

TENNESSEE FIRE CHIEFS ASSOCIATION

Combined Board of Directors/Business Meeting

Jackson, TN 6 February 2026

Board of Directors (Article H, Section 3)						
All members are voting members except the President, who decides tie votes						
President	Brian Biggs	Y	Treasurer	Eddie Phillips	Y	
1 st Vice-President	Melvin Martin	Y	Immediate Past President	Matt Henderson	Y	
2 nd Vice-President	Ben Wexler	Y	Business Manager	James Fountain*	Y	
Secretary	Matt Henderson	Y	Business Manager	Brian Biggs	Y	
Chaplain	David Woody*	N	Fire Marshal	Mike Bell	Y	
West	Jamie Summers	Y	Richard Hartfield	Y	Eric Turner	N
Middle	Ken Reeves	Y	P.J. Duncan	Y	Ronnie Beasley	Y
East	Lee Turner	Y	David Bell	Y	Eric Mitchell	Y

* Non Voting.

1. Called to Order @ 0830 with approximately 29 members attending.
2. Invocation by Chief Jamie Summers
3. Pledge of Allegiance by Chief Rich Hartfield
4. Introduction of guests and announcements:

Any first time Chiefs attending; New chiefs were recognized.

Past presidents in attendance: Barron Keenedy, Eddie Phillips, Brian Goss, Richard Martin, John Selberg, and Matt Hendersom.
5. Adoption of minutes from the Fall Quarterly Meeting in Kingsport (Board/Business) meeting. Motion and 2nd, approved by vote.
6. Reading of communications: A thank you card was received from the family of Chief Phil Vencent, thanking us for the beautiful flowers and remembering him and his family.
7. **Reports of association officers**

Treasurer's report: Eddie Phillips- Eddie reviewed the report, A motion and 2nd was made to approve the treasures report. passed by vote. Report attached.

Conference report: James Fountain / Brian Biggs- A review of upcoming meeting locations and dates were discussed. Spring meeting in Gatlinburg May 5-7, Annual conference in Murfreesboro August 1-4, and our Fall conference will be in Johnson City October 13-16. We are considering options for the winter 2027 meeting location.

Executive Committee Report: Matt Henderson- Nothing to report.

Fire Marshal's Office: Mike Bell- Announcement of Director Elliot's retirement, a snow and ice storm response report was given and thank everyone for their efforts across the state. Grant opportunities through the state were open for application and please complete the NFPA survey.

8. **New business**

- Life Membership for Asst Chief Kane Sesler, Ret. Dickson FD, Chief Charlie Cole, Ret Gatlinburg FD, Chief Scotty Bush Ret. Hendersonville FD, Director- Chief Gina Sweat Ret. Memphis FD, Chief Mark Neal Ret. Metro Lynchburg/Moore County FD, and Chief John Linsenbigler Ret. Seymour VFD.

Motion and 2nd were made, passed by vote.

9. **Old business** – No old business reported.

10. Reports from agencies and associations

- Northeast Region Chiefs- No report.
- East TN Chiefs- No report.
- Southeast Region- Officer elections were held; officers remained the same.
- Upper Cumberland Chiefs- Upper Cumberland weekend is set for August 29 & 30th.
- Middle TN Chiefs- Having a professional development meeting on April 16th.
- Midsouth Chiefs- Recently held officer's elections with a strong turnout.
- West TN Chiefs- West TN Chiefs were thanked for hosting our members and announced TN River Weekend to be held November 1 & 2nd.

- TFACA - Jason Sparks-

Recruit class 25-02 graduated October 17th

Our new 95ft mid-mount platform to replace TFACA's original 100 ft ladder is estimated to be delivered in Jan. 2026.

Fire alarm replacement campus wide.

Our residential burn prop is done, and the final gas line repair was finished last week. We plan to do training with the manufacturer next week.

These three projects combined are over four million dollars invested in your fire academy.

