

A background of numerous small, colorful wooden blocks with numbers and symbols. The blocks are in various colors including red, blue, yellow, orange, and teal. Some blocks have numbers like 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, and a plus sign. The blocks are arranged in a dense, somewhat chaotic pattern.

2024

ANNUAL REPORT

National Volunteer Fire Council



2024

NVFC MISSION

To provide a unified voice for volunteer Fire/EMS organizations.

This Mission will be accomplished by:

- Representing the interests of the volunteer fire, emergency medical, or rescue organizations at the U.S. Congress and federal agencies
- Promoting the interests of the state and local organizations at the national level
- Promoting and providing education and training for the volunteer fire, emergency medical, or rescue organizations
- Providing representation on national standards setting committees and projects
- Gathering information from and disseminating information to the volunteer fire, emergency medical, or rescue organizations

LETTER FROM THE CHAIR

2024

was a big year for the volunteer emergency services, and for the National Volunteer Fire Council (NVFC).

On the legislative and regulatory side, we fought for the reauthorization of the Assistance to Firefighters Grant program, Staffing for Adequate Fire and Emergency Response (SAFER) grant program, and the U.S. Fire Administration, which was achieved in July. We also led the volunteer fire service's response to the proposed new OSHA Emergency Response Standard, which would have a detrimental impact on volunteer departments if enacted as originally proposed.

We joined with our partners to provide over \$2 million in grants, giveaways, and scholarships to fire departments and emergency responders, including the launch of the State Farm® Good Neighbor Firefighter Safety Program. We also launched six new courses in our Virtual Classroom and a Leadership Track featuring 10 courses designed specifically for emergency service leaders.

We celebrated the 10th anniversary of the NVFC Training Summit, our signature conference that brings together volunteer firefighters, EMS providers, and leaders from across the country for training, networking, and valuable idea-sharing. In addition, we offered 65 NVFC-led in-person courses in 27 states throughout the year.

Our membership soared to a record number of over 37,000 members. This is significant because the bigger our membership, the louder our voice when it comes to advocating for volunteer responders in Congress, with standards setting organizations, and on national workgroups and committees. We are strongest when we join together.

This Annual Report provides an overview of what we accomplished in 2024. We never stop working for you. Thank you to all those who support us through your membership, and who support your community every day through your service. We encourage those who are not members to join today at www.nvfc.org/join to take advantage of all the NVFC has to offer.

Sincerely,



**Steve Hirsch,
Chair**



GOVERNANCE

The NVFC Board of Directors is comprised of up to two directors each from 48 state fire associations. Officers are elected by the board for two-year terms. The Executive Committee is comprised of the four officers, the chair of the Legislative Committee, the chair of the EMS/Rescue Section, and five NVFC directors elected by the board who serve two-year terms.

The board meets as a whole twice a year – once in the spring and, once in the fall. The 2024 spring meeting was held in Arlington, VA, on April 25-27, and the fall meeting was held in Kansas City, MO, on September 18-20.

OFFICERS:



CHAIR
Steve Hirsch



1ST VICE CHAIR
Dallas Renfrew



2ND VICE CHAIR
Reid Vaughan



**SECRETARY/
TREASURER**
Bob Guthrie

Executive Committee:

David Bullard	Brian McQueen	Dallas Renfrew
Bob Guthrie	Sheri Nickel	Pat Thompson
Steve Hirsch	Bill Offerman	Reid Vaughan
Joe Maruca	Eric Quinney	

Committees:

- Audit
- Bylaws
- Communication & Technology
- Conference
- Diversity, Equity, & Inclusion
- EMS/Rescue Section
- Executive
- Finance
- Hazmat Response
- Health, Safety, and Training
- Homeland Security
- Legislative
- Membership/Awards
- Nominating
- Recruitment and Retention
- Standards & Codes
- Volunteer Advocacy
- Wildland

Affiliated Organization

- NVFC 21st Century Fund

NVFC BOARD OF DIRECTORS (IN DECEMBER 2024)

