

2024 Annual Report

Lakes Region Mutual Fire Aid



Proudly Serving:

- Alexandria
- Alton
- Andover
- Ashland
- Barnstead
- Belmont
- Bridgewater
- Bristol
- Campton
- Center Harbor
- Danbury
- Dorchester
- Ellsworth
- Franklin
- Gilford
- Gilmanton
- Groton
- Hebron
- Hill
- Holderness
- Laconia
- Meredith
- Moultonborough
- New Hampton
- Northfield
- Plymouth
- Rumney
- Sanbornton
- Sandwich
- Stafford
- Thornton
- Tilton
- Warren
- Waterville Valley
- Wentworth





This report is available electronically, or in printed copies by contacting:

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(603) 528-9111

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Board of Directors

The Board of Directors is made up of the Fire Chief from each member community or their designee, with each entitled to one vote. The Board of Directors are the Governing Body of the Association

Chief George Clayman	Alexandria	Chief Jamie Moulton	Hill
Chief James Reinert	Alton	Chief Jeremy Bonan	Holderness
Chief Stephen Barton	Andover	Chief Deb Black	Belmont
Chief Steve Heath	Ashland	Chief Ken Jones	Meredith
Chief Al Poulin	Barnstead	Chief Dave Bengtson	Moultonborough
Chief Tim Joubert	Laconia	Chief Scott Cathy	New Hampton
Chief Don Atwood	Bridgewater	Tom Beaulieu	Northfield
Chief Ben LaRoche	Bristol	Chief Kevin Pierce	Plymouth
Chief Dan Defosses	Campton/Thornton/Ellsworth	Chief Tyler Driscoll	Center Harbor
Chief Evan Hacker	Rumney	Chief Paul Dexter	Sanbornton
Chief Jeremy Martin	Danbury	Chief Ted Call	Sandwich
Michael Swarbrick	Dorchester	Chief Steve Johnson	Strafford
Chief Michael Foss	Franklin	Chief Michael Sitar	Tilton
Chief Steve Carrier	Gilford	Chief Arthur Heath	Warren
Chief Joe Hempel	Gilmanton	Chief David Noyes	Waterville Valley
Chief Tony Albert	Groton	Chief Jeff Ames	Wentworth
Chief Tony Albert	Hebron		

Executive Committee

The Executive Committee performs duties as directed by the Board of Directors. The Executive Committee is made up of five members of the Board of Directors, with one member serving as the President of the Lakes Region Mutual Fire Aid Association.

Chief Michael Sitar, Chairman, 2027

Chief Paul Dexter, 2027, Secretary/Treasurer

Chief David Bengtson, 2029

Chief Jeremy Bonan, 2025

Chief Ben LaRoche 2026

Lakes Region Mutual Fire Aid Staff

The below staff represents the men and woman who work tirelessly each day to meet or exceed the needs and expectations of the organization.

Administration

Chief Coordinator Jonathan M. Goldman, CPE, RPL

Deputy Chief Coordinator Erin L. Hannafin, RPL

Shift A

Lieutenant Brian Dumka
Dispatcher Joshua Hanson

Shift B

Lieutenant Derrek Trempe
Dispatcher Adam Sattler

Shift C

Lieutenant Ricky Fowler
Dispatcher Hannah Gannon

Shift D

Lieutenant Matt LaDuke
Dispatcher Jennifer Olisky

Special Projects Coordinator/Rural Hitch

Nicholas Bridle

2024 Budget and Financial Statements

As required by law, the Lakes Region Mutual Fire Aid Association conducts an annual financial audit of all our finances. Our bookkeeping company “Budget Tax LLC.” Of Gilford NH performs our weekly bookkeeping functions including payroll, taxes, and weekly finances. They work alongside the Chief Coordinator and the engaged audit firm to assist in preparation of the annual audit each year. Veroff CPA Accounting has been engaged to conduct our 2024 audit. The only recommendations noted was that LRMFAA should implement an internal controls policy.

2024 Budget Detail

Lakes Region Mutual Fire Aid
Communications Center - Operating Budget

Account #	Labor Costs	2023 Budgeted	2024 Proposed	Dollar Change	Percent Change
	Wages - Full-time	\$827,539	\$713,835	\$88,298	13.75%
	Wages - Part-time	\$47,300	\$55,649	\$8,349	17.65%
6003	Overtime	\$62,955	\$66,010	\$5,055	8.03%
6009	Longevity Bonus	\$2,150	\$1,300	(\$890)	(39.53%)
6010	Holiday Wages	\$24,688	\$26,869	\$2,201	9.38%
6011-01	Medical Insurance	\$206,887	\$217,508	\$10,642	5.14%
6011-02	Disability Insurance	\$3,180	\$3,624	\$438	13.75%
6011-03	Life Insurance	\$4,300	\$4,300	\$0	0.00%
6012	State Retirement	\$115,918	\$113,718	(\$2,200)	(1.90%)
6014	Social Security	\$43,118	\$54,517	\$11,399	26.44%
6015	Medicare	\$11,253	\$12,750	\$1,497	13.31%
6016	Unemployment Compensation	\$500	\$500	\$0	0.00%
6017	Workers Compensation Insurance	\$15,000	\$15,000	\$0	0.00%
6018	Uniforms	\$4,000	\$4,000	\$0	0.00%
6019	Training & Education	\$12,000	\$12,000	\$0	0.00%
		\$1,160,653	\$1,003,500	\$122,927	10.61%
General Operating					
6100	Professional Services				
6100-01	Audit	\$7,200	\$7,200	\$0	0.00%
6100-02	Bookkeeping	\$7,800	\$7,800	\$0	0.00%
6100-03	Legal	\$2,800	\$2,800	\$0	0.00%
6100-04	Graphic Design	\$2,500	\$2,500	\$0	0.00%
6180	Insurance	\$12,000	\$16,000	\$4,000	33.33%
6201	Bank Finance Charges	\$750	\$750	\$0	0.00%
6202	Office/Administrative Expense	\$4,500	\$4,500	\$0	0.00%
6203	Postage	\$500	\$500	\$0	0.00%
6205	Professional Dues				
6205-01	Prof. Dues Association	\$750	\$750	\$0	0.00%
6205-02	Prof. Dues Staff	\$2,050	\$2,050	\$0	0.00%
6205-03	Haz-Mat Team	\$0	\$0	\$0	0.00%
6206	Subscriptions	\$1,675	\$1,650	\$25	-4.76%
6207	Coordinator's Expense	\$500	\$700	\$200	40.00%
6208	Executive Committee's Expense	\$700	\$700	\$0	0.00%
6240	Miscellaneous				
6301	Automotive Expense				
6301-01	Automobile Expense - Other	\$225	\$225	\$0	0.00%
6301-02	Communications Trailer Expenses	\$1,000	\$1,000	\$0	0.00%
6301-03	Fuel Purchases	\$6,000	\$6,000	\$0	0.00%
6301-04	Mileage Reimbursements	\$1,000	\$1,000	\$0	0.00%
6301-05	Automobile Repair & Maintenance	\$5,000	\$5,000	\$0	0.00%
6401	Communications System Maintenance and Repair	\$25,000	\$25,000	\$0	0.00%
6503	Office Equipment	\$750	\$750	\$0	0.00%
6608	Property Rental				
6608-01	Office Space Lease	\$1,758	\$1,850	\$92	5.23%
6608-02	Tower Leases	\$2,000	\$2,000	\$0	0.00%
6608-03	Future Tower Lease	\$3,500	\$3,500	\$0	0.00%
6608-04	Tower Site Rental Fees	\$9,000	\$5,000	(\$4,000)	(44.44%)
6610	Radio Circuits	\$27,000	\$27,000	\$0	0.00%
6612	Telephone Expense				
6612-01	Cell Phone Expenses	\$5,500	\$5,500	\$0	0.00%
6612-02	Land Line Expenses	\$14,000	\$14,000	\$0	0.00%
6700	IT Expense/Services				
6700-01	Computer Supplies	\$500	\$500	\$0	0.00%
6700-02	Computer Software/Programming/Support	\$19,500	\$19,500	\$0	0.00%
6700-03	Computer Hardware	\$7,500	\$7,500	\$0	0.00%
6700-04	IT Consulting Support_Web Site Fees	\$6,000	\$6,000	\$0	0.00%
6700-05	CAD System Maintenance	\$5,000	\$19,500	\$14,500	1460.00%
		\$184,458	\$258,325	\$74,867	40.59%
Facility Expense					
6615-01	Heating Oil	\$6,655	\$6,655	\$0	0.00%
6615-02	Maintenance	\$9,000	\$9,000	\$0	0.00%
6615-03	Electricity	\$9,000	\$9,000	\$0	0.00%
6615-04	Water	\$600	\$600	\$0	0.00%
		\$25,255	\$25,255	\$0	0.00%
Revenue					
	LRMFA Revenue	(\$10,000)	(\$10,000)	\$0	0.00%
	Transfer from CAD System Reserve Account	\$0	\$0	\$0	0.00%
		(\$10,000)	(\$10,000)	\$0	0.00%
	Budget Sub-Total	\$1,360,388	\$1,576,180	\$197,794	14.53%
	Capital Improvement Program	\$100,000	\$100,000	\$0	0.00%
	Central NH Hazmat Team	\$15,000	\$40,549	\$25,549	170.33%

