60th Annual Convention

Stand together to evolve, lead, and build resilience

Gander, NL
Sept. 25-27
2026























2025-2026 Directors


REGION 1 DIRECTOR JEFF JACKSON


REGION 2 DIRECTOR TONY SNOOK

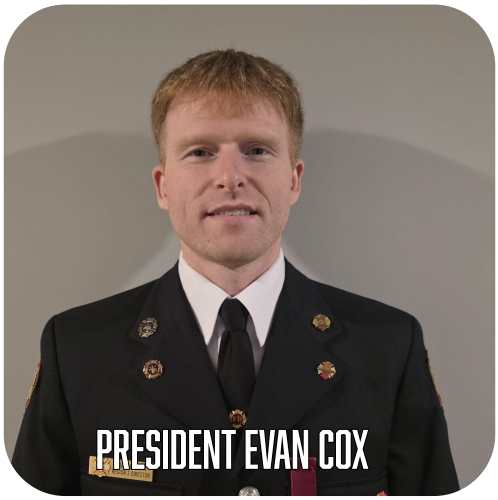

REGION 3 DIRECTOR ADDISON QUILTY


REGION 4 DIRECTOR DANNY TAYLOR


REGION 5 DIRECTOR MICHAEL FAGAN

NEWFOUNDLAND & LABRADOR ASSOCIATION OF FIRE SERVICES 1964


REGION 6 DIRECTOR MICHAEL COSTELLO


PRESIDENT EVAN COX



Nicole Rumbolt

LEARN NOT TO BURN
COORDINATOR



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OFFICE
ADMINISTRATOR

Staff & Support Personnel



Mandy Young

EXECUTIVE
DIRECTOR

Brian King

SUSTAINING
MEMBERS
REPRESENTATIVE





Left to Right: Evan Cox, Jeff Jackson, Tony Snook, Addison Quilty, Mike Fagan, Mike Castello, Mandy Young


TOWN OF
GANDER
WWW.GANDERCANADA.COM

President's Message

"Standing Together:
Evolving, Leading and Building Resilience"

Welcome to Gander for our 2026 annual convention, marking 62 years of our association serving, advocating and promoting education for our members. Achieving our goals takes a team effort. That team includes not just our board and staff, we rely on many of our members, stakeholders, and other individuals who participate on our numerous committees and assist us in many different ways. They help immensely in the mission and mandate we have as an organization; this certainly aligns with the "Standing Together" piece of this year's theme and for that I want to sincerely thank them all.

Our theme "Standing Together: Evolving, Leading and Building Resilience" reflects the ever-changing challenges we face in Newfoundland and Labrador. Whether they are learning how to better protect our communities from wildfires, safe and effective tactics to handle Electric Vehicle Incidents, Emergency Scene Traffic Management for Firefighters, how to mitigate cancer risk in our industry, trying to navigate the financial uncertainties we face especially related to tariffs, and many other evolving challenges we face every day in our operations. Through all of this we always seem to find a way as a fire service to support each other and our neighbors when the call for assistance is received. Even though some of the scenarios and emergency calls we respond to are difficult experiences, we use them as a chance to learn and improve to develop the inner strength and mental flexibility to adapt, recover, and build resilience when facing the hardships and stress that our line of service often brings.

An incredible amount of time, planning, and consideration has gone into this convention. While we are certain to run into some bumps along the way as is the case with any event of this size, we surely will pivot and adapt if the need arises to make it the best event possible for all attendees. I have full confidence that this year's convention will be a great success overall, and I sincerely hope you enjoy it. I encourage you to participate in the educational sessions, visit the vendors on the trade show floor, and maybe most importantly to network with your fellow firefighters and have some fun and relaxation over the weekend as well. If at any time you need our assistance while you are here, please reach out to any board or staff member and we will certainly do our best for you.

Sincerely,

Evan Cox

President Evan Cox



Message from Hon. Pleaman Forsey
Minister of Forestry, Agriculture and Lands

I am pleased to welcome delegates to the 2026 Newfoundland and Labrador Association of Fire Services Annual Firefighter Convention on behalf of the Department of Forestry, Agriculture and Lands.

Our government is committed to ensuring we are as prepared as possible to respond to emergency situations and natural disasters such as floods, storms, and wildfires. In line with your convention theme, "Standing Together: Evolving, Leading and Building Resilience," we are finding ways to stand together with you for the people we serve in Newfoundland and Labrador.

Your members have been valued partners in a wide range of emergency responses, from protecting communities and structures during wildfires and supporting emergency bridge repairs after storms, to assisting in Search and Rescue operations and evacuation efforts during flood events.

The Emergency Services Branch continues its important work within the Department of Forestry, Agriculture and Lands, coordinating the Provincial Government's emergency preparedness, planning and response efforts.

The Provincial Government is ensuring your members are well equipped and prepared to do your important work safely and effectively. Budget 2026 provides more than $7 million to support volunteer fire departments through investments in equipment, supplies, and training to help you keep residents and communities safe.

We stand together with you as firefighters and emergency responders meet the challenges of protecting the residents of Newfoundland and Labrador.

Thank you for your dedication to your communities and for the time and energy you devote to keeping your friends, neighbours and fellow residents safe.

Minister: Honourable Pleaman Forsey
4th Floor, West Block, Confederation Building
P.O. Box 8700
St. John's, NL A1B 4J6
Tel: (709) 729-2181
Fax: (709) 729-3948
falminister@gov.nl.ca



Message from Fire Commissioner/Director of Fire Services (A) Chris Foster

On behalf of the Fire Services Division, I am pleased to extend warm greetings to everyone attending the **2026 Newfoundland and Labrador Association of Fire Services Annual Firefighter Convention** in Gander.

This year's theme, **"Standing Together: Evolving, Leading and Building Resilience,"** could not be more fitting. Across our province, firefighters and emergency responders have faced an increasingly complex range of challenges. Over the past year, they have answered the call during significant incidents, including flooding in Badger and wildfires that threatened communities such as Labrador City and Port Hope Simpson, resulting in evacuations and concerns for public safety. These events, along with many others, demonstrated the professionalism, courage, and dedication of our fire service personnel.

At the same time, fire departments continue to respond to the emergencies that affect our communities every day, including tragic residential fires and serious highway collisions. Despite the difficult circumstances they often encounter, firefighters continue to serve with compassion, professionalism, and resilience.

