Fire Chief Jason Whiteley, North Bay Fire & Emergency Services, ON; Deputy Fire Chief Jim Smith, Hinton Fire Department, AB; Division Chief - Fire Prevention Karen Trecartin, Kennebecasis Valley Fire Department, NB; Fire Chief Kelvin Toews, Steinbach Fire Department, MB; Fire Chief Larry Thomas, Surrey Fire Department, BC; Fire Chief Lawrence Arnold, Grimshaw Fire Department, AB; Acting Fire Chief Michael Seth, Six Nations Fire & Emergency Services, ON; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Services, MB; Directeur Richard Amotte Levis, QC; Director Robert McGuinness, Fire Underwriters Survey, BC; Community Risk Reduction Officer Ryan Youngson, Winnipeg Fire Paramedic Services, M; Assistant Chief Scott Ramey, Halifax Regional Fire & Emergency, NS; Fire Chief Stephen Barkwell, Oshawa Fire Services, ON; Deputy Chief Stephen Melanson, Mill Bay Fire Department, BC; Fire Chief Vince Mackenzie, Grand Falls-Windsor Fire Department, NL

Equity, Diversity, Inclusion, Leadership and Ethics Committee: Deputy Chief Keri Martens, Banff Fire Department, AB; Fire Chief Amber Coleman, Wetaskiwin Fire Services, AB; Conseillère en planification EDI Anik St-pierre, SIM, QB; Deputy Fire Chief Bo Moore, City of Leduc Fire, AB; Fire Chief Bruce Green, Oyster River Fire Rescue, BC; Fire Chief Bryce Luker, East Hawkesbury, ON; Deputy Fire Chief Cortonio Beals, Halifax Regional Fire & Emergency, NS; Deputy Fire Chief (ret) Dean Colthorp, 1-800 Board-Up, BC; Fire Chief Drayton Bussiere, Red Deer County Fire Services, AB; Fire Chief Erik Campbell, Town of Plympton-Wyoming, ON; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Jeannine Caldbeck, Thetis Island Volunteer Fire Department, BC; Fire Captain Jenn Dawkins, Vancouver Fire Rescue Services, BC; Fire Chief Jeremy Parkin, Rama Fire & Rescue Service, ON; Regional Fire Chief Jody Butz, Regional Municipality of Wood Buffalo, AB; Assistant Deputy Minister/Managing Director Joe Zatylny, Government of Alberta, AB; Deputy Fire Chief of Support Services Jonathan Wilker, Windsor Fire and Rescue, ON; Assistant Deputy Fire Chief of Professional Development and Procurement Keith Fredin, City of Edmonton Fire Rescue Services, AB; Fire Chief Ken Uzeloc, City of Kamloops Fire Rescue, BC; Deputy Fire Chief Matt Keay, Markham Fire & Emergency Services, ON; Fire Chief Michael Kaye, Saanich Fire Department, BC; Acting Fire Chief Michael Seth, Six Nations Fire & Emergency Services, ON; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Fire Chief Normand Beauchamp, Services des incendies de Kapuskasing, ON; Deputy Fire Chief, Communications and Emergency Management Sandra Follack, Kelowna Fire Department, BC; Acting Lieutenant Sarah Peto, Brandon Fire & Emergency Services, MB; Battalion Chief Scott Cowan, Calgary Fire Department, AB; Deputy Fire Chief Sean Cunningham, Parkland County Fire Services, AB;

Dean Shawn McKerry, Lakeland College, AB; Assistant Chief Sherry Dean, Halifax Regional Fire & Emergency services, NS; Regional Fire Training Officer Stephen Hidasi, Regional District of North Okanagan, BC; Fire Chief Stephen McGean, Iqaluit Emergency Services, NT; Deputy Fire Chief - Administration Tiffany Edgecombe, Edmonton Fire Rescue Services, AB; Fire Chief Trevor Brice Okotoks Fire & Rescue, AB