Alabama Firefighter's Association

Curtis Shirley
C.R. (Reid) Vaughan

Alaska State Firefighters Association

Sara Garcia
Dorianne Sprehe

Arizona Fire Chiefs Association

Bobby Apodaca
Joseph DeWolf

Arkansas State Firefighters Association

Rob Ingram
Jeff Jones

California State Firefighters' Association

Richard Brown
Marty Creel

Colorado State Fire Fighters Association

Michael Torres

Connecticut State Firefighters Association

Lew Clark
Robert Guthrie

Delaware Volunteer Firefighter's Association

Willard "Bill" Betts
Norman (Jay) Jones

Florida Fire Chiefs' Association

Tim Diamond
Robbie Whitfield

Georgia State Firefighters Association

David Bullard

Illinois Firefighter's Association

Bill Offerman
Robert Reason

Indiana Volunteer Firefighters Association

Jack Kerney
Jerry Liston

Iowa Firefighters Association

Roger Bissen
Marvin Trimble

Kansas State Firefighters Association

Steve Hirsch
Dan Romine

Kentucky Firefighter's Association

Pat Thompson

Louisiana State Firemen's Association

Guy Bonin
Richard Parker, Jr.

Maine State Federation of Firefighters

Ken Desmond
Joseph Guyotte

Maryland State Firefighters Association

Eric Bernard
David Lewis

Massachusetts Call/Volunteer Firefighters Association

Dr. Michael Goldstein
Joseph Maruca

Michigan State Firemen's Association

Cliff Messing
Bill Shagena

Minnesota State Fire Department Association

Travis Olson
Judy Thill

Mississippi Firefighter's Association

Jennifer Williams

Fire Fighters Association of Missouri

Rob Erdel
Keith Smith

Montana State Volunteer Firefighters Association

Jerry Brothers
Mike Doto

Nebraska State Volunteer Firefighters Association

Joel Cerny
Justin Scamehorn

Nevada State Firefighter's Association

Mike Heidemann
Steve McClintock

New Hampshire Association of Fire Chiefs

Erik Thomas
Scott Cathy

New Jersey State Firemen's Association

Brian Foley
George Heflich, Sr.

NVFC BOARD OF DIRECTORS (IN DECEMBER 2024)

New Mexico State Fire Marshal

Jaime Gonzales
Josh Mack

Firefighters Association of the State of New York

John Farrell, Jr.
Brian McQueen

North Carolina State Firefighters' Association

Tim Bradley
Quentin Cash

North Dakota Firefighter's Association

Allan Klein
David Lautt

Ohio State Firefighters' Association

Rodger Sansom
Gary Zehring

Oklahoma State Firefighters Association

Tom Marcum
Sheri Nickel

Oregon Volunteer Firefighters Association

Jason Servatius

Firefighters Association of the State of Pennsylvania

Paul Lukus
Robert Timko

Rhode Island State Firefighters' League

Kevin Quinn
Mark St. Pierre

South Carolina State Firefighters' Association

Jack Kirlin
Keith Minick

South Dakota Firefighters Association

Charlie Kludt
Jeremy Walla

Tennessee Fire Chiefs Association

William "P.J." Duncan
Melvin Martin

State Firefighters' and Fire Marshals' Association of Texas

Kendall Hunting
Dallas Renfrew

Utah State Firefighters' Association

Brent Marshall
Lance Nay

Vermont State Firefighters' Association

Robert J. Kilpeck
Bob Patterson

Virginia State Firefighters Association

Ken Brown
John. S "Pete" Kirby

Washington State Fire Fighters' Association

T.J. Nedrow
Andrew Schaffran

West Virginia State Firemen's Association

Thomas Miller

Wisconsin State Firefighters Association

Chris Klahn
Philip C. Stittleburg

Wyoming State Firemen's Association

Eric Quinney
Lawrence Erdmann



Photo courtesy of Anita Hirsch.

NVFC Board of Directors in September 2024.

