



Newfoundland and Labrador
Association of Fire Services

Board Meeting
Date: Dec,21 2025

Present :

Evan Cox
Jeff Jackson
Tony Snook
Addison Quilty (Left at 7:23 P.M) Returned at (7:53 P.M) due to Tech issues)
Danny Taylor
Michael Fagan
Michael Costello (Left at 9:01 P.M)
Mandy Young
Megan King

Absent:

N/A

1.) Call to Order and Attendance:

Meeting called to order at 7:03 P.M

2.) Additional Agenda Items and Approval of Agenda

Additional Agenda Items to add

- a.) 911- (Region 3)
- b.) LNTB Uniform (President)
- c.) Used Bunker Gear (President)
- d.) NL Light and Power (Region 2)

Motion to Adopt Agenda Motion made by Region 5 , seconded by region 2
Regions 3,6,4 and 1 in Favour Motion carried **(M10212025-001)**

3.) Business arising from the Board Meeting

- a.) Approve Minutes from October 26th, 2025 Meeting
 - No errors or omissions
 - Motion to Adopt Minutes as is Motion made by Region 3 , Motion seconded by Region 2 regions 5,6,1 and 4 in Favour Motion carried. **(M10212025-002)**
- b.) Approve Minutes From November 14th, 15th and 16th F2F Meeting
 - No errors or omissions



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- Motion to Adopt Minutes as is Motion made by Region 3 , Motion seconded by Region 4 Regions 5,2,1,6 In Favour Motion carried

c.) NLAFS Minutes being posted on our website: Evan reviewed MNL's Website and they do not post their minutes. He then consulted with Greg Jones, the president of the Fire Services Association of Nova Scotia (FSANS). They do post their meeting minutes and have in camera discussions on sensitive matters. Evan also consulted with a local Town Manager of which the community also post their meeting minutes on their website. They use the same process as FSANS. The board agreed the NLAFS will follow the same process to expedite the posting of meeting minutes.

d.) Recruitment and Retention Committee: Formed and they have had their first meeting on Dec.2nd,2025.

4.) Financial Report:

- Mandy has been back and forth with Richard Power whenever he has questions for her to answer, At this time there is no specific date for completion, Evan will contact Richard and follow up with a timeline and any concerns he may have.
- Ray Clarke is resigning from the finance committee citing lack of time to devote to the committee as the cause of his resignation.
- When the 2023 Audit is completed the board discussed and agreed to holding a virtual meeting for all of our members to present the 2023 audit and the 2026 Budget which will be prepared by the finance committee and be approved by the board.

5.) Committee Reports:

a.) Legislation Committee: Vince Mackenzie is Chair

- Evan requested that Vince give due consideration to who would be valuable committee members to bring forward to the board for approval
- The board discussed some potential committee members of which Evan will discuss with Vince



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b.) Education and Training Committee: Linus Tremblett is Chair

-Evan recommended Dave Earle who is a member of the Harbour Grace Fire Dept.

Motion to Appoint Dave Earle to Education(training) committee
Motion made by Region 2 and seconded by Region 5. Regions 6, 1, and 4 are In Favor.
Motion carried **(M10212025-003)**

-Evan and Linus recommended Wayne Giles of the Massey Drive Fire Dept

Motion to Appoint Wayne Giles to Education(training) Committee
Motion made by Region 5 and seconded by Region 2. Regions 3, 1, 6, and 4 are in Favor. Motion carried **(M10212025-004)**

-Evan recommended Jim French who currently serves as a Fire Protection Officer(FPO) with Fire Services Division(FSD) and is also a member of the Torbay Fire Dept.

Motion to Appoint Jim French to Education(training) Committee
Motion made by Region 2 , and seconded by Region 5. Regions 4,6,3, and 1 are in favor. Motion carried **(M10212025-004)**

Other updates related to Committees:

Evan will be meeting with Region 4 Director to appoint him to some committees after discussions with the current committee members.

6.) Continuing Business:

- Nigel Pike - Hat brass:

-Evan Reached out to Presidents of other Fire Associations and Past Attendees of the Fallen Firefighters Ceremony held in Ottawa. It is not correct uniform etiquette to wear a different hat brass than the Fire dept/organization uniform that is being worn. The only way to be considered in full uniform is if the hat brass also matches the uniform crest or is generic in nature. If we granted permission for Nigel to wear a NLAFS hat brass he would also need to wear an Association Uniform and Crests. The board unanimously agreed this is not something they would approve. The only two people that wear a NLAFS uniform currently are the Learn Not to Burn(LNTB) coordinator and the Executive Director(E.D.)