Executive Chief Fire Officer Committee: Fire Chief (ret.) Phil Lemire, Fire Chiefs Association of BC, BC; Fire Chief Brian Hutchinson, District of North Vancouver Fire & Rescue Services, BC; Fire Chief Cameron Abrey, Dauphin Fire Department, MB; Fire Chief Dan Verdun City of Campbell River, AB; Deputy Fire Chief (ret) Dean Colthorp, 1-800 Board-Up, BC; Director of Fire Services Greg Jones, Amherst Fire Department, NS; Fire Chief Jeremy Parkin, Rama Fire & Rescue Service, ON; Assistant Deputy Minister/Managing Director Joe Zatylny, Government of Alberta, AB; Fire Chief/Director of Emergency Services (ret.) John McKearney, Whistler Fire Department, BC; Fire Chief Michael Boyle, Kennebecasis Valley Fire Department, NB; Assistant Fire Chief Monty Armstrong, District of North Vancouver Fire Rescue Services, BC; Deputy Fire Chief Norm MacLeod, White Rock Fire Rescue, BC; Fire Chief Normand Beauchamp, Services des incendies de Kapuskasing, ON; Deputy Fire Chief Ryan Cail, Kamloops Fire Rescue, BC; Fire Chief Trevor Brice, Okotoks Fire & Rescue, AB

Fire Prevention Committee: Deputy Fire Chief Chantal Bibeau, Montreal Fire Department, QB; Deputy Chief Tyler Pelke, Red Deer Emergency Services, AB; Ms. Amal Tamim, Jensen Hughes, QB; Deputy Fire Chief Andrea DeJong, St. Catharines Fire Services - OAFCA Board of Directors, ON; Fire Chief Bryce Luker, East Hawkesbury, ON; Inspector Darcie Sibbald, Whistler Fire Rescue Services, BC; Fire Chief David Ives, Fire Rescue International, AB; Assistant Chief David Meers, Vancouver Fire Rescue Services, BC; Fire Chief Dustin Curry, Tumbler Ridge Fire Rescue, BC; CEO Ernie Polsom, FireWise Consulting Ltd, BC; Community Resilience Officer Heather Watson, King Fire & Emergency Services, ON; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Jason Woodbury, Miscouche Fire Department PEI; Fire Chief Justin Lallemant, Fire Rescue International, AB; Fire Chief Justin McGuigan, North York Fire Department, NB; Division Chief - Fire Prevention Karen Trecartin, Kennebecasis Valley Fire Department, NB; Assistant Deputy Fire Chief of Professional Development and Procurement Keith Fredin, City of Edmonton Fire Rescue Services, AB; Fire Chief Ken Uzeloc City of Kamloops Fire Rescue, BC; Mr. Kevan D. Jess, AB; Regional Director Laura King, National Fire Protection Association (NFPA), MS; Division Chief, Fire Prevention Matt Covey Halifax Regional Fire & Emergency, NS; Deputy Fire Chief Pete Steenaerts, Calgary Fire Department, AB; Community Risk Reduction Officer Ryan Youngson, Winnipeg Fire Paramedic Service AB; Deputy Fire Chief Samantha Hoffmann, Caledon Fire & Emergency Services, ON; Regional Fire Training Officer Stephen Hidasi, Regional District of North Okanagan, BC; Director of Public Safety & Fire Chief Timothy (TJ) Moore, Town of Diamond Valley, NWT

Governance in the Fire Sector Committee: Fire Chief Bryce Luker, East Hawkesbury, ON; Fire Chief Chris Case, Chatham-Kent Fire & Rescue, ON; Regional Fire Chief Dan Heney, Bonnyville Regional Fire Authority, AB; Fire Chief, Dave Robertson, South Glengarry Fire Services, ON; Fire Chief David Sturgeon, Strathmore Fire Department, AB; Deputy Fire Chief (ret) Dean Colthorp, 1-800 Board Up, BC; Fire Chief Erik Campbell Town of Plympton-Wyoming, ON; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Jeremy Parkin, Rama Fire & Rescue Service, ON; Regional Fire Chief Jody Butz, Regional Municipality of Wood Buffalo, AB; Deputy Fire Chief of Support Services Jonathan Wilker, Windsor Fire and Rescue, ON; Fire Chief Ken Stuebing, Halifax Regional Fire, NS; Fire Prevention Officer Kyle Schmidt, Winnipeg Fire Paramedic Service, MB; Fire Chief Les Karpluk, Waskesiu Fire Department, SK; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Fire Chief Normand Beauchamp, Services des incendies de Kapuskasing, ON; Directeur Richard Amotte, Levis, QC; Fire Chief, Executive Chief Fire Officer Rob Evans, Redwood Meadows Emergency Services, AB; Director of Public Safety & Fire Chief Timothy (TJ) Moore, Town of Diamond Valley, NWT; Fire Chief Vince Mackenzie, Grand Falls Windsor Fire Department, NL