FINANCES

Statement of Financial Position

As of December 31, 2024

Assets	12/31/2024
Cash	\$ 1,154,543
Accounts Receivable	670,187
Other Current Assets	128,476
Investments	1,278,524
Fixed Assets, net	33,486
Total Assets	\$ 3,265,216
Liabilities and Net Assets	
Liabilities	
Payables	\$ 109,646
Accrued Liabilities	79,100
Deferred Revenue	238,528
Total Liabilities	427,274
Net Assets	
Without Donor Restrictions	2,766,469
With Donor Restrictions	71,473
Net Assets, Ending	2,837,942
Total Liabilities and Net Assets	\$ 3,265,216

MEMBERSHIP

NVFC membership continued to grow in 2024, with 37,390 members at year's end. The NVFC offers individual, state, and corporate membership options.

Membership comes with an array of benefits, including:

- Access to the NVFC First Responder Helpline
- All courses free in the NVFC Virtual Classroom
- \$10,000 AD&D insurance policy
- Access to the Volunteer Voices online member community
- Eligibility to apply for members-only giveaways, grants, and scholarships
- Eligibility to apply for the Volunteer Firefighter Support Fund
- Educational discounts to online universities and fire service training
- Discounts on various products and services from NVFC partners

Not a member? Learn more about all benefits and join at www.nvfc.org/join.



NVFC members were eligible to apply for many special opportunities in 2024. Elliott (MS) Volunteer Fire Department was one of the recipients of a \$5,000 grant through the Nutella Stacks for Giving Back program.

ADVOCACY

The NVFC has representatives on 22 National Fire Protection Association standards-setting committees and represents the volunteer fire and emergency services on numerous national workgroups and task forces. The NVFC also has a representative on all of the U.S. Fire Administration's workgroups.

A pressing issue in 2024 was the Occupational Safety and Health Administration's (OSHA) proposed Emergency Response Standard. The standard will replace the existing Fire Brigades Standard. While there are provisions in the proposed standard that would be helpful and improve the safety of emergency responders, many of the requirements would be very burdensome, and in many cases impossible, for volunteer fire and emergency service departments to comply with.

The NVFC led the charge to inform OSHA of the challenges, including submitting public comments, testifying at OSHA's public hearing and before Congress twice, and providing numerous tools and resources to help volunteer responders submit their input to OSHA. Due to the NVFC's advocacy, in an uncommon move OSHA issued a statement in September indicating that it is taking the comments seriously and will use the information to make determinations about whether the proposed standard is feasible for volunteer organizations. Stay up to date on next steps on the NVFC's OSHA landing page at www.nvfc.org/osha-standard.

In a major legislative victory, the NVFC also joined with other national fire and emergency groups to get the Assistance to Firefighters Grant (AFG) program, Staffing for Adequate Fire and Emergency Response (SAFER) grant program, and U.S. Fire Administration (USFA) reauthorized through September 30, 2028. These programs provide critical funding, training, and support to the nation's volunteer fire and emergency services.

Additional NVFC 2024 legislative victories include:

- In May, the Federal Aviation Administration (FAA) Reauthorization bill was signed into law, including a provision that makes it easier for volunteer fire departments to use tethered drones.
- In September, the SIREN Reauthorization Act was signed into law, which reauthorized the Supporting and Improving Rural EMS Needs (SIREN) grant program through FY 2028.
- In December, the Firefighter Cancer Registry Reauthorization Act was signed into law, which reauthorizes the National Firefighter Registry for Cancer (NFR) through 2028 and increases its authorized funding from \$2.5 million to \$5.5 million per year.



NVFC board member Joe Maruca was among those who testified before Congress regarding the proposed OSHA Emergency Response Standard in June 2024.

PROGRAMS

The NVFC administers groundbreaking programs and campaigns for the fire and emergency services.

