

In the Matter Of:

NED IAFC

June 23, 2021

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DEPOSPAN'S TRUSTED LOCAL CONNECTION

1 **NEW ENGLAND DIVISION**
2 **INTERNATIONAL ASSOCIATION OF FIRE CHIEFS**

3
4 **ANNUAL BOARD OF DIRECTORS MEETING**

5
6 **June 23, 2021**

7 **Held at**

8 **Sheraton Portsmouth Harborside Hotel**

9 **Portsmouth, New Hampshire**

10 **15:30 Hours**

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21 **DUFFY & McKENNA COURT REPORTERS**
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1 P R O C E E D I N G S

2 MR. DUROSS: Good afternoon. If you would

3 please take your seats we're going to get started.

4 Good afternoon. Welcome to the 99th annual

5 meeting of the New England Division of Fire Chiefs,

6 now a division of the International Association of

7 Fire Chiefs. I am the current president, John Duross,

8 from Saco, Maine. Chief Chuck Flynn we'll be up in a

9 few minutes. We would like to welcome you today.

10 I want you to know that we have a

11 stenographer here today, so everything you say is

12 being recorded. We also have a Zoom meeting going on

13 at the same time. It is 2021 after all. 2020 doesn't

14 count. That one is gone bye-bye.

15 So, welcome to the meeting. At this time I

16 would like you all to rise and join me in reciting the

17 Pledge of Allegiance to the American flag.

18 (The Pledge of Allegiance was recited.)

19 MR. DUROSS: Thank you. I would like to call

20 up Deacon Dick Martino to present the invocation and

21 the reading of the roll call.

22 DEACON MARTINO: Good afternoon. My wife and

23 I go to Rhode Island a lot and there's a little

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1 We ask these things in your holy name. Amen.

2 THE FLOOR: Amen.

3 DEACON MARTINO: These past couple years have

4 been pretty difficult and we've lost some very special

5 people in these past couple of years.

6 So, from the state of Connecticut we ask for

7 your prayers for Chief Michael Grant, New Haven Fire

8 Department; Deputy Chief Patrick Dragon, East Brooklyn

9 Fire Department; Chief Ted Smith, Beacon Falls Fire

10 Department; Assistant Chief Donald Davis, Ellington

11 Fire Department; Chief Jerry Connors, Ellington

12 Volunteer Fire Department.

13 From the state of New Hampshire we pray for

14 Brendan Burns, Assistant Fire Chief, Manchester Fire

15 Department; Chief Richard Chase, Pembroke Fire

16 Department; Chief Harold Paulsen, Pembroke Fire

17 Department; Chief Arthur Reynolds, East Derry Fire

18 Department; Chief Darin Sabine, Newington Fire

19 Department; Chief Winston Oren "Bud" French, Nelson

20 Fire Department; Chief Donald Dionne, Concord Fire

21 Department; Chief Donald Eldridge, West Ossipee Fire

22 Department; Chief Richard Heselton, Fremont Fire

23 Department; Deputy Chief Kendall Hawes, Milford Fire

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1 country church that we go by and every now and then it

2 has some pretty prophetic signs out front and one day

3 it said, "We pray to God but only on the days that end

4 in the letter Y," and so this is Wednesday, so let us

5 pray.

6 As we come together in your presence this

7 day, Almighty Father, we ask for your abundant

8 blessings on our loved ones and our families without

9 whose support we could not successfully carry out our

10 chosen profession. We are the fathers of the mangers

11 where danger can set upon us at any time taking us

12 away from our families and from those we love. We ask

13 you for your blessings upon us, Lord, as we gather

14 away from home to attend fire related training courses

15 and meetings which will enable us to be the best that

16 we can be. May we be brave and may we be caring as we

17 ask for your protection while we face the challenges

18 and the duties of being firefighters, the protectors

19 of life and property, in the beautiful cities and

20 towns that we proudly serve.

21 Be mindful of what the profit Micah wrote.

22 May we act justly, love with mercy and walk humbly for

23 whom we serve and that we walk humbly with our God.

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1 Department; Chief Thomas Jacobs, Hill Fire Department;

2 Assistant Fire Chief Dale Rook, Cornish Fire

3 Department; Deputy Chief Richard Casey, Nashua Fire

4 Department; and Chief Russell Jones, Alton Fire

5 Department.

6 From the state of Massachusetts we pray for

7 Chief Scott Jepson, Somerset Fire Department; Chief

8 Edward Hawkins; Chief David Wagstaff, retired,

9 Wellesley Fire Department; Chief David Butler,

10 retired, Everett Fire Department; Chief Malcolm

11 McGregor, retired, Acton Fire Department; Chief Steven

12 Cutter, retired, Newburyport Fire Department; Chief

13 Henry Michalski, retired, Middleton from the Ipswich

14 Fire Department; Chief James Polito, Junior, retired,

15 Sharon Fire Department; Chief Dennis Budd, retired,

16 Worcester Fire Department; Chief Robert Craig,

17 retired, Acton Fire Department; Chief James Hollissey,

18 retired, Brockton Fire Department.

