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NEW ENGLAND ASSOCIATION OF FIRE CHIEFS

Division of the
INTERNATIONAL ASSOCIATION OF FIRE CHIEFS

June 23, 2022

100th Annual Board of Directors Meeting

Worcester DCU Center

Susan R. Kenney
BAY STATE REPORTING AGENCY
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1 CHIEF GOWANS: Good evening, and
2 welcome to the 100th Annual Board of Directors
3 Meeting of the International Association of
4 Fire Chiefs, New England Division.

5 Just a couple of housekeeping
6 things. First, if you're going to speak,
7 please stand up and identify yourself so that
8 our stenographer can get that and try and, if
9 you're speaking from the floor, speak loudly so
10 that she can get everything you're having to
11 say.

12 So why don't we begin the evening
13 with a pledge of allegiance to our flag.

14 (Pledge of allegiance recited.)

15 (Prayer recited.)

16 CHIEF DOODY: Before we get going, I
17 would first like to introduce the board here
18 tonight. If we could just -- if you could just
19 introduce yourself and tell the folks what
20 state you're from. We'll start at the end with
21 Mike.

22 CHIEF DEMELLO: Mike DeMello, Rhode
23 Island.

24 CHIEF JONES: Ken Jones, New

1 Hampshire.

2 CHIEF STARK: Keith Stark,
3 Massachusetts.

4 CHIEF MCALLISTER: Kevin McAllister,
5 Vermont.

6 CHIEF HIGGINS: Tom Higgins, Maine.

7 CHIEF BRADLEY: Bob Bradley, Second
8 Vice President from Rhode Island.

9 CHIEF WOOD: John Wood, Vermont.

10 CHIEF DOODY: Charles Doody,
11 Massachusetts.

12 CHIEF GOWANS: Robert Gowans,
13 Vermont.

14 CHIEF WHITE: Darrell White, Maine.

15 CHIEF CHRISTOPOULOS: Chris
16 Christopoulos, Lebanon, New Hampshire.

17 CHIEF HALL: Donald Hall,
18 Sergeant-at-Arms, Rhode Island.

19 CHIEF CHACONAS: Charles Chaconas,
20 Ludlow, Massachusetts, Sergeant-At-Arms.

21 CHIEF DUROSS: John Duross, Maine.

22 CHIEF FLYNN: Chuck Flynn, Suffield,
23 Connecticut.

24 CHIEF DOODY: Thank you, everybody.

1 I would also like to introduce and recognize
2 Chief Gary Ludwig of Champaign, Illinois. He's
3 the former IAFC President and he's been
4 gracious enough to come up this week with our
5 conference. Thank you for being here.

6 CHIEF LUDWIG: Honor to be here,
7 thank you.

8 CHIEF DOODY: I'd also like to
9 introduce Daniel Gray. Daniel is a Deputy Fire
10 Chief of Fairfax County, Virginia. Thank you
11 for coming up and helping us out with the
12 conference as well, sir. Everybody appreciates
13 it and it's always good to see someone from the
14 IAFC come up and help out. I appreciate it.

15 I'll have you come up and do a
16 report but just before he does that, I just
17 want to mention, because it's really important
18 to the success of this conference, our
19 sponsors. So I just want to mention our
20 Corporate Sponsors, Industrial Protection
21 Services, IAFC and FirstNet Built with AT&T.
22 We have several Platinum Sponsors, Specialty
23 Vehicles, Coronis Health, Allegiance Fire &
24 Rescue. Silver Sponsors, RSC Insurance

1 Brokerage VFIS, Dore & Whitter, First Due and
2 National Fire Protection Association. Finally,
3 some Bronze Sponsors are Purvis Systems,
4 Incorporated and L.W. Bills. We appreciate
5 their support because without them, this really
6 is difficult to do. So thank you to all the
7 sponsors.

8 Daniel, if you can come up and do a
9 membership report from the IAFC, that would be
10 great.

11 DEPUTY CHIEF GRAY: Daniel Gray,
12 Director IAFC Membership. I've been there six
13 months so this is my first travel. I'm very
14 impressed with the opportunity to meet each of
15 you. Being in membership for six months after
16 retirement, months before retirement, I know
17 many of the names, many of the e-mails and now
18 have the opportunity to shake the hand and
19 match a face so it's a great opportunity.

