

Executive Committee Meeting

August 5, 2025

Attendance: President Pierce Womack, Jason Dennis, Mike Norket, Kevin Henson, Ross Vezin, Randy Arant, Ben Waring, Ryan Eubanks, Terry Sheriff, Brad Kavetski, Billy Barnes, Charles Lamoreaux, Kevin Crosby, Tom Gwyer, John Bowers, Jennifer Thackston, Matt Rhoton, Joe Palmer, Tian Griffieth, Rick Cramer, Jamie Caggiano, Jack Kirlin, Carter Jones, Joe Palmer, Greg Bulanow, Bryan Bailey, Brick Lewis, Zorrina Harmon, Jamie Helms, Ashley Boltin **Online:** Rickie Jenkins, Josh Holzheimer, Jana Kassianos, & Zachary Watson

10:00 am Call to Order by President Pierce Womack

Invocation & Pledge of Allegiance by Chaplain Rickie Jenkins

President Womack thanked everyone for being here. Reminder, we are live streaming through YouTube Live, this is to show transparency and involve more of our members.

A motion was made by Randy Arant to approve the minutes as presented from July 15, 2025; seconded by Kevin Henson. All in favor.

Committee Reports

Finance & Audit – Committee met on 7/31/25 to review over the building mortgage options. See below in the Building Update given by Director Helms

Legislative Committee – We are working to schedule a date with our lobbyist and legislative committee to discuss the upcoming legislative agenda.

Advisory – Met on 7/24/25 to hear feedback from Chief Bulanow and observations he has made with the Leadership Institute and the application process. We are working on the denial pathway and marketing to increase numbers. Denial Pathway to look at potential mentorship. It was discussed to remove the redacted written portion, and we are looking at creating a Fire Chief questionnaire for the sponsoring agency. This committee will meet virtually in September.

4th VP – Attended the Finance & Audit Committee meeting last week, he will sit in on the EMS committee meeting on the 18th and I will be attending the NC SAFER conference with the EC this week.

Past Presidents – Will meet on August 18th, we have about 15 past presidents RSVPs. We plan to walk through the new building and go over the goals for the group.

Supervisory – We have several 1% classes coming up. This week we will be in Pickens County.

Member Benefits – We have not met formally in person, but have met over the phone with them individually, and they are all aware of what we have been charged with for this year. Our direction is to continue member exclusives and market them.

Training & Education – Held a meeting on 7/23/25 we went over expectations, improvements and course evaluations from the Fire – Rescue conference. Call for presenters is open for 2026 until September. We will review those in October. We have put together a schedule for FSI 26 for management with funding. We have revamped the driver operator program. Just as everything else cost continues to rise for training, equipment, and in general, putting on training programs. The Fire Academy advisory committee will meet next Wednesday. We will hold a virtual training officer working group meeting on Friday.

Health & Safety – We will hold our meeting next week, we will be welcoming new members and going over objectives and goals.

Strategic Planning – We met on 7/23/25 to review document and update vocabulary, we go through half of our goals and objectives. Our next meeting on August 18th it will be virtual. On the screen it showed goals 1a2, 1a3, 2a2, 2a3, 4a1, 6b1. Discussion was had about goal 2a3 to not get rid of it, but to keep it in as research, looking at options and research not necessarily that it is going to have action on this time any time soon.

By-Laws – Working on a full review.

EMS – We will meet on the 18th.

Conference Committee - All sitting members have been confirmed, and Charlie King has been added. We will meet on August 26th virtually.

Heritage Committee – Chairman and Carter met last week for a brainstorming session. We will have a full committee meeting on August 26th and will take a tour of the building. Carter reached out to Honeywell for technical and financial support for a fire box display. Great conversation and they will be coming to Columbia to meet soon. We also are sending a letter of request to the Leery foundation for funding. If anyone has grant writing expertise and would like to help we could use your guidance. When looking for funding we are including the training room as well. Carter had a conversation with the Behrens family about possible funding for the heritage center.