19 From Maine we pray for Chief Jeffrey Cammack,

20 Bangor Fire Department; Chief Gary Sacco, Oxford Fire

21 Department; Chief Gary Petley, Clinton Fire

22 Department; Chief Carl Winslowe, Yarmouth Fire

23 Department; Chief Arthur Kiskilligan, Cushing Fire

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1 Department; Chief Robert "Clay" Hunter, Newcastle Fire
 2 Department; Chief Richard Baston, North Yarmouth Fire
 3 Department.
 4 We pray also for Russell Gray from St.
 5 Johnsbury, Vermont.
 6 We also pray for those from Rhode Island that
 7 we don't have the list for yet, but we keep them in
 8 our prayers also.
 9 May God bless them and keep them in the power
 10 of His hands.
 11 THE FLOOR: Amen.
 12 MR. FLYNN: Good afternoon. Chuck Flynn,
 13 co-president, along with John. I would like to
 14 introduce our special guest today from Portsmouth,
 15 Chief Todd Germane, with some opening remarks.
 16 MR. GERMANE: Thank you, Chief. Welcome to
 17 Portsmouth. It's good to have everybody here. We're
 18 certainly glad to welcome you. It's so nice to see
 19 people in the same room together instead of in a
 20 two-inch box on our computer screens. We don't have
 21 to worry about passwords or what our background looks
 22 like or who's in it or whether or not our damn
 23 microphone is on, so that's kind of nice, although you

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1 to recognize somebody that doesn't need any
 2 introduction from the Association. We don't know
 3 where he lives anymore because we never see him in
 4 Connecticut, but Mike Carr from FirstNet. Where are
 5 you, Mike? There he is. Thanks, Mike.
 6 THE FLOOR: (Applause.)
 7 MR. FLYNN: I would ask that you visit with
 8 our sponsors later today or tomorrow during the
 9 conference between presentations and during breaks.
 10 Next, our Platinum sponsors. Specialty
 11 Vehicles, Inc. Air Cleaning Specialists of New
 12 England. Greenwood Emergency Vehicles & Desourcie
 13 Fire Apparatus. Industrial Protection Services.
 14 Hawill's Ltd. Autotonics, LLC. McNeil & Company.
 15 Next, our Gold sponsors. Allegiance Fire &
 16 Rescue. RSC Insurance Brokerage Gowrie VFIS. Chimney
 17 Scrubber. Firematic Supply Company. Butler Human
 18 Services. American Safety & Supply. Lakes Region
 19 Fire Apparatus. GIA Insurance Solutions. LION.
 20 GRONK Fitness Equipment. New England Marine &
 21 Industrial. Strategic Safety Operation. Globe &
 22 Bergeron. Shipman's Fire Equipment. Nederman. TSI,
 23 Inc. Hygenall Corporation. T-Mobile Government

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1 do realize if we get bored with the content if we're
 2 on a Zoom call we can always surf the internet, so
 3 hopefully our speakers here will keep us interested.
 4 I'm sure they will.
 5 As far as local resources, if you need
 6 anything, myself and my Assistant Chief will be here
 7 in the hotel for the next day and a half, so certainly
 8 reach out to us and we'll help you out. Let us never
 9 again take for granted the fact or the ability to all
 10 be in a conference room like this in a meeting
 11 together, so let's have a good meeting, and again,
 12 welcome to Portsmouth.
 13 THE FLOOR: (Applause.)
 14 MR. FLYNN: Next I would like to go through
 15 and thank the sponsors who truly stepped up at the
 16 beginning of May, end of April. At that time we still
 17 weren't sure whether we would have a conference at
 18 all. The DCU Center was still being used as a
 19 makeshift hospital at that time, so we decided on
 20 Portsmouth, and thankfully our sponsors helped us out
 21 a lot.
 22 First, our corporate sponsor is AT&T. Thank
 23 you, Lisa Bennett, if she's here. I would also like

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1 Sales. Stryker. Mammoth Fire Alarms. Neptune
 2 Uniforms and Equipment. The Fire Chiefs Association
 3 of Massachusetts. The Maine Fire Chiefs Association.
 4 Savelives.com.
 5 Lastly, our Silver sponsors. L.W.
 6 Bills/Alarms Engineering. National Fire Protection
 7 Association. The Connecticut Fire Chiefs Association.
 8 Now, before we go to the secretary's report
 9 we've got a couple of quick presentations, but I would
 10 like to start on my far right and have the Board
 11 members introduce themselves starting with the
 12 immediate past president.
 13 MR. RICHARDS: Ken Richards, immediate past
 14 president.
 15 MR. HIGGINS: Tom Higgins, Fire Chief,
 16 Bangor, Maine.
 17 MR. WHITE: Gerry White, Prescott Fire
 18 Department.
 19 MR. STARK: Keith Stark, Fire Chief,
 20 Weymouth, Mass.
 21 MR. DOODY: Charles Doody, Fire Chief, Canton
 22 Fire Department.
 23 MR. DUROSS: John Duross, Fire Chief, Saco,

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1 Maine,
 2 MR. FLYNN: Charles Flynn, Fire Chief,
 3 Suffield, Connecticut.
 4 MR. JONES: Ken Jones, Fire Chief, Meredith,
 5 New Hampshire.
 6 MR. CARRIER: Steve Carrier, Fire Chief,
 7 Gilford, New Hampshire.
 8 MR. STARKEL: Pete Starkel, Fire Chief,
 9 Hebron, Connecticut.
 10 MR. McALLISTER: Kevin McAllister, Fire
 11 Chief, Windsor, Vermont.
 12 MR. CHRISTOPOULOS: Chris Christopoulos, Fire
 13 Chief, Lebanon, New Hampshire.
 14 MR. FLYNN: Chief Bob Gowans is on the Zoom
 15 call and was unable to be with us today, but he's
 16 listening and paying attention.
 17 Before I turn it over, I would ask Chief
 18 Richards to come up followed by Steve Carrier.
 19 MR. RICHARDS: Thank you, Mr. President. On
 20 behalf of the membership and the Board of Directors of
 21 the Association I would like to present this gavel to
 22 Chief Duross for his past year of leadership and
 23 dedication to this organization. Thank you.