08/20/25

Line Item	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Comments
6011-10 - Wages - Administration	\$528,310	\$522,288	\$521,748	\$524,633	\$521,110	\$527,135	\$527,538	\$583,025	\$677,539	\$713,855	All Full Time Employees
6011-30 - Wages - Part-time Dispatch	\$54,704	\$50,599	\$41,473	\$37,290	\$37,790	\$39,516	\$47,300	\$44,959	\$37,300	\$55,649	Line allows for Part-time Dispatches in 15 shifts up to 42 hours per week. It will fund any education and other duties as assigned.
6015-00 - Health/Disk/Vacation Coverage	\$70,752	\$41,186	\$41,561	\$63,670	\$62,338	\$62,338	\$62,355	\$62,080	\$62,555	\$66,019	Cost coverage to cover sick, vacation, emergency callback, and training backlog.
6019-00 - Longevity Bonus	\$1,295	\$1,295	\$1,700	\$1,775	\$1,275	\$1,725	\$2,180	\$2,075	\$2,180	\$1,300	Longevity pay for each employee.
6010-00 - Holiday Wages	\$20,430	\$20,670	\$21,090	\$21,313	\$20,392	\$20,392	\$24,586	\$20,211	\$24,586	\$26,869	Holiday pay for full time, hourly employees
6011-01 - Medical Insurance	\$148,666	\$160,766	\$174,190	\$168,548	\$194,556	\$186,526	\$26,867	\$26,080	\$26,867	\$27,459	Insurance increased 10% over 2023 (Costs Readjusted)
6011-02 - Disability Insurance	\$1,769	\$1,519	\$1,769	\$2,430	\$2,546	\$2,726	\$3,106	\$2,960	\$3,106	\$3,624	Increase commensurate with payroll increases for STD
6011-03 - Life Insurance	\$0	\$0	\$1	\$1,500	\$3,144	\$5,000	\$4,900	\$4,900	\$4,900	\$4,900	Life insurance for all full time employees
6011-00 - Retirement - State	\$61,525	\$67,913	\$94,488	\$91,711	\$85,118	\$83,262	\$115,918	\$107,926	\$115,318	\$117,818	Calculated correctly with new rates down by payroll
6014-00 - Social Security											Calculated correctly with new rates down by payroll
6015-00 - Medicare											Calculated correctly with new rates down by payroll
6017-00 - Workers Compensation											Calculated correctly with new rates down by payroll
6018-00 - Unfunds	\$4,200	\$1,720	\$3,220	\$3,720	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	Used to purchase uniforms for FTE employees
6019-01 - Training	\$5,100	\$5,100	\$5,100	\$5,000	\$10,000	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	Continuing education for FTE employees. Mandatory monthly continuing education for employees. Mandatory monthly continuing education for employees.
6016 - Unemployment Compensation	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	Due change

\$866,319 \$895,484 \$910,312 \$910,185 \$933,570 \$972,929 \$1,111,283 \$1,130,775 \$1,160,651 \$1,303,500

Line Item	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Comments
5100-00 - Professional Services	\$4,200	\$4,200	\$6,200	\$6,200	\$6,200	\$6,200	\$7,200	\$7,200	\$7,200	\$7,200	Annual Financial Audit of all accounts
5100-01 - Audit Services	\$6,200	\$6,200	\$6,200	\$6,200	\$6,200	\$6,200	\$6,200	\$6,200	\$6,200	\$6,200	Weekly AP/AR/Payroll services
5100-02 - Bookkeeping Services	\$3,400	\$2,800	\$2,800	\$2,800	\$2,800	\$2,800	\$2,800	\$2,800	\$2,800	\$2,800	Used for legal/engines and needs
5100-03 - Legal Service	\$5,500	\$6,000	\$6,000	\$2,400	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	For printing and graphic design services
5100-04 - Graphic Design Services	\$9,958	\$10,806	\$11,086	\$17,200	\$17,200	\$17,200	\$17,200	\$17,200	\$17,200	\$17,200	Liability insurance
5101-00 - Insurance	\$4,500	\$2,000	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	Financial fees
5201-00 - Bank Finance Charges	\$5,000	\$5,000	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	General Office Supplies and Equipment
5201-00 - Office/Administrative Expense	\$1,106	\$1,106	\$676	\$676	\$676	\$676	\$676	\$676	\$676	\$676	Postage
5205-01 - Professional Dues	\$750	\$750	\$750	\$750	\$750	\$750	\$750	\$750	\$750	\$750	Dues for LRMFA's Area Mutual Aid Groups etc.
5205-02 - Professional Dues Association	\$1,500	\$1,200	\$1,250	\$2,250	\$2,250	\$2,250	\$2,250	\$2,250	\$2,250	\$2,250	Individual Professional Dues - IAFC, NFPA, NIFAC, NHEDA, APCO (All FT Staff), MENA
5205-03 - Professional Dues Staff	\$0	\$0	\$1	\$5,000	\$5,000	\$0	\$0	\$0	\$0	\$0	Removed from budget, will be invoked as an addition to Assessment
5206-00 - Subscriptions	\$700	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	Annual subscription cost (NFPA Codes Online)
5207-00 - Coordinator Expense	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	Incidental expenses while conducting business
5208-00 - Executive Committee Expense	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	Incidental Expenses while conducting business
5201-00 - Automobile Expense	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	Cleaning supplies, car washes etc.
5201-01 - Automobile Expense Other	\$0	\$100	\$1,000	\$2,000	\$2,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	Expenses to maintain and transport the Command Trailer to maintain its readiness
5201-02 - Communications Trailer Expense	\$3,500	\$5,000	\$3,000	\$4,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	Fuel for both vehicles and generators, increased due to increased historical usage
5201-03 - Fuel Purchases	\$500	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	Reimbursable release to staff when vehicle is unavailable for sponsored training, or departmental business such as travel to meetings/training
5201-04 - Management Reimbursements	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	\$5,500	Included with emergency repair and maintenance to vehicles when needed however, all charges are
5201-05 - Automobile Repair & Maintenance	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	State funded, radio system will be out of warranty mid-2022
5201-00 - Office Equipment	\$1,000	\$900	\$900	\$900	\$900	\$900	\$900	\$900	\$900	\$900	General Office equipment needs
5202-00 - Property Rental Costs	\$1,582	\$1,581	\$1,582	\$1,597	\$1,601	\$1,601	\$1,758	\$1,758	\$1,758	\$1,758	Lease paid to the State of NH for Communications Center property
5203-01 - Office Space Lease	\$1,200	\$1,200	\$2,400	\$2,400	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	Costs associated with Grimes Hill Radio site electricity
5203-02 - Grimes Hill Tower Lease	\$1,000	\$4,800	\$3,200	\$3,200	\$3,200	\$3,200	\$3,200	\$3,200	\$3,200	\$3,200	Costs associated with development of future tower sites
5203-03 - Future Tower Lease	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	Paid to the State of NH for lease of three mountain top tower sites
5203-04 - State Transmitter Site Fees	\$6,500	\$11,700	\$23,500	\$23,500	\$23,500	\$23,500	\$27,000	\$23,500	\$27,000	\$27,000	E-911 Circuit costs for Center over Ethernet to all remote radio sites.
5210-00 - Telephone Expenses	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	Cellular and wireless broadband services and equipment costs
5212-01 - Cell Phone Expenses	\$11,125	\$11,500	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	Emergency and Admin lines and long distance charges
5212-00 - Land Line Expenses	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	Computer supplies (P/W, Paper, etc)
5210-01 - IT Expense/Services	\$18,000	\$14,000	\$16,500	\$21,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	\$19,500	Recurring monthly/annual IT costs Network, Firewall, SW licenses
5210-02 - Computer Software/Support	\$2,500	\$6,500	\$6,500	\$12,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	Replacement computer workstations/desktop/network hardware
5210-03 - Computer Hardware	\$700	\$700	\$500	\$7,000	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	IT Consulting and Website costs
5210-04 - Website Support & Development	\$54,000	\$58,000	\$59,500	\$47,000	\$48,500	\$48,500	\$50,000	\$50,000	\$50,000	\$50,000	CAD Maintenance Due in 2024
5210-05 - CAD System Maintenance	\$197,527	\$203,166	\$221,069	\$233,957	\$228,041	\$218,566	\$ 181,458	\$ 209,708	\$ 181,458	\$ 259,125	