TN River Weekend is November 1st and 2nd in Savannah TN

We will be following an NFPA standard change in early to mid-2026. We are communicating with the FFC and will implement these changes to coincide with roll out of NFPA 1010. This will mean textbook changes for: **Firefighter 1 & 2 related curriculums** Intro to Fire and Emergency Services (16) Basic Firefighting (64), Recruit Firefighter (400), Basic/Live Firefighting (80), Pumper Driver Operator, Aerial Driver Operator. Laurie will be submitting the new Fire Inspector which is NFPA 1030 in November.

- Firefighting Commission – Eric Barlow-
- NFPA – Jeremy Criner- Report attached.
- TN Fire Safety Inspectors – Their conference in December was well attended.

- TN Firemen's Assoc. – Corey Comstock- Board was presented with challenge coins from the TN Fireman's Assocaton.
- MTAS –Steve Cross / Donald Pannell- Report attached.
- CTAS – Marc Alley- Report combined with MTAS report.

11. Reports from Committees and/or Sections

- Accreditation & Credentialing – Derek Hyde / Jason Powell- Jason asked everyone to participate in the needs assessment survey
- By-Laws – Steve Cross-
There were no recommendations for revision of our association's constitution.
There were no recommendations for revision of our association's bylaws
I plan to schedule a constitution and bylaws meeting for the Gatlinburg meeting.
- Chaplains Section – David Woody- No report.
- Codes – P. J. Duncan- Keep an eye out for Bills & stand strong together.
- Communications – Amy Maxwell- Need TN Fire Departments to commit to TN Fallen Firefighter Memorial and send to her email: tnfirechiefassoc@gmail.com
Send all your future class/conferences to me and I will share on Facebook and TFCA
Many website pages need to be updated:
TN Homeland Security Special Agent retired on January 26, 2026. Need to have a new POC for the Homeland Security page
Regional/County Committees: Please review your regions and make sure the President information is correct. If not, send it to me because I don't know when those committees will change hands. tnfirechiefassoc@gmail.com
Industrial Fire needs updating information
Safety, Health and Wellness needs updating information
Organization Information Page: Need the Fall 2025 Meeting Minutes to add to the website – Matt Henderson, TFCA Secretary

- Community Risk Reduction – Jason Driver- The NIRIS transition is going great along with the smoke alarm program. The Fire Loss Symposium Conference will be revised, and training will be offered in the future.
- EMS – Jeff Beaman- The EMS Committee met on Thursday, February 6, at 1:00pm. An update regarding the 1st Responder Committee was provided. The information discussed was about the upcoming Tennessee Fire Service – EMS survey and a White Paper the committee is developing to provide to the EMS Board. A draft of the Tennessee Fire Service-EMS survey was shared with the membership who were present. Great feedback was provided which will lead to the addition and/or modification of the questions contained in the document.
- Fallen FF Memorial – Eric Turner / Gary West- Reminder of the Shady Brady Ride April 17th.
- FF Safety, Health, & Wellness – Rich Hartfield- Five new chiefs attending this conference.
- Homeland Security – No report, No POC.
- Industrial Section - No report.
- Legislative – David Windrow- Fire Department Day on The Hill March 4th.
- Membership – Barron Kennedy- 533 current members as of 2/6/2026.
- Mutual Aid Section – Eric Mitchell-

The Mutual Aid Section had a presentation on Thursday, February 5, 2026. The meeting included great discussion and sharing information regarding the TN Incident Management Teams and Special Operations. Updates regarding personnel changes at TEMA in the leadership in the Team Development Manager position. Discussion was held regarding the funding of the IMT courses in the state and how the courses of the last 3 years were grant funded and that has run out.

There are currently no position specific courses scheduled this year in TN. It was recommended that TFCA look for funding options including AFG and Homeland Security grants to help fund courses in TN.

We briefed the membership on the most recent TMAS deployments in Nashville, Hickman County and Overton County as a result of Winter Storm Fern.