Recruitment & Retention – Sent an email out to the committee and only received 3 responses. We are looking for eager folks who want to be a part of the R&R committee.

Technology & Communications – We have a meeting tomorrow in person at 11:30 at the association office. We will be going over and establishing goals and timelines. Our direction

is supporting the Strategic plan document and tracking, Member benefits and communication tools, continuing advocacy for the pal800 system, evaluating and improving the 1% portal user experience, and support and enhancements for the Fire – Rescue app.

Emergency Management – Finalizing committee members. We are keeping a pulse on the updates from the federal government on relevant changes for reimbursement, we will learn later this month about federal funding.

OSHA – there are 2 sections, Federal and State. Federal meetings have been held, but we haven't heard anything. On a state level, a Draft plan with 5 subparts. We have produced a fire document of 16 pages; the working committee approved and has moved to beta testing. The Beta testing group is currently working. This week we will be hosting 4 different team meeting opportunities with this group for their feedback. They will then have a follow up of 100 questions, a questionnaire. Part B EMS Joe has written the EMS piece, which is 7 pages in length, he has collaborated with EMS chair for guidance and submitted names for a review group. So far from that group, we have only heard back from one person. It was suggested that we reach out to EMS-based Fire Station that transports to get a group together since the other group is not responding. Subpart A is to work with staff to provide regional training events, another thought would be on the adoption of strategy in state and not wait on the federal government.

Officer Section – We have been meeting, we received 46 apps and selected 30 applicants for the Officer Academy. They are currently working through the pre-work. Our next class starts September 28th – October 3rd. Currently working with staff on Officer Section poker chips.

Insurance Company – Ins company is working hard on renewals. We are growing, we have added 5 new agencies to Health Care, and several more to Provident, MASA, and Washington National plans. We are currently working on the RFP for cancer policy; this should be open before the first of the year. Our next meeting will be in September for the SCFIS budget approval meeting.

Foundation - We made \$35,000 between our golf tournament and Silent auction at the Fire – Rescue Conference. Next year we will be adding a second course. Currently we hold north of \$200,000 in the foundation and it is growing. We will have a meeting next week as a reschedule from this week's meeting. We are holding \$3,800 in autism awareness money from the sale of shields and t-shirts. We are looking at thoughts on what we do with the money. We want to keep it local. The foundation 2024 bylaws defined term limits, but it was

never implemented. We would like to look at formalizing and implement. We are a 7-member board.

A motion was made by Randy Arant to accept the Foundation Committee Term Limits as proposed. 4 rotating out in the even years and 3 rotating out in the odd years with a 2 year team limit. Jamie Caggiano 3/2025 – 3/ 2027, Travis Smith 3/2025 -3/2027, Ed Begovich 3/2025 -3/2027, Billy Gibson 3/2024 – 3/2026, Jeff Burr 3/2024 – 3/2026, Sandee Rogers 3/2024 – 3/2026, Joey Duggan 3/2024 – 3/2026; seconded by Jason Dennis. All in favor.

NVFC – We continue to work with our sister organization on OSHA, Keith Minick and Jack Kirlin will be attending the fall NVFC meeting September 22- 24, 2025 in South Dakota.

Bricks Report

ADMINISTRATIVE ASSISTANT - KIM VOISINE

- Volunteer/Career Inquiry report
- Continue to work on database clean-up project
- Pulled, organized, and assisted with needed items from F-R Conference.
- Organized, unpacked, and provided inventory update after conference.
- All other normal office duties

ACCOUNT SERVICES & 1% - JANA KASSIANOS

- Several IFSTA book orders
- Invoicing county Treasurers the Premium and Broker Tax
- Processing the remaining Fire Rescue invoices
- Working with iMIS on updating the database to the cloud-based version.