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1 secretary's report.
 2 MR. STARK: Second.
 3 MR. DUROSS: The minutes of the April 8 and
 4 May 20 Board meetings, do you want to approve those at
 5 this time? They were presented in writing to the
 6 Board.
 7 I will make a motion to approve the minutes.
 8 MR. STARK: Second.
 9 MR. FLYNN: So one thing I have to ask is
 10 that when you speak, because the stenographer is
 11 making a record, please stand and state your name and
 12 where you're from so she can record the thing. So
 13 that was Chuck Flynn and Keith Stark.
 14 Any opposition to the motion? Seeing none,
 15 the motion is passed.
 16 MR. WOOD: So the Charlotte, North Carolina
 17 FRI, there was some debate about whether we were going
 18 to have that or not. In April we decided to have it.
 19 We should have gotten some information out. Our
 20 Division is at the Westin Hotel. They do not have a
 21 block of rooms for the other Divisions this year
 22 because everything was done in such a short period of
 23 time, but that's the headquarters hotel. If you

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1 THE FLOOR: (Applause.)
 2 MR. CARRIER: I had a speech prepared. I
 3 thought you did too, Ken. On behalf of the
 4 Association, Chuck, we would like to present this
 5 gavel to you. I have no idea how to get into it, but
 6 I want to thank the Sergeant at Arms for taking care
 7 of it. There you go.
 8 THE FLOOR: (Applause.)
 9 MR. CARRIER: One thing that I've always
 10 appreciated myself, I did receive a gavel and it sits
 11 on my desk in my office and, as I said, I certainly
 12 appreciate it. I look at it often because I have to
 13 because I walk by it all the time, but I think it's
 14 interesting now that Chuck could gavel John because
 15 he's out of order or John could gavel Chuck because
 16 he's out of order, so either way that's an interesting
 17 fact, so congratulations.
 18 THE FLOOR: (Applause.)
 19 MR. DUROSS: Thank you. Next we'll do the
 20 secretary's report. Chief John Wood.
 21 MR. WOOD: Good afternoon. Nothing to
 22 report.
 23 MR. FLYNN: I'll make a motion to approve the

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1 haven't gone on-line to register this would be a good
 2 time to do it because other Divisions can then move
 3 into the headquarters hotel. And you may not be able
 4 to get in, so if you haven't done it already you may
 5 want to do that soon and if you can't, let me know and
 6 I might be able to help out.
 7 Normally we have a luncheon at FRI. We
 8 haven't been having a luncheon lately mainly because
 9 of COVID. All of the Divisions voted separately not
 10 to have a luncheon this year, so we won't have a
 11 luncheon. There will be a small hospitality suite
 12 meeting room, and we'll get more details out on that
 13 later, but as I said, it will be at the Westin for
 14 those of you that are traveling. How many actually
 15 signed up already to go to FRI?
 16 (Hands raised from the floor.)
 17 MR. WOOD: That's a good amount. If you want
 18 to get your dates down for next year, the Expo will be
 19 in Worcester at the DCU Center and it will start on
 20 June 22nd and go through the 25th. We'll have the
 21 same hotels that we had for this year. The Hampton
 22 will be the headquarters hotel and there will be a
 23 schedule coming out soon. If you keep an eye on the

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1 web page you'll get an opportunity to see what's
 2 happening and what the training is going to be for
 3 that program.
 4 That's the end of the secretary's report.
 5 Now the treasurer's report. The total
 6 income according to this report -- normally we do an
 7 annual report, but the fiscal year for the Association
 8 is October 1st through September 30th, so I started
 9 this report from October 1st to the current time so
 10 you would have an idea of what's going on currently
 11 with the budget and the treasury. The total program
 12 income for that timeframe, October 1st to June 16th,
 13 was \$49,497.47 and our total expenses for that same
 14 timeframe were \$51,714.70, leaving us in the red at
 15 \$2,889.45.
 16 Now, what's happened, because of COVID we
 17 cancelled the 2020 event and we just canceled the 2021
 18 event, so we had a lot of refunds, either partial or
 19 full refunds, for vendors at the exhibitor's space.
 20 So, some of that money will come back or all of it
 21 will come back, but at the present time we're showing
 22 a deficit because those kinds of events didn't take
 23 place.

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1 MR. FLYNN: Is there a second?
 2 MR. PARTINGTON: Second. Chief Partington
 3 from Narragansett.
 4 MR. FLYNN: Anyone opposed? I don't hear
 5 anyone opposed. The motion passes.
 6 MR. DUROSS: Now Chuck and I will share the
 7 president's report. First and foremost, I would like
 8 to thank Chief Bob Bradley who just walked in. Where
 9 did you go, Bob? There you are. For those of you who
 10 were unable to participate in the golf tournament, it
 11 was great. Thank you very much, folks. It was good
 12 to get together. Again, thank you.
 13 THE FLOOR: (Applause.)
 14 MR. DUROSS: For the last nine years I've
 15 been participating in this meeting and this has to be
 16 the largest crowd I've seen at an annual meeting of
 17 the Association, so thanks to all of you for coming
 18 and participating in this meeting and staying through
 19 tomorrow and participating in our educational benefit
 20 seminar. We felt it was important for us as the Fire
 21 Chiefs of New England to step up and be the first to
 22 get together for an in-person meeting after a year and
 23 a half of what I'm sure was a very busy time in all of

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1 Overall we aren't losing any money on the
 2 Expo because in 2019 we started collecting deposits
 3 and payments for the Expo and for the exhibit space
 4 and when we cancelled in April of 2020 we refunded a
 5 considerable amount of that money and then when 2021
 6 came along they all signed back up again and when we
 7 cancelled in April of 2021 we then refunded again some
 8 of the monies that we had received. The majority of
 9 the vendors actually moved their money from the 2020
 10 Expo to the 2021 Expo and then from the 2021 Expo to
 11 the 2022 Expo, so the accounting on that was a little
 12 bit of work by itself.
 13 With this meeting and seminar that we're
 14 having now we've already overcome that deficit that we
 15 had just in the last week, so we're in pretty good
 16 shape. It may not look like it, but according to the
 17 balance sheet with all bank accounts, all assets, we
 18 have \$588,819.74 in the bank. That concludes the
 19 treasurer's report.
 20 MR. FLYNN: Can I get a motion on the
 21 treasurer's report, please?
 22 MR. LOCKE: Steve Locke, Burlington. Move to
 23 accept the treasurer's report.