Line Item	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Comments
6216-01 - Fuel	\$6,665	\$6,665	\$6,665	\$6,665	\$6,665	\$6,665	\$6,665	\$6,665	\$6,665	\$6,665	Heating Oil Costs
6216-02 - Maintenance	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	General facility maintenance costs, supplies & repairs
6216-03 - Electrical	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	Electricity cost paid to Bureau of Emergency Communications
6216-04 - Public Water	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	
Revenue	\$25,155	\$25,155	\$25,155	\$25,155	\$25,155	\$25,155	\$25,155	\$25,155	\$25,155	\$25,155	
Revenue	\$1	\$1		\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	Payment Transfer to Leebart, Paval Inc. Admin comp, bank interest
Transfer from CAD System Reserve Account									\$0	\$0	Transfer from reserve account to offset CAD YEAR 1 costs

Line Item	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Comments
Reserve Accounts	\$40,125	\$45,285	\$50,500	\$50,500	\$50,500	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	Annual CIP Funding - Limited events
Central NH Hazard Team						\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	Annual Hazard Team Cost - Limited events

Total Budget \$1,087,119 \$1,225,782 \$1,261,618 \$1,275,286 \$1,291,786 \$1,370,867 \$1,433,451 \$1,423,001 \$1,495,366 \$1,716,709

