

# *From the Fire Chiefs ~ Wishing We Were Wrong*

## AN ANNUAL REPORT OF THE CANADIAN ASSOCIATION OF FIRE CHIEFS

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

Financials



### **President's Report** **Fire Chief Ken McMullen**

In my 25 years of experience with the CAFC, I have come to appreciate that each year seems to take on a flavour of its own at the national association. If I were to reflect on a theme for the past twelve months, I would choose the words of our third pillar, “messaging in service of safety”.

This strategic pillar was set to recognize and leverage the ability, credibility, and necessity of the country's fire chiefs when it comes to delivering key messages in service of public health and safety. These messages include messaging to the public, to policy makers, to front line personnel, to community members and to the media.

Key to the effectiveness of this messaging is the work we do together to understand and substantiate the issues experienced nationally, determine solutions, and provide clear and credible advice.

To this effect, it was about 12 months ago now, that we began to see the results of the Great Canadian Fire Census, which for the first time included all types of fire departments in Canada. By December's Government Relations Week, the data had captured the imaginations of the media, and helped Canadian politicians and citizens alike appreciate the powerful and precarious nature of the fire sector.

Government relations week was our best yet with several meetings with Federal Ministers who not only understood the issues, but pledged their support, rose in the House for us and in some cases like the Cancer Framework Bill and funding for CIPSRT, acted on our advice. On the volunteer firefighter tax credit and Joint Emergency Preparedness Program, the advice was “don't give up” and “show us the data”, which we're acting on.

Unfortunately, while most people like to be right, we were dismayed at how predictive our data and warnings were. By June we were in the midst of the worst wildfire season on record. The media took up the cause by storm landing us over 100 interviews nationally and across the world. Census 2023 is again confirming what we saw in 2022 and we will use every ounce of its power to solve the serious issues being experienced in our sector.

While the past year has put the strategic pillar of messaging in service of safety to the test and the face of the association in media sources around the country and globe, none of this would be possible without the work of the Board members, National Advisory Council and its Chair Chief Peter Krich, Staff and most especially the CAFC Committees and their Chairs.

In this annual report, you'll see what happens when a few dedicated individuals, or more accurately 150 individuals on 21 differ, decide to act. This annual report is dedicated to their efforts and the legacy they create. We thank each of them and every member of the association for your support. Associations are what members make of them. YOU make CAFC great.



## **Some Selected Highlights from the last 12 months...**

Answer the Call	The Great Canadian Fire Census started at the Answer the Call Committee to answer the simple question: how many volunteer firefighters do we have. The Committee continues to champion an increase in the volunteer firefighter tax credit and has worked with MP Gord Johns on Bill C-264 now Bill C-310. It is currently launching the “Why I answer the call campaign” which will shine a light on Volunteer Firefighters which is a program designed to accept videos from volunteer firefighters.
Building Codes	Did you know that Canada has a new building codes process and that CAFC is a member of its national Advisory Council? The change in building codes process responds to many of the recommendations made by the CAFC Building Codes Committee over the years helping to level the playing field between industry and the fire service. The CAFC Building Codes committee also includes NRCAN staff, builders and members of the Wood Council. Finally, the committee is launching a model sprinkler bylaw for various provincial scenarios, chiefs notes for speaking to council and other
Cancer	One of the highlights of this year was the passing of Bill C-244 for a Firefighter Cancer Framework. Preceded by several testimonies before the House of Commons and Senate Standing Committees, discussions during GR week and collaboration with our friends at the IAFF, the bill reached unanimous agreement in both the Senate and the House of Commons.
Climate	Without knowing the type of Wildfire Season, we would have, the CAFC Climate Committee came up with a 13 point plan, supported by the CAFC's National Advisory Council, which summarizes what's needed for wildfire response. The plan became the basis of our conversations with the federal government, the Globe and Mail and media sources around the world. The Climate Committee also led two articles on the integration of Indigenous Wildfire Practices and the role of Fire Smart in Fire Departments.
Dangerous Goods	The Dangerous Goods Committee has worked with Transport Canada to set up a funding opportunity for fire departments to submit requests for funding that help close the gap in terms of zero emissions technologies. If you want to apply, you can find the funding opportunity on the CAFC website. It has taken on the hosting of the Canadian Emergency Response Flammable Liquids Incidents Training Program. It has provided representations in response to the review of the fireworks regulations.
Equity, Diversity and Inclusion	The Equity Diversity and Inclusion committee continues to explore the provision of free equity, diversity and inclusion training for fire departments and the front line staff within, hosts the equity, diversity and inclusion award, and is now beginning to look at issues like bullying in the fire service.
Executive Chief Fire Officer Council	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	The Fire Prevention Committee is now working on the application and translation of the Quebec Fire Prevention Manual which it will make available shortly. It continues to advance the Fire Chiefs Ask Program, Emergency Preparedness Week, and Fire Prevention Week.
Governance	CAFC's First Governance committee has a draft report ready to help describe how fire sectors are governed across different countries and what factors may be considered in the proposal for a National Fire Advisor. The draft will be available for member comment in the fall and will serve as an anchor to help advance the national fire advisor ask that has been part of the CAFC's advocacy efforts.
Human Factors	The Human Factors committee has developed a curriculum and launched a call for instructors for its human factors course intended to provide any member with the skills and tools needed to apply human factor considerations to common fire sector scenarios. You can find the call for instructors on the website. Our hope is that the course will be available in 2024.



