



*Maritime Fire Chiefs Association
July 2017
Minutes of the Membership Meetings*

July 10-12, 2017

-Business meeting called to order at 9:10 A.M.
-Minutes from 2016 conference put on overhead and paper copies were made available. An electronic copy will be put on the web site.
-Called for greetings; greetings completed.
-Called for introduction of new members; introductions completed.
-Adoption of minutes from 2016 Conference Membership Meetings moved by John Magee, seconded by Vince Mackenzie. Questions called; hearing none vote taken-all in favour, no contrary. Motion carried to adopt minutes with no changes

NOMINATING COMMITTEE(Greg Shaw)

-Committee makes the following nominations:

- President – Charles Kavanaugh
- 1st Vice – Tory Rushton
- 2nd Vice – Owen Collins
- Sergeant at Arms – Vince MacKenzie

Nominations will be called from the floor at the business session tomorrow and a voting will take place at Wednesday's business session.

PRESIDENTS REPORT(Charlie Kavanaugh)

-Attended the Newfoundland & Labrador Association meeting in Corner Brook. This conference had good presenters and was very informative and inclusive of all fire personnel.
-A motion was passed to raise dues at the fall 2016 executive meeting to cover costs of the association doing business. This increase was from \$50 to \$70 for active membership and from \$35 to \$50 for retaining and associate membership and was put in place for 2017 operating year.
-Attended Government Relations Week. Some of the issues addressed were:

- Mental Health, Occupational Health Injury and PTSD
- Dangerous Goods Transportation
- Volunteer Tax Credit and ensuring it isn't cut as was suggested in the budget
- National Building Codes change every 5 years; fire personnel are needed on the board for change to ensure we have input
- HUSAR was cut from 5 to 4 teams in Canada. We are trying to get that team back and are asking for funding to re-stock these teams
- Increasing the number of dedicated Public Safety Ban Networks
- Met with the MPs from Southwest New Brunswick; clarified representing MFCA not NB as the province had their own representative present

- Spring meeting of the executive was held in Moncton so we could have a tour of the conference facility and review requirements prior to the conference.
-The MFCA training tour "The Good, The Bad and The Ugly" was held. We hope to hold next year's session earlier with more lead time next year to increase attendance.
-We need a new vision to keep up with the times. We will have a discussion on Wednesday to discuss the future of the association.

Charlie Kavanaugh moved for the adoption of his report; seconded by Conrad Landry. Questions called, vote taken all in favour, no contrary, motion carried.

FIRST VICE PRESIDENTS REPORT (John Magee)

-Attended all 3 B.O.D meetings this year.
-Represented MFCA at the Fire Services Association of Nova Scotia (F.S.A.N.S) Conference this year and at the Newfoundland & Labrador Association of Fire Chiefs last year. It is interesting to see the differences between our association and the provincial associations.
-This is my last year on the executive of MFCA. Thank you for your support; the association does a lot of good work for the 4 provinces.

First Vice John Magee moved for the adoption of his report; seconded by Brian Hunter. Questions called, vote taken all in favour, no contrary, motion carried.

SECOND VICE PRESIDENT(Tory Rushton)

- Welcome and thank you to host Conrad Landry for hosting our conference this year.
- Attended the Canadian Association of Fire Chiefs (C.A.F.C) conference in St. John's, NL. The CAFC is inclusive of all volunteers and encourages their members. Encourage MFCA members to support and join C.A.F.C.
- Attended the New Brunswick Association of Fire Chiefs convention. They have the same issues, problems and difficulties.

Tory Rushton moved for the adoption of his report; seconded by Bernie Turpin. Questions called, vote taken all in favour, no contrary, motion carried.

Greg Shaw called for approval for all business conducted by the Board of Directors (B.O.D) since last annual meeting; seconded by David Mckinley. Questions called, vote taken all in favour, no contrary, motion carried.

Tuesday July 12, 2016

SECRETARY/TREASURER REPORT

Secretary Report – Lisa Lomond

- No communication to report.