20 Membership is active. We've have a
21 huge opportunity to grow the membership and at
22 the same time consolidate some of the
23 transactions. What I mean by that is we're
24 trying to push towards groups, groups of five

1 members or more. That's an opportunity to
2 improve efficiencies among IAFC staff and your
3 departments as well so it's one transaction
4 annually for your staff and for IAFC staff so
5 with that consolidation, it just makes
6 everyone's life a little easier.

7 So one thing about membership, we're
8 members first so if there's anything I can do
9 for you, please reach out to me. Thank you.

10 CHIEF DOODY: Thank you, sir. I
11 know it doesn't sound like it but the Deputy
12 Chief is a hockey fan, believe it or not;
13 right?

14 DEPUTY CHIEF GRAY: Yes.

15 CHIEF DOODY: Next up is our
16 secretary's report. Chief Wood, if you could
17 give your report?

18 CHIEF WOOD: Good afternoon,
19 everyone. This will be the last report I give
20 as a Secretary, you probably figured that one
21 out by now, so it's my pleasure to do it.

22 Mr. President, the minutes of the
23 May 26th meeting were sent to the board in
24 written form a few weeks ago. If you want

1 to --

2 CHIEF DOODY: I will entertain a
3 motion to accept the minutes from May 26th.

4 CHIEF SPURR: So moved, Spurr from
5 Avon.

6 CHIEF CONDON: Second.

7 CHIEF DOODY: Seconded by Chief
8 Condon from Needham. Is there any further
9 discussion on the minutes? Seeing none, we'll
10 take a vote. All those in favor of accepting
11 the minutes, signify by saying aye.

12 (Vote is taken.)

13 CHIEF DOODY: Any abstentions?
14 Noted. Pass the minutes.

15 CHIEF WOOD: Let's talk a little bit
16 about FRI. We will have -- we're going to be
17 at the Riverwalk Marriott in San Antonio so
18 everyone knows. When you go on site to
19 register, you'll see the New England Division,
20 and we stayed there last time we went. It's
21 right on the Riverwalk. It's a nice plaza.
22 It's easy to get to everything and it's close
23 to the convention center.

24 we will have a luncheon this time

1 around; we didn't have it in Charlotte but
2 we're going to have a luncheon on Wednesday.
3 It will be at the convention center. The
4 prices have gone up considerably, they're like
5 \$46 for a meal so we'll hustle and try to get
6 some sponsors to help offset the expenses for
7 that.

8 The networking room, we will have
9 one of those; it will happen on Tuesday.
10 They've changed the schedule on FRI, as you
11 know, so things have changed up a little bit.
12 Friday is the day out instead of Saturday so
13 there will be a networking room there for the
14 next Secretary to work on.

15 The schedule of events here, we had
16 nice seminars today, the leadership program
17 that you went to. The hands-on programs over
18 at the fire academy went well; it was well
19 attended. I understand that we did have one
20 person maybe dislocate a knee in the process of
21 popping a door but other than that, everything
22 went well, as I understand it, and they were
23 well received.

24 we have discussed the -- the board

1 has discussed next year, 2023, coming back to
2 Worcester. You probably have heard that
3 there's been some issues with vehicles.
4 Basically the short story on this one is the
5 vendors would purchase, or rent, a 10-by-30
6 booth and then show up with a 35-foot piece of
7 apparatus to put in it and that happened a
8 considerable number of times so we had to do a
9 lot of shifting and so forth. We were able to
10 get it all worked out and next year we'll have
11 to look at changing the floor plan so that, you
12 know, people have asked, and maybe even
13 consider the possibility of going into the
14 arena so we could move all the apparatus into
15 the arena and put the 10-by-10 booths into the
16 convention center. So we do have some options
17 and we'll be making some changes so kind of
18 keep an eye on what's going on with that. I'm
19 sure the new Secretary will have you
20 well-informed.

21 As I said, I'm not running again for
22 the position. I've had it for quite a while
23 and it's time for me to move on and pass the
24 baton to some of the younger folks. So I

1 appreciate the support that I've always gotten
2 from the membership and the boards over the
3 years, which there have been quite a few. I
4 have seen a number of Presidents pass through
5 the chairs here and pass through myself so
6 thank you very much for your support, and that
7 ends my Secretary's report.

8 (Applause and standing ovation from
9 those in attendance.)

10 CHIEF DOODY: would you like to
11 stand back up and do your Treasurer's report
12 now?

13 CHIEF WOOD: This is the part he
14 likes. This report normally would give you the
15 annual report, Treasurer's report. However, we
16 don't at these meetings because our fiscal year
17 ends September 30th so that's when the annual
18 report comes out, Treasurer's report comes out,
19 and it gets posted but what I did do was this
20 will run from October 1st of 2021 through June
21 14th of 2022, so we're pretty close but not
22 there.

