

Executive Committee Meeting November 18, 2025

Attendance: Pierce Womack, Jason Dennis, Mike Norket, Ross Vezin, Ben Waring, Ryan Eubanks, Terry Sheriff, Brad Kavetski, Billy Barnes, Charles Lamoreaux, Tom Gwyer, Jennifer Thackston, Tian Griffith, Matt Rhoton, Josh Holzheimer, Rickie Jenkins, Joe Palmer, Jack Kirlin, Brick Lewis, Jamie Helms, Zorrina Harmon, Brook Dennis, Ashley Boltin.

Welcome From President.

Pledge of Allegiance & Invocation

A motion was made by Mike Norket to approve the minutes as presented from October 21, 2025; seconded by Ross Vezin. All in favor.

Had meetings with Rep. Crawford in Conway and followed up at her request with her chief of staff, Mills and talked about SCFAST & Pal800 & Community project for the Heritage center.

Met with Melanie Barton from the Governor's office, gave them the paperwork, and explained the FAST increase we are working with Jones and Farr on the budget to that the SC FAST money gets implemented into the Budget process. Rep. Mark Smith has been out and talking with a lot of the Fire Depts I the Low Country, he is a good friend of the fire service. They are coign tomorrow to our Staff meeting so we can talk with him on these 3 topics as well.

Chairman Norket ask Director Helms to send him the packet that they gave to Rep. Crawford; he wants to share with other representatives in his area.

President Womack asked to send that document out to the whole group.

Advisory – Henson – Ashley reported for him, Leadership Applicants for 2026 have

4th VP – Vezin - attended Recruitment & Retention Committee meeting, tomorrow, Burn Children comfort kits will be put together at the association staff meeting with board members.

Supervisory – Waring - October 28th in Lancaster, 1% training classes well attended, we are looking to schedule 3 more training classes in Cayce, Marlboro County & Surfside Beach. Hot topic, we have departments that have asked if they can use 1% funds to be used towards the heritage center and building project at the association. Our committee met and discussed, and we wanted to bring it to the group. Our opinion if a department chooses to use their funds, we could tie it to an approvable expense if we tie it to something, maybe a plaque with department recognition. Opened for discussion, varying opinions. We will revisit it at a future meeting. Supervisory will meet on December 10th. and we plan to discuss the topic a little further. Congratulations to Chief Waring on his promotion.

Member Benefits – Eubanks – Met November 3rd, topics trying to market the exclusive piece. Next meeting we will be recording some videos. Death benefit increase, Zorrina presented some

quotes, the committee is reviewing and will pick back up on that in January. We had a presentation from Life Scan.

Training & Education- Sheriff – Fire Service Improvement Conference 2026 is coming along, and 8 classes are sold out. We continue to take registrations; we currently have over 300 people registered. We are still working on Fire-Rescue 2026. Training Officer Academy created a duty and task list, incorporated 67 tasks in 8 categories, and created a job task analysis survey. We encourage our Training officers to fill it out. Fire Academy advisory committee meeting NFA instate weekend Feb. 21 -22, 2026. They are hosting their second recruit-style EMS class. Lots of classes are under review and being updated at the Fire Academy. IFSTA in attendance, got to see the first skill book that was created. Essentials 9th edition will be total digital. Feb. 11th next Fire School advisory meeting.

Health & Safety – Kavetski – Met at the end of October, currently working on new and relevant information to update the website, out deadline is December 12th.

Strategic Planning – Barnes- Met last week, reviewed over the plan, we are moving it to EC for final approval, we will move on to the annual report with that info. will be sent out later today so we can prepare for our strategic plan in January.

A motion out of committee to approve the current strategic document. Vote for approval. All in favor (Dennis, Norket, Vezin, Waring, Eubanks, Sheriff, Kavetski, Barnes).

By-Laws- Lamoreau – No Report, review of initial bylaws was completed, we stand ready to serve.

EMS – Foundation to help sponsor the stop the bleed kits with the pass-through, we will touch base with the Foundation Chairman, Caggiano.