Treasurer Report – Alan Duchesne

- Reviewed the 2016 financial reports.
- Questions regarding the increase in dues were raised; Terry Raine asked why we can't cut back on trips/BOD meeting expenses instead of increasing the dues. Vince MacKenzie replied that MFCA has been dipping into investments to keep afloat with the rising cost of doing business for the association. First time in at least ten years that there has been a dues increase. The BOD discussed this and made the decision based on the directive from the membership and the impact that MFCA has in having our voices heard from Atlantic Canada. MFCA has become more visible and is doing association work to be active and represent the four provinces which has an administrative cost. We have investments that secure the mortuary fund and since this has been grandfathered effective 2016 but we need to protect for this liability. If we don't have an increase in dues we become stagnant and are unable to represent you; if this is the membership's new directive it needs to be made clear.

Alan Duchesne moved to adopt the financial statement; Vince Mackenzie seconded. Questions called, vote taken, all in favour, no contrary, motion carried.

- Presented the 2017 Budget.

Alan Duchesne moved to adopt the 2017 Budget; Bernie Turpin seconded. Questions called, vote taken, all in favour, no contrary, motion carried.

FINANCIAL REPORT (INVESTMENTS) (John Magee)

- Investment Statement reviewed. At inception in July 2009 the account had \$108,731 and we have made deposits of a total of \$15,000 out of our Operating Account.
- Charlie Kavanaugh made note that between 2009 and 2012 the association had to make withdrawals from this account to keep them running. This was why the executive voted to deposit the \$15,000 from Operating to repay money that was withdrawn.

John Magee moved the adoption of Investment Report; seconded by Terry Raine. Questions called, vote taken all in favour, no contrary, motion carried.

DIRECTOR'S REPORTS

NEW BRUNSWICK (Conrad Landry)

- Convention in May and there is a new executive.

- Road to Mental Readiness training is ongoing.
- TMR System for Radios has been adopted.
- Mobile training unit has been purchased for these products.
- Keeping busy with these training sessions; looking forward to seeing what the new executive has planned for the next year.

Conrad Landry moved the adoption of Investment Report; seconded by Brian Hunter. Questions called, vote taken all in favour, no contrary, motion carried.

NOVA SCOTIA (Rod Nielson)

- Slow moving for positive changes.
- Review of Municipal Government Act; the section for fire is being done first and the rest is still waiting. A consultant was hired and toured four locations with meetings. The report will be an appendix of the Steering Committee. The report is on hold for release because of the election and the steering committee is using this time to work on their report.
- Government Relations Day is postponed because of the provincial election.
- Mental Health Wellness is seeing slow progress. The medical First Responder Program has great representation of fire services.
- Notification of road and bridge closures and weight of vehicle is going well.
- Please be involved to affect positive change.

Provincial Director Rod Nielson moved for the adoption of his report; Tory Rushton seconded. Questions called, vote taken, all in favour, no contrary- motion carried.

NEWFOUNDLAND & LABRADOR (Duane Antle)

- It's been a busy year with lots of change over the past two years.
- The Executive Director position moved from volunteer to full time to make the association more efficient and more prepared. This has been evolving over the past years.
- Preventative Cancer Legislation to the Province.
- Closing the gaps for protection First Responders on highways.
- The association is doing a provincial study of System of Regional Government. Vince MacKenzie is sitting on this board representing the association.
- Hired a new executive director and moved to a home based office from a store front.
- Government relations are improving with the new government and the new executive is looking at a government relations day similar to Nova Scotia.
- Critical Incident Management has private funding for regional training. There are geographic challenges which we hope to overcome with quick response through setting up regional teams. The goal is to be at the scene within two hours of a fire incident.
- Thank you to MFCA for the training tour. The Leadership training is one of the needs for the province; there was government feedback and thanks for providing this opportunity.

Provincial Director Duane Antle moved for the adoption of his report; Vince MacKenzie seconded. Questions called, vote taken, all in favour, no contrary- motion carried.