23 Our total income during that time
24 frame was 198,152.07 and our expenses for that

1 same time frame, for the first time I can
2 report, it was 83,425.97. That was less than
3 what our income was so that's a good thing.
4 And the total net income was 114,726.10 so
5 we're doing pretty well.

6 we did have a couple of, I reported
7 last year and the year before, with COVID, we
8 did have a couple of years that we were in the
9 red rather than the black because we had to
10 do -- we refunded for COVID issues, we refunded
11 vendors, booth spaces and we still carried on
12 expenses as we normally would so we're starting
13 to make a little bit of that up now which is
14 helpful.

15 So in the two checking accounts via
16 Citizens Bank and Munson's savings, excuse me,
17 checking account, we have 276,774.59 and in our
18 investments, we have 343,097.12 for a total
19 assets of 619,871.71. We do have some
20 outstanding, obviously, post conference
21 expenses that we need to take care of but we'll
22 do that as we go and there will be a better
23 report on all of that in June -- I mean, in
24 September, excuse me, on September 30th.

1 That ends my Treasurer's report. If
2 there's any questions, I'm happy to answer
3 them.

4 CHIEF DOODY: Seeing no questions, a
5 motion to accept the Treasurer's report?

6 CHIEF SPURR: Accept, Spurr, Avon.

7 CHIEF CONDON: Second by Condon,
8 Needham.

9 CHIEF DOODY: Any further
10 discussion? All those in favor of accepting
11 the Treasurer's report, please signify by
12 saying aye.

13 (Vote taken.)

14 CHIEF DOODY: Approved. Any
15 abstentions? Unanimous. Thank you.

16 CHIEF WHITE: On behalf of the
17 President's report, Charlie and I don't have a
18 real detailed report but first of all what we'd
19 like to do is thank John especially for all the
20 support you gave us as Co-Presidents over the
21 last year, the Board of Directors' support and
22 help that you gave Chief Doody and myself over
23 the last year and we thank all the board
24 members and John for the last two years with

1 COVID where we were going to have a show and
2 then we didn't have a show and we were going to
3 have a show and we didn't have a show and all
4 the juggling and the back and forth so just
5 thank everybody for all the help with that.

6 The only other piece of our
7 President's report, what we'd like to do is
8 have, because we know there's a number in the
9 room, have all past Presidents of both the
10 association and the division stand up to be
11 recognized.

12 (Applause from those in attendance.)

13 CHIEF WHITE: Now I would like to
14 introduce Chris Christopoulos.

15 CHIEF CHRISTOPOULOS: I don't have a
16 whole lot to talk about. I know Chief Locke is
17 going to talk a little about some of the
18 finances. I know Chief Ludwig is going to talk
19 about the IAFC.

20 We've been in a transitional period
21 over the last three years. It's been an
22 interesting three years for me in my first term
23 on the board and hopefully tonight I'll
24 continue for another three years with your

1 blessing. It's been an honor to represent the
2 division.

3 Our focus over the last six, eight
4 months has been to initiate a strategic
5 planning process. The board met back in April
6 to establish some strategic initiatives and
7 then we had a large stakeholders meeting in
8 early June to kind of re-define that and come
9 up with some goals and objectives to address
10 those initiatives.

11 As a part of that process, there was
12 a random survey, I don't know if it was every
13 10th or 13th member on the membership list was
14 polled by the contractor that did the strategic
15 planning to find out what the top -- what their
16 top concerns are related to fire services and
17 the challenges they have as chief officers.
18 I'll send a list of all that stuff to John for
19 the minutes over the weekend, I'll get you a
20 report in more detail, but largely, not
21 surprising, recruitment and retention were, I
22 think, the top two; if not, right in the top
23 three.

24 So the board is committed to

1 hopefully adopting that strategic plan at our
2 business meeting at RI in August and then
3 reaching back out to our stakeholders, the
4 divisions, the sections committees to
5 implement. We can't ride the back of a limited
6 number of staff people to make this happen so
7 there's going to have to be a commitment from
8 all of us as members of the IAFC to move that
9 forward.

10 That's all I have, sir.

11 CHIEF DOODY: Thank you, sir. Next
12 up, if I could have Chief Ludwig come up and
13 address the group.

14 CHIEF LUDWIG: Thank you, it's an
15 honor to be here. I just was talking to my
16 wife before we came in. I told her I have to
17 get off the phone and go in and make a sharp
18 presentation and she said try not to be
19 intellectual, witty or charming, just be
20 yourself, so here I am.

