

2025

ANNUAL REPORT

National Volunteer Fire Council



2025

NVFC Vision

The NVFC strengthens volunteer and combination fire and emergency medical services to advance excellence, ensure safer communities, and enhance the quality of life across America.

NVFC Mission

The NVFC unites and supports volunteer and combination fire and EMS organizations through education, advocacy, leadership development, and collaboration. Guided by professionalism and innovation, we provide the tools and resources needed to protect communities, advance responder health and safety, and prepare leaders for the future.





Letter from the Chair

Since 1976, the National Volunteer Fire Council (NVFC) has been there for our nation's volunteer responders - providing advocacy, resources, training, programs, and more to help the volunteer fire, EMS, and rescue services thrive. As we head into our 50th year, it gives me great pleasure to look back on what we have accomplished and what we continue to accomplish. You may notice that our vision and mission statements have been updated to best reflect where we are and where we are going.

Within this report, you will read about what the NVFC achieved in 2025. This includes partnerships that resulted in \$2.5 million in grants and giveaways to the volunteer fire and emergency services, conducting over 130 online and in-person trainings, hosting our inaugural Step Strong Challenge, and releasing new resources.

We continue to grow, with membership at over 42,000 members at the year's end. It is because of our members and supporters that we are able to accomplish so much, and I thank all of you for being a part of the NVFC's first 50 years. As we head into this milestone anniversary year, we will continue to work for you in ways that matter most.

Thank you for being a part of the NVFC family. If you aren't yet a member, I encourage you to join at www.nvfc.org/join. Together, we will continue to foster a strong and supported volunteer fire and emergency services.

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 2025 spring conference was held in Alexandria, VA, on May 8-10 and the fall conference was held in Rapid City, SD, on September 22-24.

OFFICERS:



Chair
Steve Hirsch (KS)



1st Vice Chair
Dallas Renfrew (TX)



2nd Vice Chair
Reid Vaughan (AL)



Secretary/Treasurer
Bob Guthrie (CT)

EXECUTIVE COMMITTEE:

- Quentin Cash (NC)
- Steve McClintock (NV)
- Brian McQueen (NY)
- Sheri Nickel (OK)

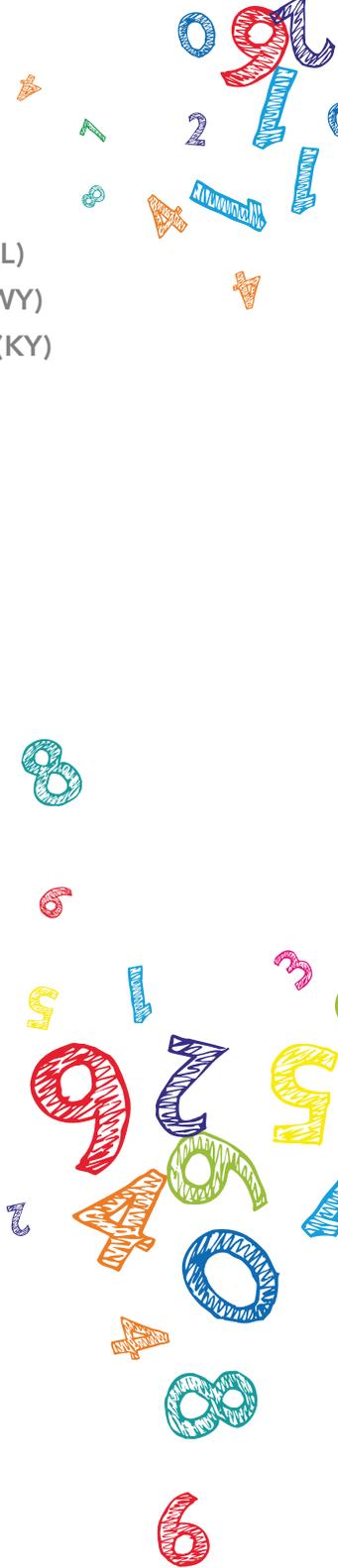
- Bill Offerman (IL)
- Eric Quinney (WY)
- Pat Thompson (KY)

COMMITTEES:

- > Audit
- > Bylaws
- > Communication & Technology
- > Conference
- > 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 2025)

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

Colorado State Fire Fighters Association

Ryan Haynie

Connecticut State Firefighters Association

Lew Clark
Robert Guthrie

Delaware Volunteer Firefighter's Association

Norman (Jay) Jones
Ron O'Neal

Florida Fire Chiefs' Association

Tim Diamond
Robbie Whitfield

Georgia State Firefighters Association

David Bullard

Illinois Firefighter's Association

William 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

Blaine Howell
Bill Shagena

Minnesota State Fire Department Association

Travis Olson
Judy Thill

Mississippi Firefighter's Association

Dewayne Stuckey
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

Scott Cathy
Erik Thomas

New Jersey State Firemen's Association

Brian Foley
George Heflich, Sr.