TOWN NAME:	2024 Valuation		2022 Valuation		2024 Population		2022 Population		2024 Call Volume		2022 Call Volume		2024 Operating Cost Components		Previous Year		Increase/Decrease	
	Dollar	Percent	Dollar	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Factor	Factor	Incident	CIP		Team
Albion:	\$3,809,843,444	8.65%	\$1,067,871,024	2.35%	6,986	1.93%	998	4.18%	\$5,410.83	\$48,838.24	\$38,148.65	\$3,297.19	\$2,887.14	\$1,158.54	\$98,704.00	\$36,536.62	\$13,778	16.41%
Amherst:	\$1,067,871,024	2.35%	\$1,067,871,024	2.35%	7,421	6.01%	1,024	4.35%	\$5,410.83	\$15,624.43	\$30,203.22	\$2,061.57	\$2,061.57	\$1,158.54	\$26,761.44	\$69,252.64	17,659	15.12%
Center Harbor:	\$813,038,794	2.00%	\$813,038,794	2.00%	1,051	0.98%	257	1.03%	\$5,410.83	\$11,544.76	\$6,333.52	\$849.06	\$2,887.14	\$1,158.54	\$28,133.87	\$25,456.43	3,749	10.83%
Glendon:	\$3,717,053,285	9.16%	\$3,717,053,285	9.16%	7,799	6.40%	1,871	7.83%	\$5,410.83	\$62,780.36	\$48,998.20	\$6,191.41	\$2,887.14	\$1,158.54	\$115,388.49	\$100,619.82	\$14,767	14.88%
Guilford:	\$897,794,741	2.2%	\$897,794,741	2.2%	3,989	3.29%	680	2.43%	\$5,410.83	\$12,748.29	\$24,038.44	\$1,916.21	\$2,887.14	\$1,158.54	\$48,128.44	\$42,019.82	\$6,110	14.54%
Leicester:	\$4,152,773,343	10.24%	\$4,152,773,343	10.24%	17,090	14.03%	4,398	18.37%	\$5,410.83	\$98,673.37	\$102,987.47	\$14,497.08	\$2,887.14	\$1,158.54	\$185,978.44	\$158,383.02	\$26,495	16.82%
Madeline:	\$4,191,337,593	10.33%	\$4,191,337,593	10.33%	6,741	5.54%	1,930	6.66%	\$5,410.83	\$8,171.95	\$14,677.24	\$1,910.48	\$2,887.14	\$1,158.54	\$14,817.03	\$101,145.70	\$13,671	13.52%
New Hampton:	\$575,481,142	1.42%	\$575,481,142	1.42%	2,419	1.92%	548	2.29%	\$5,410.83	\$13,029.07	\$18,468.20	\$1,324.74	\$2,887.14	\$1,158.54	\$42,248.33	\$29,394.18	\$4,602	15.65%
Salisbury:	\$917,571,428	2.26%	\$917,571,428	2.26%	3,083	2.52%	404	1.62%	\$5,410.83	\$13,029.07	\$24,028.68	\$4,259.47	\$2,887.14	\$1,158.54	\$31,007.70	\$49,494.43	\$3,753	12.68%
Tilton:	\$947,428,918	2.34%	\$947,428,918	2.34%	3,988	3.28%	1,282	6.37%	\$5,410.83	\$84,657.82	\$30,028.47	\$3,235.07	\$2,887.14	\$1,158.54	\$127,657.88	\$144,620.20	\$13,027	11.37%
Northborough:	\$5,962,728,937	14.20%	\$7,461,784,448	18.95%	4,983	4.02%	1,070	4.48%	\$5,410.83	\$10,622.38	\$9,003.12	\$936.96	\$2,887.14	\$1,158.54	\$29,997.88	\$25,789.03	\$4,215	15.95%
Stanhope:	\$369,943,362	0.91%	\$369,943,362	0.91%	1,788	1.48%	286	1.20%	\$5,410.83	\$6,263.02	\$10,836.08	\$44.89	\$2,887.14	\$1,158.54	\$26,459.50	\$22,454.61	\$4,005	17.84%
Alexandria:	\$459,603,182	1.13%	\$459,603,182	1.13%	1,984	1.61%	372	1.58%	\$5,410.83	\$6,263.02	\$11,835.42	\$1,229.01	\$2,887.14	\$1,158.54	\$20,017.16	\$24,654.95	\$4,637	16.75%
Bridgewater:	\$647,807,770	1.60%	\$647,807,770	1.60%	1,173	0.96%	193	0.81%	\$5,410.83	\$9,198.56	\$7,068.71	\$637.63	\$2,887.14	\$1,158.54	\$26,531.42	\$24,657.96	\$1,874	6.79%
Bridport:	\$934,821,700	2.35%	\$934,821,700	2.35%	3,277	2.62%	882	3.61%	\$5,410.83	\$13,568.01	\$19,747.80	\$2,947.88	\$2,887.14	\$1,158.54	\$45,580.21	\$39,105.95	\$6,475	16.56%
Campton:	\$816,883,884	2.01%	\$816,883,884	2.01%	3,463	2.79%	589	2.34%	\$5,410.83	\$11,596.23	\$20,507.10	\$1,948.83	\$2,887.14	\$1,158.54	\$33,578.88	\$37,808.37	\$4,230	14.42%
Canterbury:	\$2,929,170,312	7.40%	\$2,929,170,312	7.40%	9,219	7.52%	1,313	5.37%	\$5,410.83	\$419.96	\$979.51	\$705.03	\$2,887.14	\$1,158.54	\$10,524.02	\$8,291.48	\$2,233	29.71%
Ellisville:	\$229,170,312	0.56%	\$229,170,312	0.56%	579	0.48%	127	0.33%	\$5,410.83	\$3,348.18	\$3,489.16	\$261.00	\$2,887.14	\$1,158.54	\$16,480.78	\$12,252.03	\$4,228	33.24%
Glendon:	\$447,070,403	1.10%	\$447,070,403	1.10%	641	0.53%	127	0.33%	\$5,410.83	\$6,348.18	\$3,862.78	\$419.58	\$2,887.14	\$1,158.54	\$20,657.07	\$17,758.82	\$2,818	13.07%
Hendon:	\$1,328,865,779	3.38%	\$1,328,865,779	3.38%	2,039	1.67%	293	1.23%	\$5,410.83	\$11,869.29	\$12,227.13	\$968.01	\$2,887.14	\$1,158.54	\$41,490.91	\$37,021.32	\$4,470	12.07%
Holderness:	\$831,408,067	2.05%	\$831,408,067	2.05%	6,412	5.27%	1,042	4.38%	\$5,410.83	\$11,869.29	\$38,639.89	\$3,442.56	\$2,887.14	\$1,158.54	\$83,314.56	\$66,182.22	\$17,132	12.78%
Pyramid:	\$347,802,622	0.86%	\$347,802,622	0.86%	1,498	1.23%	350	0.69%	\$5,410.83	\$4,935.21	\$9,027.22	\$1,156.33	\$2,887.14	\$1,158.54	\$23,924.75	\$21,352.79	\$2,572	12.05%
Rutland:	\$766,888,289	1.89%	\$766,888,289	1.89%	2,787	2.29%	350	1.47%	\$5,410.83	\$10,975.21	\$16,614.19	\$1,156.33	\$2,887.14	\$1,158.54	\$38,072.23	\$32,166.86	\$5,906	18.56%
Thurston:	\$156,238,083	0.38%	\$156,238,083	0.38%	828	0.68%	161	0.61%	\$5,410.83	\$2,200.50	\$4,989.88	\$531.91	\$2,887.14	\$1,158.54	\$17,158.67	\$13,982.12	\$3,176	22.80%
Waterford:	\$571,573,012	1.46%	\$571,573,012	1.46%	882	0.72%	228	0.92%	\$5,410.83	\$8,400.63	\$8,069.81	\$531.91	\$2,887.14	\$1,158.54	\$11,585.24	\$13,982.12	\$2,395	23.71%
Waterford Valley:	\$750,593,914	0.77%	\$750,593,914	0.77%	128	0.32%	29	0.12%	\$5,410.83	\$2,111.32	\$3,089.94	\$192.89	\$2,887.14	\$1,158.54	\$17,424.88	\$14,280.21	\$3,144	25.51%
Andover:	\$513,043,230	1.26%	\$513,043,230	1.26%	2,424	1.99%	239	1.00%	\$5,410.83	\$7,284.95	\$14,607.47	\$789.61	\$2,887.14	\$1,158.54	\$32,108.55	\$27,759.00	\$4,350	15.75%
Canby:	\$216,780,915	0.53%	\$216,780,915	0.53%	1,280	1.03%	152	0.64%	\$5,410.83	\$3,078.18	\$7,592.89	\$620.18	\$2,887.14	\$1,158.54	\$20,996.87	\$17,350.89	\$3,646	18.22%
Franklin:	\$1,077,068,322	2.86%	\$1,077,068,322	2.86%	8,810	7.23%	1,970	8.25%	\$5,410.83	\$5,078.85	\$63,090.87	\$6,208.49	\$2,887.14	\$1,158.54	\$84,519.53	\$73,723.85	\$11,795	16.23%
Hill:	\$156,458,145	0.39%	\$156,458,145	0.39%	1,026	0.84%	137	0.57%	\$5,410.83	\$2,250.03	\$6,194.92	\$452.62	\$2,887.14	\$1,158.54	\$10,524.08	\$15,154.76	\$4,633	20.51%
Northfield:	\$825,697,970	1.54%	\$825,697,970	1.54%	4,929	4.05%	800	3.39%	\$5,410.83	\$8,984.47	\$29,703.06	\$2,643.04	\$2,887.14	\$1,158.54	\$50,657.08	\$44,049.25	\$6,608	15.00%
Stafford:	\$1,044,103,406	2.87%	\$1,044,103,406	2.87%	4,271	3.51%	416	1.74%	\$5,410.83	\$14,625.76	\$29,737.83	\$1,734.38	\$2,887.14	\$1,158.54	\$51,394.49	\$44,568.76	\$6,826	15.30%
Total Evaluation	\$40,586,768,186	100.00%	\$40,586,768,186	100.00%	127,776	100.00%	2,884	100.00%	\$189,379.22	\$576,828.46	\$733,844.48	\$78,508.01	\$100,000.00	\$40,044.00	\$1,718,708.16	\$1,495,965.89	\$223,742	14.54%

8/6/2025

2024 Audit Results

INDEPENDENT AUDITOR'S REPORT AND
FINANCIAL STATEMENTS

Lakes Region Mutual Fire Aid



December 31, 2024

LAKES REGION MUTUAL FIRE AID

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INDEPENDENT AUDITOR'S REPORT

Board of Directors and Management of
Lakes Region Mutual Fire Aid

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the government activities, each major fund, and the aggregate remaining fund information of Lakes Region Mutual Fire Aid ("LRMFA") as of and for the year ended December 31, 2024, and the related notes to the financial statements, which collectively comprise LRMFA's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the government activities, each major fund, and the aggregate remaining fund information of LRMFA as of December 31, 2024 and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of LRMFA and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about LRMFA's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatements of the financial statements, whether due to fraud or error and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of LRMFA's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise doubt about LRMFA's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Management has omitted the management's discussion and analysis that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinions on the basic financial statements are not affected by this missing information.

Supplementary Information

Accounting principles generally accepted in the United States of America require that the budgetary comparison information and schedules of pension and OPEB obligations be presented to supplement the basic financial statements.

Such information, although not a part of the basic financial statements is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information listed above in accordance with auditing standards generally accepted in the United States of America which consisted of inquiries of management about the methods of preparing the information for consistency with management's responses to my inquiries, the basic financial statements, and other knowledge We obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide me with sufficient evidence to express an opinion or provide any assurance.