As climate change contributes to more frequent and severe wildfires, flooding, and other emergencies, it is essential that we continue working together to strengthen our preparedness and response capabilities. Through strong partnerships between municipal fire departments and the Fire Services Division, we are strengthening training, enhancing operational readiness, and supporting fire departments as they prepare to meet evolving challenges.

The strength of the fire service in Newfoundland and Labrador has always been its people. Your commitment to public safety, willingness to support one another, and dedication to continuous improvement make our communities safer and more resilient.

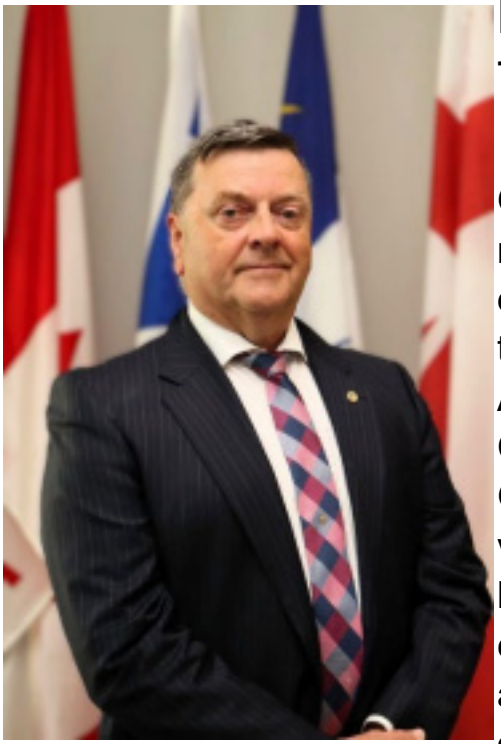
Thank you for your service and unwavering commitment to the people of Newfoundland and Labrador. I wish you a productive and successful convention and look forward to the valuable discussions, learning opportunities, and partnerships that will emerge from this gathering.

Respectfully,



Chris Foster
Fire Commissioner / Director of Fire Services (A)
Government of Newfoundland and Labrador





Mayor's Message
Town of Gander

On behalf of Gander Town Council and our residents, I am pleased to welcome delegates, exhibitors, and guests attending the Newfoundland and Labrador Association of Fire Services Annual Convention.

Gander is proud to host professionals and volunteers who play such a critical role in keeping our communities safe. Your commitment, leadership, and service make a meaningful difference every day across our province.

We hope you enjoy your time in Gander, take advantage of the opportunity to connect with colleagues and have a successful and rewarding convention.

Welcome to Gander, and thank you for all that you do.

Sincerely,

Percy Farwell
Mayor
Town of Gander

Tentative 2026 Annual Convention Schedule(Please check the NLAFS Website for the most up to date version)

8:30 | 9:00 | 10:00 | 11:00 | 12:00 | 1:00 | 2:00 | 2:30 | 3:00 | 4:00 | 4:30 | 5:00 | 5:30 | 6:00 | 7:00 | 8:00 | 9:00 | 10:00

FRIDAY

- Delegate & Partner Registration (130 Magee Road - Evangel Pentecostal Church) 10:00am-5:00pm
- Vendor/Sustaining Members Demonstrations (130 Magee Road Parking Lot) 12:00-5:00
- Trade Show Soft Opening (130 Magee Road - Evangel Pentecostal Church) 12:00-5:00
- Open House at the Gander Fire Dept (85 Raynham Avenue) 9:00 - 12:00
- Fire Protection Officers & Fire Commisioner Availability (Trade Show Floor, 130 Magee Road - Evangel Pentecostal Church) 1:30-3:30
- **Structural Protection Unit Demonstration w/ Fire Services Division (130 Magee Road - Evangel Pentecostal Church, rear of parking lot)** 3:30-4:30
- **Junior Firefighter Program w/ Gander Fire Dept & Deputy Chief Joe Mays** (130 Magee Road - Evangel Pentecostal Church) (Auditorium) 3:30-5:00
- Wildfire Prevention and Firesmart Property Demonstration for Conference Attendees w/ GovNL & Firesmart (Thomas Howe Demonstration Forest, 1.4km East of Route 330 and TCH intersection) 5:15-6:15
- Opening Ceremonies (Delegate and Partner) (130 Magee Road - Evangel Pentecostal Church) 7:00-8:00
- Tradeshow Offically Opened (130 Magee Road) 8:00-10:30
- Meet & Greet (Finger Foods/Refreshments) (130 Magee Road)

SATURDAY

- Delegate & Partner Registration (130 Magee Road - Evangel Pentecostal Church) 8:30-12:00
- Vendor/Sustaining Members Demonstrations (130 Magee Road Parking Lot) 1200-6:00
- NLAFS Business Session LNTB Report/ Nominations/ Open Forum (Theatre) 8:30-10:00
- Coffee Break 10-10:30
- NFPA Session W/Laura King at (Theatre) 10:30-12:00
- FINAL CALL for Nominations at 11:30
- Delegate Lunch 12-1:00 (Café/Theatre)
- Fire Protection Officer/Fire Commisioner Availability (Trade Show Floor, 130 Magee Road - Evangel Pentecostal Church) 1:00-4:30
- **Leading the Modern Fire Service. Challenges, opportunities, and the road ahead w/ Maritimes Fire Chief Association President/Amherst, Nova Scotia Fire Chief Greg Jones** (Auditorium) 1:00-2:00
- **Operating a Fire Department in NL w/ Marystown Fire Chief Justin Bolt and Fire Commissioner Chris Foster** (Auditorium) 2:00-3:00
- **NLAFS Recruitment and Retention Committee (R&R) Resource Bank and Survey results w/ R & R Committee Members Lindsay Earle, MNL's Kathleen Parewisk, and Chair Justin Bolt** (Auditorium) 3:00-4:00
- **Wild Fire Panel** w/Lab City Fire Chief Mark Brophy, Musgrave Harbour Fire Chief Grant Pincent, & Forestry Representative Jeff Motty (Auditorium) 4:00-5:00
- Fire Smart w/ NL's Fire Smart Liaison/Special Projects Officer with GovNL's Forestry, Agriculture and Lands Dylan Rumbolt (Multipurpose Room-Upstairs)
- **Structural Protection Unit Demonstration w/ Fire Services Division (130 Magee Road - Rear of Parking lot) 2:00-3:00**
- **FDIC Atlantic and MFCA** w/ FDIC NL Rep Paul Snow & MFCA President/Amherst Nova Scotia Fire Chief Greg Jones (Multipurpose Room-Upstairs) 3:00-4:00
- **Climate Ready NL w/ MNL's Kathleen Parewisk** (Multipurpose Room-Upstairs) 4:00-4:30
- **Fire Service Medals Session w/Region 3 Director Addison Quilty** (Multipurpose Room-Upstairs) 4:30-5:00
- Delegate and Partners BBQ + ENTERTAINMENT (146 Airport Blvd, Gander) 6:00-8:00pm
- DANCE and Live Music 9:00pm-1am (146 Airport Blvd, Gander)
- Trade Show (130 Magee Road - Evangel Pentecostal Church) 10:00-6:00
- Partner's Program (146 Airport Blvd, Gander) High Tea Party! **Dress up, sip tea, and have fun!** 11:00 - 4:00
- Brunch 11:00-12:30
- Bingo and Beverages 12:30-1:30
- High Tea Party/Wine and Cheese & Entertainment 2:00-4:00