- Professional Development –Ronnie Beasley- Report attached.
- SEAF- TN State Director Brian Biggs/International Director Brian Goss-

Upcoming conference June 2-4, see attached report.

- TPERI Section – Ken Tuggle / Eddie Phillips- Training coming soon statewide, see attached report.
- Volunteer / NVFC – Melvin Martin / P. J. Duncan-

Short meeting, with discussion on volunteer grants and AFG grants, all state volunteer grant applications were funded in the state.

Question what do we need to do to allow 16–18-year-olds to take the 16-hour intro class? There was good discussion, Jeff Elliot stated that the fire academy may not teach anyone under 18, The fire commission will approve classes that your department can teach in your department to anyone under 18 that is on your department. You must submit a request to the commission for approval.

12. Presidents Moment: President Biggs reminded everyone to sign-up for the firefighter memorial maintenance through our website and of the opportunity to attend CFSI March 18 & 19th.

13. Other Business: None

14. Adjournment @ 1001

Submitted for approval, May 8, 2026

Secretary Matt Henderson



Tennessee Fire Chiefs Association

Chief Eddie Phillips, Treasurer
P.O. BOX 25052, NASHVILLE, TN 37202
WWW.TNFIRECHIEFS.COM

Treasurer's Report – Winter 2026 Quarterly Business Meeting – Jackson, TN

- **General Fund Account:** 2/1/2026 \$125,623.45
- **Conference Account:** 2/1/2026 \$ 83,876.98
- **Special Projects Account:** 2/1/2026 \$ 37,808.49
- **TNPERI Section Account:** 2/1/2026 \$ 12,353.89

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- **Renewed All Website Domains www.TnFireChiefs.com, .org, .net and www.VolunteerFireTN.org**
 - **Sponsored TFCA Table Congressional Fire Services Institute: \$4,500.00**
 - **Paid State Membership National Volunteer Fire Council: \$500.00**
 - **Sent Flowers For Past President Chief Charles Carter Funeral**
 - **Paid \$1,000 LODD Benefit for FF Brandon Lawson – Bristol FD**

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- **A BIG THANK YOU TO ALL OF OUR VENDORS AND SPONSORS!**
 - **THANK YOU TO ALL OF OUR MEMBER DEPARTMENTS AND AGENCIES, AND INDIVIDUAL MEMBERS!**
 - **SPECIAL THANK YOU TO OUR DEPARTMENTS / AGENCIES THAT HAVE MULTIPLE MEMBERS!**

NFPA Update – TN Fire Chiefs (Q1 2026)

NFPA Regional Director Jeremey Criner

- 2 Upcoming Tennessee Fire Safety Summits

- Knoxville – March 31st
 - Jubilee Banquet Facility
 - 6700 Jubilee Center Way
 - Knoxville, TN 37912
- Clarksville – April 2nd
 - Clarksville Fire Rescue
 - 821 Franklin St
 - Clarksville, TN 37040
- Register [here](#) or use the QR code
- Free event with lunch provided



- Safety Doesn't Happen By Chance Campaign - Ongoing

- Launched in June, this campaign seeks to strengthen the safety standards across the United States and educate the public about the positive impact that codes and standards have on their safety.
- Become an advocate for safety. Visit dontchancesafety.org to learn about the campaign and how you can help.

- “Firefighter FITNESS: Fit to Serve, Fit for Life” announced as official theme for Safety Stand Down 2026

- Safety Stand Down 2026, June 14 – 20
- Focusing on the foundations of physical fitness, how they can continue to be met throughout the years, and sustainable strategies for long-term success.
- Safety Stand Down is a joint initiative of the International Association of Fire Chiefs (IAFC) Safety, Health and Survival Section, the National Volunteer Fire Council (NVFC), the National Fire Protection Association® (NFPA®), the Fire Department Safety Officers Association (FDSOA), and the International Association of Fire Fighters (IAFF).
- Learn more at safetystanddown.org.