### **Some Selected Highlights from the last 12 months...**

Interoperability	The Interoperability Committee has prepared a “what fire departments need to know” article for Canadian Fire Chief Magazine covering key items for consideration as they pertain to NG911, the PSBN, ever greening radio equipment etc. The Committee has also made representations to the Canadian Standards Association on the future of Intrinsically Safe Radios
Leadership	Responding to the idea that 25% of fire departments have deferred needed training including leadership development training as cited in the Great Canadian Fire Census 2022, the leadership committee has curated a course in leadership development and currently has a call out for instructors. We expect the course to be available in 2024.
Mental Health	The mental health committee continues to expand the number of trained trainers, who in turn offer free mental health awareness training to firefighters. Grants from the Motorola Solutions Foundation and Bell Let's Talk have helped us to make this possible. We're also looking at Fire Chiefs Mental Health and Psychological Safety and the impacts of bullying in the fire service and what can be done about it.
Remotely Piloted Aircraft	With thanks to a grant from Public Safety Canada and a partnership with the Canadian Air Search and Rescue Association, the Search and Rescue Volunteer Association of Canada and previously with the Canadian Emergency Response Robotics Association, has completed a second volume of the “Blue Book” which focuses on operating remotely piloted aircraft beyond visual line of site and is providing feedback on the regulatory consultation that will influence this form of operation into the future.
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, 2021. 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 1.077M. Investments appear to have gone down from 2021. 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. The CAFC has once again run a surplus of about 273,000 up from 240,000 the year before.

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. Despite the overall increase, CAFC's investments have incurred a significant loss. The CAFC Board of Directors will be meeting with our financial advisors to optimize our investment portfolio.

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, Numetrica has done an excellent job of keeping our books in order.

We completed 2022 with a \$290,000 surplus. 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 2021 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.

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. 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.