SUNDAY

- NLAFS Final Business (Quality Hotel) 9:00-10:00
- Fire Services Division Update with Q/A (Quality Hotel) 10:00-11:30
- NLAFS ELECTIONS (Quality Hotel) 11:30-12:00
- Joint Luncheon (Delegate and Partner) 12:001:00 (Quality Hotel)
- **Joint Session(Delegate and Partner)** **Don't be afraid to ask for help (Mental Health) w/ NLAFS Past President and Retired Lab City Fire Chief Joe Power and Critical Incident Stress Management(CISM) w/ CISM Committe members Dianne Lee and NLAFS Past President and Osmo by Clarenc Fire Chief Duane Antle** 1:15-2:45 (Quality Hotel)
- **Gander Fire Department open as a change area for anyone needing to prepare for the Memorial Service/Banquet** (85 Raynham Avenue) 2:45-3:45
- Memorial Service Full Dress Uniform (Evangel Pentecostal Church) Starting 4:00
- Ministerial Banquet (Delegate and Partner) Full Dress Uniform (Quality Hotel) 6:00
- Gander Fire Hall Open for a Weekend wind down after the Ministerial banquet. (85 Raynham Avenue)
- Thomas Howe Demonstration Forest Community Event Wildfire Prevention and Firesmart Property Demonstration w/ GovnI & Firesmart (1.4km East of Route 330 and TCH intersection) 12:00-3:00
- Gander Red Shoe Walk for Families in support of Ronald McDonald House NL (Cobb's Pond Rotary Trail) 11:00-2:00

Venues:
Gander Fire Department:85 Raynham Drive, Gander, NL
-Gander Curling Club 146 Airport Blvd, Gander,
Evangel Pentecostal Community Church: 130 Magee Road, Gander, NL -Quality Hotel & Suites: 102 Trans-Canada Highway, Gander, NL
Gander Fire Dept will be open to conference attendees for the entire weekend

YOU'RE INVITED TO A

HIGH TEA *Party*

DRESS UP • SIP TEA • HAVE FUN

Hello partners,

This year's theme will be a
High Tea Party.
Come dressed to impress in your Sunday best. Wear your Fascinator or hat, and be creative.

THERE WILL BE A PRIZE
for most original creation.

We need you guys help to get the word out and
please share this post!



DATE
SEPTEMBER
26

TIME
11:00 AM

LOCATION
CURLING CLUB

BREAKFAST • BINGO • WINE & CHEESE
ENTERTAINMENT • PRIZES

We can't wait to see you
ALL IN YOUR FANCY OUTFITS!

For Delegates and Partners

Held at 146 Airport Blvd.

Curling Club



Saturday, Sept. 26, 2026

6pm - 8pm

BBQ & Entertainment



Saturday, Sept. 26, 2026

9am - 1pm

Dance & Live Music by Local Smoke

Information Sessions

Friday / 3:30pm / 130 Magee Road, Rear of parking lot
Structural Protection Unit Demonstration - Fire Services Division

Saturday / 2:00pm / 130 Magee Road, Rear of parking lot
Structural Protection Unit Demonstration - Fire Services Division



As the province continues to strengthen its wildfire response capabilities, two new Structural Protection Units (SPUs) have been added to support structural firefighters during Wildland Urban Interface (WUI) incidents. These units are designed for the rapid deployment of sprinkler systems to help protect homes, critical infrastructure, and other assets threatened by wildfire. Join the Fire Services Division for a live demonstration showcasing the capabilities of one of these SPUs. Attendees will learn how the equipment operates and gain insight into the important role these units will play in supporting wildfire response efforts and protecting communities during WUI events.

Chris Foster
Fire Commissioner/Director of Fire Services

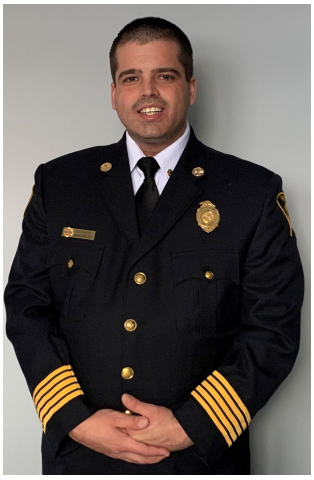
Saturday / 1:00pm / Multipurpose room, Upstairs
Fire Smart - Dylan Rumbolt

Wildfire risk is an increasing concern for communities across Newfoundland and Labrador. This session will provide an overview of the Province's Prevention and Mitigation Program and the growing role of FireSmart in reducing wildfire risk.
Attendees will learn about FireSmart initiatives in Newfoundland and Labrador, including Community Wildfire Exposure Assessments, Community Wildfire Resiliency Plans, public education, and mitigation projects. The presentation will place a special focus on the important role municipal and structural firefighters can play in advancing FireSmart within their communities.

Dylan Rumbolt is the FireSmart Liaison for Newfoundland and Labrador and serves as a Special Projects Officer with the Province's Wildland Fire Services Division. In this role, he supports wildfire mitigation, preparedness, prevention, and public awareness initiatives across the province.
Prior to joining the Government of Newfoundland and Labrador, Dylan worked as a Registered Professional Forester (RPF) in British Columbia, where he gained experience in wildfire risk reduction, fuel management planning, and community wildfire resiliency. He is passionate about building partnerships that help communities better prepare for wildfire and reduce risk through the FireSmart Program.

Saturday / 2:00pm / Auditorium

Operating a Fire Department in NL - Justin Bolt



This session is a brief overview of the new Fire Services Division course which is intended to assist new or existing officers in understanding their core responsibilities in the successful operation of a Fire Hall.