Conference Committee – Gwyer – We have not met recently; we will be meeting after the first of the year. Thursday night of the convention, having a local establishment host a firefighter night. Last year, the money went to ACBC. We would like to do that again this year; proceeds would go towards the new building, but it is something we could host after the soft opening. We are looking for a new location for the fun run.

Chaplain Committee – Jenkins – No meeting this month, Thank you to association staff for help with the department death this month. We will meet the first of next year.

Heritage – Bowers – We went to Phoenix, AZ to the Fire Service Museum last week, very informative. Topics discussed were methods of how to deliver information, networked with a lot of great folks, a presentation from 2 of the fathers of firefighters who died at the Yarnell fire and Granite Mountain fire.

Recruitment & Retention – Holzheimer – Met yesterday and working on two surveys one on recruitment and one on retention. Working on a recruitment and retention summit.

Technology & Communication – Thackston – We will be meeting on Thursday.

Emergency Management – Rhoton – Have not met this month. But we have been working on a guide for reimbursements and funding, updating information for the fire service. Working on our section in the Fire Chief Handbook.

OSHA – Palmer – Technical Difficulties.

SCFIS – Zorrina – We have not met this month, but we will have guests from Provident and McGriff at the December meeting.

Foundation – Helms – Stop the Bleed Grant was approved to move forward so they will work with Kevin. They agreed to move the heritage center under the foundation. Golf tournament registration is open for 2026.

NVFC – Kirlin – we were able to attend the State Farm presentations to Fire Depts.; no OSHA updates lately.

Staff Reports.

Zorrina – Memorial Service, second letters will go out to families for the February Service.

Ashley –

Greg Bulanow – Leadership Meet with the month in Colleton County & will meet again next month at the State House. The 2026 Leadership Applications went under review by the advisory committee; they have completed phase 1 and phase 2 of the review.

Kim Bowman – Retirement Board met to discuss concerns we have about our Fire Service & Milliam, I will let Director Helms speak more on that.

Carter Jones –

- Has been working on written history for the Beaufort Fire Department.
- Been on the road attending and speaking at many events, Lower State, Cleveland School Foundation Mtg., Leadership, 1st Responders BBQ, State Fire University
- Meeting with John Bowers and developing plans with the Heritage committee.

Rick Dunn –
FSIC

- Registration
 - **Total – 299**
 - **Friday night event – 88**
 - 7 HOT classes are sold out: Hand in Hand Engine, Truck School, Make the Grab: Aggressive Search, SR2D, Heavy Lifting and Large Vehicle & Winning on the Fireground: Limited Staffing, Art of Supply Pumper

- 1 classroom seminar is sold out: Saturday's One Bad Day

Classroom classes are doing well *The How to Guide the Forget to Write* with only having 9 remaining seats

Steering Committee

- AI policy working group – This group has met and shared several resources.
- A style guide was produced and provided to the applicants through the assessment platform for participants. The essay prompts were also adjusted to include the AI language for all submissions.
- Development of guidelines for the selection and implementation of new cadre members – This group has completed a draft policy and is waiting on the next Steering Committee meeting for discussion and approval.
- 360 Evaluation – This working group has completed its work with multiple survey ready for implementation.

NFPA

Pre-first draft meetings have commenced for the NFPA 1010: *Standard on Professional Qualifications for Firefighters* Technical Committee. These pre-draft meetings will begin by completing a comprehensive JTA for all chapters within the standard.

Ashley Notes

- We assisted with the arrangements for the death of a member in Dorchester County.
- I attended the PCIS one of the days, this was very informative.
- We are working on finalizing details for January 7 -9, 2025 NC/SC State Retreat
- VCOS – Harold Nichols

- December 2nd EC Meeting / Lunch/ Fun Day, please let me know if you will not be in attendance.
- January 22 -24, 2026 – All EC members are invited to attend. Please let me know if you will need hotel accommodations. During this time, we will hold the Monthly EC Meeting, review the OSHA Draft, and review our Strategic Planning & Fire Service Improvement Conference.