COMMUNICATIONS - BROOK DENNIS

Project: Automated database emails for 1) departments who are reinstated and the action items they must take, and 2) departments who are completely new to membership and have action items they must take

Status: Ongoing

Needs: Jana, Kim V, and Brick assisted with making sure language and action items (and corresponding deadlines) were correct. The group also looked over the new member welcome email and new chief welcome email. Need to get with the database folks to chat about future cost of additional expansion projects.

Project: SCFIS “who we are and what we offer” promo + website update

Status: Ongoing

Needs: Zach and I are attending the Member Benefits presentation on August 25 in Newberry for b-roll. Zorrina and I will work on a script for her when we get her in the studio.

Project: Quarterly promo

Status: Upcoming

Needs: All we're waiting for is location confirmation. The website, FireWire, and graphics are ready to go whenever we've nailed down location.

Project: Training & Education "Filling the gaps" video overview

Status: Upcoming

Needs: None. We are coordinating times for chiefs to give testimonials and will get students on camera the Wednesday night of Fire Officer Academy (we have FSIC peeps, LI grads, Fire-Rescue speakers, and of course FOA grads).

Project: FOA essays

Status: Ongoing

Needs: This is just hard and time consuming. This doesn't need to be on your radar other than to just let you know that's why I am on DND in the mornings recently.

SC FAST - PATTI GRAHAM

Training

- **Peer**
 - May Abbeville County
 - Charleston EMS
 - Union EMS
 - Scheduling
 - Fort Jackson-August 6-7
 - Fort Jackson September 9-10
 - Charleston EMS-Wednesdays in September
 - Union EMS August 21-22
 - Horry County September 25-26
 - Greenville City October 23-24
- **SCFAST 101**

- Recent
 - Parker FD (Greenville) Entire Department
- Upcoming
 - Florence City Fire August. 26-28
 - Fairfield County EMS August 18, 19, 20, 21
 - Anderson County EMS August 12, 19
- **PCIS-Post Critical Incident Seminar with SCLEAP**
 - Working with SCLEAP to host the First Nationwide specifically for Fire and EMS
 - **November 9-12, 2025, North Myrtle Beach Conference Center**
 - We have:
 - medical director
 - Most clinicians are already lined up
 - Building experienced peer cadre
 - Team members observed SCLEAP's PCIS July 28-30, 2025
 - One more opportunity to observe in September
 - Please be thinking of your department members who have experienced traumatic events and are still struggling with recovery. **Or are any of you willing to come participate or observe in November?**
 - The only cost to the departments will be travel and rooms for the duration.
 - We have a Marriott hotel close by that has offered rooms for \$64 a night for this event
- **Team/Coordinator Meeting**
 - Scheduling for August
- **Mile In Our Boots 2026**
 - April 16-18
 - Hosted again by Colleton County Fire Department
 - Paperwork for Continuing Education Credits should be turned in this week.
 - Gathered more donated bunker gear, helmets, boots for keeping.
- **Peer Connect**
 - Peer Connect has stepped up to fund the pilot program through December of 2026.
 - 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.

- SCEMSA is not continuing with Peer Connect, they are going forward with switching over to app. Keel Mind.
 - They are requesting that we put SCFAST members on the app for support, like Peer Connect.
- **Responses- May-July**
 - Clarendon County-7 y/o female cardiac arrest and death days following
 - Darlington County Officer LODD-response to Fire and 911
 - Individual contacts within Horry County Suicide-no group response
 - Fairfield County EMS-Multiple bad calls
 - Union County 2 y/o shot
 - Clarendon County 8 y/o fatality
 - Edgefield County 911 Fatality
 - Cherokee County 2 y/o
 - Easley Retiree
 - Abbeville County 6-week-old fatality
 - Clarendon County-7 y/o female cardiac arrest and death days following
 - Darlington County Officer LODD-response to Fire and 911
 - Individual contacts within Horry County Suicide-no group response
 - Fairfield County EMS-Multiple bad calls
 - Union County 2 y/o shot
 - Clarendon County 8 y/o fatality
- **Outreach**
 - Alpha Video with SC Fire Academy - taking care of your mental health in the fire service and that there are peer teams, clinicians around, Chaplains around and people around to help.
 - Our Family Coordinator was on the First Responder Family Podcast with one of Shatterproof's Clinicians July 4th.