The session will provide a high-level review of the one-day, instructor-led training course that covers topics such as:

- Legislative Requirements
- Operational Structures
- Finance Management
- Training and Maintenance Programs
- Safety Requirements
- And more

Join us to explore how this new course can benefit and strengthen the operation of your Fire Department!

Justin Bolt is the Fire Chief for the Marystown Volunteer Fire Department. He began in the Fire Service back in 2007 with Grand Bank. Bolt has served in many leadership roles including Lieutenant and Captain over the years prior to becoming the Fire Chief in Marystown back in 2020. He is a strong advocate for his Department and the service in NL as a whole having previously served NLAFS as Public Relations. In addition to his operational responsibilities, Bolt has contributed to the broader Newfoundland and Labrador fire-service community. He currently serves as Chair of the Recruitment & Retention Committee of the NLAFS.

Bolt has also been involved in advancing emergency preparedness and Firefighter training. His work has included specialized Firefighting education, technical rescue, emergency-management exercises, fire prevention initiatives and community safety programs. His commitment to the fire service extends beyond emergency response. Bolt has been involved in community education, Firefighter recruitment and retention, Junior Firefighter initiatives, public relations and organizational development, reflecting a career focused on both protecting communities during emergencies and reducing risk before emergencies occur. Most recently, he worked with Acting Fire Commissioner Chris Foster to develop and instruct the Fire Services Division’s new Operating a Fire Hall in NL program which aims to guide and support current leaders in our Fire Service.

Today, Justin Bolt continues to serve as Fire Chief of the Marystown Volunteer Fire Department and as a contributor to the wider Newfoundland and Labrador fire-service community.

Saturday / 2:00pm / Auditorium

NLAFS Recruitment and Retention Committee Resource and Survey results - Kathleen Parewick & Lindsay Earle



Dr. Kathleen Parewick is a researcher, planner and program designer whose career in Newfoundland and Labrador's municipal and regional governance sphere spans four decades. Kathleen holds a Master of Urban Planning from McGill University and an Arctic community partnered, adaptation-oriented PhD in Geography from Memorial University. A passionate advocate for small, rural and remote communities, she facilitates a wide range of capacity-building partnerships for MNL including Climate-Ready NL, a sector-wide effort addressed to municipal climate change adaptation.

Deputy Chief, Gander Bay Fire Department

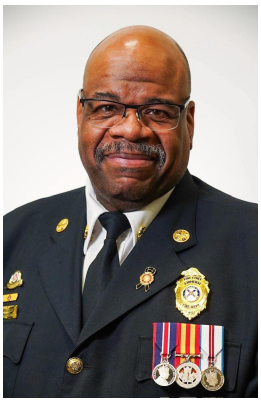


Lindsay R. Earle joined the Gander Bay Fire Department in January 2018 as a firefighter. From the beginning, he took an active role not only in emergency response but also in strengthening the department's administration, organization, training, and overall operations. Recognizing the importance of having a well-organized and properly equipped fire department, Lindsay worked closely with suppliers, government officials, the Local Service District, and neighboring fire departments to help modernize and improve the department. He also actively pursued training courses both online and through Fire and Emergency Services (FES).

Lindsay played a key role in bringing training opportunities to Gander Bay. He organized numerous courses by securing experienced and knowledgeable instructors and inviting neighboring departments to participate. These efforts have contributed to building a well-trained, active, and growing volunteer fire department. The department has maintained a full roster of members and, as its membership has grown, has twice had to expand its locker capacity over the past five years. The department continues to benefit from a strong mix of experience and new volunteers. Outside the fire department, Lindsay has worked as a Corporate Tax Consultant for more than 30 years, specializing in the Scientific Research and Experimental Development (SR&ED) Tax Credit Program. Through his professional career, he has worked with clients primarily throughout Eastern Canada. Lindsay's commitment to the Gander Bay Fire Department reflects his belief that a strong volunteer organization is built through training, teamwork, preparation, and community service.

"I've been honored to work with and learn from a great team of firefighters. Together, we have been able to provide a reliable service to our community, and it is rewarding to know that our community appreciates what we do."

Saturday / 1:00pm / Auditorium
Leading the Modern Fire Service - Greg Jones



Saturday / 3:00pm / Multipurpose room - upstairs
FDIC Atlantic and MFCA - Greg Jones

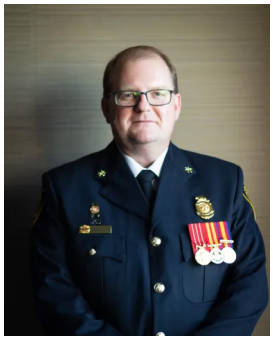
Chief Greg Jones has served in the fire service since 2000 and has progressed through the ranks of the Amherst Fire Department, beginning as a volunteer firefighter and advancing to the role of Director of Fire Services and Fire Chief, a position he has held since 2014.

Chief Greg Jones brings a wealth of experience and expertise to the table,holding the Executive Chief Fire Officer (ECFO) designation from the Canadian Association of Fire Chiefs, along with credentials as a Certified Fire and Explosion Investigator, Fire service instructor and a Level II FireInspector certification.

Beyond the local level, Chief Jones has been instrumental in helping shape provincial fire service legislation through his work on Nova Scotia's "Support for Fire Protection Services Act", collaborating closely with government officials to modernize and strengthen fire protection services.

Chief Jones also continues to serve the fire service nationally and regionally as Past President of the Fire Service Association of Nova Scotia, President of the Maritime Fire Chiefs Association, and as a Director-at-Large with the Canadian Association of Fire Chiefs.

Saturday / 4:30pm / Multipurpose room - upstairs
Fire Service Medals Session - Addison Quilty



Addison first joined the Fire Service as a Junior Firefighter in Masset, B.C. in 1990 at the age of 16 for 1½ years. Moved back to Newfoundland and graduated from St. Paul's High School in 1993.Joined the Military in 1995 in the Reserve Force as a Firefighter, with the down sizing of 9 WingGander and the closure of the Base Fire Department he transferred to another trade to become a Mobile Support Equipment Operator (Trucker). Spent 13 years in the military and retired in 2008. He joined Gander Fire Rescue in November 1998 as a Volunteer Firefighter, then in 2006 started as a career Firefighter, then became Town of Gander's Fire Inspector and Emergency Plan Coordinator in 2007 while still serving as a volunteer. Over the past 27 years Addison has obtained numerous certifications. Addison has been married to his wife Roxanne for 21 years and they have a 19-year-old daughter Chloe who's following in her dad's footsteps and joined Gander Fire Rescue January 2026.