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



## **CAFC Committee Members [To be updated- Samples only below]**

**Answer the Call Committee:** Assistant Chief Adam Walters, Chatham-Kent Fire and Emergency Services, ON; Chef aux opérations Alain Pharand, Service incendie Terrebonne, QC; Emergency Response Services Manager Anthony Moore, Nisga'a Lisims Government, BC; Chief Brian Kroes, Central Peace Fire and Rescue Commission, AB; Chief Bryce Luker, East Hawkesbury, ON; Chief Cameron Abrey, Dauphin Fire Department, MB; Chief Charlie Chiasson, Saint-Léonard Fire Service, NB; Chief Chris Harrow, Minto Fire, ON; Deputy Chief Dan Heney, Bonnyville Regional Fire Authority, AB; Chief Dave Pratt, Kenora Fire and Emergency Services, ON; Chief Dave Robertson, South Glengarry Fire Services, ON; Chief Dean Colthorp, Langley City Fire Rescue Service, BC; Chief Dustin Curry, Tumbler Ridge FD, AB; Deputy Chief Gordon Meek, Greenview Fire Rescue Services, AB; Graham Pawlett, Canadian Vol. FS Assoc. BC; Chief Greg Jones, Amherst FD, NS; Chief Ivana Irwin, Leduc County, AB; Chief Jeannine Caldbeck, Thetis Island Fire Dept., BC; Deputy Chief Jonathan Wilker, Windsor Fire and Rescue, ON; Deputy Chief Keri Martens, Canmore Fire Rescue, AB; Chief Lawrence Arnold, Grimshaw FD, AB; Safety Officer Mark Pound, Kentville Volunteer FD, NS; Chief Mark Wyatt, Rankin Inlet FD, NU; Chief Michael Seth, Cape Breton Regional Fire & ES, NS; Chief Nathan Regnier, Prud'Homme Fire and Rescue, SK; Chief Peter Krich, City of Camrose FD, AB; Chief Rob Evans, Redwood Meadows Emerg. Services, AB; Deputy Chief Samantha Hoffmann, Caledon Fire and Emergency Services, ON; Chief Sean Pendergast, Protective Services, AB; Deputy Chief Steve Debienne, High River FD, AB; Assistant Fire Marshall Timothy Moore, Government of NWT, NWT; Chief Vince MacKenzie (Chair), Grand Falls Windsor FD, NL; Chief Wade Jennings, Fire Service Association of NS, NS;

**Building Codes Committee:** Amal Tamim, Jensen Hughes, QB; Deputy Chief Andrea DeJong, St. Catharines Fire Services, ON; Chief Brian McBain, Russell Fire Department, ON; Chief Charlie Chiasson, Saint-Leonard Fire Service, ON; Deputy Chief Eric Nordlund, Thunder Bay Fire Rescue, ON; Frank Lohman, Canadian Home Builders Association; Chief Ian Josephson, Chilliwack Fire Department, BC; Assistant Director J Gordon Routley, Service de sécurité incendie Montréal, QB; Kathleen Maynard, Canadian Home Builders Association; Deputy Chief Ken Hubbard, Rocky View County FD, AB; Chief Keven Lefebvre, Leduc County Fire Services, AB; Chief Larry Cocco, Toronto Fire Department, ON; Regional Director Laura King, NFPA; Marc Alam, Canadian Wood Council, ON; Michael Curie, Fire Underwriters Survey; Chief Pete Steenaerts, Calgary FD, AB; Assistant Chief Rick Cheung, City of Vancouver, BC; Community Risk Reduction Officer Ryan Youngson, Winnipeg Fire Paramedic Service, MB; Vice President Sean Pearce, National Fire Equipment; (Ret.) Chief Stephen Gamble, Township of Langey (Ret), BC; Deputy Chief Stephen Melanson, Mill Bay FD, BC; Deputy Chief Tyler Pelke, Red Deer Emergency Services, AB; Assistant Chief Yvonne Raymer, Saskatoon Fire Department, SK; Program Manager Tess Espejo, ILC Inc;

**Cancer Prevention Committee:** Directeur-adjoint Richard Amnotte, Levis, QB; Assistant Chief Bill Heesing, Lloydminster FD, SK; Advisor Bradley R Davidson, CAFI; Chief Brian Cornforth, Parkland County, AB; Assistant Chief Bryden Pelletier, Vancouver Fire Rescue Services, BC; Chief Bryce Luker, East Hawkesbury, ON; Chief Cameron Abrey, Dauphin FD, MB; Chief Charlie Chiasson, Saint-Leonard Fire Services, NB; Assistant Deputy Chief Curtis Schaefer, Red Deer Emergency Services, AB; Director of Fire Services Chris Harrow, Minto Fire/Wellington North Fire Service, ON; Chief Dan Verdun, City of Campbell River, AB; Chief Erik Campbell, St. John's International Airport, NL; Senior Firefighter Graham Pawlett, Volunteer Firefighters of Canada, BC; Deputy Chief Ivana Irwin, Leduc County Fire Services, AB; Chief Jim Petrik, Guelph Eramosa FD, ON; Chief John Heffernan, Conception Bay South FD, NL; Fire Officer Leah Kosolofski, Winnipeg Airport FD, MB; Safety Officer Mark Pound, Kentville Volunteer FD, NS; Captain Mary Fischer, Calgary FD, AB; Operations Chief Mike