- **NFPA, Joey Gase team up again for new NASCAR season – NFPA250**
 - The **NFPA 250** will take place at 3 p.m. on March 28 in Martinsville, VA, supporting NFPA’s codes and standards campaign “**Safety Doesn’t Happen by Chance**”
- **NFPA Urban Fire Forum 2025**
 - Five documents were endorsed by the UFF:
 - An Urban Fire Forum Call to Action: Confronting the Risk of Wildfire-Initiated Urban Conflagrations
 - Combating the Assault on Codes and Standards – Safeguarding Communities: A Fire Service Advocacy Toolkit
 - 2025 Urban Fire Forum (UFF) Position Paper: Support for the establishment of a National Fire Apparatus Specification
 - 2025 Urban Fire Forum Position Paper - Support for Advancing National Fire and Emergency Services Capabilities Through Strategic Leadership and Unified Advocacy
 - 2025 Urban Fire Forum (UFF) Position Statement: Statement in Support of Reauthorization of FirstNet
 - <https://www.nfpa.org/membership/member-sections/metropolitan-fire-chiefs-association/urban-fire-forum>
- **2025 NFPA Fire Chiefs Forum**
 - Special thanks for TFCA President Brian Biggs for attending and contributing as a panelist to discuss the global assault on safety codes and standards.
 - All presentations and resources from the Fire Chief Forum are now available after the event. Contact Chief Biggs or your NFPA Regional Director Jeremy Criner for more information.

Home Fire Sprinkler Week

- May 10-16, 2026

Home Fire Sprinkler Coalition

- \$750 Stipends for Fire Departments
 - In support of Home Fire Sprinkler outreach efforts
 - Deadline to apply is February 13th
- New Home Fire Sprinkler Community Impact Tool
 - Fire Officials can calculate the cost of fire to communities when fire sprinklers are NOT protecting homes using local data

- **Support the Pro Codes Act (H.R. 4072)**
 - Federal Legislation would protect the standards development process and ensure that independent nonprofit organizations, with the help of experts like fire chiefs, can continue to create safety standards that protect your communities.
 - Requires Standards Development Organizations, like NFPA, provide free public access to codes/standards. NFPA has been a strong advocate for this and has been providing free access for over 20 years.
 - Currently in the House Judiciary Committee. Representative Steve Cohen (TN 9th District) sits on the Committee.
 - Congress wants to hear from Fire Chiefs!
 - Please send letters of support to Rep. Cohen – Draft letters available
 - TN Fire Chiefs Association should consider sending a letter of support!
 - Contact NFPA Regional Director Jeremey Criner for draft letters and/or more information on the Pro Codes Act.

- **Save the Date – 2026 NFPA Conference and Expo**
 - June 22-24, 2026
 - Mandalay Bay Convention Center – Las Vegas, NV
 - Early bird pricing ends **February 15th**

- **NFPA 1970: “PPE Standard”**
 - TIA 25-15, Reference: 5.2.4 and 5.2.5
 - Changes effective date from 12 months to 18 months from the date of standard issuance, which was September 2024.
 - Meaning an additional 6 months are available to produce PPE that complies with the new NFPA 1970 standard (March 2026).
 - More info from the NFPA PPE Workshop held in April 2025 can be found on the [NFPA Website](#).

- **LiNK 3.0 officially launched**
 - New AI Assistant
 - Notebooks feature – shareable, exportable, customizable checklists
 - Check out LiNK on our YouTube channel

- **Free Webinars –**
 - **Explosion Prevention and Control Guidance for ESS Installations: Design Framework**
 - 90-minute webinar – Energy Storage Systems
 - Information related to NFPA 855
 - Register [here](#)
 - Safety Challenges and Fire Protection Systems in Modern Warehouses
 - 60-minute webinar
 - Information related to NFPA 13, 25, & 72
 - Register [here](#)