New Mexico State Fire Marshal

Jaime Gonzales
Josh Mack

Firefighters Association of the State of New York

John Farrell, Jr.
Brian McQueen



NVFC Board of Directors (in December 2025)

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

Deanna Force
Paul Lukus

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

Larry Creekmore
Andrew Schaffran

West Virginia State Firemen's Association

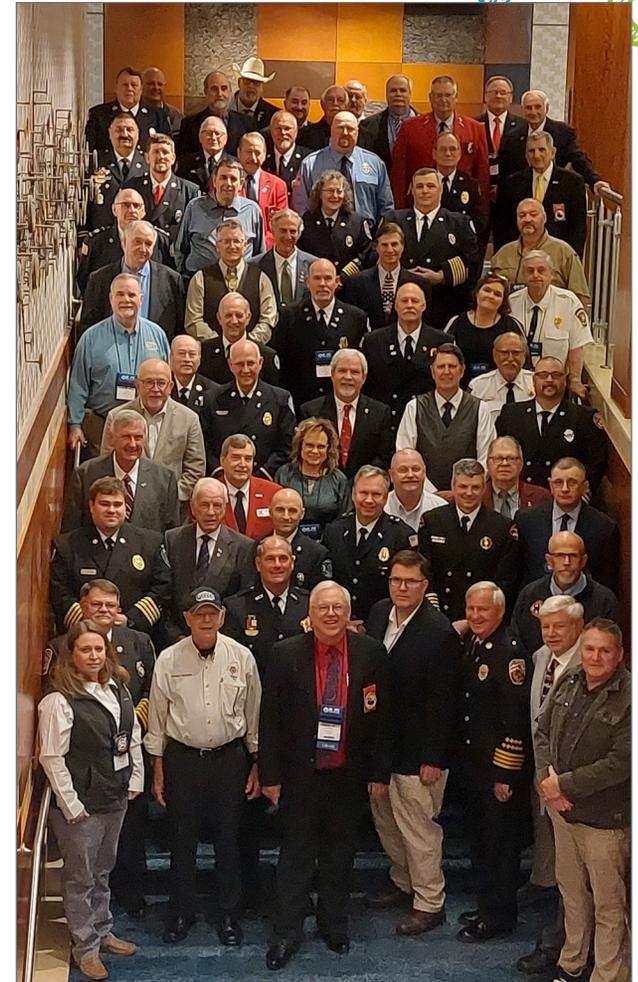
Thomas Miller

Wisconsin State Firefighters Association

Chris Klahn
Philip C. Stittleburg

Wyoming State Firemen's Association

Lawrence Erdmann
Eric Quinney



NVFC Board of Directors at the 2025 Spring Board Conference.

Finances

Statement of Financial Position

As of December 31, 2025

Assets	12/31/2025
Cash	\$ 2,692,364
Accounts Receivable	1,003,469
Other Current Assets	119,049
Investments	1,688,079
Fixed Assets, net	17,135
Total Assets	\$ 5,520,096
Liabilities and Net Assets	
Liabilities	
Payables	\$ 103,754
Accrued Liabilities	147,132
Deferred Revenue	208,314
Total Liabilities	459,200
Net Assets	
Without Donor Restrictions	4,959,424
With Donor Restrictions	101,472
Net Assets, Ending	5,060,896
Total Liabilities and Net Assets	\$ 5,520,096

Membership

NVFC membership increased by 14% in 2025, with 42,557 individual members, 50 corporate members, and 48 state association members in December.

Individual membership comes with an array of benefits, including:

- > The NVFC First Responder Helpline
- > All courses free in the NVFC Virtual Classroom
- > \$10,000 AD&D insurance policy
- > 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 products and services from NVFC partners

Learn more about benefits and join at www.nvfc.org/join.



The NVFC reached over 40,000 members in 2025.