Brook – Working on a brochure for the building to highlight our people. Accepting award applications. Working on upcoming months' communications.

Brick - ADMINISTRATIVE ASSISTANT – KIM VOISINE

- 138 volunteer/career inquiries for August
- IBC: Upgrading database and Member site to new EMS cloud version and worked on upgrading the Membership site to a modern look to look more like the SCSFA site.

- PCIS: Printing and assembled 80 books, table tents and name badges.
- Database:
 - Many departments are looking at and updating information in their rosters which has caused an increase of calls/email with questions on Life Memberships, the requirements, and the process of how to apply for.
 - On going cleanup of duplicate accounts, missing information (valid/missing last 5 digits of SSN, VALID email address)

1% ACCOUNTING SERVICES – JANA KASSIANOS

- Processing a lot of payments for Annual Dues, FSIC Registrations and FR Booth Spaces
- Completed the project with Kim V and iMIS on the migration of the MMS Database to the cloud-based version. The updated MMS Database went live last Friday. I haven't heard of any issues or complaints (yet)
- 1% expenditure requests submissions are increasing. Working on pre-checking and preparing requests for the committee to review.
- Required Forms 206 & 207 will be opening in the next or so.

MEMBER OUTREACH – JEFF ALLEN

- Attended Nov 1st attended child seat safety event Lexington County Coroner's Office
- Nov 10th Delivered sign trailer from Allendale FD to Beech Island FD
- Nov 13th attended Aiken County FF meeting @ Monetta FD

1% CORRINATOR – JEFF OSWALD

- October 28, 2025, Lancaster County 1% Regional Training Class hosted by Lancaster County Fire Rescue. (44) attendees; (23) Fire Departments represented (7) Counties represented by attendees.
- Working with Chief Steven Bullard with Cayce FD to schedule a date to host a 1% Regional Training Class after the 2026 SCSFA Fire-Rescue Conference.
- Have asked Marlboro County Fire Coordinator, Keith Hughes, if they would be interested in hosting a 1% Regional Training Class in 2026. Last conducted a class for them on October 10, 2019.
- Surfside Beach FD is discussing hosting a 1% Regional Training Class in 2026. Working with them to see when we can schedule a date.
- Would like to secure additional host departments for 2026 1% Classes. If anyone is interested, please let me know.

- FD meetings in November – Georgetown City FD (11/03); Georgetown County Fire/EMS - (11/03); Midway Fire Rescue (11/03, 11/04, 11/05); Surfside Beach FD (11/04); West Columbia FD (11/10, 11/12, 11/14); Oakland VFD (11/10); Pickett Post VFD (11/25)
- Daily task of 1% job duties
- Working on following up with audits from this past cycle and preparing for next year's audits

SC FAST DIRETOR – PATTI GRAHAM

Training

- Peer-Recent
 - Greenville City
 - Upcoming
 - Fort Jackson December 9-10
-
- Working on setting up
 - Clarendon Area
 - Horry County

PCIS-Post Critical Incident Seminar with SCLEAP

- Worked with SCLEAP to host the First Nationwide specifically for Fire and EMS, 911 and Coroners November 9-12, 2025, North Myrtle Beach Conference Center
- She could not have asked for it to go better.
- 31 Participants and 5 Spouses/Significant others

*Please be thinking of your department members who have experienced traumatic events and are still struggling with recovery, call, personal or family related.

Mile In Our Boots

- MIOB 2026- April. 16-18 2026
- Hosted again by Colleton County Fire Department
- Received Continuing Education Credits for 17.5 hours from NBCC (National Board of Certified Counselors).
- As of last week, we have 10 (of 16 spots) registered. 2 clinician students wanting to register (not yet licensed). Our priority is licensed clinicians If we still have spots in January, they will be welcome to register.
- One day would like to have a trailer for MIOB. Bunker gear, signs, etc.