VeroffCPA

VeroffCPA, PC
Laconia, New Hampshire
NH Registration No. 07785D
July 23, 2025

EXHIBIT A
LAKES REGION MUTUAL FIRE AID
STATEMENT OF NET POSITION
December 31, 2024

ASSETS	
Current assets	
Cash and cash equivalents	\$ 830,495
Receivables	520
Total current assets	<u>831,015</u>
Noncurrent Assets	
Capital assets, net of depreciation	<u>1,022,654</u>
Total assets	<u>1,853,669</u>
 DEFERRED OUTFLOWS OF RESOURCES	
Related to pension	<u>94,196</u>
Total deferred outflows of resources	<u>95,170</u>
 LIABILITIES	
Current liabilities	
Accounts payable and accrued expenses	37,151
Net pension liability	885,964
Net OPEB liability	17,680
Current portion of long-term debt	<u>136,741</u>
Total current liabilities	<u>1,077,536</u>
Long-term liabilities	
Long-term debt, net of current portion	<u>140,906</u>
Total long-term liabilities	<u>140,906</u>
Total liabilities	1,218,442
 DEFERRED INFLOWS OF RESOURCES	
Related to pension	83,990
Related to OPEB	4
Total deferred outflows of resources	<u>83,994</u>
 NET POSITION	
Net investment in capital assets	881,748
Unrestricted deficit	<u>(235,345)</u>
TOTAL NET POSITION	\$ <u>646,403</u>

See Independent Auditors' Report and Accompanying Notes to Financial Statements

EXHIBIT B
LAKES REGION MUTUAL FIRE AID
STATEMENT OF ACTIVITIES
For the Year Ended December 31, 2024

		<u>Revenues</u>		<u>Net (Expense)</u> <u>Revenue and</u> <u>Changes in</u> <u>Net Position</u>
	<u>Expenses</u>	<u>Operating</u> <u>Grants and</u> <u>Contributions</u>	<u>Governmental</u> <u>Activities</u>	
Governmental Activities:				
Public safety	\$ 1,455,435	\$ 19,627		\$ (1,435,808)
Interest on long-term debt	13,153	-		(13,153)
Depreciation - unallocated	161,624	-		(161,624)
Total Governmental Activities	<u>1,630,212</u>	<u>19,627</u>		<u>(1,610,585)</u>
General Revenues:				
Member Assessments			\$ 1,682,636	
Training and education income			440	
Interest income			37,991	
Miscellaneous			6,048	
Total general revenues			<u>1,727,115</u>	
Change in net position				116,530
Net position - beginning of year				<u>529,873</u>
Net position - end of year				<u>\$ 646,403</u>

See Independent Auditors' Report and Accompanying Notes to Financial Statements.

EXHIBIT C-1
LAKES REGION MUTUAL FIRE AID
BALANCE SHEET
GOVERNMENTAL FUNDS
December 31, 2024

	<u>General Fund</u>	<u>Capital & Noncapital Reserves</u>	<u>Total Governmental Funds</u>
ASSETS			
Cash and cash equivalents	\$ 287,657	\$ 542,838	\$ 830,495
Receivables	520	-	520
TOTAL ASSETS	<u>\$ 288,177</u>	<u>\$ 542,838</u>	<u>\$ 831,015</u>
LIABILITIES AND FUND BALANCES			
Current Liabilities			
Accounts payable	\$ 37,151	-	\$ 37,151
TOTAL LIABILITIES	<u>37,151</u>	<u>-</u>	<u>37,151</u>
FUND BALANCES			
Assigned	-	542,838	542,838
Unassigned	251,026	-	251,026
TOTAL FUND BALANCES	<u>251,026</u>	<u>542,838</u>	<u>793,864</u>
TOTAL LIABILITIES AND FUND BALANCES	<u>\$ 288,177</u>	<u>\$ 542,838</u>	<u>\$ 831,015</u>

See Independent Auditors' Report and Accompanying Notes to Financial Statements.

EXHIBIT C-2
LAKES REGION MUTUAL FIRE AID
RECONCILIATION OF GOVERNMENTAL FUND BALANCES TO THE
STATEMENT OF NET POSITION - GOVERNMENTAL ACTIVITIES
For the Year ended December 31, 2024

Total fund balances of governmental funds		\$ 793,864
Capital assets used in governmental activities are not considered financial resources for fund perspective reporting and, therefore, are not reported in the funds:		
Cost	\$ 3,609,363	
Less accumulated depreciation	<u>(2,586,709)</u>	1,022,654
Right to use leased assets used in governmental activities are not financial resources and, therefore, are not reported in the governmental funds:		-
Pension related deferred outflows of resources and deferred inflows of resources are not due and payable in the current year, therefore, are not reported in the governmental funds as follows:		
Deferred outflows of resources related to pension plan	94,196	
Deferred inflows of resources related to pension plan	(83,990)	
Deferred inflows of resources related to OPEB	<u>(4)</u>	11,176
Long-term liabilities are not due and payable in the current period. Therefore, they are not reported in the governmental fund balance:		
Net pension liability	\$ (885,964)	
Net OPEB liability	(17,680)	
Lease liability	-	
Notes payable	<u>(277,647)</u>	<u>(1,181,291)</u>
Net position of governmental activities		<u>\$ 646,403</u>

See Independent Auditors' Report and Accompanying Notes to Financial Statements

EXHIBIT C-3
LAKES REGION MUTUAL FIRE AID
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
GOVERNMENTAL FUNDS
For the Year Ended December 31, 2024

	General Fund	Capital & Noncapital Reserves	Total Governmental Funds
OPERATING REVENUES			
Member assessments	\$ 1,630,071	\$ 52,565	\$ 1,682,636
Grants	-	19,627	19,627
Interest income	37,991	-	37,991
Other income	6,488	-	6,488
Total revenues	<u>1,674,550</u>	<u>72,192</u>	<u>1,746,742</u>
OPERATING EXPENSES			
Public safety			
Personnel costs (incl. training)	991,200	-	991,200
Professional services	20,394	-	20,394
Insurance	207,783	-	207,783
Administrative expenses	29,999	-	29,999
Automotive expense	12,686	-	12,686
Communication systems maintenance	43,682	-	43,682
Office equipment	41,368	-	41,368
Property rental and special use permit	9,212	-	9,212
Radio circuits	23,480	-	23,480
Telephone	19,046	-	19,046
Facility expenses	23,702	19,627	43,329
IT expenses/services	5,444	-	5,444
CAD system maintenance	78,576	-	78,576
Debt service			
Principal	-	132,543	132,543
Interest	-	13,153	13,153
Total expenditures	<u>1,506,572</u>	<u>165,323</u>	<u>1,671,895</u>
Excess (deficiency) of revenue over (under) expenditures	167,978	(93,131)	74,847
Fund Balance, beginning of year	<u>83,048</u>	<u>635,969</u>	<u>719,017</u>
Fund balance, end of year	<u>\$ 251,026</u>	<u>\$ 542,838</u>	<u>\$ 793,864</u>

See Independent Auditors' Report and Accompanying Notes to Financial Statements.

EXHIBIT C-4
LAKES REGION MUTUAL FIRE AID
RECONCILIATION OF THE GOVERNMENTAL FUNDS STATEMENT
OF REVENUES, EXPENDITURES AND CHANGES IN
FUND BALANCES TO THE STATEMENT OF ACTIVITIES
For the Year ended December 31, 2024

NET CHANGE IN FUND BALANCES - TOTAL GOVERNMENTAL FUNDS \$ 74,847

Amounts reported for Governmental Activities in the Statement of Activities are different because:

Governmental funds report capital outlays as expenditures. However in the statement of activities, the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense. This is the amount by which capital outlays exceeded depreciation in the current period.

Capital outlay purchases	\$ -	
Depreciation	<u>(161,624)</u>	(161,624)

Proceeds of bonds and notes provide current financial resources to governmental funds, but issuing debt increases long-term liabilities in the Statement of Net Position. Repayment of bond and note principal is an expenditure in the governmental funds, but the repayment reduces long-term liabilities in the Statement of Net Position. This is the amount by which repayments exceeded proceeds

Repayment of note principal	<u>132,543</u>	132,543
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Some expenses reported in the statement of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds.