Fire Corps™ helps fire and EMS departments enhance their services by engaging with community members to assist with non-emergency tasks, such as fire prevention education, administration, public relations, fundraising, incident pre-planning, and more. www.firecorps.org



The **Heart-Healthy Firefighter Program™** provides tools and resources to reduce heart attacks by helping responders focus on nutrition, fitness, and healthy lifestyle choices, as well as assists departments in starting and expanding a health and wellness program. www.healthy-firefighter.org



The **Make Me A Firefighter™** campaign helps fire departments recruit and retain volunteers. It includes a department portal to advertise volunteer opportunities, customize recruitment materials, and access tools to assist in increasing department staffing. Potential volunteers can go to the public web site to find local volunteer opportunities. www.MakeMeAFirefighter.org



The **National Junior Firefighter Program™** helps departments develop, grow, enhance, and promote a local junior firefighter program to foster the next generation of firefighters, garner new recruits, and provide youth with valuable life skills such as teamwork, leadership, responsibility, and commitment. www.nvfc.org/juniors



The **Share the Load™ Program** provides tools, resources, and training to help individuals and departments proactively address behavioral health and support our nation's emergency responders. www.nvfc.org/help



The **Wildland Fire Assessment Program** is a joint effort by the U.S. Forest Service and the NVFC to provide fire service volunteers with training and resources to conduct safety assessments for homes located in the wildland-urban interface. www.nvfc.org/wfap



GRANTS

The NVFC received the following grants in 2024. We appreciate the support from these agencies and companies to help us continue to fulfill our mission of supporting the volunteer emergency services.

The Federal Emergency Management Agency awarded a Fire Prevention and Safety Grant of \$497,517 to further the NVFC's behavioral health initiatives, including expanding on the Psychologically Healthy Fire Departments initiative.

General Motors awarded a grant of \$155,000 to be used to provide critical traffic incident response training to emergency responders as well as promote driving safety and slow down, move over messaging to the public.

Motorola Solutions Foundation awarded a grant for \$30,000 to be used to provide both in-person and online training to the volunteer fire and emergency services.

The Pipeline and Hazardous Materials Safety Administration awarded two grants to the NVFC. A \$60,000 grant will support ongoing initiatives to enhance pipeline response safety and preparedness. Another grant for \$740,000 through the Supplemental Public Sector Training program will enable the NVFC to continue to provide hazmat train-the-trainer courses to responders across the country.

Tractor Supply Company donated \$100,000 to the NVFC as part of its Hometown Heroes program to support the nation's military service members, veterans, and first responders.

RECRUITMENT & RETENTION

The Make Me A Firefighter campaign has 10,565 departments registered in the department portal, or 42% of volunteer and combination departments in the U.S. There are 6,321 volunteer opportunities posted through the campaign. Since the program launched, there have been over 4.1 million clicks on opportunity listings and more than 47,400 volunteer interest forms completed through www.MakeMeAFirefighter.org.

Additional 2024 highlights include the following:

- The second edition of *What to Expect: A Guide for New Firefighter Families* was released in both English and Spanish to help new recruits and their family members adjust to the volunteer fire service lifestyle and keep family relationships strong.
- The NVFC, in collaboration with the International Public Safety Data Institute, released three **Volunteer Value Calculators** to help volunteer and combination departments measure their return on investment, retention value, and career versus volunteer comparison.
- A one-hour version of the volunteer fire service documentary *Odd Hours, No Pay, Cool Hat* was released on PBS stations in September and October, with 715 telecasts on 297 PBS stations. The film, which was created through a partnership between the NVFC, John Deere, Hold Fast Features, and Vignette, is also available on streaming, DVD, and Blu-ray.
- The volunteer fire service was spotlighted on the May 28 episode of the podcast *The Way I Heard It with Mike Rowe*, including promotion of [MakeMeAFirefighter.org](http://www.MakeMeAFirefighter.org) to find a volunteer opportunity.

Many of the NVFC's recruitment and retention initiatives, including the Make Me A Firefighter campaign, are possible thanks to a Staffing for Adequate Fire and Emergency Response (SAFER) grant from FEMA.