PRINCE EDWARD ISLAND (GREG SHAW)

- Rod MacDonald is the current president of the association
- Emergency 911 service is in place now; service for the hearing impaired still has to be set up and text back has been applied for
- The province purchased two new engines from Summerside.
- Working on Pro-Board Certification.
- The provinces trails are currently being set up with kilometer markers; this should be complete by end of summer.
- The province has given a grant for the Answer the Call program and some other things. The Departments need to sign up on the national web site to utilize this system
- Working on equipping all trucks with Narcan nasal spray. By late fall we hope to have to have protection with updated regulation for overdoses.

-Hired a general manager for the association at the training facility to manage paperwork like billing and certificates.
-There were ten island departments present at the meeting this year.

-Provincial Director Greg Shaw moved for the adoption of his report; Rod Nielson seconded. Questions called, vote taken, all in favour, no contrary- motion carried.

Conference 2018

-Next year's potential dates were discussed July 8– 11, 2018, there were no objections.
-Conrad had agreed to host the next two conferences with an option for a third year and we will be looking at these dates to return to Moncton and the Casino Hotel & Convention Centre.

COMMITTEE REPORTS

NOMINATING COMMITTEE (Greg Shaw)

-The committee reviewed their slate of officer recommendations from the first day business session forth for President – Charlie Kavanaugh; for Vice President – Tory Rushton; for First Vice President - Owen Collins; for Sergeant at Arms – Vince MacKenzie.
-Called for nominations on this second day of business sessions from the floor and none heard; there will be a list of the slate of officers and anyone interested in running for one of the executive positions can do so before a vote is taken tomorrow on the third and final day of business sessions.

RESOLUTIONS COMMITTEE

Nothing to report

CONSTITUTION & BY-LAW COMMITTEE (Bernie Turpin)

-Nothing to report.

TRAINING COMMITTEE(Vince MacKenzie)

-We are defining our role in training in enhancing leadership in Atlantic Canada.
-We have had several successful years of training with Gord Schriener and Call Signs for Life; Ryan Pennington and Hoarding; and Bob Kissner and SLICER training.
-This year Jody Price and Vince MacKenzie toured with 'The Good, The Bad and The Ugly'.
-This was a nine day tour through the four provinces and had approximately 225 participants; it was held a little later than usual this year.
-The training program started as free but we now recoup some of the investment we budget for with a minimal fee for participants.
-Leadership training is lacking so this is where we are trying to focus.
-If anyone has any questions about training or ideas for topics or speakers please contact Vince.

Vince MacKenzie moved for the adoption of his report; John Magee seconded; Questions called, vote taken, all in favour, no contrary- motion carried.

HONOURS COMMITTEE (Alan Duchesne for Harmon Illsley)

-The honours committee met once and four names for certificates were approved and will be presented at the closing banquet. There were no special recognition awards brought forward this year.

Alan Duchesne moved for the adoption of his report; Bernie Turpin seconded; Questions called, vote taken, all in favour, no contrary- motion carried.

NOMINATING COMMITTEE (Greg Shaw)

- No nominations were heard from the floor so the committee recommends

- For the position of President Charlie Kavanaugh.
- For the position of First Vice President Tory Rushton.
- For the position of Second Vice President Owen Collins.
- For the position of Sergeant at Arms Vince MacKenzie

-A ballot was cast for each of the executive making this the slate of officers for 2017-2018.

Greg Shaw moved to adopt the Nominating Committee report; Alan Duchesne seconded. Questions called, vote taken all in favour, no contrary, motion carried.

OLD BUSINESS

-None outstanding.

NEW BUSINESS

Future of the Association

-Charlie Kavanaugh opened the floor for members of the executive to speak on the discussions that have taken place at the board level and then to the floor for discussion.