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1 the fire houses dealing with COVID. We just felt it
 2 was important to get back together in person and I
 3 appreciate your being here. We would also like to
 4 thank John Wood who is the secretary-treasurer. He's
 5 the glue that's holding this organization together.
 6 THE FLOOR: (Applause.)
 7 MR. DUROSS: So back in February of 2020
 8 under the direction of Chief Carrier and Chief
 9 Richards the New England Association of Fire Chiefs
 10 and the New England Division of the International
 11 Association of Fire Chiefs through a vote by all of
 12 you merged. We unified the fire services in New
 13 England. It was a huge step, and based on the turnout
 14 in this room and the participation, we feel it was the
 15 right step. We're on a great path moving forward and
 16 I want to thank you for your participation and your
 17 contributions to the Association. I think this
 18 Association is solid and moving forward in the right
 19 direction, so thank you.
 20 Chief Flynn, do you have any words?
 21 MR. FLYNN: No.
 22 MR. DUROSS: You're never short on words,
 23 Chuck.

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1 So, when I did the introductions earlier I
 2 welcomed you to the 99th meeting of the Association.
 3 Next year will be the 100th anniversary of the New
 4 England Association of Fire Chiefs. We are planning a
 5 special 100-year anniversary celebration and we hope
 6 that all of you will be in the room when that happens,
 7 so put that on your calendar.
 8 There's a special committee assigned. We're
 9 going to meet in Worcester. You were given the dates.
 10 So, it will be the 100th anniversary of the annual
 11 meeting of the New England Association of Fire Chiefs
 12 and we look forward to seeing you there.
 13 Now I would like to call on Chief Chuck Flynn
 14 to talk about VCOS.
 15 MR. FLYNN: First, I would ask that the past
 16 president of the Association as well as the Division
 17 please stand to be recognized for your past service to
 18 the organization, so the past presidents of the
 19 Association and the Division, please stand.
 20 THE FLOOR: (Applause.)
 21 MR. FLYNN: Just quickly, on the VCOS
 22 Symposium in the Sun, it's a great conference that's
 23 coming up in November. The planning is already going

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1 time the IAFC was about a two million dollar a year
 2 organization. We were looking to do business in
 3 Dubai. We had just opened up a new office over there,
 4 the place was humming, to say the least, or it
 5 certainly seemed to be. A month after becoming
 6 treasurer-elect, in an executive board meeting we
 7 discovered that we were going to finish the 2018
 8 fiscal year with a \$1.8 million dollar deficit. We
 9 found that out three months into FY '19, so we had no
 10 idea that we had just completed the fiscal year in the
 11 red by \$1.8 million. This was around March or April
 12 of 2019, and so by the time we were able to take real
 13 action we ended up with -- even though we made some
 14 staff changes we finished FY '19 with a \$1.2 million
 15 dollar deficit -- I'm sorry -- a \$1.5 million dollar
 16 deficit. So in two years we lost close to \$4 million
 17 dollars. That was not sustainable, so in March we
 18 developed a budget that was going to be a balanced
 19 budget for FY '20, and then COVID hit and, as some of
 20 you know, we receive about 45 percent of our revenue
 21 from FRI, and also the sponsorships dried up. People
 22 weren't sure what they were going to spend their money
 23 on, and on a Sunday night in mid April we passed a

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1 on. Originally we thought we would have about three
 2 fifty, but we're going to see that number go up.
 3 We're waiting to find out the details. I'll let you
 4 know. There's a number of scholarships that will also
 5 be available. There were scholarships available for
 6 FRI. I know we pushed for it hard out in Connecticut
 7 and across the country and there were two
 8 applications. Fortunately or unfortunately for me,
 9 they're both from Connecticut.
 10 Elections were just completed and they'll be
 11 sworn in at the Charlotte event. Other than that,
 12 that's what I've got for the VCOS right now.
 13 At this point I will ask the treasurer from
 14 Vermont, Steve Locke, for the IAFC to come up.
 15 Steve's doing a pretty good job. Steve, come on up.
 16 MR. LOCKE: Good afternoon. I'll keep it at
 17 a high level so Chris can talk about some of the other
 18 stuff. My name is Steve Locke. Three years ago I was
 19 representing you on the IAFC Board of Directors as the
 20 International Director following many years with Chief
 21 Bradley with a little bit of Chief Deel (phonetic) in
 22 the center there in between us, but I made the
 23 decision to run for the treasurer's seat. At that