Net increase in net pension liability and deferred outflows and inflows of resources related to pension plan.	\$ 55,505	
Net increase in net OPEB liability and deferred outflows and inflows of resources related to OPEB.	<u>15,259</u>	<u>70,764</u>

NET CHANGE IN NET POSITION OF GOVERNMENTAL ACTIVITIES **\$ 116,530**

See Independent Auditors' Report and Accompanying Notes to Financial Statements

EXHIBIT D-1
LAKES REGION MUTUAL FIRE AID
SCHEDULE OF OPERATIONS - BUDGET AND ACTUAL
For the Year Ended December 31, 2024

	Original and Final	Actual	Variance Favorable (Unfavorable)
OPERATING REVENUES			
Member assessments	\$ 1,708,709	\$ 1,630,071	\$ (78,638)
Grants	-	-	-
Interest income	-	37,991	37,991
Other income	10,000	6,488	(3,512)
Total operating revenues	1,718,709	1,674,550	(44,159)
OPERATING EXPENDITURES			
Public safety			
Personnel costs (incl. training)	1,059,848	991,200	68,648
Professional services	20,300	20,394	(94)
Insurance	256,432	207,783	48,649
Administrative expenses	56,049	29,999	26,050
Automotive expense	13,225	12,686	539
Communication systems maintenance	25,000	43,682	(18,682)
Office equipment	103,750	41,368	62,382
Property rental and special use permit	12,350	9,212	3,138
Radio circuits	27,000	23,480	3,520
Telephone	19,500	19,046	454
Facility expenses	25,255	23,702	1,553
IT expenses/services	-	5,444	(5,444)
CAD system maintenance	100,000	78,576	21,424
Total operating expenses	1,718,709	1,506,572	212,137
Change in net position	\$ -	167,978	\$ 167,978
Fund Balance, beginning of year		83,048	
Fund balance, end of year		\$ 251,026	

See Independent Auditors' Report and Accompanying Notes to Financial Statements.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Lakes Region Mutual Fire Aid Association (the “Association”) is a special-purpose municipal corporation as authorized by RSA 154:30-a, which provides emergency dispatch and mutual fire aid services for 35 member communities in the Laconia, New Hampshire area. Formed by voluntary association of municipalities, it is governed by a Board of Directors consisting of the Fire Chiefs or other designees from member communities who appoint a chief coordinator to oversee operations.

The financial statements of the Association have been prepared in conformity with accounting principles generally accepted in the United States of America (GAAP) as applied to local governmental units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The more significant accounting policies of the Association are described below.

Financial Reporting Entity

This report includes all of the funds of LRMFA. The reporting entity consists of the primary government; organizations for which the primary government is financially accountable; and other organizations for which the nature and significance of their relationship with the primary government are such that their exclusion would cause the reporting entity’s financial statements to be misleading or incomplete. Component units are legally separate organizations for which the elected officials of the primary government are financially accountable. The primary government is financially accountable if it appoints a voting majority of the organization’s governing body and is able to impose its will on that organization or there is a potential for the organization to provide specific financial benefits to or burdens on the primary government. The primary government may be financially accountable if an organization is fiscally dependent on the primary government. Based on these criteria, there are no other entities that should be combined with the financial statements of LRMFA.

Measurement Focus, Basis of Accounting, and Financial Statement Presentation

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all of the activities of the Association. For the most part, the effect of interfund activity has been removed from these statements. Governmental activities normally are supported by member assessments, intergovernmental revenues and fees for services.

The statement of activities demonstrates the degree to which the direct expenses of a given function are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function. Program revenue include 1) charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function. Member assessments and other items not properly included among program revenues are reported instead as general revenues.

Measurement Focus, Basis of Accounting, and Financial Statement Presentation

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting, as are the fiduciary fund financial statements. Revenues are recorded when they occur and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Member assessments are recognized as revenues in the year for which they are levied. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the Association considers revenues to be available if they are collected within 60 days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences and claims and judgments, are recorded only when payment is due.

Member assessments, grants, charges for services, and interest associated with the current fiscal period are all considered to be susceptible to accrual and so have been recognized as revenues of the current fiscal period. If any, only the portion of special assessments receivable due within the current fiscal period is considered to be susceptible to accrual as revenue of the current period. All other revenue items are considered to be measurable and available only when cash is received by the government.

The Association reports the following major governmental funds:

- The *General Fund (Dispatch & Operations)* is the government's main operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund.
- The *Capital & Noncapital Reserves Fund* is a capital projects fund which accounts for monies set aside by vote of the Board of Directors for specific purposes.

As a general rule the effect of interfund activity has been eliminated from the government-wide financial statements. Amounts reported as *program revenues* include 1) charges to customers or applicants for goods, services, or privileges provided, 2) operating grants and contributions, and 3) capital grants and contributions, including special assessments. Internally dedicated resources are reported as *general revenues* rather than as program revenues. Likewise, general revenues include all member assessments.

When both restricted and unrestricted resources are available for use, it is the Association's policy to use restricted resources first, then unrestricted resources as they are needed.

General Budget Policies

General governmental revenues and expenditures accounted for in budgetary funds are controlled by a formal integrated budgetary accounting system in accordance with various requirements of an Association agreement which govern the Association's operations. Budgets, adopted on a cash flow basis for managerial purposes, have been restated to reflect generally accepted accounting principles in the schedules included with the financial statements. The Association Agreement requires balanced budgets, but provide for the use of beginning unassigned fund balance to achieve that end. In 2023, there was no unassigned fund balance used for this purpose.

Receivables and Revenues

Revenues for the most part are recorded in the period in which they are measurable and available as explained above. These include *member assessments, interest on deposits and service charges (training and education fees, member dues, assessments and FIT testing fees)*. Other income such as *insurance dividends* and other such items are recorded as revenue in the period in which they are received.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Capital Assets

The Association capitalizes assets over \$2,000 per unit based upon dollar cost and equity interest thresholds, including significant fixed assets, if any, acquired in whole or in part by grants that retain ongoing post-grant period restrictions as to further administrative and/or disposal requirements.

Capital assets are depreciated in the proprietary funds using the straight-line method over the following estimated useful lives:

<u>Capital Asset Classes:</u>	<u>Years</u>
Buildings and leasehold improvements	10 - 40
Equipment	5 - 10
Vehicles	5 - 10

The cost of normal maintenance and repairs that do not add to the value of the asset or materially extend assets' lives are not capitalized.

Interfund Transactions

Transactions between funds that are representative of lending/borrowing arrangements outstanding at the end of the year are referred to as either "due from/to other funds" (i.e. the current portion of the interfund loans).

Deferred Outflows of Resources

Deferred outflows of resources represent the consumption of resources that are applicable to future accounting periods. In subsequent periods, when expense recognition criteria are met, deferred outflow is removed from the balance sheet and expense is recognized.

Long-Term Obligations

In the government-wide financial statements long-term debt and other long-term obligations are reported as liabilities. Any loan origination fees are deferred and amortized over the life of the loan using the effective interest method.

In the fund financial statements, governmental fund types recognize loan origination fees in the current period. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

Compensated Absences

Employees are entitled to certain compensated absences and accumulations thereof based on their job status, length of service and other factors. Generally, other than vacation leave, compensated absences do not vest or accumulate beyond normal budgetary allowances and therefore are recorded as expenses when they are paid.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Fund Equity

In the governmental fund balance sheet, fund balances are reported using a hierarchy based primarily on the extent to which the Association is bound to honor constraints on the specific purposes for which amounts in those funds can be spent. Governmental fund balance is classified as nonspendable, restricted, committed, assigned or unassigned depending on the level of constraints. *Nonspendable fund balance* includes amounts that cannot be spent because they are not in spendable form or legally or contractually required to be maintained intact. *Restricted fund balance* is the amount that is restricted to specific purposes by external requirements such as those of creditors, grantors, contributors or laws and regulations or imposed by law through constitutional provisions or legally enforceable enabling legislation. *Committed fund balance* is the amount that can only be used for specific purposes pursuant to constraints imposed by formal action of the Association's highest level of decision-making authority (the Board of Directors). *Assigned fund balance* is the amount that is constrained by the Association's intent to be used for specific purposes but is not restricted or committed. *Unassigned fund balance* is the residual classification for the general fund. Whenever multiple classifications of resources are available for use, it is the Association's policy to use spendable, restricted, committed and assigned resources in that order first, then unassigned resources as they are needed.