21 But it is an honor to be here. I
22 bring greetings from our President, Ken
23 Stuebing, who is actually in Germany as I
24 speak. He's in (inaudible) so he's

1 representing us over there and actually
2 starting some great dialog with some of the
3 other chiefs from the other associations from
4 Europe, Asia, Africa and some of the other
5 places that we can try to reach out and truly
6 become an international association which is
7 part of the things Chris talked about as part
8 of our strategic plan.

9 I'll briefly just tell you the
10 International Association of Fire Chiefs is
11 very vibrant and strong right now. There's no
12 other way to describe it. We've had some
13 challenges in the last three years, as Chris
14 kind of alluded to, but the bottom line is we
15 came through those and what doesn't make you --
16 what doesn't destroy you and make you weaker,
17 makes you stronger and there is no doubt that
18 we are stronger as an association right now.
19 Not only financially, and you'll hear that from
20 Steve Locke, but also with our mission and our
21 mission is we have to be driven with a
22 strategic plan.

23 I didn't get here from St. Louis
24 without a plan how to get from Point A to Point

1 B, but we can't take this association further
2 without a plan on how to get from Point A to
3 Point B as we emerge from this pandemic. So
4 this strategic plan that Chris talked about is
5 going to guide us for the future and also
6 include the members on what they see as a
7 vision for our association.

8 On a personal note, I'm coming to
9 the end of my term on the Board of Directors in
10 August and what an honor it has been to serve
11 you, first as President and then as Past
12 President on the board and I can't say enough
13 about Chris. Chris has been a rock star and
14 just awesome on the board representing this
15 division. A lot of times Chris has been the
16 voice of reason. He's also been a stalwart
17 when it comes to commonsense on issues and so,
18 Chris, it's been an honor to serve with you and
19 thank you for your service on the board, also.

20 CHIEF CHRISTOPOULOS: Ditto.

21 CHIEF LUDWIG: Roger that. Steve, I
22 can't say enough about Steve, man, what another
23 awesome, phenomenal individual that saw us
24 through some financial challenges; and they

1 were significant financial challenges, there's
2 no other way to describe it. We found out
3 about two days -- two weeks before my
4 presidency that we were about one point eight
5 million in the hole and to come out of that and
6 then get hit with the pandemic and lose a lot
7 of our conference revenue because we had to
8 shut down conferences, and the decisions that
9 we had to make, and then you all saw no change
10 in services, basically, we still had
11 communication, we still had membership
12 services, we still had advocacy up on Capitol
13 Hill, all that continued even though we had to
14 downsize the staff.

15 Credit to the staff, also, for all
16 the work they did during the pandemic, but
17 Steve will tell you we're very vibrant and
18 strong as we come out of this. So I just want
19 to say it's been an honor. Steve has been
20 phenomenal to get us out of that. It's been an
21 honor to serve you as the President during the
22 pandemic, I can tell you it was literally 14 to
23 16, 18-hour days for me, seven days a week and
24 it was for some of the staff and some of the

1 other people.

2 I'm going to pivot, with your
3 permission, Mr. President, and I am going to
4 talk about John Wood here just a bit. John, I
5 want to embarrass you. You know, I look at
6 John Wood and I think about John Wood and all
7 the actions he has done as Secretary/Treasurer
8 for over 25 years.

9 You know, I think of this term
10 leadership and leadership is not, as they say,
11 a position, a title, rank or insignia, it's
12 actions. Leadership is actions and, John, I
13 think that defines you, the actions that you
14 have done as a Secretary/Treasurer to make this
15 association -- I'm sorry, this division
16 stronger than ever has been remarkable.

17 You know, one of the things that we
18 can always say is, like the Boy Scouts always
19 say, you want to leave the campground better
20 than you found it and I think John is leaving
21 the campground better than he found it and it's
22 because of his work ethic and his commitment
23 and his passion to make sure that this division
24 performed exceptionally well. So you have done

1 that, John, and congratulations to you on that.

2 CHIEF WOOD: Thank you.

3 CHIEF LUDWIG: The other thing I
4 think of when I think of John is the true
5 measure, I like this quote, the true measure of
6 someone's character is someone who does
7 something for others that they expect nothing
8 in return and don't anticipate anything in
9 return and, again, I think that epitomizes John
10 again because, John, that's his character. He
11 has done what he has done for this division,
12 not for himself or not for any accolades or not
13 for any glory but because of his love for the
14 fire service and his love for the division and
15 his love for the people that are a part of this
16 division.