Human Factors Committee: Deputy Chief Deb Bergeson, Calgary Fire Department, AB;



Assistant Chief Scott Ramey, Halifax Regional Fire & Emergency, NS; Mr. Arjuna George, Principal Silver Arrow Coaching & Consulting, BC; Assistant Fire Chief Bill Heesing, Lloydminster Fire Department, SK; Fire Chief Bryce Luker, East Hawkesbury ON; Fire Chief Dave Pratt, Kenora Fire and Emergency Services ON; Deputy Chief - Training Dave Robertson, Fort Francis Fire Rescue, ON; Fire Chief Erik Campbell, Town of Plympton-Wyoming, ON; Firefighter James Rychard, Burlington Fire Department, ON; Assistant Deputy Minister/Managing Director Joe Zatylny, Government of Alberta, AB; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Samantha Hoffmann, Caledon Fire and Emergency Services, ON; Deputy Chief Scott Wilkinson Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Sean Cunningham, Parkland County Fire Services AB; Deputy Fire Chief Steve Debiegne, High River Fire Dept, AB

Interoperability Committee: Fire Chief Larry Thomas, Surrey Fire Department, BC; Assistant Fire Chief Adam Walters, Chatham-Kent Fire & Emergency Services, ON; Deputy Fire Chief Andrea DeJong, St. Catharines Fire Services, OAFCA Board of Directors Member ON; Captain Andrew Mitton, New Minas Fire Department, NS; Fire Chief David Sturgeon, Strathmore Fire Department, AB; Inspector - Flight Standards Gilbert McCauley, Transport Canada, ON; Assistant Director (retired) J Gordon Routley, Service de sécurité incendie Montréal, QB; Fire Chief Jason Whiteley, North Bay Fire & Emergency Services, ON; Deputy Fire Chief of Support Services Jonathan Wilker, Windsor Fire and Rescue, ON; Capitaine Julien Boisvenue, Services des Incendies de Hawkesbury, ON; Fire Prevention Officer Kyle Schmidt, Winnipeg Fire Paramedic Service, MB; Fire Chief Michael Kaye, Saanich Fire Department, BC; Acting Fire Chief Michael Seth, Six Nations Fire & Emergency Services, ON; Assistant Fire Chief Monty Armstrong, District of North Vancouver Fire Rescue Service, BC; Fire Chief Robin True, Riverview Fire & Rescue, NB; Deputy Fire Chief, Communications and Emergency Management Sandra Follack, Kelowna Fire Department, BC; Deputy Fire Chief Tylor Bennett, Leduc County Fire Services, AB; Deputy Fire Chief Tyler Moore, Vancouver Fire Rescue Services, BC

Leadership Committee: Fire Chief Greg Jones, Amherst Fire Department, NS; Fire Chief Paul Boissonneault, Oakville Fire Department, ON; Fire Chief Amber Coleman, Wetaskiwin Fire Services, AB; Conseillère en planification EDI Anik St-Pierre, SIM, QB; Emergency Response Services Manager Anthony Moore, Nisga'a Lisims Government, BC; Mr. Arjuna George, Principal Silver Arrow Coaching & Consulting, BC; Advisor Bradley R Davidson, CAFI, MB; Fire Chief Brian Conforth Parkland County, AB; Fire Chief Bryce Luker, East Hawkesbury, ON; Fire Chief Charlie Chiasson, Saint-Leonard Fire Service, NB; Deputy Fire Chief Colin O'Hara, Prince Rupert, YK; Deputy Fire Chief Cortonio Beals, Halifax Regional Fire & Emergency, NS; Fire Chief Dan Verdun, City of Campbell River, AB; Fire Chief Dave Robertson, Fort Francis Fire Rescue, ON; Fire Chief Dave Robertson, South Glengarry Fire Services, ON; Fire Chief David Sturgeon, Strathmore Fire Department, AB; Fire Chief Drayton Bussiere, Red Deer County Fire Services, AB; Fire Chief Dustin Curry, Tumbler Ridge Fire Rescue, BC; Fire Chief Dwight Seymour, Kelowna Fire Department, BC; Fire Chief Erik Campbell, Town of Plympton-Wyoming, ON; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Firefighter James Rychard Burlington Fire Department, ON; Assistant Deputy Minister/Managing Director Joe Zatylny, Government of Alberta, AB; Director of the Fire Rescue Academy Jonathan Hunter, Winnipeg Fire Paramedic Service, MB; Fire Chief Justin McGuigan, North York Fire Department, NB; Assistant Deputy Fire Chief of Professional Development and Procurement Keith Fredin, City of Edmonton Fire Rescue Services, AB; Fire Chief Les Karpluk, Waskesiu Fire Department, SK; Captain Lionel Charron, Winnipeg Fire Paramedic Service, MB; Assistant Chief Matthew Furlot, Esquimalt Fire Rescue Services, BC; Fire Chief Michael Boyle, Kennebecasis Valley Fire Department, NB; Fire Chief Nathan Regnier, Prud'Homme Fire & Rescue, SK; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, Winnipeg, MB; Captain Patrick Mayer Hawkesbury Fire Department, ON; Deputy Fire Chief Pete Steenarts, Calgary Fire Department, AB; Battalion Chief Scott Cowan, Calgary Fire Department, AB; Deputy Chief Scott Wilkinson, Winnipeg Fire Paramedic Services, MB; Fire Chief Sean Pendergast, Penhold, AB; Dean