Amesse, Montreal FD, QB; Chief Mike Owens, Port Alberni FD, BC; Special Operations Program Nick Kasper, Winnipeg Fire Paramedic Service, MB; Deputy Chief Nina McCarthy, Fredericton FD, NB; Deputy Chief Norm MacLeod, White Rock Fire Rescue, BC; Captain Patrick Mayer, Hawkesbury FD, ON; Deputy Chief Steve Debienne, High River FD, AB; Chief Thomas Doherty, Resort Municipality of Whistler, BC; Deputy Chief Trevor Sutherley, Parkland County Fire Services, AB; First Aid Instructor Jenn Dawkins, Vancouver Fire Rescue Services, BC; (Ret.) John Fredericks.

**Climate Adaptation Committee:** Directeur-adjoint Richard Amnotte, Levis, QB; Chief Bill Wacey, BX-Swan Lake Fire Rescue, BC; Assistant Chief Chris Miley, Langley City Fire Rescue Service, BC; Chief Dan Verdun, City of Campbell River, AB; Acting Deputy Chief Deb Bergeson, Calgary FD, AB; Chief Erik Campbell, St. John's International Airport, NL; Regional Fire Chief Jody Butz, Regional Municipality of Wood Buffalo, AB; Chief Larry Watkinson, Kelowna FD, BC; Deputy Chief Keri Martens, Banff FD, AB; Michael Curie, Fire Underwriters Survey, BC; Chief Mike Owens, Port Alberni FD, BC; Deputy Chief Rob Nichol, Saint John Fire Department, NB; Deputy Chief Ryan Cail, Kamloops Fire Rescue, BC; Deputy Chief Sandra Follack, Kelowna FD, BC; Deputy Chief Sean Cunningham, Parkland County Fire Services, AB; Assistant Deputy Chief Thomas Jukes, Calgary FD, AB; Chief Vince Mackenzie, Grand Falls Windsor FD, NL.

**Dangerous Goods Committee:** Amal Tamim, Jensen Hughes, QB; Chef aux Operations Alain Pharand, Service Incendie Terrebonne, QB; Assistant Chief Bill Heesing, Lloydminster FD, SK; Acting Division Chief Bruce Lake, Halifax Regional Fire & Emergency, NS; Chief Bryce Luker, East Hawkesbury, ON; Chief Chris Case, Chatham-Kent Fire and Rescue, ON; Chief Dave Robertson, South Glengarry Fire Services, ON; Chief Jason Whiteley, North Bay Fire and Emergency Services, ON; Deputy Chief Ivana Irwin, Leduc County Fire Services, AB; Chief Ken Uzeloc, City of Kamloops Fire Rescue, BC; Deputy Chief Larry Cocco, Toronto FD, ON; Regional Director Laura King, NFPA; Community Risk Reduction Ryan Youngson, Winnipeg Fire Paramedic Service, MB; Dean Shawn McKerry, Lakeland College, AB; Deputy Chief Steve Debienne, High River FD, AB; Chief Wade Jennings, Fire Service Association of Nova Scotia, NS.

**Data Committee:** Directeur-adjoint Richard Amnotte, Levis, QB; Assistant Chief Andre Berard, Winnipeg Fire Paramedic Service, AB; Chief Brian Cornforth, Parkland County, AB; Chief Chad Moore, Parkland County Fire Services, AB; Chief Dave Pratt, Kenora Fire and Emergency Services, ON; Chief Jason Whiteley, North Bay Fire and Emergency Services, ON; Deputy Chief Jim Smith, Hinton FD, Alberta; Division Chief Karen Trecartin, Kennebecasis Valley FD, NB; Chief Keven Lefebvre, Leduc County Fire Services, AB; Chief Larry Thomas, Surrey FD, BC; Chief Michael Seth, Cape Breton Regional Fire and Emergency, NS; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Director Robert McGuinness, Fire Underwriters Survey, BC; Officer Ryan Youngson, Winnipeg Fire Paramedic Service, MB; Assistant Chief Scott Ramey, Halifax Regional Fire and Emergency, NS; Chief Stephen Barkwell, Oshawa Fire Services, ON; Deputy Chief Stephen Melanson, Mill Bay FD, BC; Chief Vince Mackenzie, Grand Falls Windsor FD, NL.