Use of Estimates

During the preparation of LRMF A's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets, liabilities and disclosure of contingent items as of the date of the financial statements and the reported amounts of revenues and expenses/expenditures during the reporting period. Actual results may differ from these estimates.

Defined Benefit Pension Plan

GASB Statement No. 68, *Accounting and Financial Reporting for Pensions – an amendment of GASB Statement No. 27* and as amended by GASB Statement No. 71, *Pension Transition for Contributions Made Subsequent to the Measurement Date* and GASB Statement No. 82 *Pension Issues – an amendment of GASB Statement No. 67, No. 68 and No. 73* requires participating employers to recognize their proportionate share of collective net pension liability, deferred outflows of resources, deferred inflows of resources, and pension expense, and schedules have been prepared to provide employers with their calculated proportionate share of these amounts. The collective amounts have been allocated based on employer contributions during the respective years. Contributions from employers are recognized when legally due, based on statutory requirements.

The schedules prepared by New Hampshire Retirement System, and audited by the plan's independent auditors, require management to make a number of estimates and assumptions related to the reported amounts. Due to the inherent nature and uncertainty of these estimates, actual results could differ, and the differences may be material.

Postemployment Benefits Other Than Pensions (OPEB)

For the purposes of measuring the total other postemployment benefit (OPEB) liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the New Hampshire Retirement System OPEB Plan (the plan) and additions to/deductions from the plan's fiduciary net position have been determined on the same basis as they are reported by the New Hampshire Retirement System.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

For this purpose, the plan recognizes benefit payments when due and payable in accordance with the benefit terms. Investments are reported at fair value, except money market investments and participating interest earning investment contracts that have a maturity at the time of purchase of one year or less, which are reported at cost.

Revenue and Receivables

Revenues for the most part are recorded in the period in which they are measurable and available as explained above. These include *member assessments*, *interest on deposits* and *service charges* (training and education fees, member dues, assessments and *FIT testing fees*). Other income such as *insurance dividends* and other such items are recorded as revenue in the period in which they are received.

General Budget Policies

General governmental revenues and expenditures accounted for in budgetary funds are controlled by a formal integrated budgetary accounting system in accordance with various requirements of an Association agreement which govern the Association's operations. Budgets, adopted on a cash flow basis for managerial purposes, have been restated to reflect generally accepted accounting principles in the schedules included with the financial statements. The Association Agreement requires balanced budgets, but provide for the use of beginning unassigned fund balance to achieve that end. In 2024, there was no unassigned fund balance used for this purpose.

Lease and adoption of new accounting standard

Effective January 1, 2024, the Association adopted the provisions of Accounting Standards Update (ASU) No. 2016-02, Leases (Topic 842), which replaces the prior guidance for leases found in FASB ASC 840. ASU No. 2016-02 applies to both lessees and lessors and will require lessees with operating leases to recognize a right-of-use asset and related lease liability for leases with terms of 12 months or more.

The Association is a lessee in a non-cancelable operating lease. If the contract provides the Association the right to substantially all the economic benefits and the right to direct the use of the identified asset, it is considered to be a or contain a lease. Right-of-use (ROU) assets and lease liabilities are recognized at the lease commencement date based on the present value of the future lease payments over the expected lease term. ROU assets are also adjusted for any lease prepayments made, lease incentives received, and initial direct costs incurred.

The lease liability is initially and subsequently recognized based on the present value of its future lease payments. Variable payments are included in the future lease payments when those variable payments depend on an index or a rate. The discount rate is the implicit rate if it is readily determinable or otherwise the Association uses a risk-free discount rate based on the US Treasury par yield curve rates.

The implicit rate of the lease is not readily determinable and accordingly, the Association uses the risk-free discount rate based on the information available at the commencement date for all leases. The Association's incremental borrowing rate for a lease is the rate of interest it would have to pay on a collateralized basis to borrow an amount equal to the lease payments under similar terms and in a similar economic environment.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

The ROU asset is subsequently measured throughout the lease term at the amount of the remeasured lease liability (i.e., present value of the remaining lease payments), plus unamortized initial direct costs, plus (minus) any prepaid (accrued) lease payments, less the unamortized balance of lease incentives received, and any impairment recognized. Lease cost for lease payments is recognized on a straight-line basis over the lease term.

NOTE 2 – CASH AND CASH EQUIVALENTS

Deposits and Investments

For financial reporting purposes, cash and equivalents include amounts in demand deposits and money market funds, as well as certificates of deposit and short-term investments with original maturities of 90 days or less. The Association, as a political subdivision of the State of New Hampshire, is generally authorized by State Statute to invest excess funds in obligations of the United States government, in savings bank deposits of banks incorporated under the laws of the State of New Hampshire, in certificates of deposits of banks incorporated under the laws of the State of New Hampshire or in participation units of the public deposit investment pool established pursuant to RSA 383:22. Excess funds may be deposited in out-of-state banks if such banks pledge and deliver to the state treasurer or a Federal Reserve Bank as collateral security for such deposits in value at least equal to the amount of the deposit minus such FDIC insurance as may be available in each case. Any person who directly or indirectly receives any such funds or monies for deposit or for investment in securities of any kind shall, prior to acceptance of such funds, make available at the time of such deposit or investment an option to have such funds secured by collateral having a value at least equal to the amount such funds exceed available FDIC insurance amounts. Such collateral shall be segregated for the exclusive benefit of the Association. Only securities defined by the bank Commissioner as provided by rules adopted pursuant to RSA 386:57 shall be eligible to be pledged as collateral.

Concentrations of Credit Risk

Financial arrangements that potentially expose the Association to credit risk consist primarily of bank deposits. To minimize risk, the Association follows a policy of depositing monies in high quality financial institutions, by maintaining deposits within the Federal Depository Insurance Corporation limits whenever possible or to require banking institutions to collateralize deposits. The Association has not experienced any losses on its cash deposits during the fiscal year and management believes that it is not exposed to significant credit risk on those amounts.

Cash and cash equivalents as of December 31, 2024 is comprised of the following:

Checking accounts	\$ 10,815
Money market account	41,041
Sweep account	778,428
Subtotal bank accounts	830,284
Petty cash	211
Total cash and cash equivalents	<u>\$ 830,495</u>

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 3 – RECEIVABLES

Receivables as of December 31, 2024 are comprised of the following:

Training and education fees and dispatch services	40
Utility deposit	480
Total receivables	\$ 520

LRMFA expects the balance in Program receivables at December 31, 2024 to be fully collectible; accordingly, no allowance for doubtful accounts is required.