Advocacy

The NVFC has representatives on 24 National Fire Protection Association standards-setting committees and represents the volunteer fire and emergency services on numerous national workgroups and task forces.

After significant cuts in the spring, the NVFC successfully advocated for the restoration or preservation of programs and agencies that are critical to the fire and emergency services, including the National Fire Academy, National Firefighter Registry for Cancer, and the Fire Fighter Fatality Investigation and Prevention Program. The NVFC also advocated for the preservation and continued strong funding for the Assistance to Firefighters Grant, Staffing for Adequate Fire and Emergency Response grant, U.S. Fire Administration, Urban Search and Rescue teams, National Highway Traffic Safety Administration's Office of EMS, and the Pipeline and Hazardous Materials Safety Administration.

The NVFC continued to provide input regarding OSHA's proposed Emergency Response Standard.

In addition, the 2026 National Defense Authorization Act was signed into law in December. The legislation contains an NVFC legislative priority, the Honoring Our Fallen Heroes Act, which broadens the eligibility for Public Safety Officer's Benefits to those officers, including volunteer firefighters, who have been killed or permanently disabled by certain job-related cancers.

Grants

The NVFC received the following grants in 2025. 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 \$1.4 million Fire Prevention and Safety Grant to further the NVFC's health and safety initiatives.

General Motors awarded a grant of \$155,000 to prepare responders for roadway incidents and educate the public about safe driving practices.

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

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.



Attendees at a hands-on electric vehicle course in Bay City, MI, one of several trainings funded by the General Motors grant.

Recruitment & Retention

The NVFC has three programs to assist volunteer and combination departments with recruitment and retention.

- > **The Make Me A Firefighter™** campaign provides free resources and tools to implement a local recruitment campaign as well as a national public database of local volunteer opportunities. www.MakeMeAFirefighter.org
- > **Fire Corps™** helps fire and EMS departments enhance their services by engaging with community members to assist with non-operational tasks. www.firecorps.org
- > **The National Junior Firefighter Program™** helps departments develop, grow, and promote a local youth program to foster the next generation of firefighters. www.nvfc.org/juniors

The Make Me A Firefighter campaign has 19,842 departments registered in the department portal, or 44% of volunteer and combination departments in the U.S. There are 6,635 volunteer opportunities posted through the campaign. In 2025, there were 26,166 clicks on opportunity listings and more than 10,877 volunteer interest forms completed through www.MakeMeAFirefighter.org.

The NVFC released new resources in 2025 to help departments with recruitment and retention, including a resource page for fire service families and sample stay and exit surveys.

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



The NVFC's Strategic Planning Task Force met in July.



The NVFC's booth at Fire-Rescue International.



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 2025 include the following:

- > The inaugural **Step Strong Challenge** took place in October, with 900 participants taking part to increase their fitness and get moving.
- > An online version of the **Psychologically Healthy Fire Departments: Implementation Toolkit** was released to help departments better support their members.
- > The ninth 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 15-21 with the theme "Break the Stigma: Behavioral Health RESET." The awareness week is a joint effort of the NVFC; IAFC Health, Safety, and Survival Section; NFPA; FDSOA; and IAFF.
- > The NVFC released **new resources** to promote cancer risk reduction practices, including cancer survivor videos and a PPE resource center, as well as roadway safety, including a traffic incident management best practices video and social media graphics highlighting safe driving practices.

The NVFC also maintains the following programs:

- > **The Heart-Healthy Firefighter Program™** provides tools and resources for fitness, nutrition, and health awareness. www.healthy-firefighter.org
- > **The Share the Load™ Program** provides tools, resources, and training to help individuals and departments proactively address behavioral health. www.nvfc.org/help
- > **The Wildland Fire Assessment Program** is a joint effort with the U.S. Forest Service 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

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



Attendees at a WFAP training in Essex, MA.



Training

The NVFC Virtual Classroom contains over 50 on-demand courses and close to 200 recorded webinars and Roundtable Talks, with 7,040 registrations in 2025. All courses are free for NVFC members, and webinars and Roundtable Talks are free to all. Several courses were added or updated in 2025, including:

- > Building a Healthy and High-Performing Fire Department
- > It Starts at the Top: The Importance of Leadership Supporting Health & Wellness
- > Planning and Implementing Training Programs
- > The Power of Hope: Strengthening Resilience and Wellbeing in First Responders
- > Hazmat Series
 - Instructor Training on Placards, Labels, and Markings
 - Scenario-Based Hazmat Training
 - Teaching Hazmat on a Budget
 - Understanding Regulations and Standards Affecting Hazmat Training
 - Risk-Based Response for Hazmat Responders

The NVFC also held 38 live webinars, Roundtable Talks, and R&R Coffee Talks in 2025, with 3,328 live attendees. An additional 95 in-person courses were held at departments and events across the country, with 2,073 attendees.