17 So, John, I'm going to read to you a
18 resolution that will be presented to the
19 International Association Board of Directors at
20 our next meeting and there is no doubt in my
21 mind that it will be unanimously voted on and
22 accepted by our Board of Directors and this is
23 what it reads.

24 Re: John Wood joined the IAFC in

1 the New England Division in 1982 when he was
2 appointed to Fire Chief of Bellow's Falls,
3 Vermont; and whereas John wood immediately
4 became an active and engaged member of the New
5 England Division ascending through the officer
6 roles and assuming the responsibility of
7 President in the 1990-91 term; and whereas John
8 Wood was elected to the position of
9 Secretary/Treasurer in 1995 for the New England
10 Division, a role he has held with honor and
11 dedication; and whereas John wood has worked in
12 many roles during his time as a member of the
13 IAFC Secretary Committee, serving on the FRI
14 site selection and membership dues committee,
15 as well as responding to New York City in the
16 aftermath of 9/11 to provide leadership
17 support.

18 Now therefore be resolved that the
19 International Association of Fire Chiefs
20 recognizes Fire Chief John wood for his
21 commitment and his dedication and we wish him
22 all the best in the coming years enjoying his
23 well-deserved retirement with his beautiful
24 family.

1 This will be adopted and voted on,
2 and I have no doubt unanimously, by our Board
3 of Directors at our next meeting.

4 CHIEF WOOD: Thank you very much.

5 MR. LUDWIG: Congratulations.

6 (Appause and standing ovation by
7 those in attendance.)

8 CHIEF DOODY: Thank you very much,
9 Gary, I appreciate that. Next up is our report
10 from our IAFC Treasurer, Steve Locke.

11 CHIEF LOCKE: It's tough to go after
12 Gary but like Gary said, the state of the IAFC
13 is strong and I'll talk you through the last
14 three years, three-and-a-half years, because
15 that has been the world that many of us lived
16 in to get where we are today.

17 When I decided to run in 2018, about
18 this time in 2018, the Treasurer was limited to
19 two, three-year terms and we knew the Treasurer
20 was going to be term limited out. I ran and
21 was going to win by acclamation because no one
22 else was in the race, the other candidate
23 pulled out, so when in February of '19 -- March
24 of '19 -- I go to my first board meeting and we

1 find out in March, we had just learned -- our
2 fiscal year closes December 31. We had just
3 discovered in March we were -- we finished the
4 fiscal year with a one point eight million
5 dollar loss.

6 Now, if any of you as fire chiefs
7 found out three months after the conclusion of
8 your fiscal year that you lost one point eight
9 million, how do you think that's going to go?
10 So then we -- it's June. This is in April.
11 We're trying to take emergency steps, how are
12 we going to save the organization?

13 In June we part ways with our CEO
14 and we set the path to try to save the
15 organization, correct the organization. We end
16 2020 with a -- 2019 with a one point five
17 million dollar loss. So over two years, we
18 lost two point eight million. We set a budget
19 in December of 2019 to correct the 2020, we
20 adopt a balance budget in December of 2019. In
21 March of 2020, like in all of our communities,
22 the wheels fall off the bus with COVID so we
23 know we're going to cancel our conferences.

24 So in April of 2020 on a Sunday

1 night I presented an austere budget that staff
2 and the CEO -- interim CEO at the time
3 developed that cut our staff over in half. I
4 think we went from 100 full-time employees down
5 to about 15 that were general fund paid for,
6 the rest were paid for in grants to save the
7 organization; ultimately, we laid off a bunch
8 of people. We went from an office space of
9 25,000 square feet that was beautiful down to
10 10,000 square feet to shed expense.

11 we finished 2020 -- again, we
12 generate one point five million in revenue from
13 FRI. We didn't have it. We had a virtual FRI.
14 Having it virtually saved us a ton of money
15 because we didn't have to issue refunds, we
16 could carry those monies over, shedding over
17 600,000 a year. We finished 2020 with a
18 \$100,000 loss. We were ecstatic that we
19 finished it with a \$100,000 loss after what the
20 two previous fiscal years were and what we had
21 budgeted. And even with an austere budget, we
22 were going to end up with an \$800,000 loss so
23 the fact we solved it with a \$100,000 loss, we
24 were ecstatic.