Shawn McKerry, Lakeland College, AB; Deputy Chief Sean White, Kennebecasis Valley Fire Department, NB; Assistant Chief Sherry Dean, Halifax Regional Fire & Emergency, NS; Regional Fire Training Officer Stephen Hidasi, Regional District of North Okanagan, BC; Deputy Fire Chief Steve Debiegne, High River Fire Department, AB; Fire Chief Trevor Brice, Okotoks Fire & Rescue, AB; Deputy Chief Tyler Pelke, Red Deer Emergency Services, AB; Fire Chief Vince Mackenzie, Grand Falls-Windsor Fire Department, NL

Mental Health Committee: Fire Chief John Heffernan, Conception Bay South Fire Department, NL; Fire Chief Ken McMullen, Red Deer Emergency Services, AB; Deputy Fire Chief Adam Hawryliw, Iqaluit Emergency Services, NT; Fire Training Officer Alexander Babinsky, Aviation Rescue Fire Fighting Services, Qld; Fire Chief Amber Coleman, Wetaskiwin Fire Services, AB; Mr. Arjuna George, Principal Silver Arrow Coaching & Consulting, BC; Assistant Fire Chief Bill Heesing, Lloydminster Fire Department, SK; Advisor Bradley R Davidson, CAFI, MB; Fire Chief Brent Thomas, Innisfil Fire Rescue Service, ON; Fire Chief Bryce Luker, East Hawkesbury, ON; Deputy Fire Chief Callise Loos, Minto Fire & Wellington North Fire Services, ON; Fire Chief Cameron Abrey, Dauphin Fire Department, MB; Assistant Fire Chief Chris Miley, Langley City Fire Rescue Services, BC; Deputy Fire Chief Colin O'Hara, Prince Rupert, YK; Deputy Fire Chief Colin Sager, Okotoks Fire & Rescue, AB; Inspector Darcie Sibbald, Whistler Fire Rescue Services, BC; Regional Fire Chief Dan Heney, Bonnyville Regional Fire Authority, AB; Fire Chief Dan Verdun, City of Campbell River, AB; Fire Chief Dave Pratt, Kenora Fire & Emergency Services, AB; Fire Chief Dave Samson, Maple Ridge Fire Rescue, BC; Deputy Chief Dawn Nash, Strathcona County Emergency Services, AB; Fire Chief Erik Campbell, Town of Plympton-Wyoming, ON; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Firefighter James Rychard, Burlington Fire Department ON; Fire Chief Jason Whiteley, North Bay Fire & Emergency Services, ON; Fire Chief Jason Woodbury, Miscouche Fire Department, PEI; Assistant Deputy Minister/Managing Director Joe Zatylny, Government of Alberta, AB; Director of the Fire Rescue Academy Jonathan Hunter, Winnipeg Fire Paramedic Service, MB; Capitaine Julien Boisvenue, Services des Incendies de Hawkesbury, ON; Fire Chief Karen Fry, Vancouver Fire Rescue Services, BC; Fire Officer Leah Kosolofski, Winnipeg Airport Fire Department, MB; Safety Officer Mark Pound, Kentville Volunteer Fire Department, NS; Fire Chief Mark Wyatt, Rankin Inlet Fire Department, NU; Captain Mary Fischer, Calgary Fire Department, AB; Fire Chief Matthew Furlot, Esquimalt Fire Rescue Services, BC; Deputy Fire Chief Rob Nichol, Saint John Fire Department, NB; Deputy Fire Chief Ryan Cail, Kamloops Fire Rescue BC; Acting Lieutenant Sarah Peto, Brandon Fire & Emergency Services, MB; Battalion Chief Scott Cowan, Calgary Fire Department, AB; Deputy Chief Scott Wilkinson, Winnipeg Fire Paramedic Service, MB; Assistant Chief Sherry Dean, Halifax Regional Fire & Emergency, NS; Regional Fire Training Officer Stephen Hidasi, Regional District of North Okanagan, BC; Fire Chief Stephen McGean, Iqaluit Emergency Services, NT; Deputy Chief Steve Scanland, Sylvan Lake Fire Department, AB; Deputy Fire Chief Trevor Stubbings, Saanich Fire Department, BC; Deputy Chief Tyler Pelke, Red Deer Emergency Services, AB; Fire Chief Vince Mackenzie, Grand Falls-Windsor Fire Department, NL; Assistant Fire Chief Walt Warner, Port Coquitlam Fire & Emergency Services, BC