- **Needs assessment of U.S. Fire Service - Deadline Extended March 15, 2026**
 - Completed every 5 years. Data is used to inform policy-makers, legislators, grant developers, etc. to determine needs and capabilities of the fire service
 - <https://www.nfpa.org/education-and-research/research/nfpa-research/fire-statistical-reports/needs-assessment>

- **Do you have \$225 in your budget? Consider joining NFPA.**
 - Talk to current NFPA members and hear about the value it brings to them.
 - Membership provides the following benefits:
 - 10% discount on most products and solutions
 - NFPA Journal subscription
 - Access to NFPA Member Sections
 - Access to member-only content on NFPA Xchange
 - Voting privileges
 - Technical support from NFPA experts

Reach out anytime to your NFPA Regional Director Jeremy Criner.

Cell: 479-644-0599 or Email: jcriner@nfpa.org



University of Tennessee
Municipal Technical Advisory Service (UT MTAS)
Report to the Tennessee Fire Chiefs Association

February 6, 2026

1. Drones as First Responders research through MTAS and UT Knoxville Baker School. MTAS published a survey on February 1, 2026, to fire chiefs, police chiefs, sheriffs, and EMA directors, to learn more about who uses drones and what type of missions are being completed. The research focuses on legislative and regulatory hindrances to departments meeting their operational missions.
2. MTAS has developed a guidance document related to the **No Tax on Overtime** provisions from the One Big Beautiful Bill Act of 2025. The document is available now on the UT MTAS website. [No Tax on Overtime Deduction](#)
3. TN Fire Chiefs, Tennessee Municipal League, and UT MTAS joint meeting on February 2, 2026, at Smyrna Fire Station #4. Chief Biggs, Chief Martin, Chief Beasley, Chief Goss, Assistant Chief Phelps, Battalion Chief Stacey, TML Executive Director Anthony Haynes, TML Communications Director Corinne Gould, and MTAS Steve Cross participated in a good introductory meeting between the organizations. All expressed and renewed their commitment to working on building productive professional relationships and collaborating on mutual projects.
4. Fair Labor Standards for Public Safety Employees Professional Development: MTAS is planning on rolling out Fair Labor Standards for public safety across the state and virtually. No dates are on the calendar yet but be on the lookout for an advertisement.
5. MTAS is recruiting for a Utilities Consultant to serve in East TN. The advertisement should hit our and other websites in the next week or two. If you know of a great utility director, make sure to tell them about this opportunity.
6. TN Fire Chief Orientation Courses Scheduled for 2026:
 - March 28-29: Northeast Training Weekend, Northeast Community College, Blountville TN
 - August 29-30: Upper Cumberland Training Weekend, Cookeville
 - November 7-8: TN River Training Weekend, Savannah
7. The UT Municipal Technical Advisory Service (UT MTAS) and the UT Tennessee Language Center (UT TLC) allow municipalities **free** access to interpretation and translation services. For additional information, visit:
<https://tlc.tennessee.edu/interpretation-and-translation/lcmo/>.