1 For 2021, we finished one point
2 seven million dollar in the good.

3 Now, we outsourced our financials,
4 we outsourced IT. Dan was a volunteer for 11
5 months. We had a volunteer Deputy Director, I
6 mean, the staff stepped up to do things with
7 the whole goal of being supporting membership.
8 We needed membership, we needed to have
9 political action. The board says those are the
10 two things we need to continue to do to save
11 the organization.

12 The organization looks, from a
13 headquarters standpoint, very different. You
14 in the field probably don't necessarily, I hope
15 you don't see a lot of things differently, but
16 I will say -- I tell you this story only
17 because when we came on the board, when I took
18 over the Treasurer's role, it wasn't supposed
19 to be a full-time job. It wasn't supposed to
20 be Sunday night meetings. It wasn't supposed
21 to be talking about laying people off. Shit,
22 if I wanted to do that, I would have stayed at
23 my own fire department. That wasn't what we
24 ran for but it was what we knew we had to do to

1 save the organization and continue to provide
2 benefits.

3 We are in a much better place now.
4 We are on the right trajectory. We certainly
5 have a committed staff, we have a CEO who
6 gets -- who has worked the war room and I think
7 that that has been -- anything that we've
8 learned is that the organization needs to
9 survive and continue doing what we're doing.

10 So we're going to continue to grow.
11 I think we're certainly on track to end, you
12 know, it's early, we're still early, we're only
13 halfway through 2022, but we're certainly
14 projecting that we're going to finish 2022
15 financially sound.

16 I will -- I'm running uncontested so
17 I'll start my second -- I'll be sworn in the
18 beginning of my second three-year term in
19 August, I guess, in San Diego. It's been a
20 pleasure serving, from this division, serving
21 the international. It's not something where we
22 have a lot of national officers that come out
23 of the division and so it certainly has been an
24 honor.

1 I certainly can't stand here and not
2 take a point of personal privilege and thank
3 John, who most, some of you know, and I look at
4 Chief Libby in the back, 30 years ago this
5 month, he took a chance on a 22-year-old kid
6 and hired him, and Jeff got hired at probably
7 about 16 or 18 probably from this guy. We had
8 the pleasure of poking the bear a few times
9 over the next 13 years as we worked for him.
10 But there's probably no man, except for my dad,
11 that I rely on more for sound advice than this
12 guy right here. And so -- sorry -- I can't
13 imagine this organization without him and I
14 certainly can't imagine my -- I would not be
15 where I am in fire service and with this
16 organization without what he's given me so
17 thank you for that.

18 (Applause from those in attendance.)

19 CHIEF DOODY: I mean, I think you
20 followed up Chief Ludwig pretty good. Nice
21 job. Thank you. Before we get into -- one
22 more thing, John, before we get into the
23 committee reports. The board took a vote, you
24 weren't present, sorry, but we voted.

1 CHIEF WOOD: You didn't spend money,
2 did you?

3 CHIEF DOODY: We did, we spent some
4 money. The board voted because, obviously,
5 you've impacted all of our professional lives,
6 particularly on this board, and everybody
7 knows, this thing would not run without you.
8 You know the nickname you have?

9 CHIEF WOOD: Yeah, The Big Toe.

10 CHIEF DOODY: We call him The Big
11 Toe and it's going to be really difficult for
12 this board to continue as it did, but it will.
13 But the board voted, because of all the years
14 of your service and your hard work and you've
15 been so good to everybody, we voted to send you
16 and Carol on a well-deserved vacation to a
17 location of your choosing so congratulations.

18 CHIEF WOOD: Holy mackerel.

19 CHIEF DOODY: The only problem is we
20 couldn't ask you to write the check for that
21 until we actually announced it, just a minor
22 thing.

23 CHIEF WOOD: That blows my mind.

24 CHIEF DOODY: Clearly, Carol is part

1 of this duo, I know she's been a rock and she
2 was down there working the vendor booth today
3 so you definitely are a team, there's no doubt,
4 so we appreciate all you've done, both you and
5 Carol.

6 That said, committee reports are
7 next. The By-laws and Resolutions Committee
8 has no report.

9 GPO?

10 CHIEF BRADLEY: No report.

11 CHIEF DOODY: Elections Committee?

12 CHIEF DEMELLO: No report.

13 CHIEF DOODY: No report from the
14 Elections Committee. Moving on to new
15 business. Does anybody have any new business
16 for the association? Okay. Seeing none. Any
17 old business? No old business.