-Vince MacKenzie spoke to the struggle of the organization over the past 10-15 years to find its purpose in Atlantic Canada. The provincial associations do most government lobbying for their province so we support general topic legislation that affects us all. MFCA needs to find an avenue to train and enhance leadership for officers in Atlantic Canada, including all ranks of fire service into one relevant project. There is a need for soft skills of leadership training that we can continue to meet and expand upon that program.

-Greg Shaw spoke on sustainability and the relevance of the organization. MFCA has been around for 103 years and the association today is not the same as it was in 1914. Fire equipment and fire fighting have changed and we need to evolve to survive. Conference delegates and memberships have decreased and we need to find a way to bring in new people. We want the organization to be around for another 103 years.

-Tory Rushton spoke to the need for succession planning and inclusion for current and retired members who through the years built a strong association. We need to strategize for succession planning and with the generational gap there are challenges to new people committing. The younger generation requires we work with them in a different way. To grow the association we need new nominations for the BOD. We want to hear the good and the bad.

-Rod Nielson spoke to inclusiveness of all generations in the fire services not just an officer group. Leadership starts at the bottom and includes all ranks. We need to be more inclusive and add other groups like fire safety and fire prevention and make improvements to fire services by developing equipment committees and a mental health network to name a few.

-Conrad Landry spoke on the convention and suppliers want an increased audience. If we only include chiefs, the younger guys are the ones doing the research online for purchase of new equipment. We need to include all ranks thereby increase the traffic at our conference and as a result decreasing the cost to register. It's hard to decrease the costs unless we increase the traffic.

-Daniel Gaudet asked if we could look at rotating the training geographically in NS and have a session in Yarmouth as he has a large group that would attend in his area. Vince MacKenzie said the challenge is the time to travel the provinces and fit the sessions in, however, the committee can look at other options and locations.

-Lymon Bacon (Truemanville) spoke to scheduling for the conference and since most people volunteer they have to take vacation from their jobs to attend.

-Greg Shaw added he had tried to move the conference to a weekend a few years back but feedback wasn't positive.

-Conrad Landry said he could schedule Friday through Monday for next year if this was what the group wanted. A show of hands indicated that the membership prefers the weekend schedule for the 2018 conference.

-Vince MacKenzie as we become more inclusive there will be more roles and different seminars required for each group. We are open and need you to tell us what you need so we can rebrand the association as a fire service while respecting the history and membership.

-Dave Witzell (Sydney River) agreed and we need to focus on where we want to educate people as the goal. Programs put on have gotten good feedback and he would like to see more of these. Asked about adding fall programs. We want to be the biggest and do the best we can do.

-Denis Pleau (Riverview Fire) appreciated the Fallen Firefighter presentation and would like to see this at every conference. Facebook is becoming an older medium we need to find a way to reach younger people from fire chiefs to firefighters. Weekend training allows it to be open to more fire personnel.

-Some people think only chiefs should be included, but if we hold training here they get to see the conference and get the message. The time of the year and notification should be earlier. Also could we have satellite locations for the conference training sessions?

-Charlie Kavanaugh said this may decrease our audience and attendance is low from NB this year already.

-Vince MacKenzie said since Jody Price had done the training session in NB already, it was decided to do only 1 day in NB. Rebranding and re-tasking the association to offer training in Atlantic Canada; maybe work toward travelling someone every month.

-Vince MacKenzie said we need to change the name and rebrand the organization to be relevant to today's fire service. We want to keep our traditions and build on them. We need to look beyond, remembering the good, and increase our reach to more people.

-Steve Armour (Bathurst) feels the weekend schedules will be better and will allow us to grow and get more people involved.

-Aaron Taylor (Hildon) asked if we could break up conference fees for one day for firefighters who want to come in for some training and to see equipment. Decreasing the average age of conference delegates and rebranding the name to a fire service conference being put on by the MFCA was suggested.

-Greg Shaw said we don't want to compete with other conferences; we want a leadership focus.