8. MTAS continues to sponsor language classes at no cost for municipal officials through the Tennessee Language Center. Follow this link for additional information: <https://tlc.tennessee.edu/interpretation-and-translation/lcmo/>.
9. University of Tennessee Martin is awarding up to 31 hours prior learning credit towards a bachelor's degree for fire commission certifications. For more information, call 731.881.7589 or email at bis@utm.edu.
10. MTAS Salary Survey-MTAS collects salary data annually for positions and provides access to that information through the MTAS Salary Survey. If your city/town has not already participated, ask your HR Director to do so. Municipalities can register and submit information here: <https://survey.mtas.tennessee.edu/Identity/Account/Login?ReturnUrl=%2F>.
11. See the MTAS training calendar for upcoming MTAS training opportunities (<https://www.mtas.tennessee.edu/training-calendar>).
 - CTAS, MTAS, and the Tennessee Comptroller of the Treasury will present a *Successful Connections* event on February 6, 2026, from 11:30 A.M. – 1:00 P.M. CST. The topic will be “Safeguarding Our Assets: Key Internal Control and Fraud Prevention.”
12. The U.S. Fire Administrator’s Summit on Fire Prevention and Control, originally scheduled for February 4, 2026, at the National Emergency Training Center (NETC) in Emmitsburg, Maryland, has been postponed. Once scheduled, live streaming will be available at www.usfasummit.com.
13. The Insurance Service Office (ISO), MTAS, and CTAS will continue to host quarterly (approximate) virtual ISO sessions. The next session will be on February 26 at 11:00 A.M. CST on Section 400 - Water Supply. A meeting link is available at Tennessee-FIRE@googlegroups.com.
 - If you are interested in a specific section of the FSRS being covered, let us know. The date for future sessions will be announced through the Tennessee-F.I.R.E. Google Group.
14. The U.S DOJ Public Safety Officer’s Benefits Program provides death and education benefits to the families of eligible public safety officers killed in the line of duty (<https://bja.ojp.gov/program/psob#0-0>). The **Honoring Our Fallen Heroes Act of 2025** added multiple job exposure-related cancers when federal requirements are met. If you know of a firefighter (active or retired) that died of a covered cancer that fits within the parameters on or after January 1, 2020, please contact Paul Trupore, Executive Director of the TN Federation of Fire Chaplains (Paul.Trupore@TFFC.org, 865-805-2890).

15. Public Entity Partners-Many Grant Opportunities throughout the year.

www.peppartners.org/grants

- Judy Housley Safety Partners Grant-Safety programs/equipment.
- James L. Richardson Driver Training Grant-Driver Training.
- Property Conservation Grant- Help prevent property loss.
- Cyber Security Grant-Cyber security tools, training, services, etc.
- Excellence in Risk Management PRIMA Institute Scholarship-Scholarship to attend PRIMA Institute training programs.
- Excellence in Risk Management TnPRIMA Scholarship-Scholarship to attend TnPRIMA Risk Management Education Conference.

Respectfully submitted,

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Tennessee Fire Chiefs Association

Professional Development Committee – Strategic Goals

This document outlines the 1-year, 3-year, and 5-year goals for the Tennessee Fire Chiefs Association (TFCA) Professional Development Committee. These goals are designed to provide a clear, progressive roadmap for officer development and leadership growth statewide.

1-Year Goals (Immediate Wins / Foundation Building)

Purpose: Establish credibility, generate momentum, and deliver early, visible value.

Committee-Level Goals

- Develop and adopt a Professional Development Framework outlining three tiers: Company Officer, Mid-Level Supervisor, Command Staff Officer.
- Launch a TFCA Learning Resource Library (recommended reading, online classes, credentialing info).
- Deliver one- eight (8) hour leadership workshop in each of the regional Fire Chief's Associations.
- Publish a 1-page annual progress summary for TFCA members highlighting early successes ('Year One Wins').
- Establish a mentorship network linking aspiring officers with current Chiefs.

Officer Development Focus

Level	1-Year Target
Company Officer	Create a "Company Officer Readiness Guide" and host one pilot workshop based on Buddy to Boss or Five Alarm Leadership.
Battalion Chief	Develop a leadership roundtable or simulation-based workshop (ICS, decision-making).
Command Staff	Compile best practices and credentialing pathways (CPSE, EFO, Managing Officer).

3-Year Goals (Program Development / Recognition Phase)

Purpose: Formalize programs, establish recognition pathways, and expand participation statewide.

Committee-Level Goals

- Launch a TFCA Officer Development Program modeled after CPSE, International Association of Fire Chiefs, and Fire Officer I–IV levels.
- Partner with Tennessee Fire Service and Codes Enforcement Academy and/or accredited leaning institute to pursue college credit and partnership.
- Create a TFCA Certification or Recognition System (e.g., TFCA Fire Officer Designation).
- Develop a statewide instructor cadre of subject-matter experts to deliver core leadership courses.
- Host an annual Professional Development Symposium for all officer levels.
- Publish a TFCA Officer Development Manual integrating leadership, management, and ethical standards.
- Begin tracking career progressions of program participants to measure outcomes.