**Equity, Diversity, Inclusion, Leadership and Ethics Committee:** Fire Chief Amber Coleman, Wetaskiwin Fire Services, AB; Conseillère en planification EDI Anik St-pierre, SIM, QC; 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; Fire Chief Drayton Bussiere, Lacombe County Fire Service, AB; Deputy Fire Chief Dean Colthorp, Langley City Fire Rescue Service, BC; Fire Chief Erik Campbell, St. John's International Airport Authority Emergency Services NL; 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; Fire Chief Joe Zatylny, Edmonton Fire Department, AB; Fire Chief Jeannine Caldebeck, Thetis Island Volunteer Fire Department, BC; Fire Chief Ken Uzeloc, City of Kamloops Fire Rescue, BC; Deputy Fire Chief of Support Services Jonathan Wilker, Windsor Fire and Rescue, ON; Deputy Chief Laurie Vandeschoot, Strathmore Fire Department, AB; Deputy Chief Keri Martens, Banff Fire Department, AB; Deputy Fire Chief Matt Keay, Markham Fire and Emergency Services, ON; Fire Chief Michael Seth, Cape Breton Regional Fire & Emergency Services, NS; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Fire Chief Normand Beauchamp, Service des incendies de Hawkesbury, ON; Deputy Fire Chief, Communications and Emergency Management Sandra Follack, Kelowna Fire Department, BC; Acting Lieutenant Sarah Peto, Brandon Fire & Emergency Services, MB; Captain Scott Cowan, Calgary Fire Department, AB; Dean Shawn McKerry, Lakeland College, AB; Assistant Chief Sherry Dean, Halifax Regional Fire & Emergency, NS; Regional Fire Training Officer Stephen Hidasi, Regional District of North Okanagan, BC; Fire Chief Trevor Brice, Okotoks Fire & Rescue, AB; Fire Captain Jenn Dawkins, Vancouver Fire Rescue Services, BC

**Executive Chief Fire Officer Committee:** Fire Chief Bill Stoner, Squamish Fire Rescue, BC; Fire Chief Brian Hutchinson, District of North Vancouver Fire and Rescue Services, BC; Fire Chief Cameron Abrey, Dauphin Fire Department, MB; Fire Chief Dan Verdun, City of Campbell River, AB; Deputy Fire Chief Dean Colthorp, Langley City Fire Rescue Service, BC; Director of Fire Services Greg Jones, Amherst Fire Department, NS; Fire Chief Jeremy Parkin, Rama Fire & Rescue Service, ON; Fire Chief Joe Zatylny, Edmonton Fire Department, AB; Fire Chief/Director Emergency Services, (Ret.) John McKearney, Whistler Fire Rescue Services, BC; Fire Chief Larry Watkinson, Kelowna Fire Department, BC; Fire Chief Michael Boyle, Kennebecasis Valley Fire Department, NB; Assistant Fire Chief Monty Armstrong, District Of North Vancouver Fire Rescue Service, BC; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Norm MacLeod, White Rock Fire Rescue, BC; Fire Chief Normand Beauchamp, Service des incendies de Hawkesbury, ON; Fire Chief (Ret.) Phil Lemire, Fire Chiefs Association of BC, BC; Deputy Fire Chief Ryan Cail, Kamloops Fire Rescue, BC; Fire Chief Trevor Brice, Okotoks Fire & Rescue, AB