-Joe MacDonald (Barney's River) apologized if he offends anyone but suggested if we want to grow the association we need to include a decrease in costs for the conference and increase membership; we have been doing the same thing every year. The \$172k in trust should be used for training. Much respect to the fundraising for people who did the car drives and if that can be done and make a profit let them bring it back. There should be turnover in the BOD as it gets stagnant; we need new ideas to change the association. The business meetings are boring there is no input from the crowd; same thing every time.

-Charlie Kavanaugh said he agrees but we ask for nominations from the floor and no one wants to step up. If anyone has any ideas or knows anyone interested try to encourage them to step forward.

-Gilbert MacIntyre (Cape Breton Region) feels the time slot in July is good but we should increase networking through the year. There isn't a lot of contact with the people in this room other than at the conference. If we could have new groups (like training) with different outreach. Would like to see the Fallen Firefighters talk at the start so he can get to their booth. The name change needs to happen and agrees with dropping Chiefs and adding Leadership.

-Vince MacKenzie said we understand the meetings are boring but we have requirements to conduct the business of the association at these sessions under the constitution. Agree with the name change Atlantic Leadership dropping the chiefs. We need to be respectful and find our place with what the provincial associations are doing. The BOD has a representative for each province; but we need more people involved. Geographically Newfoundland presents issues reaching people.

-Greg Shaw suggested we may want to look at virtual training/meetings for Newfoundland if we can get groups together.

-Vince MacKenzie suggested we look at being sectional under one name; having a curriculum for your own profession and then days when everyone is in the room thus meeting the needs of the different disciplines within fire service. Rebranding is important as it increases numbers and diversity for the suppliers, conference and association as a whole.

-Denis Pleau (Riverview) feels working groups are a positive step. MFCA having these groups would allow whoever has relevant information to respond. The association can become more relevant if their voice is heard; training makes the job easier and safer.

-Vince MacKenzie said the kids aren't using facebook anyone because their parents are.

-Duane Antle supports the need for inclusion; likes the direction we're heading in and recognizing the need to be inclusive regarding society and attitude changes. NL was faced with this and trying to get people involved; being more inclusive there has made us stronger. When we want to get work done the BOD address the issue within fire service and the director acts as a quarterback and protects the interests of the organization; we then reach out to the membership to be on committees and help do the work. To include people from a training perspective we started a program for firefighters and other emergency responders on how to work with Autistic people. Looked at this originally for support for one of the firefighters and when we saw how much we didn't know we sponsored the program and put it out to the province. This demonstrated to our membership that we are interested in their situation and challenges. Duane got involved because his department has 11 people and was asked for input by Vince MacKenzie. Being included as part of the association made me proud and resulted in becoming president. Duane encourages the association to keep on the path because recognizing that path is key to success.

-Charlie Kavanaugh said we have looked at the training at a BOD's level for the provinces; however, Newfoundland has already done this training so it is only needed in the other provinces.

-Wayne Allain (Trenton) since we are talking about growing the membership and making it affordable, this session is in a beautiful facility but the cost to attend isn't affordable.

-Laura Thirsten (firefighter) said we have a draw by department to attend. I wouldn't have known anything about this if not for the draw. A price for broken down sessions and having sessions for specific groups available would be beneficial. Unable to take the time off work for the whole conference, but being able to come for a day for relevant topics would work. She is taking so much of value back. There is a stigma of shiny trucks/gear but she joined to give back and the value of being a firefighter takes time to learn. Having someone as part of the association to speak for young firefighters and having a program for them might engage them so that in 15 to 20 years they are here coaching.

-David Brown agreed that it's nice to get more members but there are so many organizations out there and only so much money to go around. Higher attendance would drop the price, however, some places don't have the money to register because of a lack of government budgeting.

-Charlie Kavanaugh said there are a lot of departments that aren't members and we need to get the word out to them. We are looking for new departments, not more members from the same department.

-Greg Shaw spoke to volunteer time being short; although it keeps registration costs down and we have had great conferences in the past, it's hard for most areas to offer to host. Facilities like this assign the duties to paid people.

