MEETING MINUTES
Wednesday, November 18, 2020

Meeting called to order by Chair: 1400 EST

Roll Call of the Board Members:

<table>
<thead>
<tr>
<th>TITLE</th>
<th>NAME</th>
<th>PRESENT</th>
<th>EXCUSED</th>
<th>NOT EXCUSED</th>
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</thead>
<tbody>
<tr>
<td>Chair</td>
<td>Jo-Ann Lorber</td>
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<td>Vice-Chair</td>
<td>William Hyde</td>
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<td>X</td>
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<tr>
<td>Secretary/ Treasurer</td>
<td>Gregory Barton</td>
<td>X</td>
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<tr>
<td>Past President</td>
<td>Pat Kelly</td>
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<tr>
<td>Director of Eastern</td>
<td>Chad Deardorff</td>
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<tr>
<td>Director of Great Lakes</td>
<td>Joe Pulvermacher</td>
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<td>Director of Missouri Valley</td>
<td>David Daley</td>
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<tr>
<td>Director of New England</td>
<td>Anthony Stowers</td>
<td>X</td>
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<tr>
<td>Director of Southeastern</td>
<td>Trey Mayo</td>
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<tr>
<td>Director of Southwestern</td>
<td>Chad Roberson</td>
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<tr>
<td>Director of Western</td>
<td>Bruce Kroon</td>
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<tr>
<td>Canadian Division</td>
<td>Ken Uzeloc</td>
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<tr>
<td>IAFC Liaison</td>
<td>Jim Wamsley</td>
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<td>NFA Liaison</td>
<td>Trisha Wolford</td>
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<tr>
<td>IAFC Staff Liaison</td>
<td>Kaitlin Lutz</td>
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<td>X</td>
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Approval of Minutes from August 21, 2020 – First: Chief Pulvermacher / Second: Chief Kelly – Approved

Report of the Chair – Chief Lorber

- Attended section chair meeting with IAFC. Issues with invoicing. IAFC is asking each section to work on strategic directive with a focus to re-invent the IAFC moving forward.
- Webinar went well.

Report of the Vice Chair – Chief Hyde

- No Report.

Report of the Secretary/Treasurer – Chief Barton

- Members – 1609
- Assets – $147,081 (October number. No revenue reported yet for November)
• Staff Hours – Used 42.5 hours year to date (197.5 Hours available)
• Updating By-Laws and Strategic Directive section name back to Executive Fire Officer Section.

Motion – First: Chief Stowers / Second: Chief Uzeloc – Approved

Report from Staff Liaison – Kaitlin Lutz

• Lands’ end store is open. Link on EFO website
  o Lands' End link: https://business.landsend.com/store/iafc_efo/
• Webinars went great.
  o Webinar
    ▪ 236 registered
    ▪ 131 attended
    ▪ 50 viewed the recording since the webinar
  o Webinar 2
    ▪ 166 registered
    ▪ 89 attended
    ▪ 29 viewed the recording since the webinar

Old Business:

Committee Reports

1. EFO/NFA Committee
   a. Next Symposium will take place on April 9 &10, 2021. It may be virtual.
   b. Schedule is full with an outstanding list of speakers.
   c. Symposium will be changed to Executive Officer and Leadership Symposium.
   d. New NFA Superintendent.

2. Merchandise Committee (Chiefs Hyde, Pulvermacher, Uzeloc)
   a. Lands End Store is up and running.
   b. New EFO section Challenge Coin approved by Board. See example below.
      A. Kaitlin will get a price breakdown for the cost of the coin.

3. Directors-at-Large Reports
   a. Eastern (Chief Deardorff )
      A. No Report.
   b. Western (Chief Kroon)
      A. No Report.
   c. Southwestern (Chief Roberson)
      A. Dealing with COVID-19
      B. Moved up to 1st VP for Division.
d. Great Lakes (Chief Pulvermacher)
   B. Completing thesis addressing personnel recruitment.

e. Missouri Valley (Chief Daley)
   A. Dealing with COVID-19

f. Southeastern (Chief Mayo)
   A. Dealing with COVID-19

g. New England (Chief Stowers)
   A. Dealing with COVID-19

h. Canadian Division (Chief Uzeloc)
   B. Most conferences will be virtual.

i. IAFC Board Liaison (Chief Wamsely)
   A. No Report.

j. NFA Liaison (Chief Wolford)
   A. See NFA report above.

New Business:

- Chair to request articles from members to publish.

- Future Webinars ideas. The topics below were requested by EFO membership for future webinars. The Chair asked the Board to select a topic to develop a webinar.
  - Executive development, succession planning, labor management relations, diversity
  - Life after COVID
  - The need to combine and consolidate departments
  - New Chief
  - Any topic that includes Dr. Onieal and Tanya Hoover
  - How to better educate political decision makers
  - Managing company operations
  - Diversity and Inclusion
  - Leadership for officers
  - Identifying PTSD
  - "More expert panels focusing on key issues that we are all facing that we can learn from other's experience."

Adjourn: 14:35 EST

Next Meeting: January 13, 2021 at 1400 EST
Approved Logo Change:

Three Stars Represent:

- Lead
- Educate
- Serve