**Fire Prevention Committee:** Amal Tamim, Jensen Hughes, QC; Deputy Fire Chief, Andrea DeJong, St. Catharines Fire Services - OAFB Board of Directors Member, ON; Fire Chief Bryce Luker, East Hawkesbury, ON; Deputy Fire Chief Chantal Bibeau, Montreal Fire Department, QC; Deputy Fire Chief Eric Nordlund, Thunder Bay Fire Rescue, ON; Fire Chief Dustin Curry, Tumbler Ridge Fire Rescue, BC; Community Resilience Officer Heather Watson, King Fire & Emergency Services, ON; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Justin McGuigan, Fredericton Fire Department, NB; Division Chief - Fire Prevention Karen Trecartin, Kennebecasis Valley Fire Department, NB; Fire Chief Ken Uzeloc, City of Kamloops Fire Rescue, BC; Regional Director Laura King, National Fire Protection Association (NFPA), MS; Deputy Fire Chief Pete Steenaerts, Calgary Fire Department, AB; Community Risk Reduction Officer Ryan Youngson, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Samantha Hoffmann, Caledon Fire and Emergency Services, ON; Regional Fire Training Officer Stephen Hidasi, Regional District of North Okanagan, BC; Assistant Fire Marshal Timothy Moore, Government of Northwest Territories - Office of the Fire Marshal, NWT; Deputy Chief Tyler Pelke, Red Deer Emergency Services, AB

**Governance in the Fire Sector Committee:** Directeur-adjoint Richard Amotte, Levis, QC;

Fire Chief Bryce Luker, East Hawkesbury, ON; Fire Chief Chris Case, Chatham-Kent Fire & Rescue, ON; Fire Chief Cynthia Pihlaja, Town of Inuvik Fire Department, NWT; Regional Fire Chief Dan Heney, Bonnyville Regional Fire Authority, AB; Fire Chief David Sturgeon, Strathmore Fire Department, AB; Fire Chief Dave Robertson, South Glengarry Fire Services, ON; Deputy Fire Chief Dean Colthorp, Langley City Fire Rescue Service, BC; Deputy Fire Chief Eric Nordlund, Thunder Bay Fire Rescue ON; Fire Chief Erik Campbell, St. John's International Airport Authority Emergency Services, NL; 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 Prevention Officer Kyle Schmidt, Winnipeg Fire Paramedic Service, MB; Deputy Chief Laurie VandeSchoot, Strathmore Fire Department, AB; Fire Chief Les Karpluk, Waskesiu Fire Department, SK; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Fire Chief Normand Beauchamp, Service des incendies de Hawkesbury, ON; Fire Chief, Executive Chief Fire Officer Rob Evans, Redwood Meadows Emergency Services, AB; Assistant Fire Marshal Timothy Moore, Government of Northwest Territories - Office of the Fire Marshal, NWT; Fire Chief Vince Mackenzie, Grand Falls Windsor Fire Department, NL.

**Human Factors Committee:** Assistant Fire Chief Bill Heesing, Lloydminster Fire Department, SK; Fire Chief Bryce Luker, East Hawkesbury, ON; Deputy Chief – Training Dave Robertson, Lambton Shores Fire Rescue, ON; Fire Chief Dave Pratt, Kenora Fire and Emergency Services, ON; Acting Deputy Chief Deb Bergseon, Calgary Fire Department, AB; Fire Chief Erik Campbell, St. John's International Airport Authority Emergency Services, NL; Firefighter James Rychard, Burlington Fire Department, ON; Fire Chief Joe Zatylny, Edmonton Fire Department, AB; Deputy Chief Laurie VandeSchoot, Strathmore Fire Department, AB; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Samantha Hoffmann, Caledon Fire and Emergency Services, ON; Assistant Chief Scott Ramey, Halifax Regional Fire & Emergency, NS; Assistant Chief Scott Wilkinson, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief Sean Cunningham, Parkland County Fire Services, AB; Deputy Fire Chief, Steve Debienne, High River Fire Dept, AB; Arjuna George, Principal Silver Arrow Coaching & Consulting, BC

**Interoperability Committee:** Assistant Chief Adam Walters, Chatham-Kent Fire and Emergency Services, ON; Deputy Fire Chief Andrea DeJong, St. Catharines Fire Services - OAFB Board of Directors Member, ON; Assistant Director J Gordon Routley, Service de sécurité incendie Montréal, QC; Fire Chief Jason Whiteley, North Bay Fire and Emergency Services, ON; Capitaine Julien Boisvenue, Service des Incendies de Hawkesbury, ON; Deputy Fire Chief of Support Services Jonathan Wilker, Windsor Fire and Rescue, ON; Fire Prevention Officer Kyle Schmidt, Winnipeg Fire Paramedic Service, MB; Fire Chief Larry Thomas, Surrey Fire Department, BC; Assistant Fire Chief Monty Armstrong, District Of North Vancouver Fire Rescue Service, BC; Fire Chief Michael Seth, Cape Breton Regional Fire & Emergency Services, NS; Deputy Fire Chief, Communications and Emergency Management Sandra Follack, Kelowna Fire Department, BC; Deputy Fire Chief Tylor Bennett, Leduc County Fire Services, AB.