-Vince MacKenzie said we want to ensure money is spent ensuring quality; funding and membership are linked and we are seeing the membership dwindle. We have had good and bad conferences; we want to ensure we offer consistent quality and added value for every department in Atlantic Canada.

-David Brown (River John) hopes the cost goes down next year so he can justify sending 2 people to the conference; don't know if he can justify the current cost.

-Vince MacKenzie said as we know travel and accommodations are a bigger expense than the cost of conference registration. Things like food, venue and speakers need to be paid and people aren't stepping up to host our conference because people aren't volunteering to help them. Having an air conditioned, comfortable facility, with one location for everything is necessary. If we lower the registration cost we will have to cut expenses for example maybe not include meals. Not sure how much lowering registration costs will change attendance; and we want to protect quality.

-Tory Rushton used to work for one of the vendors and was tasked to talk to them and get their input. The vendors pay a big portion and without them we wouldn't have this conference. Echoed from vendors that if they aren't in the same building with the conference, they weren't coming. It does cost more for our registration utilizing a conference centre; however, it makes a more successful conference. With Conrad hosting again it will be positive to have a second year in the same location so we can address some issues.

-Scott Burges spoke on the vendors and us talking with them for their input is a good thing. When my department first came we had a thrifty chief who used to sneak into the show, he didn't want to pay to visit the trade show. Having a day pass fee is a win/win idea. His department has the issue of finding people to come to the conference.

-Vince MacKenzie spoke as a chief he sees the younger generation don't want to go to conferences. We used to have full funding and members fought to come to conferences, now we can't get people to sign up and they back out last minute. We are challenged with volunteers not wanting to spend family/vacation time going to conferences.

-Scott Burgess said the training is positive and the young guys are coming and being introduced to the organization so they recognize us and our role. Feels we should look at day fees/seminars/speakers that meet specific needs. When we ask council for the budget, we can defend our request if people are getting value by attending and learning. The travelling sessions of training tie together with the request for funding to attend the conference.

-Vince MacKenzie asked the group what do you think is the way forward?

-Greg Jones (Amherst) this is a great topic and there is good conversation. The executive needs to look at the big picture of where we are where we want to go. If we have no vision we don't know where we're going, using the comments from today we need to form a vision to proceed.

-Vince MacKenzie said when you share a vision the people who feel it's positive don't speak up but you will hear from the people against it. We want to hear both your positive support and criticism.

-Greg Shaw said the BOD needs to have a direction to move forward. No one likes change; but it is necessary.

-Tory Rushton said we may not need a motion, but the BOD would like one to have something to get started to bring forward next year. If the general membership is happy then we ask someone make a motion to proceed with a plan.

-Greg Shaw made a motion that the executive go ahead to provide a vision, a review and provide a formal plan to the group at next year's conference; Scott Burgess seconded, called for questions, vote taken, all in favour.

-Conrad Landry spoke to the conference and lowering the cost while increasing the value may be possible if we utilize other opportunities to raise funds. As for a weekend schedule, the National Car Show is booked for the weekend of July 6th so either the weekend before or after would be our options. Feedback from the group was to open the conference Friday July 13th and close Monday July 16th. We will be looking at day passes, exhibitor times, more advertising, increased communication etc. There will be different tracks next year as a trial; there will be some changes based on the feedback. There will be a decrease in registration cost, but not sure how much of a decrease.

-Charlie confirmed again with the group that they prefer a weekend conference and said there will be an announcement at the banquet tonight with the confirmed dates for 2018.

-Daniel Gaudet said selling tickets was a good source of revenue but it was cancelled because it lost money one year. Maybe we could think of doing something similar on a smaller scale.

-Joe Macdonald suggested we change the name to include Atlantic and drop Chiefs as soon as possible if we are planning to move forward.

-Tory Rushton said as we progress over the next year anyone who has any suggestions please submit them using the links on our web site.

Hearing no further business David Brown moved to adjourn. The business sessions closed for conference.

DRAFT