HEALTH & SAFETY

The NVFC focuses on critical health and safety issues, including behavioral health, cancer, heart health, risk reduction, roadway response, and much more. Highlights from 2024 include the following:

- First Alert signed on as a supporter of the **NVFC First Responder Helpline**, which provides 24/7 assistance to NVFC members and their families during a crisis or for a variety of work-life stresses.
- The NVFC launched the online **Directory of Behavioral Health Professionals**, replacing the previous PDF directory to make it easier for responders and their families to find the assistance they need.
- The eighth issue of the **Firefighter Strong newsletter** was mailed to all U.S. volunteer and combination fire departments and is also available online. It features articles and resources relating to responder health and safety, recruitment and retention, and leadership.
- **Safety Stand Down** was held June 16-22 with the theme "Fire Training: Back to Basics." The awareness week is a joint effort of the NVFC; IAFC Health, Safety, and Survival Section; NFPA; FDSOA; and IAFF.
- The NVFC released recommendations to help volunteer firefighters mitigate risks posed by per- and polyfluoroalkyl (PFAS) chemicals in turnout gear.

Many of the NVFC's health and safety initiatives are possible thanks to Fire Prevention and Safety (FP&S) grants from FEMA.



Attendees of the 10th NVFC Training Summit.

TRAINING

The NVFC Virtual Classroom contains close to 50 courses and dozens of webinars and Roundtable Talks, with 6,808 registrations in 2024. All courses are free for NVFC members, and webinars and Roundtable Talks are free to all. Select courses are available for CEUs. Several new courses were added in 2024, including:

- The Leadership Track, which includes 10 courses designed specifically for emergency service leaders
- *Building a Strong Foundation: Creating a Successful Junior Firefighter Program*
- *Community Wildfire Mitigation*
- *UL 217 Smoke Alarm Standards*, developed in partnership with First Alert
- *Using Your Community's Vulnerabilities to Raise Wildfire Awareness*
- *Wildland Firefighters Behavioral Health*
- *What to Expect - A Training for New Firefighter Families*

The NVFC also held 39 live webinars, Roundtable Talks, and R&R Coffee Talks in 2024, with over 4,500 live attendees.

The NVFC's signature conference, the NVFC Training Summit, celebrated its 10th anniversary in 2024. Over 200 attendees from 40 states and the District of Columbia came together for the sold-out event on June 21-22 in Buffalo, NY. Forty-three NVFC members received travel stipends to help offset the costs of attending. The event featured 18 courses divided into tracks focused on responder health and safety, volunteer recruitment and retention, and emergency service leadership.

In addition, the NVFC presented 65 live, in-person training courses in 27 states across the country, including train-the-trainer courses on hazmat topics, the Wildland Fire Assessment Program, recruitment and retention, and electric vehicle response.

Learn more about the NVFC's training initiatives and view the upcoming training schedule at www.nvfc.org/trainings.

PARTNERSHIPS

The NVFC teamed up with the following partners to provide over \$2 million in grants, giveaways, and scholarships in 2024. We are grateful to the companies and organizations that support the volunteer fire and emergency services.

Anheuser-Busch Emergency Drinking Water Program

Anheuser-Busch donated more than 1.5 million cans of emergency drinking water to 638 volunteer fire departments to provide critical hydration during wildfire response and other emergencies.

CHEMTREC® HELP Awards

CHEMTREC and its partners the American Chemistry Council, Dow, and LyondellBasell awarded \$60,000 in grants (\$10,000 grants to six volunteer fire departments) to bolster hazardous materials incident response capabilities and preparedness.

Columbia Southern University (CSU) Scholarships

Two NVFC members were awarded a scholarship covering up to 60 credit hours towards one online CSU degree program.

DripDrop Hydration Giveaway

DripDrop Hydration PBC donated a total of 200,000 sticks of electrolyte drink mix to 1,000 volunteer fire departments (200 sticks per department) to provide fast hydration for firefighters battling wildfire and other long incidents.

First Alert Smoke Alarm Donation

First Alert donated 250 Precision Detection™ smoke alarms to volunteer fire departments in conjunction with a new course released by the NVFC in partnership with First Alert.