**Leadership Committee:** Fire Chief Amber Coleman, Wetaskiwin Fire Services, AB; Conseillère en planification EDI Anik St-pierre, SIM, QC; Advisor Bradley R Davidson, CAFI, MB; Fire Chief Brian Cornforth, Parkland County, AB; Emergency Response Services Manager Anthony Moore, Nisga'a Lisims Government, BC; Fire Chief Bryce Luker, East Hawkesbury, ON; Chief Charlie Chiasson, Saint-Léonard Fire Service, NB; Fire Chief Colin O'Hara, Watson Lake Fire Rescue, YT; Deputy Fire Chief, Cortonio Beals, Halifax Regional Fire & Emergency, NS; Fire Chief Cynthia Pihlaja, Town of Inuvik Fire Department, NWT; Fire Chief Dan Verdun, City of Campbell River, AB; Deputy Chief – Training Dave Robertson, Lambton Shores Fire Rescue, ON; Fire Chief Dave Robertson, South Glengarry Fire Services, ON; Fire Chief David Sturgeon, Strathmore Fire Department, AB; Fire Chief Drayton Bussiere, Lacombe County Fire Service, AB; Fire Chief Dustin Curry, Tumbler Ridge Fire Rescue, BC; Deputy Fire Chief Dwight Seymour, Kelowna Fire Department, BC; Fire Chief Erik Campbell, St. John's International Airport Authority Emergency Services, NL; Director of Fire Services Greg Jones, Amherst Fire Department, NS;



Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Firefighter James Rychard, Burlington Fire Department, ON; Fire Chief Joe Zatylny, Edmonton Fire Department, AB; Director of the Fire Rescue Academy, PPE Branch and BATs Jonathan Hunter, Winnipeg Fire Paramedic Service, MB; Fire Chief Justin McGuigan, Fredericton Fire Department, NB; Fire Chief Les Karpluk, Waskesiu Fire Department, SK; Captain Lionel Charron, Winnipeg Fire Paramedic Service, MB; Assistant Chief Matthew Furlot, West Vancouver Fire & Rescue, BC; Fire Chief Michael Boyle, Kennebecasis Valley Fire Department, NB; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Captain Patrick Mayer, Hawkesbury Fire Department, ON; Deputy Fire Chief Pete Steenaerts, Calgary Fire Department, AB; Fire Chief Nathan Regnier, Prud'Homme Fire and Rescue, SK; Captain Scott Cowan, Calgary Fire Department, AB; Assistant Chief Scott Wilkinson, Winnipeg Fire Paramedic Service, MB; Fire Chief Sean Pendergast, Protective Services, AB; Dean Shawn McKerry, Lakeland College, AB; Deputy Chief Shawn 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 Dept, 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; Fire Chief Paul Boissonneault, Oakville, ON; Arjuna George, Principal Silver Arrow Coaching & Consulting, BC;