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-Evan will contact Nigel to relay the board's decision. After much discussion we can help promote but will not approve the hat brass Request.

- Convention 2026 - Theme, Rates, and Updates

-Region 3 informed everyone that Hotels were released and ready for booking, The church venue is all taken care of.

-Mandy and Addison met with Gary from Steele hotels and they are looking into accommodations at the Albatros for Sunday's events.

-Theme deferred until the next meeting.

- Wildfire Donations

-Discussions on Donations that were made and how to distribute them; For cornhole boards proceeds Evan will reach out to Wabana Fire Dept to confirm they are ok with putting that money together with a donation from the Gander Flower Shop. A total of \$2080.00 was collected from both sources. Evan will also contact the town manager of Channel-Port Aux Basques regarding a gift card donation received from them.

- Fire Dispatch from the PSAP's

- Deferred for next Meeting

- Province wide 50/50

-50/50 On hold right now to focus on Audits Completion

7.) New membership applications

a.)Harrys Harbour Fire Dept: Since they want to wait until 2026 for Invoicing :Item Deferred until next meeting.

b.)Individual Membership For Reidville (TeJay England) - Megan to reach out with follow up questions since this Department is already a Member in good Standing.

8.) New Business

-LNTB Stationwear Uniform (Office gathering quotes)

LNTB Coordinator will start to wear a station wear uniform when conducting LNTB business.



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-Discussion on having a faster processing time for new members applications;
The board decided that new member applications will be sent out via email to the board/
Each board member will vote to approve or deny the application. If any board member believes further discussion needs to be had on an application it will be brought to a board meeting to debate.

-CAFC Fees- To attend the CAFC Government relations week you must be a CAFC member. The Region 1 Director was not already a member so he was required to pay a Membership fee out of pocket.
Motion to Reimburse Jeff Jackson Region 1 Director \$195.50 for CAFC Membership fee.
Motion made by Region 3 and seconded by Region 5. Regions 2, and 4 are in Favor
Motion carried. **(M10212025-005)**

-Tunics : Look professional but are expensive, Megan continues with pricing quotes ,
Regions 4,5 and 1 go back to departments to see if they would be willing to cover the cost. Further discussion to follow.

-Discussion on Devices for Board Members , The Association got away from purchasing Devices for Board as they had situations where the items were not returned. It was agreed that Region 3 could take his laptop in for diagnostics.

9.) Director's Forum

-Nothing to add at this time

10.) Date/Time of Next Meeting and Adjournment

-The next meeting is set for January 4th, 2025 7-9 P.M.

Motion to Adjourn Meeting @ 10:06 P.M :Motion made by Region 1 , Motion Seconded by Region 2 Regions 5,3, and 4 in Favour Motion Carried **(M10212025-006)**

Items Deferred to next meeting:

- Convention 2026 :Theme
- Fire Dispatch from the PSAP's
- Tunics (Board Directors to discuss with their Departments)
- New Member Applications:
 - Harrys Harbour FD
 - Reidville ?
- Prepared Petition to send to Mp's for our members (Region 1)



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- Promotional items Budget (President and Office)
- Chiefs forum (Region 1)
 - a.) Resolutions
 - b.) Training certificates
 - c.) AAR North Shore Wildfires
 - d.) Meeting with social policy committees before 2026 Budget
- NFPA Conference review (R6)

Action Items :

Date	ACTION ITEM	Actioner	Status	Date Completed
Dec 21, 2025	Reach out to Richard and follow up with timeline and any concerns he may have with Audits	Evan Cox		
Dec 21, 2025	Contact vince regarding Legislation Committee recommendations	Evan Cox		
Dec 21, 2025	Bring points back to Nigel after much discussion; We can help promote but do not approve the Hat brass Request.	Evan Cox		
Dec 21, 2025	Evan will reach out to Terry King of Wabanna Regarding donations.	Evan Cox		
Dec 21, 2025	Individual Membership For Reidville (TeJay England) - Megan to reach out with follow up questions	Megan King	Followed up Via Email	Dec 23rd, 2025
Dec 21, 2025	Megan continues with pricing quotes for Tunics, Crests and Stationwear uniforms			
Dec 21, 2025	Put up a post on our Facebook page regarding Medical kits: Also Thanking Riverbend for Their support with picking up the Gear for us.			
Dec 21, 2025	Evan to reach out to Nicole when she completes her reports to also make an email copy to send to the Directors for distribution with their contacts.			

