



Newfoundland and Labrador
Association of Fire Services

Face 2 Face Board Meeting
Date: Nov 14-16, 2025

Friday Nov.14th,2025

Present :

Evan Cox
Jeff Jackson
Addison Quilty
Danny Taylor
Michael Fagan
Mandy Young
Megan King

Absent:

Tony Snook
Michael Costello

1.) Call to Order and Attendance:

Meeting called to order at 7:05 P.M

2.) Reviewed the Agenda

a.)Nothing new to add

3.) Province wide 50/50 Proposal

Ed Clancey will be joining us at 9:00 am tomorrow to discuss and answer any questions we may have.



Newfoundland and Labrador
Association of Fire Services

3.) Discussions on Medical kit applications

-Discussion on how to select the Departments who will receive the kits. The board decided to go through each individual application and the director of their region will provide any knowledge they have of that department and the service they provide. The respective director will vote for or against the application and the remainder of the directors will cast a vote as well. All factors will be taken into consideration. For example the dept's budget, call volume, level of training, proximity to other fire dept's providing medical services, and the nearest ambulance service.

- a.) Region 1 had 9 Applicants
- b.) Region 2 had 14 Applicants
- c.) Region 3 had 7 Applicants
- d.) Region 4 had 6 Applicants
- e.) Region 5 had 6 Applicants
- f.) Region 6 had 1 Applicant

-Region 6 application removed due to previously described considerations
-Regions 1, 3, and 4 applications were narrowed down through a thorough review of each application, discussion, and voting by board members.

4.) Adjournment

The meeting adjourned at 9:06 P.M.



Newfoundland and Labrador
Association of Fire Services

Saturday November 15th 2025

Present :

Evan Cox
Jeff Jackson
Tony Snook
Addison Quilty
Danny Taylor
Michael Fagan
Mandy Young
Megan King

Absent:

Michael Costello

1.) Call to Order and Attendance:

Meeting called to order at 9:00 A.M.

2.) 50/50 Proposal (Ed Clancy)

- The board discussed at length how the 50/50 would work.
- Ed Clancey of Atlantic Start Bingo was present to answer any questions the board had
- Funds go directly to the Association through "Stripe".
- Atlantic Star Bingo will do all the work for a percentage. They presented three different levels of service and different percentages of the take for each level of service.
- The Number of tickets sold per Department will determine the percentage of Funds that will go to each department.
- Only Member departments will be included in the 50/50, a drop down box of all our member departments will be on the website for selection when a person is purchasing tickets.
- Winner gets Half of the total amount sold
- We can withdraw from the program at any time without penalty
- Mandy will have to set up a separate account for the 50/50 if we proceed

Motion to go forward with the 50/50 for a year with the Level 3 option, reassessing in 6 months: Motion made by Region 2, Seconded by Region 3, Regions 1, 4 and 5 In Favour, Motion Carried **(M11152025-001)**

- Discussion on the best way to promote 50/50 to our Members and Regional directors to reach out to non member departments to encourage them to join the association to avail of the benefits.



Newfoundland and Labrador
Association of Fire Services

- Mike Fagan and Mandy as the finance committee members to contact Ed and get the 50/50 set in motion.

3.) Med Kit Applications

- Narrowed down candidates Region 5 Finalized and Region 2 completed
- Picked 2 recipients from each region selected
- Region 1 Final Candidates; Avondale, Harbour Grace, Harbour Main-Chaples cove -Lakeview, and Hearts Content.
- Region 2 Final Candidates; Trinity, Terranceville, South West Arm, Point May.
- Region 3 Final Candidates; Tizzards Harbour, Musgrave Harbour, Lumsdem, and Gambo.
- Region 4 Final Candidates; South Brook & Milltown-Head Bay D'espoir.
- Region 5 Final Candidates; Ramea, Mount Morriah, Hughes brook- Irishtown- Summerside(HIS), and Burnt Islands.

Each region's dept's were placed in a hat separately and 2 Departments drawn from each region. After the 10 initial Departments were selected (2 for each region's candidates) all remaining dept's were put back in the draw to select the remaining 4 candidates.

Region 1 Med Kit Recipients: Avondale, Harbour Grace, Harbour Main-Chaples cove -Lakeview, and Hearts Content

Region 2 Med Kit Recipients: Terranceville and Point May

Region 3 Med Kit Recipients: Musgrave Harbour, Lumsden, and Gambo

Region 4 Med Kit Recipients: South Brook and Milltown-Head of Bay D'espoir

Region 5 Med Kit Recipients: Hughes brook- Irishtown- Summerside(HIS), Burnt Islands and Ramea.

Names were continued to be drawn as alternates in the case the recipients no longer wanted a kit or the kits do not get picked up in a timely manner.

1. Mt. Morriah
2. Tizzards Harbour
3. Trinity
4. South West Arm



Newfoundland and Labrador
Association of Fire Services

4.) Tour Of Gander Evangel Pentecostal Community Church

Location for 2026 Convention

- The board toured the convention venue, some board members have never been to this location before
- Discussion with Justin on how the layout will look for different convention events
- Justin discussed the Audio/video equipment they can provide
- Catering for Saturday lunch/Tea and coffee breaks can also be provided.