Peer Connect

- Because of the believe in the program in SC and what we are trying to accomplish, Peer Connect has stepped up to fund the Pilot program through December of 2026.
- The dedication of First Response Mental Health (Peer Connect) to South Carolina's First Responders is above anything we could ask for.

* As the time goes on and we continue to gather data, my hope is that we can secure funding to continue with Peer Connect as a statewide project.

Responses: October-November

- Anderson County FF killed in motorcycle accident.
- Chester EMS Paramedic killed in MVA-His Uncle Responded to it.
- Charleston County Pediatric call
- Gaffney FD-4 Fatality Fire
- Dorchester County FF Suicide-was registered and confirmed to attend. Members present throughout since. Team presence at funeral. Working with SCLEAP for a day of debriefing.
- Occurrences not requesting peer support currently
- Death of Gantt-Motorcycle accident 11/17
- Anderson County FF Suicide 11/16

** Please understand team members are standing by, offering and willing to help, either individuals or department and when this happens it is/can be stressful/painful for our team members.*

Helms – OSHA Update, Retirement update – finalizing issues we want to address with Milliman, we will be reaching out to set up a meeting with Kara. We have 1 apparatus space left, 4 non-profit, 5 premium and 40 regular 10x10 spaces left to be booked for 2026 Fire Rescue. We are looking at adjusting the schedule for 2026, we will have more information as we get closer. One big change is to split the opening ceremonies and business meeting. We will have more information the first of January.

Old Business

Building & Fundraising Update – Jamie Helms, showed a layout of building & pamphlet. We have received a check for the Hot Water Heater flood. We will be replacing the floor.

December meeting will be at 151 Westpark Blvd. begin at 10 am with a brief report and then a day of fellowship together, we will have special guest and a great food it will be a casual day.

Meeting adjourned.

Online Reports

Supervisory - Discussed several 1% request and other issues with few departments' accounts. The merger of accounts of departments that are undergoing mergers. One issue with items

belonging to one department that got dissolved by a county. All responses and committee decisions have been sent to department contacts.

NVFC - Keith Minick attended The State Farm Good Neighbor Firefighter Safety Award presentation to Ninety-Six Fire Department. The effects of the government are hurting the Volunteer Fire Service. • FEMA Go is down: This means departments who were notified of grant awards prior to the shutdown are unable to accept these awards. Those who were not notified don't know if they were declined, or if there are still award announcements to be made. • Grant Funds are Inaccessible, State Associations and fire departments will either need to hold back on purchases, or plan to float those funds out of pocket until FEMA Go is restored and reimbursement requests can be submitted and processed. • No Technical Support for grant recipients who have questions about their grants, purchases or activities cannot receive guidance or support during the shutdown. Actions Taken by NVFC: • Legislative Action Alert: <https://www.votervoice.net/NVFC/Campaigns/131099/Respond>. • Letter sent to Congressional Leaders by Chair Hirsch • The most pertinent item for the fire service is the extension the deadline to accept FP&S, AFG and SAFER grants via FEMA GO to November 24. Upcoming Webinars: Advancing Volunteer Firefighter Health - Findings from the ECHOS Cancer Study November 19, 2025 - 7 - 8 pm eastern Roundtable Talk: Building a Mayday Culture - Preparing Firefighters for Survival and Success November 20, 2025 - 2-3 pm eastern Roundtable Talk: Holiday Blues - Supporting Behavioral Health & Resilience in the Fire and Emergency Services November 25, 2025 - 2-3 pm eastern