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1 budget via Zoom with a \$1.2 million dollar deficit and
 2 directed the treasurer through the interim CEO at the
 3 time to find at least half of that through cuts. We
 4 were lucky enough to receive just over a million
 5 dollars of PPP money, the Paycheck Protection Program
 6 loan program. We cut fifteen or so staff and finished
 7 with -- it hasn't been audited yet, but we're very
 8 confident we're going to finish FY '20 with a \$211,000
 9 surplus. So not a lot but certainly way better than
 10 what we had done the two previous fiscal years with a
 11 really crappy year and a lot of bad things happening.
 12 Someone asked me how it was going and I said, I think
 13 we finally stopped bailing water out of the ship.
 14 So your legislative department is still
 15 representing you well. Membership is struggling with
 16 the database, so it's tough to say a lot of positive
 17 things. I'll let Chris speak about the positive
 18 things, but from the treasurer's standpoint, to finish
 19 the fiscal year where we're at, I'll take it. And
 20 I'll say this. On the 15th of every month I get a
 21 very detailed treasurer's report. We now sub out all
 22 our finances whereas before we had an in-house CFO.
 23 We now contract that out to a company and on the 15th

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1 of every month we get a very detailed report that
 2 shows forecasting to the end of the fiscal year, and
 3 very early on -- in fact, on Monday of this week we
 4 learned that we already had over a thousand
 5 registrants for FRI in Charlotte which is almost where
 6 we need to be in order to be profitable, so we're
 7 feeling good about that. We're going to make money in
 8 Charlotte. Ultimately that's where the money is at -
 9 in conferences.

10 We took some very important steps recently.
 11 We sold our building in 2018 or 2017, actually, and
 12 went into a really -- I'll just say it needed a lot of
 13 work because it was outdated, so we moved into a brand
 14 new office complex. Unfortunately, the pandemic hit
 15 and we went fully remote at that time and we had to
 16 cut our workforce in half and we were into a ten-year
 17 lease on that building that was just about twice as
 18 big as what we needed. So, just two weeks ago we were
 19 able to exit that lease through a tenant on the upper
 20 floor who needed the space, so we've been able to save
 21 \$500,000 on lease payments and we're out of the lease,
 22 so we don't have the burden of the remaining seven
 23 years on that lease. So, that's a long way of saying

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1 re-election next year. I can't imagine anyone wanting
 2 to come into this right now anyway.

3 It's an interesting time in the IAFC. We
 4 have a new CEO, we're trying to get back on solid
 5 footing, and the staff, while very limited and very
 6 much lighter, whatever it's been, they continue to
 7 work hard for you.

8 So with that, that's the report as treasurer.
 9 THE FLOOR: (Applause.)

10 MR. FLYNN: Next will be the International
 11 Director on my left, Chris Christopoulos.

12 MR. CHRISTOPOULOS: You said it all, really.
 13 Steve did talk a lot about the financial part of the
 14 IAFC.

15 Almost two years to the day, I attended my
 16 first Board meeting representing you folks on the IAFC
 17 Board of Directors and I was told about some of the
 18 financial issues and where we were at that time, and
 19 I've got to admit, I was sitting in a hallway at
 20 Foxwoods, and I'll never forget it, I said to myself,
 21 what the hell did I get myself into. It's been a
 22 challenge for the last two years. I don't think I've
 23 ever been more proud to be part of a board of

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1 we're back in the black. I would say we're back on
 2 track, but it has not been -- I was just telling Roger
 3 it has not been a fun two years or two and a half
 4 years, and certainly there were some pretty dark days
 5 this last year trying to figure out how we were going
 6 to balance the organization's budget.

7 Our current cash balance is almost \$4 million
 8 dollars. At the height of the organization we
 9 probably had about \$10 to \$12 million in the bank, so
 10 it's leveled out which is good. The other thing
 11 that's good, every section, the assets of all of our
 12 sections because of VCOS are essentially more. If
 13 COVID did anything, the members kept paying their dues
 14 and none of the sections were really spending money.

15 So, I'll end with one last thing. Three
 16 years ago when I decided to run for treasurer I called
 17 John and I said, hey, are you ready to run a national
 18 campaign, because initially there was very little
 19 competition, and so my campaign will kick off here
 20 today. I have submitted my paperwork to seek
 21 re-election. I don't know who would want this
 22 friggin' job anyway, to be quite honest. So, with
 23 that I will announce that I will be campaigning for

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1 directors that has worked so hard to ensure that its
 2 members come first in every decision we've made over
 3 the last two years. And it's not easy, you know,
 4 reducing staff. I mean, some of you are in
 5 organizations where you've had to do staff reductions.
 6 It's not an easy thing, but we had to make the tough
 7 decisions. And we didn't always agree and we still
 8 don't always agree, but that's healthy for a board of
 9 directors, but I think we're on the right track.

10 Steve alluded to FRI. We're very excited to
 11 go back face-to-face at FRI. I had hoped to have the
 12 exact numbers from Rob, but I haven't gotten back to
 13 Rob today, Rob Brown, our CEO, which, I've got to be
 14 honest with you, we went through a transitional period
 15 when our current CEO or our then existing CEO retired
 16 and we put in a gentleman by the name of Rob Brown as
 17 our interim CEO. We went through a search process for
 18 the CEO and then COVID hit and the Board had to make
 19 some decisions financially on what we thought we could
 20 afford for our members and we chose to -- I don't want
 21 to say abandon the search, but to kind of take a time
 22 out and put a pause on the process and see where
 23 things went, and I'm extremely pleased to say that Rob

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1 Brown stepped up to the plate in my opinion. And I've
 2 been a champion of Rob from the get-go. He's done a
 3 phenomenal job to ensure that this organization, the
 4 IAFC, is on the right track and I'm extremely pleased
 5 to say that the Board made the decision earlier this
 6 year -- I don't remember the exact date that we
 7 formally did this, but we removed the "interim" title
 8 away from Rob and I think he's doing great things and
 9 that he will continue to do great things on behalf of
 10 its membership.