The NVFC's signature conference, the NVFC Training Summit, took place on June 20-21 in Salt Lake City, UT. Over 175 attendees from 44 states participated in classroom sessions, keynote presentations, and networking events. The event featured 18 courses divided into tracks focused on responder health and safety, volunteer recruitment and retention, and emergency service leadership.

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



Savannah Maddison provided the keynote presentation at the 2025 NVFC Training Summit.

Partnerships

The NVFC teamed up with the following partners to provide over \$2.5 million in grants, giveaways, and scholarships in 2025. 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. The company also produced its 100 millionth can of emergency drinking water in 2025.

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 Giveback

DripDrop Hydration, PBC, donated 200,000 electrolyte sticks to 1,000 volunteer fire departments (200 sticks per department) to help keep responders hydrated during wildfires and other long incidents.

MSA and DuPont's Globe Gear Giveaway

MSA and DuPont awarded 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 who are active volunteer firefighters.

NVFC Volunteer Firefighter Support Fund

The NVFC provided \$1,400 in disaster relief stipends to four 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 150 pancake breakfast kits to assist volunteer departments with fundraising events.

State Farm® Good Neighbor Firefighter Safety Program

State Farm awarded \$1.5 million in grants to volunteer fire departments to help them purchase needed equipment (\$10,000 grants to 150 departments). State Farm also provided the first 2,000 applicants with a one-year NVFC membership.



The Kouts (IN) Volunteer Fire Department was able to purchase needed equipment thanks to the State Farm® Good Neighbor Firefighter Safety Program.

State Farm® Laptop Donation

State Farm provided 500 previously-owned laptops to 100 fire departments (5 laptops per department) to aid departments in administrative tasks, training, incident tracking, and more that will enhance their capabilities and efficiency.

STEPR™ Health & Safety Giveaway

STEPR provided three volunteer fire departments with a STEPR PRO+ stair climber, accessory pack, initial warranty, and accompanying training to help foster physical and mental wellness among their members.

Training Summit Travel Stipends

Thanks to grants from FEMA, the NVFC awarded 60 members with a stipend of up to \$800 to help them attend the 2025 NVFC Training Summit.

Waldorf University Scholarship

Waldorf University awarded one NVFC member with a scholarship covering up to 60 credit hours toward one online degree program.



King County (WA) Fire Protection District #50 received a new stair climber through the STEPR Health & Safety Giveaway.

Awards

The NVFC annually recognizes excellence in the fire service through its achievement awards. The following awards were presented in 2025.

William J. Darley Lifetime Achievement Award

Sponsored by Darley
[David Denniston \(NY\)](#)

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

Co-sponsored by VFIS and Ward Diesel Filter Systems
[Jeremy Sonenschein \(NV\)](#)

Junior Firefighter of the Year

Sponsored by California Casualty
[Jiya Jadhav \(NY\)](#)

Junior Firefighter Program of the Year

Sponsored by California Casualty
[West Virginia University Fire Service Extension Junior Firefighter Camp \(WV\)](#)

E. James Monihan Director Award

Sponsored by Provident
[Brian McQueen \(NY\)](#)



Recipients of the 2025 NVFC fire service achievement awards.

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 2025). 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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1-888-ASK-NVFC (275-6832)

www.nvfc.org



@nvfc1



@nvfc



@mynvfc



National Volunteer Fire Council

Join the NVFC

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

Director of Education
David Bryson

Training Coordinator
Amanda Tegtmeyer

Membership

Membership Director
Alyssa Dara

Membership Manager
Laura Towers

Programs

Senior Program Manager
Lori Shirley

Senior Program Manager
Caroline Stachowiak

Engagement

Corporate Relations Manager
Christine Zahn

Meeting Planner
Meg Goldberg

Administration

Office Manager/Executive
Assistant
Lorraine Higgins



NVFC staff at a CPR training.

This annual report is dedicated to the memory of **BILL BETTS, DIRECTOR FROM DELAWARE.**