5.) Duane Antle Proposed Diane Lee as a member of The CISM Committee

- Discussions on her involvement with the CISM Program and why she would make a good fit
- She had been a part of the team in dealing with the wild fires and is very knowledgeable
- Also brings a background in counseling and was a member of the fire service CISM team in Nova Scotia for many years.
- Even to contact Duane to inform him the board has approved her as a committee member

Motion to Accept Diane into the CISM Committee; Motion made by Region 3
Seconded by region 2 Regions 4,5 and 1 in Favour; Motion passed **(M11152025-002)**

6.) Convention 2026

a.) Discussion on selection of a theme. The board agreed to add to the agenda for the next meeting so we can have a chance to listen to Michael Costello review the information from the NFPA Conference in Boston before finalizing a theme.

b.) Rooms are blocked off at all hotels in Gander, Addison to remove hold so people can start booking accommodations on their own (With the exception of a block of 30 rooms for NLAFS) Mandy and Addison will meet with Steele hotel rep on Monday to set room rates and discuss details.

c.) A Schedule to be set for presentation to our Sustaining Members to get this information out to them as soon as possible so we can inform them and reach out for sponsorship asap. Agreed on Thursday set up and Friday soft opening which was well received at convention 2026.

d.) Dates are set for September 25th - 27th, 2026



Newfoundland and Labrador
Association of Fire Services

e.) Some Discussion on setting rates; Early Bird Deadline August 28th, 2026
September 11th Cut off for Registrations.

7.) Donations from wildfires

Brief discussion on what to do with donations, Also corn hole board ticket proceeds, Evan to reach out to Chief from Wabana FD to find out where they want the fund allocated; donations to be added to agenda for next meeting; to have a more detailed discussion.

8.) Director Orientation Slide show

Slide show presentation and directors given a chance to ask questions and discuss items in the slide show.

9.) Loss Wages Policy

-Discussion on a Loss wages policy for Directors and President when missing work for association business, whereas many fire dept's across the province have a lost wages policy in place for their volunteer firefighters the board will also implement one as well. Lost wages have been approved in the past but a written policy has yet to be put in place. A policy is to be created by the Policy Committee then the board will have further discussion on rates.

10.) CAFC Attendees

Discussion on sending another board member plus partner along to the CAFC with the President. It was agreed the region 5 director Mike Fagan will go to the CAFC this year if he is available.

Motion to send a second couple to Ottawa for CAFC Including Flights, Accommodations and travel expenses Motion made by Region 2 , Seconded by Region 5 Regions 4,1 and 3 in favour. **(M11152025-003)**

10.) National Fallen Firefighters 2026

- Nigel Pike sent an email request to the NLAFFS. He joins the National cycle team every year representing Newfoundland
- His request was to purchase a NLAFFS hat brass to wear at the event and represent the Association
- He would cover the cost of one and requested us to cover the cost of the other 9 or help find people to purchase them
- Discussion on the cost and how to go about purchasing the hat brass
- Evan to reach out to other Maritime Chiefs to gather their input and suggestions



Newfoundland and Labrador
Association of Fire Services

11.) Policy for Redacting Minutes for posting

Draft policy was reviewed and discussed , Agreed it would be nice to have a Legal opinion and Evan to reach out to MNL to see what kind of procedures they have in place for Minutes redaction and public posting.

12.) Recruitment and Retention Committee Members

Justin Bolt who is Committee Chair forwarded along a list of possible Committee Members. The list was presented to the board for discussion and approval; it was agreed to accept the members on the list to sit on the Recruitment and Retention Committee.

- Justin Bolt, Marystown Fire Department
- Tony Rose, Fire Services Division
- Kathleen Parewick, Municipalities NL
- Clifford Bursey, Hughes Brook-Irishtown-Summerside (H.I.S) Fire Department
- Stephen Rowsell, Deer Lake Fire Department
- Derrick Sullivan, Pouch Cove Fire Department
- Morray Callahan, Botwood Fire Department
- Brad Butler, Happy Valley-Goose Bay Fire Department
- Lindsay Earle, Gander Bay Fire Department
- Michael Murphy, Bay Roberts Fire Department

Motion to accept Recruitment and retention committee members made by Region 1 ,
Seconded by region 3 regions 2,4 and 5 in favour Motion carried **(M111520250004)**

13.) Adjournment

The meeting adjourned at 6:35 P.M.



Newfoundland and Labrador
Association of Fire Services

Sunday November 16th 2025

Present :

Evan Cox
Jeff Jackson
Tony Snook
Addison Quilty
Danny Taylor
Michael Fagan
Mandy Young
Megan King

Absent:

Michael Costello

1.) Call to Order and Attendance:

Meeting called to order at 9:00 A.M

2.) PSAP Proposal

-Board Reviewed and discussed Proposal along with discussions on Issues and or concerns on the matter.

-It was agreed that Evan will set up a meeting with Kerry Power to discuss her perspective on the Proposal as well as Todd Flynn to gather more information.

-At this time the board felt like there was not enough information to make a clear decision.

3.) Extrication Tools Application

-As a group we created and discussed the question on the form and how to word everything to ensure we capture the necessary information to make a decision once applications are all collected.

-Megan and Evan to finalize the form. Upon finalization it will be posted to our website for departments to fill out and submit using the same processes as the medical kit applications.

4.) Financial Portion

-Mandy Presented cash flow from 2023-2025 for review and discussion as a general idea of revenues and expenses of the Association.

-Much discussion was had regarding specifics of the finances..

-Finance Committee recently met and a 2026 Budget will be set.

- Things are moving forward well with the 2023 audits now that the 2022 end has been balanced, 2024 will be a smoother process once 2023 has been completed.



Newfoundland and Labrador Association of Fire Services

- Mandy to allocate the Out of province travels of the board to its own account so the Directors Travel budgets can be tracked easier.

5.) Date/Time of Next Meeting & Adjournment

No time or date was set for the next meeting. It was decided to pick a date through email so everyone could depart without delay and to include Mike Costello in the conversation .

Meeting adjourned at 11:35 A.M.