Training & Education - T&E Committee: The speaker and Quarterly meeting was good. Many thanks to Chief Charlie King for the support. FSIC 2026: 14 total classes with 11 Hands on and 3 Classroom. 8 classes are sold out, and several others have only a few spots remaining. Over 300 members are registered. Fire Rescue 2026: classes have been reviewed and working on schedule. Received EMS classes from EMS committee. Behavior Health classes have been shared with Patti. Training Officer Working Group: Met through several Teams Meetings and created a Purpose Statement and created a list of over 67 different tasks that training officers may do in their jobs. The tasks were divided and grouped into 8 categories. The group created a Job Task Analysis Survey from these tasks and will be sending a survey out to Training Officers to rate the JTA's. Survey will take about 15-20 minutes to complete but will provide needed feedback for the group to narrow the focus and guide the group with the next steps. SC Fire Academy Advisory Committee: SCFA will be conducting their 2nd Recruit style EMT class. Cost increases due to staying in the dorms. NFA In-State Weekend February 21-22 and will be offering 5 NFA classes. Many classes are being updated due to NFPA changes and if you have any concerns or issues, please let the T&E Committee know. Working on Live Fire Instructor & Live Fire Instructor in Charge classes. Offering several Confine Space IOWs. IFSTA was in attendance and provided an overview of the history of IFSTA and the future specifically with eBooks. Next meeting: February 11, 2026.

Executive Committee Action Items

-Encourage Training Officers both at your department and ones that you know to complete the JTA Survey.

Finance - Budget amendments and approval for EC. Finance and Audit Committee did not meet in October. Hopefully will meet the first week of December with B. Bailey and J. Helms.

OSHA - The EMS steering committee completed its work on Subpart b EMS, and the BETA testing has begun. With help from the EMS Association, 52 persons were invited to participate. Only 27 persons read the email, yet 28 agreed to participate (anomaly in data). Those 28 have begun the detailed review and will participate in a series of TEAMS meetings on the week of Dec 1. Expectations are that Subpart b will be in a final draft before the Christmas break. Subpart c - Special Ops has begun the draft language phase and the steering committee has been formed. The steering committee will meet to discuss formation concepts (definitions) on either Nov 25 or Dec 1. Subpart e- WERE(Industrial) has approximately half of its draft language written and should be ready for the SME steering group first of January.

Member Benefits - The member benefits committee continued work on marketing of member exclusives utilizing videos, SCSFA website, and a monthly calendar. Brook, Zach and the committee will coordinate the creation of script and videos for member exclusives hopefully releasing some in January. Received information from Zorrina on received quotes for increasing the death benefit. The committee discussed the benefit vs. expense. This item was tabled for further discussion in January. Zorrina presented information from Lifescan. The committee discussed Lifescan's request for partnership with the SCSFA. Lifescan is currently not offering discount pricing. This item was tabled until January for further discussion with Lifescan.

Conference - The MBFD would like to sponsor a firefighter appreciation night on the Thursday of the convention week. This will be held at a local establishment, and proceeds will help benefit ACBC. This will overlap a little with the exhibit hall soft opening but will give attendees a place to go afterwards. I'd like the EC to allow the association to co-sponsor and help with marketing the event.

Supervisory - 1% discussion to the nature of the possibilities of individual departments donating 1% funds to the new Association building. Some discussions have expressed interest on donation for training, education. The committee's concern is we would need to come up with a plan of sponsorships or recognition ways that ties the funds to a tangible item or signage or area of the building.

Executive Committee Action Items

Thoughts from the Executive committee on if this should be an approved expenditure. Our committee meets again on Dec. 8th to discuss this further and come up with a donation process and expectations from the Supervisory Committee.

Strategic Planning - Strategic Planning Committee Meeting Summary – November 13 the Strategic Planning Committee met on November 13. During the meeting, members reviewed the updated Strategic Plan and agreed that it was ready to be submitted to the Executive Committee (EC). The members present voted to send the current document to the EC as a formal motion out of committee. The committee also discussed the end-of-year forms. These forms will be reviewed at the November EC meeting and, following that meeting, will be sent to the responsible staff members. Deputy Director Lewis will work on developing an online submission format for the document. Lastly, the committee discussed the realignment of objectives and confirmed which committee members will be responsible for tracking each objective.

Executive Committee Action Items

The Strategic Planning Committee met on November 13. During the meeting, members reviewed the updated Strategic Plan and agreed that it was ready to be submitted to the Executive Committee (EC). The members present voted to send the current document to the EC as a formal motion out of committee.