1% COORDINATOR - JEFF OSWALD

- June 13, 2025, SCSFA Fire-Rescue Conference 1% Class - (49) attendees; (28) Fire Departments represented (16) Counties represented by attendees.
- June 14, 2025, SCSFA Fire-Rescue Conference 1% Class - (41) attendees; (21) Fire Departments represented (13) Counties represented by attendees.
- July 10, 2025, Barnwell County 1% Regional Training Class hosted by Barnwell FD. Class registration link was created was on April 15, 2025. We have received (46) registrant for the class. Tony Dicks has graciously volunteered his services to cook our meal for the class that evening.
- August 7, 2025, Pickens County 1% Regional Training Class hosted by Pickens Rural FD. Class registration link was created was on May 27, 2025. We have received (50) registrant for the class.

- Would like to secure additional host departments for 2025 1% Classes.
- FD meetings/classes in July – Barnwell County 1% Class (07/10); Howe Springs (07/16); Actively working on scheduling more visits
- Daily task of 1% job duties

MEMBER OUTREACH – JEFF ALLEN

- High Point FD – Side by Side burn Friday, July 4th; attended and narrate the burn
 - Retirement drop-in, Tuesday July 8th – Chief Kelly, North Greenville FD
 - Chesterfield County Fire Chiefs, Wednesday, July 9th – Mt. Groghan
 - Aiken County firefighters, Thursday, July 10th – Sally FD
 - Abbeville Fire Chiefs, Monday, July 21st
 - Pickens County Fire Chiefs, Thursday, July 24th – Central FD
 - Greenwood FC meeting Monday, August 4th
 - Greenville FC meeting Tuesday, August 5th
 - Spartanburg FC meeting Thursday, August 6th mid-day
- Orangeburg FC mtg Thursday, August 6th evening.

Zorrina Report –

October 1, 2025, we will have change over on our Insurance board. Scott Garrett will be coming off and Dan Connley will be coming on. We are in current review with our carriers. I can't stress to you how important data is for the cancer eligibility.

Ashley –

Carter Jones

Events

- Attended Don Wilkins funeral (Sat. 12th)
- Participated in planning meeting for 9/11 program at USC Spartanburg campus
- Met w/ Clover FD & town officials re: dept. history (almost completed research for 100th Anniversary 40 pgs.)
- Met w/ Kershaw FD officer w/ their history research
- Attended Sumter Asst. Chief Dollard's retirement recognition
- Attend Spartan Apparatus Open House for new facility
- Invited to participate on panel of Fire Officer III individual projects

History & Heritage Museum

- Traveled to Greenwood FD to accept a number of vintage prints for museum collection

Kim Bowman

- Milliman has started putting out June 30th reports/statements and so far, everything is going well.
- Kim has completed all the scanned boxes. They are all backed up and saved.

Rick Dunn

His report was covered by Tian Griffith, Joe Palmer & Terry Sheriff.

Quarterly Training

Information has been added to the website for the October 22, 2025, Qtly Training in Anderson.

Greg Bulanow

Leadership Institute meets August 13 in North Augusta

Other Event

NCSAFRE in Raleigh August 6 -8, 2025

FRI in Orlando August 12 -25, 2025

Old Business

Building Update – Jamie Helms

We went back to the seller, and they will be giving us a check back for \$375,000 for the roof and air conditioning repair. We shortened our inspection period. The title has come back clean, and we will close on August 28th. We are confident and excited. The Finance & Audit has reviewed the loan options and agree this is the best route for us.