Saturday / 4:00pm / Auditorium

Wild Fire Panel - Jeff Motty & Mark Brophy & Grant Pincent



Jeff Motty RPF.
Supervisor of Forest Insect Disease and Fire Control
NL Government
Department of Forestry, Agriculture and Lands

Jeff is an experienced Registered Professional Forester with over 20 years' experience in the forestry field since graduation from University of New Brunswick in 2000. He graduated from UNB with a Bachelor of Science in Forestry (BScF) focused on Forestry and a Minor in Wildlife from University of New Brunswick. Until 2017 Jeff specialized in the field of Silviculture holding such roles as Silviculture Research Forester and Regional Ecosystem Forester. He is now the Provincial program supervisor of two high profile programs centered on Forest Protection in the Province. Working with two diverse teams he manages both the Forest Insect and Disease Control Program and Wildland Fire Management Program.

Mark Brophy — Fire Chief, Labrador City Fire Rescue



Mark Brophy is the Fire Chief of Labrador City Fire Rescue, bringing a diverse background in municipal firefighting, industrial emergency response, private ambulance experience, and leadership to his role. Mark began his formal fire service training in Vermilion, Alberta, through Fire Etc. at Lakeland College, establishing the foundation for a career dedicated to emergency response and public safety. Prior to entering industrial emergency response, he gained valuable experience working in municipal ambulance services. He later spent a significant portion of his career in the industrial sector, where he developed extensive experience in emergency response while also receiving valuable leadership and management training.

Before becoming Fire Chief, Mark spent 15 years serving in the municipal fire service as a volunteer firefighter. That experience, combined with his industrial emergency response background and leadership development, has shaped his approach to emergency management, firefighter development, operational readiness, and community safety.

Mark now serves full-time as Fire Chief with Labrador City Fire Rescue, where he is focused on building a strong, professional, and well-prepared fire service while continuing to support the safety and resilience of the Labrador City community.

Outside of the fire service, Mark enjoys spending time with his family. He is married and has a stepdaughter and a son. When he is not at the firehall, he enjoys golfing, hunting, fishing, and spending weekends at the family cabin.

Saturday / 4:00pm / Multipurpose room - upstairs
Fire Service Women of Ontario - Tracey Shields



Tracey Shields is a Captain and Acting District Chief with Ottawa Fire Services and President of Fire Service Women Ontario (FSWO). She began her fire service career in 1999 as one of the first three women hired as firefighters with Ottawa Fire Services and has since become the department's first woman promoted to Lieutenant and Captain in suppression.

Tracey has been involved with FSWO since its formation in 2009, serving in several leadership roles, including Registrar, Symposium Chair, Vice-President and President. During that time, FSWO has grown from 25 members to more than 900.

A passionate advocate for recruiting, retaining and advancing women in the fire service, Tracey is committed to creating opportunities for women to connect, learn and lead. She also volunteers as an instructor with Camp FFIT and continues to support initiatives that encourage the next generation of women in the fire service.



The Marystown Volunteer Fire Department extends best wishes to the Newfoundland and Labrador Association of Fire Services, Gander Fire Department and delegates for a successful Convention. “Standing Together: Evolving, Leading and Building Resilience!”



Officers:

Justin Bolt – *Fire Chief*

Justin Nolan – *Assistant Fire Chief*

Wayde Clarke – *Captain*

Justin Green – *Captain*

Paul Snook – *Lieutenant*

Walter Vallis – *Lieutenant*

Firefighters:

Jayden Pittman
Troy Mayo
Jody Nolan
Chris Emmink
Terry Mallay
Spencer Barnes
John Arcega
Colin Walsh

Rebecca Soper
Leo Green
Gerard Whittle
Ryan Mangmang
Jared Synard
Mark Coady
Tyler Byrne
Jessie Miller

Kevin Belbin
Richard Nolan
Jerry Hanrahan
Justine Sarmiento
Derrick Hodder
Tyson Power
Derrick Keating
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hilliardewingdesigns.ca
902-680-6099
P.O. Box 1494, Middleton, NS, B0S 1P0

60th Annual Convention

Grand Bank Town Council

Mayor: Jack Burfitt
Deputy Mayor: Roger Brooks, Councilors: Elaine Strowbridge,
Derrick Dunne, Colin Clements, Amanda Meade, Ernest Follett
CAO: Terry Fleming, Town Clerk: Michelle Patten
Administrative Clerk: Michelle Osmond, Working Foreman: Corey Snook
Director Of Operations and Facilities Manager : Joe Periera



Grand Bank Fire Department

Fire Chief: Tony Snook
Deputy Chief: Corey Perry
Captains: Colin Clements, Wayne Bolt, Travis Perry, Todd Bursey

Firefighters

Derrick Dunne, Garry Hillier, Wade Matthews
Mike Kelland, Stephen Peach, Donovan Snook
Samantha Strowbridge, Evan Matthews, Dean Thornhill
Clarke Rideout, Eric Brown, Jason Grandy, Donald Crant
William Breon, Colin Matthews, Bryan Gourlay, Carter Burton, Jeffrey Follett, Zachery Mews



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Emergency Rescue Pumper St. John's Regional Fire Department

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RESOLUTIONS

Newfoundland and Labrador Association of Fire Services (NLAFS) Resolution

Resolution Title

Development of a Provincial Fire Service Honour and Memorial Program

Submitted By

Holyrood Fire Department
Fire Chief Trevor Rideout, and Lieutenant Emily Boland
Email: trevor.rideout@holyrood.ca / emily.boland@holyrood.ca

Background

Whereas firefighters throughout Newfoundland and Labrador dedicate themselves to protecting their communities through emergency response, fire prevention, public education, and volunteer service, often over many years and at significant personal sacrifice;

Whereas the fire service is founded upon traditions of honour, respect, service, and fellowship, and recognizing firefighters upon their passing is an enduring expression of those shared values;

Whereas the passing of a firefighter profoundly affects their family, fellow firefighters, department, and community, and those affected deserve meaningful support and the opportunity to honour a life of service with dignity and respect;

Whereas fire departments throughout Newfoundland and Labrador vary considerably in size, experience, and access to ceremonial resources, resulting in inconsistent levels of support and recognition across the province;

Whereas there is currently no provincial framework to assist departments in planning firefighter funeral and memorial services, preserving ceremonial traditions, or coordinating provincial support when requested;

Whereas every firefighter who has faithfully served their community deserves to be honoured with dignity and respect, regardless of the size or location of the department in which they served

RESOLUTIONS

Resolution

Be it resolved that the Newfoundland and Labrador Association of Fire Services undertake the development of a proposed **Provincial Fire Service Honour and Memorial Program** that would provide guidance, resources, and coordinated support to member departments in recognizing and honouring firefighters, supporting families and departments during times of loss, and preserving the traditions and values of the Newfoundland and Labrador fire service.