11 The other, I'll call it, little bit of
 12 elephant in the room, as an IAFC member for a number
 13 of years, the consulting company, ESCI, we owned six
 14 percent of ESCI, and we really hadn't had a lot of
 15 representation from the ESCI board for our membership
 16 or our Board of Directors and the financials were very
 17 confusing. That's probably the nicest way I can say
 18 it. I don't really need to be nice here, but it is
 19 what it is. So, the IAFC Board decided that we would
 20 as the Board of Directors reconstitute Global Public
 21 Safety Solutions. So ESCI is the parent and GPSS is
 22 the profit portion.

23 GPSS was formed for two fundamental reasons.

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1 of you, a fire chief, is to make sure that your
 2 interests, the members' interests, come first and that
 3 we repay our return on that investment that the IAFC
 4 made a number of years ago, and if for some reason we
 5 can't make it, then we'll just get rid of it, but
 6 we're not in that position right now. IAFC is doing
 7 extremely well, and interestingly enough with ESCI our
 8 president and CEO resigned. We negotiated an
 9 agreement with the IAFC to take over our CEO services,
 10 so not only is Rob Brown our CEO for the IAFC, he's
 11 also the CEO for ESCI, so it kind of creates a
 12 synergistic relationship between the organizations to
 13 make sure that again our members come first and our
 14 member relations come first.

15 So it's been a whirlwind two years. Chief
 16 Locke and I were talking yesterday. I do plan on
 17 trying to stick this out for another term next year
 18 when my seat is up on the IAFC Board of Directors. We
 19 still have a lot of work to do, and I appreciate
 20 everything that you all have done. I've gotten some
 21 heated phone calls.

22 The last thing I'll say is during that year
 23 the IAFC board was hit with our president-elect at the

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1 Chief Locke talked about some of our work in the
 2 Middle East. Part of it was some of the for-profit
 3 things we were doing in the Middle East or what we
 4 thought were for profit things in the Middle East. As
 5 far as the ownership portion of ESCI, GPSS was looking
 6 to put new members on the ESCI Board of Directors. It
 7 sounds like a ponzy scheme almost in some respects
 8 because it's a little bit screwy. So, I was asked by
 9 a couple people on the Board if I would step up and
 10 take a position on the ESCI Board of Directors and I
 11 did and we had some pretty interesting meetings.

12 Fundamentally ESCI was bought for about \$1.5 to
 13 \$1.7 million. That was IAFC's investment into that
 14 company and we really technically hadn't received a
 15 return on our investment even though ESCI is a very
 16 profitable company. I'm happy to say with some
 17 changes that the Board made over the last year that we
 18 have paid out \$400,000 or so in dividends back to the
 19 IAFC to start bringing that loan down. Through some
 20 difficult conversations somehow I became the chairman
 21 of the board for IAFC, and I don't hesitate in taking
 22 that on. It's been a lot of work and a lot of time,
 23 but ultimately my goal as an IAFC board member and one

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1 time, Rich Carrizzo, Chief Carrizzo, taking a leave of
 2 absence from the Board of Directors as the president
 3 of the IAFC for personal reasons. And he was very
 4 specific. He asked us as a board to not announce that
 5 I've taken some pretty heated phone calls from some of
 6 our members wanting to know why the Board doesn't have
 7 a current president. We were asked to honor their
 8 request and we did honor that request. Chief Ken
 9 Stuebig out of Halifax, Nova Scotia has stepped up as
 10 the acting president and has done a phenomenal job and
 11 will be our incoming president in Charlotte.

12 So I don't want to keep talking here, but if
 13 there's any questions or anything anyone has to say,
 14 I'm happy to do my best to answer them. Good. No
 15 questions. I like that. Thank you.

16 MR. FLYNN: At this time we'll call for the
 17 committee report starting with the constitution and
 18 bylaws committee. Chief Charles Doody.

19 MR. DOODY: There's not a lot to report from
 20 the constitution and bylaws committee. We reviewed
 21 the bylaws of several sections and divisions with some
 22 changes that they wanted to make and presented those
 23 to the Board for approval and that was done. Other

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1 than that there's nothing much happening, so we're
 2 good. Any questions? Great.
 3 THE FLOOR: (Applause.)
 4 MR. FLYNN: You're only clapping because that
 5 was short.
 6 MR. RICH: Chief Rich, North Farms. With the
 7 last year and a half with COVID going on it's been
 8 really quiet. We've had very few calls. There's new
 9 ownership there, so please get involved with it. You
 10 get some pretty good deals there and we get money back
 11 for the Association, but as I said, it's been really
 12 quiet. We've had very few meetings on Zoom or even
 13 teleconferences on it.
 14 MR. DUROSS: Now let's go to elections. I
 15 don't know if there's been a report submitted yet.
 16 Charlie, did Bob send anything out? No? Okay.
 17 Moving on in the agenda to new business, is
 18 there any new business to come before the Association?
 19 MR. FLYNN: I make a motion that we support
 20 the re-election campaign of Steve Locke as the
 21 treasurer of the IAFC on behalf of the New England
 22 Division.
 23 MR. RICH: Chief Rich from North Farms

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1 you have a prepared slate or do you want to read off
 2 of the agenda?
 3 MR. WOOD: You mean for president?
 4 MR. FLYNN: So again, we're going to share
 5 the presidency and the transition will take place, so
 6 the nominations are for president from Massachusetts
 7 Chief Charles Doody and from Vermont Chief Robert
 8 Gowans.
 9 THE FLOOR: Point of order. Are you making a
 10 motion? Because typically someone has to make a
 11 motion for each of them. I think that's what you were
 12 trying to get to. Thank you. I'm new here.
 13 MR. FLYNN: No, you're good.
 14 So, I'm looking for a nomination for Chief
 15 Charles Doody for co-president for the upcoming year.
 16 MR. RICHARDS: Chief Ken Richards. I'll make
 17 that motion.
 18 MR. LOCKE: Steve Locke. Second the motion.
 19 MR. FLYNN: Chuck Flynn. I nominate Bob
 20 Gowans from the State of Vermont as the co-president.
 21 MR. JONES: Ken Jones from Meredith. I'll
 22 second that.
 23 MR. FLYNN: So we have two nominations and we