5.80% Interest rate with Option A origination fee

- Option 1: Continue with repayment plan under Option A origination fee schedule.
 - Maintain repayment plan
 - Loan monthly payment is \$28,162.39
 - Interest over 5 years is \$1,075,218.18
 - Origination fee is \$27,695.00
 - Additional origination fee is \$7,720.00
 - Return on investment is 11.1 months (via monthly payment savings)
 - Advantage:
 - Lower rate by .25%
 - Interest savings over 6.1% rate of \$58,242.64
 - Principle balance reduction of \$16,843.82 over 6.1% rate
- **Option 2: Add \$1837.61 to the payment each month for a \$30k/month payment**
 - **Advantage:**
 - **Interest savings over 6.1% rate is \$75,539.32 in interest and reduce principle by \$144,397.09 over 5 years**
 - **Interest savings over 5.8% without additional payment is \$17,296.68 and reduced principle by \$127,533.28**
 - **Reduce loan terms by 25 months**

This information comes to us in the form of a motion out of the finance and audit committee.

The Executive committee accepts the motion out of committee to accept building purchase banking plan. All in favor.

Our next steps are to establish a Communications piece for fundraising.

We are developing 4 team approach to the Building Plan: Finance Team, Construction Team, Capital Campaign Team & Communication Team.

Break for lunch

Old business

After review of the new travel policy, our travel increase will be about \$50,000 per year. Currently as we build the budget it is going to put us in a deficit of about \$43,000. We need to look at reducing it back. Suggestions that were thrown out are cut overnight travel for FSI Conference, Issue per diem for food. It was expressed that our own conferences should come first to show support, this is an investment into our organization. Fire Fusion can be supported by day trips. The Executive Committee would work to find solutions to the problem and the Executive Director will continue to work through the budget to help reduce other areas without cutting services.

New Business

Stop the bleed Kit program development was given out. This suggest running funds through the foundation. Chairman Caggiano would like to see the grant application first. This grant works as a submittal, receive an intent letter for payment, you make the payment upfront and then they reimburse you. This would be for 780 kits, non PDH and non-EMS license companies. To receive a kit, you must attend the trainer-to-trainer event. This would be for 1 for every front-line apparatus.

A recommendation out of the committee is to apply for the grant for the Stop the Bleed kit program. All in favor.

Play Book Review by Director Helms.

A motion made by Randy Arant to adjourn at 1:40 pm; seconded by Billy Barnes. All in favor.

Online Reports

EMS - Committee Focus Activities

Next committee meeting will be held on August 18th, no meeting has been held since the last EC meeting.

Officer Section - Committee Focus Activities

o Call to Order- 13:00 pm online with Microsoft Teams o Overview of Agenda o Review of Old Business o Meeting Minute Review o The Jive and Social Media o Availability of the Training Library of the Section o Getting the information out to the Officer Section for the state as a whole o Newsletter – July to August timeline, Chief Griffith requested that each member of the section try to get him some ideas, and sharing successes, and improvements with the fire officer role, and fire service o Micah Taylor- Secretary o Townhall for the State, and getting further involvement o Resume Help, and Interview Help Idea o Haley Langford- 2nd Vice Chair o Department Blitz- being able to have one or two members attend different departmental meeting for retention and recruitment for the Officer Section of the State. o Concern for the modification of the Officer Academy o Tian- Chairman o Review of Micah and Haley ideas o Focusing on the strategic plan, and how we are going to deploy that that plan. o The Jive- Being able to get a facelift, and involvement within the state. Transition of topics, and ideas for the cast. Someone that would like to see on the podcast. o Pre-recorded vs. Live Cast o Facebook Page o Having engagement and marketing for the Officer Section o Get some cards for training and streamline the messages in the State as a whole. o Officer Academy Update o Brooke reported the number as of today- 27 applications submitted o Rick Dunn likes to have around 50 total applicants o Class 25-01 was given a hall pass to be able to attend academy due to the Hurricane Helene, and multiple other events o Not changes on the marketing side, and graphic changes in place. o Resume and Qualification of the Fire Officer Academy o New Business o Strategic Plan Review- Starting to work through the goals of the plan, and implementing o Goal 1:1 – Improvements of the Officer Academy to prevent instructor burnout ♣ Andrew Morris- Ad hoc member for the Officer Academy review • How to introduce new ideas to the program? • 2 modules updated, and to be able to provide that new information, and not out of date information • Focusing on the data driven knowledge • Instructor Cadre, and Succession Plan, being able to provide and build. Not just to be a one to two person driving committee • Updating Carter Jones video- has been scheduled. ♣ Continuing to improve pre course, and at academy course work. ♣ New Instructors- developing a program for those that are interested, and having to meet a certain standard, and program to guide those interested. ♣ Keeping the integrity of the program intact. ♣ Steering committee members meet and adding the instructors in which they feel will help 2-3 which help with the program. Added as needed. o Tian input ♣ Being able to set expectations, give needed resources, and having a path to become an instructor ♣ Ben Williams & Andrew Morris • Being able to support to the Fire Officer Academy not as an instructor- this was chaired as a separate time and discussion later. ♣ Brook Dennis •