Be it further resolved that the Board of Directors establish an appropriate development body to consult with member departments and relevant stakeholders, research best practices, and prepare a comprehensive proposal outlining the recommended governance, scope, implementation strategy, operational requirements, and financial implications of the program.

Be it further resolved that the proposal include consideration of:

- Provincial guidance and best practices for firefighter funeral and memorial services;
- Ceremonial protocols and firefighter recognition;
- Training and regional support resources;
- The preservation of firefighter memorial traditions; and
- A practical, phased implementation plan appropriate to the resources of the Association.

Be it further resolved that the completed proposal be presented to the Board of Directors and subsequently brought before the membership at the next Annual General Meeting or by other means for consideration.

Rationale / Expected Outcome

This resolution recognizes that while every firefighter's service is unique, every department shares the responsibility to honour those who have served, support those left behind, and preserve the traditions that unite the fire service. Developing a Provincial Fire Service Honour and Memorial Program will provide the Association with a practical roadmap for strengthening support to departments across Newfoundland and Labrador while ensuring that future implementation is informed through consultation, financially responsible, and reflective of the diverse needs of the provincial fire service.

Financial / Operational Implications

This resolution authorizes the development of a proposal only. Any future operational requirements, governance structure, or financial commitments would be identified through the development process and presented to the membership for consideration prior to implementation.

RESOLUTIONS

Alignment

This resolution supports the strategic objectives of the Newfoundland and Labrador Association of Fire Services by:

- Providing leadership on an issue of province-wide importance;
- Supporting volunteer, combination, and career fire departments;
- Promoting collaboration and mutual support among member departments;
- Preserving and strengthening fire service traditions;
- Supporting firefighter wellness, recognition, and organizational resilience; and ● Developing practical resources that improve service to firefighters, departments, and their families.

Supporting Documentation

The attached discussion paper is provided as supplementary information to support the resolution. It represents the initial concept and considerations identified by the sponsor and is intended to assist the Association in understanding the opportunity. It is not intended to replace the consultation and development process that would occur should the resolution be adopted.

The attached appendix is also provided as supplementary information to support the development of the proposed Provincial Fire Service Honour and Memorial Program. It identifies potential areas for consideration, research questions, and consultation topics that may assist a future development body should the resolution be adopted. The appendix is intended to provide a starting framework for discussion and does not prescribe the final structure, governance model, operational requirements, or implementation approach of the program.

RESOLUTIONS

Endorsement

Endorsed by:

Date:

Submission Details

Submission Date: July 20, 2026

Submitted to: NLAFS Resolution Committee

For Resolution Committee Use Only

Date Received: _____

Reviewed By: _____

Status:

- ☐ **Recommended**
- ☐ **Not Recommended**
- ☐ **Returned for Revision**

Comments:

_____

_____

_____

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1969 William Cadigan, St. John's
1970 James Andrews, Stephenville
1971 John Cardoulis, St. John's
1972 Paul Burchert, Labrador City
1973 Gordan Bradley, Bonavista
1974 Jack Thayer, St. John's
1975 Maurice Murray, Placentia
1976 William Welsh, Grand Bank
1977 William Welsh, Grand Bank
1978 William Welsh, Grand Bank
1979 William Welsh, Grand Bank
1980 William Welsh, Grand Bank
1981 William Welsh, Grand Bank
1982 James Andrews, Stephenville
1983 William Welsh, Grand Bank
1984 William Welsh, Grand Bank
1985 William Welsh, Grand Bank
1986 William Welsh, Grand Bank
1987 Derek Durdle, Pasadena
1988 Derek Durdle, Pasadena
1989 Derek Durdle, Pasadena
1990 Derek Durdle, Pasadena
1991 Clarence Mitchell, Burin
1992 Clarence Mitchell, Burin
1993 Clarence Mitchell, Burin
1994 Vince MacKenzie, Grand Falls-Windsor
1995 Vince MacKenzie, Grand Falls-Windsor
1996 Vince MacKenzie, Grand Falls-Windsor
1997 Wilson Wiseman, Clarenville
1998 Wilson Wiseman, Clarenville
1999 Rod Clarke, Gander
2000 Rod Clarke, Gander
2001 Rod Clarke, Gander
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2011 Vince MacKenzie, Grand Falls-Windsor
2012 Vince MacKenzie, Grand Falls-Windsor
2013 Vince MacKenzie, Grand Falls-Windsor
2014 Vince MacKenzie, Grand Falls-Windsor
2015 Vince MacKenzie,Grand Falls-Windsor
2016 Duane Antle, Come by Chance
2017 Duane Antle, Come by Chance
2018 Duane Antle, Come by Chance
2019 Duane Antle, Come by Chance
2020 Joe Power, Labrador City
2021 Joe Power, Labrador City
2022 Duane Antle, Come by Chance
2023 Duane Antle, Come by Chance
2024 Duane Antle, Come by Chance
2025 Duane Antle, Come by Chance