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1 seconds that.
 2 MR. FLYNN: Thanks. Any discussion? Anyone
 3 opposed? So, the motion passes to support Chief Locke
 4 as treasurer of the IAFC.
 5 THE FLOOR: (Applause.)
 6 MR. FLYNN is there any new business to come
 7 before the Association? Is there any old business to
 8 come before the Association? No? Okay. Let's move
 9 now to the election of officers. Chief Bradley.
 10 MR. BRADLEY: Question. In support of Chris
 11 Christopolous' bid to seek re-election is it
 12 appropriate now to offer that support?
 13 MR. FLYNN: Chief Christopoulos, now or next
 14 year?
 15 MR. CHRISTOPOULOS: Next year.
 16 MR. FLYNN: Are you sure?
 17 MR. CHRISTOPOULOS: Yeah. I've got one more
 18 good year in me, but thank you, Chief Bradley. I
 19 appreciate that.
 20 MR. FLYNN: Last call for any new business.
 21 Last call for any old business.
 22 All right. Let's move to the election of
 23 officers. I'll look to the secretary-treasurer. Do

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1 have seconds for both. Is there any discussion? Any
 2 additional nominations from the floor? No? Okay.
 3 I'll call for a vote. Anybody opposed? The motion
 4 passes. Congratulations.
 5 THE FLOOR: (Applause.)
 6 MR. FLYNN: For 1st vice-president I'm
 7 looking for a nomination.
 8 MR. WOOD: I nominate Chief Darrell White
 9 from the Presque Isle Fire Department for 1st
 10 vice-president
 11 MR. FLYNN: John Wood makes a motion for
 12 Darrell White to be 1st vice-president.
 13 MR. HALL: Donald Hall from Conentry. Second
 14 the motion.
 15 MR. FLYNN: We have a motion and a second.
 16 Any discussion? Any additional nominations from the
 17 floor? Anyone opposed? No? All right. The motion
 18 passes. Congratulations, Chief White.
 19 THE FLOOR: (Applause.)
 20 MR. FLYNN: For 2nd vice-president from the
 21 the state of Rhode Island I nominate Chief Bob Bradley
 22 from Providence, Rhode Island. Is there a second?
 23 MR. HALL: Chief Donald Hall, Coventry, Rhode

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1 Island seconds the motion.

2 MR. FLYNN: We have a motion and a second for

3 Chief Bob Bradley. Any discussion? Any nominations

4 from the floor? Anyone opposed? No? Thank you.

5 Congratulations, Chief Bradley.

6 THE FLOOR: (Applause.)

7 MR. FLYNN: State directors are needed for

8 the state of Rhode Island. Is there a nomination from

9 the state of Rhode Island for state director?

10 MR. BRADLEY: I would like to nominate from

11 the town of Bristol, Rhode Island Chief DeMello as the

12 Rhode Island representative as state director.

13 MR. HALL: Donald Hall from Coventry seconds

14 the motion.

15 MR. FLYNN: Any additional nominations?

16 Anyone opposed? No? The motion passes.

17 Congratulations, Chief.

18 THE FLOOR: (Applause.)

19 MR. FLYNN: Looking for a renewal of the

20 state director from the State of New Hampshire. Is

21 there a nomination?

22 MR. CARRIER: Steve Carrier. I would like to

23 nominate Ken Jones, Chief of the Meredith Fire

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1 Okay. We'll do his later.

2 Okay. At this time I would ask the treasurer

3 of the IAFC from Burlington to come forward to swear

4 in the members of the Board of Directors. Chief

5 DeMello, do you want to join us, please?

6 (Whereupon, the members of the Board of Directors were

7 sworn in.)

8 MR. FLYNN: Congratulations, gentlemen.

9 THE FLOOR: (Applause.)

10 MR. FLYNN: The oath of office for our

11 president, Chief Gowan, will be done at a later time.

12 MR. FLYNN: Would Chief Doody's family like

13 to come up and be a part of this? Just come on up

14 here and stand to the side, please.

15 (Whereupon, Charles Doody was sworn in.)

16 MR. FLYNN: Congratulations, Chief.

17 THE FLOOR: (Applause.)

18 MR. FLYNN: We can try to do Bob now. John

19 Wood is here.

20 MR. FLYNN: How you doing, Bob? Good to see

21 you again.

22 (Robert Gowans was sworn in via Zoom.)

23 MR. FLYNN: You did a great job of reading

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1 Department, for another term as state director from

2 the state of New Hampshire.

3 MR. FLYNN: Is there a second?

4 MR. CHRISTOPOULOS: I'll second it.

5 MR. FLYNN: Thank you. Any discussion? Any

6 other additional nominations? Anyone opposed? No?

7 Congratulations, Chief Jones.

8 THE FLOOR: (Applause.)

9 MR. FLYNN: Looking for a nomination for a

10 renewal of the director's position for the state of

11 Connecticut. Is there a nomination?

12 MR. FLYNN: Chuck Flynn from the state of

13 Connecticut will nominate for renewal Chief Starkel.

14 MR. FLYNN: Is there a second?

15 THE FLOOR: I will second that motion.

16 MR. FLYNN: Thank you, Chief. We have a

17 nomination and a second. Is there any discussion?