Officer Development Focus

Level	3-Year Target
Company Officer	Implement a standardized development program endorsed by TFCA.
Battalion Chief	Introduce tactical command simulations and mentoring assignments as part of program.
Command Staff	Establish a formal mentoring exchange with Chief Officers from across the state.

5-Year Goals (Sustainability / Accreditation Phase)

Purpose: Institutionalize professional development as a recognized, state-supported, and credentialed system.

Committee-Level Goals

- Secure college-level accreditation or articulation for the TFCA Officer Development Program.

- Gain state recognition or endorsement through TFCA, Tennessee Fire Commission, or the State Fire Marshal's Office.
- Create a TFCA Leadership Academy offering multi-tiered, rotating cohorts (Company Officer, Battalion Chief, Command Staff).
- Formalize a succession pipeline model for departments to adopt, aligning with NFPA 1021, IAFC and CPSE.
- Establish annual leadership research publication highlighting innovation in Tennessee fire leadership.
- Develop a TFCA Credentialing Board to oversee validation of officer recognition.
- Seek national recognition through IAFC or CPSE partnerships as a model program for statewide development.

Officer Development Focus

Level	5-Year Target
Company Officer	Fully accredited entry-level officer program, portable across departments.
Battalion Chief	Certified mid-level command program recognized statewide.
Command Staff	Executive Leadership Academy modeled after NFA Executive Fire Officer Program.

Summary Vision

By Year 5, the Tennessee Fire Chiefs Association will have established a nationally recognized, tiered professional development program that provides clear pathways from company officer to executive fire officer — empowering departments statewide to build succession-ready, credentialed leaders.

Proposed Mission Statements

Advancing Professional Fire Leadership in Tennessee

Building Tennessee's Fire Service Leaders

Developing Professional Fire Officers for Tennessee

Leadership Excellence for Tennessee's Fire Service

Preparing Tennessee's Next Generation of Fire Leaders

Elevating Fire Leadership Across Tennessee

Shaping Tomorrow's Fire Leaders in Tennessee

Professional Leadership for Tennessee's Fire Service

Strengthening Tennessee Through Professional Fire Leadership

Developing Leaders Who Advance Tennessee Fire Service

Committed to Leadership Excellence in Tennessee

Empowering Tennessee's Fire Service Leaders

Professional Growth for Tennessee Fire Officers

Raising Leadership Standards Across Tennessee

Building Stronger Fire Leadership for Tennessee



January 2026 IAFC Updates

CEO Search Update

Truity Partners was contracted to conduct a national search for the next IAFF CEO. In-person Meetings were held with the full board in Irving, Texas in December and Richmond, VA on January 7-8. As part of this process:

- 406 applications were received
- 134 applicants participated in a 30-minute preliminary interview with Truity
- Approximately 70 moved on with a 60-minute interview with Truity
- 6 finalists were presented to the IAFF Executive Board for remote interviews
- 3 candidates were selected and brought before the entire Board for interviews and discussion in Richmond. Through this process, a preferred candidate was selected and Truity was instructed to proceed with contract negotiations.

Once a contract is finalized and the named individual has made proper notifications to their current employer, the selection will be announced.

Appointments/Nominations

A vote was held for the At Large Division Member of the Executive Committee, and Ken McMullen of the Canadian Division was elected.

FRI Update

It is anticipated that FRI 2026 in Kansas City will look much different this year. A survey of the Divisions indicated that a lunch, rather than a breakfast, is the preferred meeting venue. There will be several changes in structure, scheduling, and organization which will be presented in the upcoming months. This is all based upon member and Division/Section feedback.