Remotely Piloted Serial Systems and Drones Committee: Deputy Chief Scott Wilkinson, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Steve Debiegne, High River Fire Department, AB; Emergency Response Services Manager Anthony Moore, Nisga'a Lisims Government, BC; Mr. Bill Ralph, CASARA, ON; Fire Chief Chris Krushel, Edgerton Emergency Services Department, AB; Deputy Fire Chief Darin Chapman, King Fire and Emergency Services, ON; Fire Chief Dave Robertson, South Glengarry Fire Services, ON; Mr. Frank Schuurmans, CASARA, ON; Inspector - Flight Standards Gilbert McCauley, Transport Canada, ON; President Janelle Coultas, SARVAC, ON; Kate Klassen, Indro Robotics, BC; Mr. Marco Laforest, ON; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Mr. Paul French, SARVAC, ON; Fire Chief, ECFO Rob Evans, Redwood Meadows Emergency Services, AB; Acting Captain / RPAS Coordinator Steve Clark, Hamilton Fire Department, ON; Assistant Deputy Fire Chief Steve Welton, Hamilton Fire Department, ON; Assistant Fire Chief Walt Warner, Port Coquitlam Fire & Emergency Services, BC



Science and Technology Committee: Fire Chief Erik Campbell, Town of Plympton-Wyoming, ON; Fire Chief, Professor Jim Petrik Guelph Eramosa Fire Department, University of Guelph, ON; Fire Training Officer Alexander Babinsky, Aviation Rescue Fire Fighting Services, Qld; Advisor Bradley R Davidson, CAFI, MB; Fire Chief Brent Thomas, Innisfil Fire Rescue Service, ON; Deputy Fire Chief Brian Farrow, Amherst Fire Department, NS; Fire Chief Bryce Luker, East Hawkesbury, ON; Assistant Fire Chief Chris Miley, Langley City Fire Rescue Service, BC; Deputy Fire Chief Dave Hodgins, Okotoks Fire and Rescue, AB; Fire Chief David Ives, Fire Rescue International, AB; St. John's International Airport Authority Emergency Services Gordon Meek, Greenview Fire Rescue Services, AB; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Assistant Director (retired) J Gordon Routley; Service de sécurité incendie Montréal, QB; Regional Fire Chief Jody Butz, Regional Municipality of Wood Buffalo, AB; Director of the Fire Rescue Academy Jonathan Hunter, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief of Support Services Jonathan Wilker, Windsor Fire and Rescue, ON; Fire Prevention Officer Kyle Schmidt, Winnipeg Fire Paramedic Service, MB; Research Officer M. Rokib Hassan, National Research Council, ON; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Ryan Best, Markham Fire and Emergency Services, ON; Deputy Fire Chief, Communications and Emergency Management Sandra Follack, Kelowna Fire Department, BC; Deputy Fire Chief Sean Cunningham, Parkland County Fire Services, AB; Fire Chief Sean Pendergast, Penhold, AB; Fire Chief Stephen Barkwell, Oshawa Fire Services, ON; Assistant Deputy Fire Chief Steve Welton, Hamilton Fire Department, ON; Deputy Fire Chief Tylor Bennett, Leduc County Fire Services, AB

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