MSA and DuPont's Globe Gear Giveaway

MSA and DuPont awarded a total of 52 sets of Globe® turnout gear and 52 MSA Cairns® helmets to 13 volunteer or mostly volunteer departments in need (four sets of gear and helmets per department). MSA also sponsored NVFC memberships for the first 500 applicants.

MSA Cairns® 1836 Fire Helmet Giveaway

MSA gave away four Cairns® 1836 Fire Helmets to NVFC members.

NVFC Volunteer Firefighter Support Fund

The NVFC provided \$13,650 in disaster relief stipends to 39 volunteer firefighters (\$350 each) to help them meet basic needs in the aftermath of a home fire or large-scale disaster. This Fund is made possible thanks to donations from individuals and companies, with 100% of donations going to responders in need.

Nutella® Stacks for Giving Back

Nutella awarded \$25,000 in grants (\$5,000 grants to five departments) to help volunteer fire departments purchase needed equipment and resources. In addition, Nutella donated 100 pancake breakfast kits to assist volunteer departments with fundraising events.

State Farm® Good Neighbor Firefighter Safety Program

State Farm awarded \$1 million in grants to volunteer fire departments to help them purchase needed equipment (\$10,000 grants to 100 departments). State Farm also provided each of the 500 applicants with a one-year NVFC membership.

Training Summit Travel Stipends

Thanks to grants from FEMA, the NVFC was able to award 43 members with a stipend of up to \$800 to help them attend the 2024 NVFC Training Summit.



The Three Rivers (TX) Volunteer Fire Department was among the recipients of the inaugural State Farm® Good Neighbor Firefighter Safety Program.

AWARDS

The NVFC annually recognizes excellence in the fire service through its achievement awards. The following awards were presented in 2024.

Lifetime Achievement Award

Sponsored by Lincoln Financial Group
Steve Austin (DE)

Chief James P. Seavey Sr. Health and Wellness Leadership Award

Co-sponsored by VFIS and Ward Diesel Filter Systems
Chief John Swan Sr. (IL)

E. James Monihan Director Award

Sponsored by Provident
Ron Roy (WA, recognized posthumously) and
Kevin D. Quinn (RI)

Junior Firefighter of the Year

Sponsored by California Casualty
Joseph Valentino (NJ)

Junior Firefighter Program of the Year

Sponsored by California Casualty
Inver Grove Heights Fire Department Explorer Program (MN)



From left: Martie Roy, Joseph Valentino, Kevin Quinn, Stephen Austin, Chief John Swan Sr.



Inver Grove Heights (MN) Fire Department Explorer Program

NVFC CORPORATE MEMBERS

The NVFC is grateful for the support and partnership of our Corporate Members. Below are our Chairman's Club, Supporter, and Champion members (in December 2024). View the full list of corporate members at www.nvfc.org/corporatemembers.



CONTACT

The NVFC is here for you. Contact the office with any questions or to request information.

National Volunteer Fire Council

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Washington, DC 20002
202-887-5700
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www.nvfc.org

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 @nvfc

 @mynvfc

 National Volunteer Fire Council

JOIN

We've got your back. Join the NVFC and help support our initiatives while taking advantage of great benefits. www.nvfc.org/join

NVFC STAFF

Leadership

Chief Executive Officer
Sarah Lee, CAE

Chief Operating Officer
Abena Bonso-Bruce

Advocacy

Chief of Legislative and Regulatory Affairs
Ryan Woodward

Communications

Chief of Communications
Kimberly Quiros

Digital Media Manager
Brittney Deo

Training

Chief of Training and Education
Rachel Buczynski

Training Coordinator
Amanda Tegtmeier

Membership

Membership Manager
Alyssa Dara

Membership Coordinator
Laura Towers

Programs

Program Manager
Lori Shirley

Program Manager
Caroline Stachowiak

Engagement

Meeting Planner
Meg Goldberg

Corporate Relations Manager
Christine Zahn

Administration

Office Manager/Executive Assistant
Lorraine Higgins



NVFC staff in October 2024.