Adding of instructors in a unanimous decision for the steering committee. o Assignments for task of the Goals- Chief Griffeth ♣ Goal 1.1 & 2.1- Ben Williams ♣ Goal 2.1- Micah Taylor, Chief Griffeth, Chief Cline ♣ Goal 3.1- Jeremy King, Chief Griffeth, Haley Langford ♣ Goal 4.1- Jeremy King, Chief Griffeth, and Chief Cline o Funding and Budget Discussion ♣ Jamie Helms ad-hoc in attendance discussed about the Fire Officer Section budget. • No current budget, but able to levy dues and looking what to do to further the section • Chief Griffeth- asked about getting some minimal funding to provide the section board members with a polo, and some literature to be able to do outreach, and provide possibly a poker chip with QR, for people to be able to see the resources in which we would like to see. ♣ Jamie Helms • Requested that we send any of those ideas and interest for budget line items to Rick Dunn, and Brook Dennis prior to October 1. • Will also be taken to the finance and audit committee o Goal 2.1- Professional Development ♣ Trying to get fire officers throughout the state credentialed ♣ Resume Writing ♣ Mock Interviews ♣ Utilizing our resources within the section to do at no cost. ♣ Being able to finish and put a program in place to work at being consistent with the teaching at every location attended. o Goal 3.1- Outreach and Communication ♣ Haley Langford • Being able to facilitate and expose the officer section • Using our resources to get the membership involved • Recruiting new membership • Getting volunteer departments involved • Establishing rapport within the officer section, and the members in the state. Not just being a sales pitch, but setting those presence ♣ Brook Dennis and Haley Langford • Were asked to come up with a roadmap and direction for implanting the outreach needed • Chief Griffeth made a request to pilot the program prior to being able to offer to the state. That way can be the best of the best o Goal 4.1- Funding ♣ Reviewing the benefits of the cost and funding for the officer section ♣ Being able to not charge a membership fee and add value to the program prior to implementing those style and types of conferences. ♣ Create engagement, and interaction in the officer section with conferences for those in which cannot attend those kinds of conferences. ♣ Jamie Helms- being able to have the buy in with developing and building a program for offering the promotions, and benefit of cost for that type of exposure and advantages of the officer section program. ♣ Come up with a plan, and a new suggestion fee for the committee. ♣ Show the value for the programs and education in which you are putting out there as a resource. o Training o Being able to get approval for sponsorship of the Quarterly meeting and be able to have some information to help draw interest to the section. o Being able to partner with those different parts with approval from the executive committee o Being able to tie the events together to help with support asset, and the work to support from the officer sections. o Generally, a quarterly meeting with speakers- being able to expose the fire officer section at those events. o Association business meeting and being able to present to the board at the state level. o Invited to the Fire Officer Academy on September 28,2025 for the Sunday night of the Officer Academy o Meeting Adjourned- 14:09

Executive Committee Action Items

Submissions for polo's with the section logo submitted Submission for section poker chips submitted (Draft currently in review by section leadership). * These items are contingent

upon budget approval Additional work is being completed by section leadership to meet Year 1 Goals of the Officer's Section Strategic Plan.