Budget

At the board meeting in Irving, TX, the IAFC Board passed the 2026 Annual Budget. It was noted that:

- We have a strong balance sheet with cash & investments totaling \$9.4M
- Revenue running \$1.1M under budget (due primarily to grant losses), projected at \$860K by year-end, BUT
- Expenses running \$864K under budget. Lower operating costs and better-than-assumed investment return resulted in a net budget position improvement of approx. \$750K
- 2026 budget remains somewhat flat, with 4 new positions recommended:
 - Event Marketing Manager
 - Exhibit and Sponsorship Fulfillment
 - Event Technologist
 - Content Manager
- *Conference staff was cut from 10 to 3 in 2020. Staff is stretched and under resourced. Adding these positions should hopefully increase topside revenue.

- Primary charge to new CEO will be to find new, diversified revenue sources, develop corporate partnerships, and find creative ways to increase membership.

Main Sources of Revenues 2026 Budget

	2025 Budget	2026 Budget	% of Total
Grants and Contracts	7,073,319	6,600,232	43%
Sponsorships and Royalties	1,826,434	2,016,594	13%
Management Fees	180,000	180,000	1%
Membership Dues	1,930,000	1,820,400	12%
Conferences and Events	4,602,930	4,621,475	30%
Other	275,200	95,000	1%
Total	15,887,883	15,353,701	





To advance the abilities of emergency responders to manage pipeline emergencies through improved training, cooperation, and communication.

TN PERI Board of Directors
Agenda February 4, 2026 10:00 Central
Double Tree Hotel
1770 Highway 45 Bypass
Jackson, TN 38305

Members present: Richard Griggs, Eddie Phillips, Stephen Hart, John Wyatt, Ken Tuggle, Dona Burns, Online: Nathaniel Miller, Kimberly Burch, Bob Trentham

1000 – Call to order

1000 – Approve minutes from July 14-

1005 – Welcome

1008 – Membership update – Dona gave a data base and membership update. TN PERI fact sheet will be available soon to distribute in our TN-PERI Orientation Classes.

1015 – Committee Reports

- Treasurer/Grants – Eddie Phillips – See Attached. Motion to accept by Griggs, 2ND by Wyatt, Motion Passed
- Instructors – Ken Tuggle, Replaced Mark Blackwood and added two additional instructors: Rob Taylor, Pat Brown, and John Wyatt Baily.
- Operator Outreach – Operators and orientation to TN-PERI Discussed to set one in each grand division, Griggs asked to lead the one for West, tentatively first month of Q-2.
- Emergency Responder Outreach – ER's will be invited to attend operator outreach.

1030 – Program Updates

- Training Schedules – Stephen explained the dashboard and its ability to measure the metrics of how many open the correspondence that we send. Also explains the advantages for the operators' regulatory requirements.
- Messaging – Dona 1889 messages were sent, and 1223 were opened.
- Training "Catch up" Virtual Meetings
- TNPERI page on TFCA site Need à Link to TN-PERI Eddie Will have That conversation with Amy.



To advance the abilities of emergency responders to manage pipeline emergencies through improved training, cooperation, and communication.

- Status of PERG- Stephen will have a conversation to include language on other PERG grants to prevent delays if changes need to be made.
- Challenge Coins and other giveaways, ARTIC Tumblers will be used as give aways at future events for now.

1115 – Future Conferences – All main one for now would be TFCA- annual Conference July 31-August-4th In Murfreesboro, Smoky Mountain Weekend, Tennessee River Weekend, and Upper Cumberland training weekend.

- Need list of conferences for 2026 to be added to SMS Calendar
- Need Committee members to staff vendor booth at each
- Will have a booth and a 1-hour presentation to Chiefs Association

Break

1130 – Updates on Perseverant – Dona/Stephen

1200 – New business open discussion

1230 – Schedule next meeting – May 5-8 Gatlinburg Time TBD

1235 – Adjourn

Respectfully Submitted,

Richard Griggs