18 So with that, what we'll do now is
19 we'll move on to the election of officers. We
20 have several positions to fill and we'll start
21 by entertaining motions starting with the
22 office of President.

23 Am I okay? Well, you looked at me.
24 What did I do?

1 CHIEF WOOD: I wanted to make sure
2 you were still standing.

3 CHIEF DOODY: Short joke, just came
4 at me. So any nomination for the Office of
5 President?

6 CHIEF ST. MICHEL: Bill St. Michel,
7 Durham. I would like to nominate Chief Darrell
8 White.

9 CHIEF DOODY: Nomination by Chief
10 St. Michel for Chief Darrell White. Do I have
11 a second?

12 CHIEF SPURR: Spurr.

13 CHIEF DOODY: Seconded by Chief
14 Robert Spurr. Are there any other nominations?
15 Seeing none, I am going to move on to -- before
16 we vote on that, I'm going to move on to Office
17 of First Vice President from Rhode Island. Do
18 I have a nomination for the First Vice
19 President from Rhode Island?

20 CHIEF DEMELLO: Robert Bradley.

21 CHIEF WOOD: John Wood, Robert
22 Bradley.

23 CHIEF DOODY: Chief Wood nominates
24 Robert Bradley. Do I have a second?

1 CHIEF DEMELLO: Michael DeMello.

2 CHIEF DOODY: Motion's been made and
3 seconded by Chief DeMello. Second Vice
4 President from New Hampshire. Do I have a
5 motion?

6 CHIEF CHRISTOPOULOS: Chris
7 Christopoulos, Lebanon, New Hampshire, will
8 move to nominate Chief Ken Jones.

9 CHIEF DOODY: Motion's been made by
10 Chief Christopoulos. Second?

11 CHIEF FRENZEL: Frank Frenzel from
12 New Hampshire.

13 CHIEF DOODY: Frank Frenzel from New
14 Hampshire will second it. Any other
15 nominations? Seeing none. We have to nominate
16 State Directors from New Hampshire. Do I have
17 a nomination for a State Director from New
18 Hampshire?

19 CHIEF CHRISTOPOULOS: Chief
20 Christopoulos will nominate Robert Buxton from
21 Hudson, New Hampshire.

22 CHIEF DOODY: Chief Christopoulos
23 from New Hampshire will nominate Chief Buxton.

24 CHIEF JONES: Ken Jones from

1 Meredith, second.

2 CHIEF DOODY: Seconded by Chief
3 Jones. Are there any other nominations?
4 Seeing none. I have two states that need to
5 renew Directors for two-year terms, Vermont and
6 Maine. Do I have a nomination no renew our
7 member from Vermont?

8 CHIEF GOWANS: Chief Gowans,
9 Montpelier, Vermont nominates Kevin McAllister.

10 CHIEF DOODY: Chief Gowans nominates
11 Chief McAllister.

12 CHIEF WOOD: Second the motion.

13 CHIEF DOODY: Chief wood seconds the
14 motion. Do I have a nomination to renew the
15 Director from the State of Maine? Do I have a
16 motion?

17 CHIEF ST. MICHEL: Bill St. Michel,
18 Durham, Maine and I would like to nominate Tom
19 Higgins.

20 CHIEF DOODY: Chief st. Michel
21 nominates Chief Higgins. Is there a second?

22 CHIEF DUROSS: Chief Duross, second.

23 CHIEF DOODY: Seconded from Chief
24 Duross.

1 Mr. Secretary, I move that we cast
2 one ballot for that slate of candidates since
3 there's no opposition.

4 CHIEF WOOD: Via second. I'll
5 second it, John Wood.

6 CHIEF DOODY: Is there any
7 discussion?

8 Okay. We will cast one ballot for
9 that slate. All those in favor of these
10 candidates signify by saying aye.

11 (Vote taken.)

12 CHIEF DOODY: Any opposed? Any
13 abstentions? The ayes have it and these
14 candidates are elected unanimously. Thank you
15 and congratulations, everybody.

16 (Applause from those in attendance.)

17 CHIEF DOODY: So next up we have two
18 other positions that we need to fill. The
19 first is a three-year term for the Office of
20 Secretary/Treasurer to replace Chief Wood. I'm
21 looking for a nomination to the
22 Secretary/Treasurer's position for a three-year
23 term.