Health & Safety - Committee Focus Activities

We have a meeting scheduled for August 11th.

Convention Committee - No meeting held. Next meeting planned for the week after FRI. All members were conducted and they all desire to remain active on the committee. One new member was added, Charlie King.

NVFC- There appear to be other government-wide delays in peer review for grants, delays in releasing grant funding opportunities, and in the release of grant funds for fire departments nation-wide. The NVFC remains in communication with federal agencies and will continue to pass along updates regarding these matters. The International Association of Arson Investigators reached out flagging a concern they have regarding a potential consolidation of the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) with the Drug Enforcement Administration (DEA). NVFC has written a letter to back the IAAI against the consolidation. Fall Conference September 22-24 in Rapid City, SD. Upcoming Webinar: Fire Up Your Recruitment Game: Harnessing Digital Tools for Recruitment Success - August 7, 2:00-3:00 pm eastern

Training & Education Committee- Provided Committee with President Womack's expectations and goals. The Committee discussed any additional improvements, attendance, and course evaluations for 2025 Fire-Rescue. 2026 Fire-Rescue Call for Presenters will close at the end of September and Committee will need to meet in October to review submittals. 2026 FSIC schedule was reviewed and approved by the Committee to submit to President and EC for final approval. The Training Officers Working Group will hold its first meeting on Friday, August 8th virtually. SCFA Advisory Meeting will be held at the SCFA on Wednesday, August 13th.

Executive Committee Action Items

Review and approve 2026 FSIC schedule.

Member Benefits - Continued focus on improving awareness and communications related to member benefits with the membership. Investigation and potential action related to improved insurance benefits with a focus on retirees and volunteers. Continued work to expand and market member exclusives.

Past Presidents - Contacted all members of the Past President's committee via e-mail and/or cell phone and we are having a meeting on 8/18. The main objective of this meeting is for all the Past Presidents to walk through the building that we are about to purchase. We will then hold a meeting to discuss President Womack's goals for this group.

Recruitment & Retention - The goal of the R/R committee is to recruit and retain firefighters across South Carolina. An email was sent out to previous committee members and only 3 previous members responded. I have since worked with staff to draft a letter that went out to EC members in hopes of finding members who are focused on R/R and willing to serve. Hope to have our first meeting in September.

Executive Committee Action Items

If you know of anyone in your department that is a recruiter, or who focuses on recruitment and retention. Please send me their information.

Supervisory - Continue to focus on educating members of the guidelines/uses of 1% funds as well as monitor each budget/expenditure request that are submitted to ensure that these guidelines are met. Several 1% Regional Training Classes are on the books with Pickens Co. being this 8-7-25. Please reach out to Jeff if you have a interest in bringing one to your city/county.

Finance & Audit - F&A Committee held their first meeting on 7/31/25. All members were present. 1st VP Dennis gave a brief summary of goals for the committee this year. The committee was briefed on the purchase of the new building. Financing options, cost, plans, and budget were discussed. The committee went over the options for financing and made a motion to move forward with plan 2. Director Helms will discuss those financing options and how the budget will work more in depth. I will also share the points brought forth by the committee and motions for the EC.

Advisory - The committee met and discussed the current selection process for the leadership institute. Chief Greg Bulanow shared several observations that he has made since coming onto the staff last year. The group discussed adding a Fire Chief questionnaire that would help to get additional information about applicants. The group also discussed removing the redactions from the applications; further discussion was had about bias. The entire committee voted in favor of instituting the Fire Chief questionnaire

and eliminating the redactions to the applications. The group is currently evaluating several "denial pathways" that will allow applicants who are denied to gain a better understanding of why; additional conversations were had about mentoring these individuals with EC members, past presidents, and LI alumni.