**Mental Health Committee:** Fire Chief Amber Coleman, Wetaskiwin Fire Services, AB; Assistant Fire Chief Bill Heesing, Lloydminster Fire Department, SK; Advisor Bradley R Davidson, CAFI, MB; Fire Chief (joint) Brent Thomas, Innisfil Fire Rescue & Bradford, ON; Retired District Chief Bruce Gelhorn, Calgary Fire Department, AB; Fire Chief, Bryce Luker, East Hawkesbury, ON; Fire Chief Cameron Abrey, Dauphin Fire Department, MB; Assistant Fire Chief Chris Miley, Langley City Fire Rescue Service, BC; Fire Chief Colin O'Hara, Watson Lake Fire Rescue, YT; Deputy Fire Chief Colin Sager, Okotoks Fire & Rescue, AB; Fire Chief Dan Verdun, City of Campbell River, AB; Regional Fire Chief Dan Heney, Bonnyville Regional Fire Authority, AB; Inspector Darcie Sibbald, Whistler Fire Rescue Services, BC; Fire Chief Dave Pratt, Kenora Fire and Emergency Services, ON; Deputy Chief Dawn Nash, Strathcona County Emergency Services, AB; Deputy Fire Chief Dean Colthorp, Langley City Fire Rescue Service, BC; Deputy Fire Chief Eric Nordlund Thunder Bay Fire Rescue, ON; Fire Chief Erik Campbell, St. John's International Airport Authority Emergency Services, NL; Firefighter James Rychard, Burlington Fire Department, ON; Fire Chief Jason Whiteley, North Bay Fire and Emergency Services, ON; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Joe Zatylny, Edmonton Fire Department, AB; Fire Chief John Heffernan, Conception Bay South Fire Department, NL; Capitaine Julien Boisvenue, Service 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; Captain Mary Fischer, Calgary Fire Department, AB; Assistant Chief Matthew Furlot, West Vancouver Fire & Rescue, BC; Fire Chief Mark Wyatt, Rankin Inlet Fire Department, NU; Deputy Fire Chief Rob Nichol, Saint John Fire Department, NB; Deputy Fire Chief Ryan Cail, Kamloops Fire Rescue, BC; Captain Scott Cowan, Calgary Fire Department, AB; Assistant 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; 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; Arjuna George, Principal Silver Arrow Coaching & Consulting, BC

**Remotely Piloted Serial Systems and Drones Committee:** Emergency Response Services Manager Anthony Moore, Nisga'a Lisims Government, BC; Retired District Chief Bruce Gelhorn, Calgary Fire Department, AB; Fire Chief Dave Robertson, South Glengarry Fire Services South Glengarry, ON; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Philip Reece, Indro Robotics, BC; Fire Chief, ECFO Rob Evans, Redwood Meadows Emergency Services, AB; Assistant Chief Scott Wilkinson, Winnipeg Fire Paramedic Service, MB; Fire Chief Steve Clark, Hamilton Fire Department, ON;

Deputy Fire Chief Steve Debiegne, High River Fire Dept, AB; Assistant Deputy Fire Chief Steve Welton, Hamilton Fire Department, ON; Assistant Fire Chief Walt Warner, Port Coquitlam Fire & Emergency Services, BC; Inspector - Flight Standards Gilbert McCauley, Transport Canada, ON; Mr. Marco Laforest, Ottawa ON; Mr. Andy Olesen, Ottawa ON; Mr. Bill Ralph, CASARA, Ottawa ON; Mr. Paul French, SARVAC, Ottawa ON; Mr. Frank Schuurmans, Ottawa ON; President Janelle Coultas, SARVAC, Ottawa ON

**Science and Technology Committee:** Bradley R Davidson, CAFI, MB; Fire Chief Brent Thomas, Innisfil Fire Rescue & Bradford West Gwillimbury, ON; Fire Chief Bryce Luke, East Hawkesbury, ON; Assistant Fire Chief Chris Miley, Langley City Fire Rescue Service, BC; Deputy Fire Chief Dave Hodgins, Okotoks Fire and Rescue, AB; Deputy Fire Chief Eric Nordlund, Thunder Bay Fire Rescue ON; Fire Chief Erik Campbell St. John's International Airport Authority Emergency Services, NL; Regional Deputy Fire Chief Gordon Meek, Greenview Fire - Rescue Services, AB; Assistant Director J Gordon Routley, Service de sécurité incendie Montréal, QC; Deputy Fire Chief Ivana Irwin, Leduc County Fire Services, AB; Fire Chief Professor Jim Petrik Guelph Eramosa Fire Department, University of Guelph, 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; Special Operations Program Coordinator Nick Kasper, Winnipeg Fire Paramedic Service, MB; Deputy Fire Chief, Communications and Emergency Management Sandra Follack, Kelowna Fire Department, BC; Fire Chief Sean Pendergast, Town of Penhold Protective Services, 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.

**Staff:** Tina Saryeddine (Executive Director), Anabel Therrien (Manager Membership Services and Special Projects), Rhea Laverdure (Coordinator, Admin and Comms).