24 CHIEF MCALLISTER: Chief McAllister,

1 Vermont. I would like to nominate Robert
2 Gowans to the position of Secretary/Treasurer.

3 CHIEF DOODY: Chief McAllister
4 nominates Chief Gowans for the position of
5 Secretary/Treasurer. Is there a second?

6 CHIEF WOOD: John Wood, second the
7 nomination.

8 CHIEF DOODY: John Wood seconds the
9 nomination for Secretary/Treasurer. Are there
10 any other nominations for Secretary/Treasurer?
11 Okay. Seeing none, all those in favor of Chief
12 Gowans as Secretary/Treasurer, please signify
13 by saying aye.

14 (Vote taken.)

15 CHIEF DOODY: Any opposed? Any
16 abstentions? The ayes have it.
17 Congratulations, Chief Gowans.

18 Finally we have a three-year term
19 for the position of International Director.

20 CHIEF WALL: Mr. President, Chief
21 wall. I would like to nominate -- Gary Ludwig
22 painted a different picture but I am still
23 going to nominate Chief Chris Christopoulos for
24 the three-year term for International Director.

1 CHIEF DOODY: Chief Tim Wall, North
2 Wallingford, Connecticut. Second it?

3 CHIEF BRADLEY: Roger Bradley,
4 Hanover, New Hampshire, retired.

5 CHIEF DOODY: Seconded by Chief
6 Bradley. Are there any other nominees for the
7 position of International Director? Seeing
8 none, all those in favor of Chief
9 Christopoulos, please signify by saying aye.

10 (Vote taken.)

11 CHIEF DOODY: Any opposed? Any
12 abstentions? The ayes have it. Okay. That's
13 all we have to do for elections. We'll do the
14 swearing in now.

15 CHIEF WOOD: Everybody will get
16 sworn in except the President. Maybe we can
17 have all the officers that are going to be
18 sworn in by the American flag and Gary can
19 swear them in.

20 CHIEF DOODY: Please proceed.

21 CHIEF LUDWIG: All right.

22 Gentlemen, are we all ready? So the only
23 statement I will make is congratulations to
24 you, and the chaplain's in the room so correct

1 me if I'm wrong, but there's a verse in the
2 Book of Luke that says to whom much is given,
3 much is required. So this is just not a
4 ceremonial, I say, it's not a high five, you'll
5 be expected -- you've been elected by your
6 peers to deliver in your roles, in your ranks
7 and in your positions so congratulations to
8 you.

9 So I would ask that you please raise
10 your right hand and repeat after me. I, state
11 your name, hereby swear that I will support the
12 constitution of the by-laws and at all times
13 bear true allegiance to the goals and purposes
14 of this division in the International
15 Association of Fire Chiefs, Incorporated. I
16 further swear to perform the duties and
17 responsibilities of my office to the best of my
18 ability and at the end of my term of office, I
19 will deliver to my successor all records of
20 said office so help me God.

21 Congratulations, gentlemen.

22 (Members sworn in.)

23 CHIEF DOODY: Congratulations,
24 everyone. With that we have come to the end of

1 our agenda. Just a reminder, this evening the
2 100th Anniversary and Presidential Celebration
3 will take place beginning at seven P.M. in the
4 grand ballroom down the hall. We've got an
5 exciting night planned, some presentations, we
6 got casino night in there, we got a DJ, got
7 some food, couple of bars set up, it should be
8 a good time so hopefully you can join us this
9 evening and we will be doing -- you may have
10 noticed we didn't swear in the new President.
11 We'll be doing the presidential swearing in at
12 the celebration, Chief Ludwig has been so kind
13 to offer to do that for us as well so we'll do
14 that this evening during the 100th Anniversary
15 Celebration. So with that I will entertain a
16 motion.

17 CHIEF CHACONAS: Motion to adjourn.

18 CHIEF DOODY: Motion to adjourn by
19 Chief Chaconas.

20 CHIEF PARISI: Second, Paul Parisi,
21 Ipswich.

22 CHIEF DOODY: Seconded by Chief
23 Parisi in Ipswich. All those in favor signify
24 by saying aye.

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(Vote taken.)

CHIEF DOODY: Any opposed?

Abstentions? The ayes have it.

Thank you very much, everybody.

Hope to see you tonight.


End of meeting.

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COMMONWEALTH OF MASSACHUSETTS
WORCESTER, SS.

I, Susan R. Kenney, a Notary Public,
do hereby certify that the foregoing meeting
minutes are true and accurate to the best of my
knowledge, skill and ability.

WITNESS MY HAND, this 11th day of
July, 2022.


Susan R. Kenney

My Commission Expires
May 25th, 2023