18 Are there any additional nominations? Anyone opposed?

19 No? Thank you very much. Congratulations, Chief.

20 THE FLOOR: (Applause.)

21 MR. FLYNN: That is our slate of officers.

22 We will now have the swearing in of the officers.

23 Chief Gowans, are you still on Zoom? No?

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1 off that cheat sheet there. Just kidding.

2 Congratulations, Bob.

3 THE FLOOR: (Applause.)

4 MR. FLYNN: Congratulations, Bob. I have a

5 small present for the incoming president. Chief

6 Doody, come forward, please. I am presenting to Chief

7 Charles Doody from the New England Association of Fire

8 Chiefs, a division of the IAFC, your gavel to preside

9 over the meetings of the Association. Congratulations

10 and best of luck to you.

11 MR. DOODY: Thank you, Chief.

12 THE FLOOR: (Applause.)

13 MR. FLYNN: Bob, on behalf of the Association

14 and Division I also have your gavel that I'm going to

15 keep for you in a box so we don't lose it. We wish

16 you well. Charlie's gavel is a dud. Yours has got

17 the noise.

18 MR. DOODY: Thank you, Chief Flynn.

19 MR. FLYNN: Continuing with the

20 presentations, Chief Ken Richards, would you join me,

21 please. Presenting to Chief Ken Richards, President

22 of the New England Association of Fire Chiefs, a

23 division of the IAFC from April 2019 through

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1 April 2020, we would like to present you with this
 2 gift and also thank you for your leadership and hard
 3 work throughout the year, especially for your work in
 4 the merger along with the committee of the two
 5 Associations. Ken, thank you very much.

6 MR. RICHARDS: Thank you.

7 THE FLOOR: (Applause.)

8 MR. FLYNN: Chief Carrier, come on up. On
 9 behalf of Association as co-president for 2019-2020
 10 congratulations and thank you for your service.

11 MR. CARRIER: Thank you very much.

12 MR. FLYNN: So, we're going to present these
 13 gifts to our outgoing presidents. First, I would like
 14 to present this gift to -- first of all, I would like
 15 to say about these two outgoing presidents, they
 16 really had a challenging year with the pandemic
 17 obviously trying to keep the Association moving
 18 forward after Chief Richards and Chief Carrier got
 19 these two Associations to merge. We've got to keep
 20 that momentum going. These two Chiefs were challenged
 21 with keeping it going and they did a great job, and
 22 the fact that we're all here in person at this meeting
 23 is a testament to how hard they worked to make this

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1 everybody did with COVID and they did a great job
 2 keeping it together. We ask your blessings upon us as
 3 we all continue this endeavor to merge the two groups
 4 together for the common goal of protecting life and
 5 property and we ask these things through Christ, our
 6 Lord. Amen.

7 THE FLOOR: Amen.

8 MR. FLYNN: One quick announcement from the
 9 Board. Please stay put. John has asked for some
 10 pictures and immediately following we'll have a
 11 presidential reception. I'll just ask John for the
 12 details.

13 MR. DUROSS: The presidential reception is
 14 going to be out in the hallway here. As you go out
 15 you'll see the tables and there will be a cash bar and
 16 some finger foods. It's a great time to network with
 17 friends you haven't seen for awhile, so just enjoy it.
 18 Sorry there's no dinner. At 6:30 you're free to go
 19 off to wherever you would like to go, have a free
 20 night and enjoy it. So that's it.

21 MR. FLYNN: Thank you, John. On behalf of
 22 the entire Board and myself and Chief Flynn we would
 23 like to thank you for attending the 99th annual

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1 Association continue to move forward, so I want to
 2 thank them both. Let's have a round of applause for
 3 both.

4 THE FLOOR: (Applause.)

5 MR. FLYNN: First, I want to present this
 6 gift to Chief John Duross, president of the New
 7 England Association of Fire Chiefs and the Fire Chief
 8 of Saco, Maine. Chief, congratulations and thank you
 9 for all your hard work.

10 MR. DUROSS: Thank you.

11 MR. FLYNN: Next I want to present this to
 12 Chief Charles "Chuck" Flynn, president of the New
 13 England Association of Fire Chiefs, for all his hard
 14 work. Thank you, Chuck. Good job, fellas.

15 THE FLOOR: (Applause.)

16 MR. FLYNN: Anything else that needs to come
 17 before the Association before we conclude? No? So,
 18 I'll ask Deacon Martino to come forward with the
 19 closing prayer. I caught him off guard. He wasn't
 20 prepared.

21 DEACON MARTINO: Dear Lord, we ask you to
 22 continue to help us be successful. The outgoing
 23 presidents had a bear of a job this past year as

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1 meeting of the New England Association of Fire Chiefs.
 2 At this time I'll entertain a motion to adjourn.

3 MR. BRADLEY: So moved.

4 MR. FLYNN: Chief Bradley had made a motion
 5 to adjourn.

6 MR. STARK: Second.

7 MR. FLYNN: Chief Stark seconds the motion.
 8 Anyone opposed? No one's opposed. Thank you, all.

9 MR. DUROSS: Once again, thank you.

10 THE FLOOR: (Applause.)
 11 (The meeting was adjourned at 4:45 p.m.)
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C E R T I F I C A T E

I, Laurie A. Gelinias, RPR, a Licensed Court Reporter and Notary Public for the State of New Hampshire, do hereby certify that the foregoing is a true and accurate transcript of my stenographic notes of the proceeding taken at the place and on the date hereinbefore set forth to the best of my skill and ability under the conditions present at the time.

I further certify that I am neither attorney nor counsel for, nor related to or employed by any of the parties to the action in which this deposition was taken, and further that I am not a relative or employee of any attorney or counsel employed in this case, nor am I financially interested in this action.

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