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Aspen Cove Fire Dept.
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Badger Fire Dept.
Baine Harbour Fire Dept.
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Bay de Verte Fire Dept.
Bay Roberts Fire Dept.
Bay St. George South Fire Dept.
Baytona Fire Dept.
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Bishop Falls Fire Dept.
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Branch Fire Dept.
Brigus Fire Dept.
Brown's Arm Fire Dept.
Buchan's Fire Dept.
Bunyan's Cove Fire Dept.
Burgeo Fire Dept.
Burgoyne's Cove Fire Dept.
Burin Fire Dept.
Burlington Fire Dept.
Burnt Fire Dept.
C.W.T. Fire Dept.
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Cape Ray Fire Dept.
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Cartwright Fire Dept.
Chance Cove Fire Dept.
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Charlottetown Fire Dept.
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Clarenville Fire Dept.
Codroy Valley Fire Dept.
Colinet Fire Dept.
Colliers Fire Dept.
Come by Chance Fire Dept.
Comfort Cove-Newstead Fire Dept.
Conception Bay South Fire Dept.
Conception Harbour Fire Dept.
Conche Fire Dept.
Conne River Fire Dept.
Cook's Hr-Wild Bight-Boat Hr. Fire Dept.
Cormack Fire Dept.
Corner Brook Fire Dept.
Cox's Cove Fire Dept.
Daniel's Harbour Fire Dept.
Deadman's Bay Fire Dept.
Deek Lake Fire Rescue
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Eastport Peninsula Fire Dept.
Embree Fire Dept.
Englee Fire Dept.
English Harbour East Fire Dept.
Ferryland Fire Dept.
Five Coves Fire Dept.
Fleur de Lys Fire Dept.
Fogo Island Fire Services
Forteau Volunteer Fire Brigade
Fortune Fire Dept.
Fox Harbour Fire Dept.
Francois Fire Dept.
Gambo Fire Dept.
Gander Bay Fire Dept.
Gander Fire Rescue
Garnish Fire Dept.
Gaultois Fire Dept.
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Glenwood Fire Dept.
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Harbour Grace Fire Dept.
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Lloyd Pike Harbour Grace
Neville Garland Harbour Grace
Neville Sheppard Harbour Grace
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Peter Moriarty Harbour Grace
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Robert Lynch Harbour Grace
Robert Noseworthy Harbour Grace
Roy Janes Harbour Grace
Thomas Jr. Snow Harbour Grace
Thomas Mahaney Harbour Grace
William Hunt Harbour Grace
William Kennedy Harbour Grace
William Peddle Harbour Grace
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Wayne Parsons Leading Tickles
William Rolfe Leading Tickles
Cyril Rowsell Leading Tickles
Bruce Warford Leading Tickles
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Leonard Hart Lewisporte
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Edward Highmore Pasadena
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Jim Pennell Pasadena
Kevin Whelan Pasadena
Harold Wiffin Pasadena
Edgar Blake Peterview
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Fraser Reid Peterview
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Scott Sansome Peterview
Andrew Sheppard Peterview
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Edward Sibley Ramea
Roland Keeping St. Jacques - Coombs Cove
John Vallis St. Jacques-Coombs Cove
Bud Tapper Torbay
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Dave McGrath Torbay
Jim Walsh Torbay
Joe Tilley Torbay
Joe Waterman Torbay
Mike Matthews Torbay
Pat Butler Torbay
Pat Manning Torbay
Ron Roche Torbay
Tom McGrath Torbay
Wayne Coady Torbay
Wayne Roche Torbay

NL Association of Fire Services
221 Memorial Dr
Suite D,
Clarenville, NL
A5A 1R3
709-424-6500
office@nlfireservices.com

Enhancing Fire services in Newfoundland & Labrador Since 1964

2026 Nomination Form

I, the undersigned, hereby nominate: _____

From the Fire Department of: _____

For the Position of:

☐ Region 2 Director ☐ Region 4 Director

☐ Region 6 Director

Dated this _____day of _____, 2026

at _____, NL.

Signature of mover: _____

Printed Name: _____

Signature of witness: _____

Printed Name: _____

****

I,_____, accept the above nomination.

Newfoundland & Labrador Association of Fire Services
221 D Memorial Drive, Clarenville, NL A5A 1R3
(709) 424-6500 ext. 0 office@nlfireservices.com

Enhancing Fire services in Newfoundland & Labrador Since 1964

CAFC and MFCA

We continued to support the Canadian Association of Fire Chiefs through our participation on the National Advisory Council, taking our provincial issues to the federal level. We distrusted the great Canadian Fire Census to our members which is an important tool used by CAFC when lobbying on behalf of the fire service. This past year we sent two representatives to Government Relations Week in Ottawa to lobby federal officials for a national fire administration and to find resolutions for issues affecting us all in the fire service in Canada. We also continued our support for the Maritime Fire Chiefs Association wherein your president sits as a Provincial Director board member. We also sent two of the NLAFS board members for professional development to the Atlantic Fire Leadership Conference hosted by MFCA in July.

Donations and Distribution

We have been quite fortunate to have received many donations over the past year that we have distributed to our members free of charge. We have received many thanks and appreciation from dept's who have been the recipients. Although this may at first glance seem like an easy task, it certainly is not. From collection, completing inventory, selection process, then contacting and coordinating pick up it has been proven to be a time-consuming endeavor. However, since starting this we have learned some lessons and streamlined our processes so that it does not consume as much of our available time so we can focus on other matters that we want to focus on for our members.

We sincerely thank all the groups, organizations, businesses, and Fire Dept's that have provided donations to us to distribute to our members. In the case you did not see the applications some of the donations we have distributed over the past year were:

- Large medical supply kits
- A complete set of vehicle extrication tools
- 30 Flat Screen TV's
- Many sets of used Bunker Gear
- Firefighting helmets
- Firefighting boots

We are currently working on distribution of a large donation of Radios and related equipment of which applications have already closed. We have also just received another significant donation of bunker gear, firefighting boots, and other miscellaneous fire service equipment which we must take inventory of and will then open applications as soon as possible after our annual convention concludes.

Newfoundland & Labrador Association of Fire Services
221 D Memorial Drive, Clarenville, NL A5A 1R3
(709) 424-6500 ext. 0 office@nlfireservices.com

Enhancing Fire services in Newfoundland & Labrador Since 1964

Since Convention 2025, our Association has been quite busy taking on many issues that are important to our members. Continued success of our organization depends on communication of the needs of our members.

Advocacy

Some of the items we are advocating for on your behalf are, as expected, funding for trucks and equipment, continued and enhanced support for the Learn Not To Burn program, working with the Fire Services Division to ensure certificates and other documents are issued in a reasonable time frame. Province wide dispatching and of course cost sharing of equipment. We also have teamed up with Municipalities NL to advocate for training funding and of course firefighter mental health and safety remain a top priority. We have heard the concerns from our members on the current operation and processes of the 911 division and the Medical Communications Centre; we have met with Government and all the related stakeholders to voice your concerns on these matters.

Climate Ready NL

Our partnership in the Local Leadership for Climate informed planning program has been very successful with the funding that has been received, work has started with the study of plans that are already in place. The goal is to help communities and their fire departments be prepared for increasing climate-based emergencies. This work is ongoing and as we have seen over the last few years the need is greater than ever to be prepared. Many open houses have already taken place with some of our board directors and members participating in them to ensure the required information is captured.

Emergency Scene Traffic Management for Firefighters

One topic that really had us engaged with FSD, OH&S division and Workplace NL was traffic management at emergency scenes. With the train the trainer piece completed, training of firefighters has been successful and is still ongoing. This has enhanced safety on the scene where moving traffic presents a hazard to our firefighters. Many firefighters throughout the province have availed of this course and have taken the necessary safety precautions and obtained the required PPE and equipment to safely respond on our province's roadways.

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Ground Cover Firefighting for Structural Firefighters
With the intense wildfire seasons Canada is experiencing this topic was at top of mind for many Firefighters. Thanks to FSD for arranging training provided by representatives of the Manitoba Office of the Fire Commissioner so our members are better equipped with knowledge and techniques to protect our communities. The upgraded and new command post, equipment trailers, structural protection units, and wildland coveralls add another layer of preparedness and response capability as it relates to this topic.

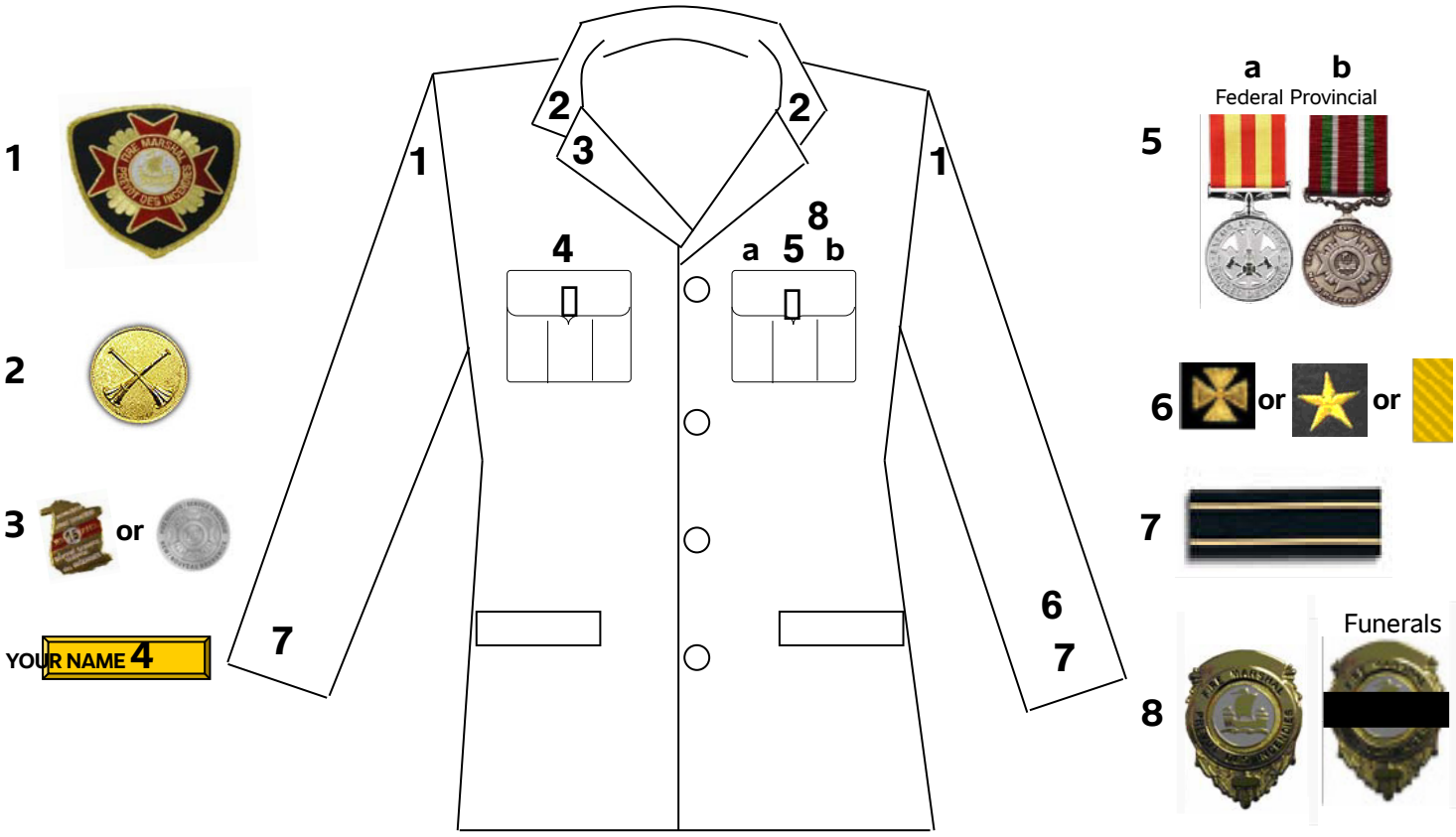
NLAFS Provincial Office
As you may already be aware our provincial office is located in Clarenville at 221D Memorial Drive and is staffed by our office administrator Megan King. Megan has been doing an excellent job for us and we are lucky to have her. Keep in mind we have one paid office staff and even though she works diligently it takes time to work through all the request, emails, and invoices and payments every day. If you call our office and do not reach her, be sure to leave a voicemail and she will get to you as soon as possible.

Tariffs
A lot of concerns were expressed with tariffs on firefighting gear and your concerns were heard at a federal level. The Canadian Association of Fire Chiefs(CAFC) with the backing of the provinces and territories Fire Associations have advocated that retaliatory tariffs not target firefighting and safety gear.

Critical Incident Stress Management(CISM)
Our CISM team continues to provide this service throughout our province. The responses we attend to are something we do not advertise or promote. The intention is to keep participation confidential, but there are many sessions provided throughout all of NL each year. Rest assured if your dept needs this service we will do everything we can to ensure you receive it.

Recruitment and Retention
Our dedicated R&R committee has put in a considerable amount of time, effort and energy. They have compiled an extensive database of resources for Fire Dept's to use in their Recruitment and Retention efforts, which is available to our members on our members only section of our webpage. Furthermore, they have compiled the information gathered through the two surveys which were distributed for completion by members of the fire service. This data will be invaluable as we continue our advocacy efforts and will be used as a compass to set the direction we need to go in as an organization.

Recommended placements of crests and medals on your uniform



1. Fire Department Crest (16 mm (¾•) from shoulder top seam, centered)
2. Collar Dog Rank
3. 15 Years service pin
4. Name Tag (20 mm (¾•) above right side pocket) centre
5. Service Medals & Ribbons (20 mm (¾•) above left side pocket) centre
6. Years of Service (15 mm (¾•) above rank flashes on left sleeve)
7. Rank Flashes (75 mm (3•) from the cuff of both sleeves)
8. Fire Department•s badge

Notes



Thank you for your continued support in making this Association a success!