NOTE 4 - CAPITAL ASSETS

The following is a summary of changes in capital assets for the year ended December 31, 2024:

	Beginning Balance	Additions	Retirements	Ending Balance
Leasehold improvements	\$ 0	\$ -	\$ -	\$ 0
Communications equipment	2,859,408	-	-	2,859,408
Training equipment	3,000	-	-	3,000
Administrative equipment	36,569	-	-	36,569
Vehicles	82,458	-	-	82,458
Total capital assets	3,609,363	-	-	3,609,363
Accumulated depreciation	2,425,085	(161,624)	-	2,586,709
Capital assets, net	\$ 1,184,278	\$ (161,624)	\$ -	\$ 1,022,654

Depreciation expense was charged to functions of the Association based on their usage of the related assets. The amounts allocated to each function are as follows:

Public safety	\$ 161,624
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NOTE 5 – DEFERRED OUTFLOWS/INFLOWS OF RESOURCES

Deferred outflows of resources as of December 31, 2024 consist of the following:

	Government Activities	Governmental Funds	
		General	Other Governmental
Deferred amounts related to pensions	\$ 94,196	\$ -	\$ -
Deferred amounts related to OPEB	974	-	-
Total deferred outflows of resources	\$ 95,170	\$ -	\$ -

Deferred inflows of resources as of December 31, 2024 consist of the following:

	Government Activities	Governmental Funds	
		General	Other Governmental
Deferred amounts related to pensions	\$ 83,990	\$ -	\$ -
Deferred amounts related to OPEB	4	-	-
Total deferred outflows of resources	\$ 83,994	\$ -	\$ -

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 6 – LONG-TERM LIABILITIES

	Balance at December 31, 2023	Additions	Retirements	Balance December 31, 2024	Due Within One Year
General obligation note payable	\$ 410,190	\$ -	\$ (132,543)	\$ 277,647	\$ 136,741
Net pension liability	1,015,930	-	(129,966)	885,964	-
Other postemployment benefits	32,746	-	(15,066)	17,680	-
Total long-term liabilities	\$1,458,866	\$ -	\$ (277,575)	\$1,181,291	\$ 136,741

The annual requirements to amortize all *governmental activities* notes outstanding as of December 31, 2024, including interest payments, are as follows:

Year Ending December 31,	Principal	Interest	Total
2025	\$ 136,741	\$ 8,955	\$ 145,696
2026	140,906	4,790	145,696
	<u>\$ 277,647</u>	<u>\$ 13,745</u>	<u>\$ 291,392</u>

NOTE 7 – DEFINED BENEFIT PENSION PLAN

Plan Description – The New Hampshire Retirement System (NHRS or the System) is a public employee retirement system that administers one cost-sharing multiple-employer defined benefit pension plan (Pension Plan), a component unit of the State of New Hampshire, as defined in Governmental Accounting Standards Board (GASB) Statement No. 67, *Financial Reporting for Pension Plans* – an amendment of GASB Statement No. 25. The Pension Plan was established in 1967 by RSA 100-A:2 and is qualified as a tax-exempt organization under Sections 401(a) and 501(a) of the Internal Revenue Code. The Pension Plan is a contributory, defined benefit plan providing service, disability, death and vested retirement benefits to members and their beneficiaries. Substantially all full-time state employees, public school teachers and administrators, permanent firefighters, and permanent police officers within the State are eligible and required to participate in the Pension Plan. The System issues a publicly available financial report that may be obtained at [GASB Reporting | New Hampshire Retirement System](#).

Benefits Provided – The Pension Plan is divided into two membership groups. State and local employees and teachers belong to Group I. Police and firefighters belong to Group II. All assets are held in a single trust and available to pay retirement benefits to all members.

Group I members at age 60 or 65 (for members who commence service after July 1, 2011) qualify for a normal service retirement allowance based on years of creditable service and average final salary for the highest of either three or five years, depending on when their service commenced. The yearly pension amount is 1/60 or 1.667% of average final compensation (AFC) multiplied by years of creditable service. At age 65, the yearly pension amount is recalculated at 1/66 or 1.515% of AFC multiplied by years of creditable service.

Group II benefits are provided based on age, years of creditable service, and a benefit multiplier depending on vesting status as of January 1, 2012. The maximum retirement allowance for Group II members vested by January 1, 2012 (45 years of age with 20 years of service or age 60 regardless of years of creditable service) is the average final compensation multiplied by 2.5% multiplied by creditable service.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 7 – DEFINED BENEFIT PENSION PLAN (continued)

For Group II members not vested by January 1, 2012, the benefit is calculated the same way, but the multiplier used in the calculation will change depending on age and years of creditable service, as follows:

Years of creditable service as of January 1, 2012	Minimum Age	Minimum Service	Benefit Multiplier
At least 3 but less than 10 years	46	21	2.4%
At least 6 but less than 8 years	47	22	2.3%
At least 4 but less than 6 years	48	23	2.2%
Less than 4 years	49	24	2.1%

However, a member who commenced service on or after July 1, 2011 shall not receive a retirement allowance until attaining the age of 52.5, but may receive a reduced allowance after age 50 if the member has at least 25 years of creditable service where the allowance shall be reduced, for each month by which the member attains 52.5 years of age by $\frac{1}{4}$ of 1% or age 60.

Members of both groups may qualify for vested deferred allowances, disability allowances and death benefit allowances, subject to meeting various eligibility requirements. Benefits are based on AFC or earnable compensation and/or service.

Contributions: The System is financed by contributions from both the employees and the Association. Member contribution rates are established and may be amended by the State legislature while employer contribution rates are set by the System trustees based on an actuarial valuation. The contribution rates were 11.55% for police and 11.80% for firefighters for the year ended December 31, 2024. All other employees are required to contribute 7% of earnable compensation. For the year ended December 31, 2024, the Association contributed 28.68% for police, 27.75% for firefighters, and 13.27% for other employees. The contribution requirement for the fiscal year ended December 31, 2024 was \$106,406, which was paid in full.

Pension Liabilities, Pension Expense, Deferred Outflows of Resources, and Deferred Inflows of Resources Related to Pensions – At December 31, 2024 the Association reported a liability of \$885,964 in the governmental activities for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2024, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of June 30, 2023. The Association’s proportion of the net pension liability was based on a projection of the Association’s long-term share of contributions to the pension plan relative to the projected contributions of all participating employers, actuarially determined. At June 30, 2024, the Association’s proportion was 0.0170%, which was a decrease of 0.0011% from its proportion measured as of June 30, 2023.

For the year ended December 31, 2024, the Association recognized pension expense of \$37,660 in the governmental activities.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 7 – DEFINED BENEFIT PENSION PLAN (continued)

At December 31, 2024 the Association reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Governmental Activities	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 19,723	\$ 178
Changes in assumption	-	10,369
Net differences between projected and actual investment earnings on pension plan investments	-	12,368
Changes in proportion and differences between employer contributions and share of contributions	21,282	61,075
Contributions subsequent to the measurement date	53,191	-
Total	\$ 94,196	\$ 83,990

The \$94,196 in the governmental activities reported as deferred outflows of resources related to pensions results from the Association contributions subsequent to the measurement date and will be recognized as a reduction of the net pension liability in the year ended June 30, 2025 pension plan year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ending December 31,	
2025	\$ (20,921)
2026	32,929
2027	(7,993)
2028	(6,518)

Actuarial Assumptions – The collective total pension liability was determined by a roll forward of the actuarial valuation as of June 30, 2023, using the following actuarial assumptions which, accordingly, apply to 2024 measurements:

Inflation:	2.0% per year
Wage Inflation:	2.75% per year
Salary increases:	5.40% average, including inflation
Investment rate of return:	6.75% net of pension plan investment expense, including inflation

Mortality rates were based on the Pub-2010 Healthy Retiree Mortality Tables with credibility adjustments for each member classification (police and fire combined) and projected fully generational mortality improvements using Scale MP-2019.

The actuarial assumptions for contributions used in the June 30, 2024 valuation were based on the results of the most recent actuarial experience study found in the June 30, 2021 actuarial valuation report.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 7 – DEFINED BENEFIT PENSION PLAN (continued)

Long-term Rates of Return – The long-term expected rate of return on pension plan investment was selected from a best estimate range determined using the building block approach. Under this method, an expected future real return range is calculated separately for each asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rate of return net of investment expenses by the target asset allocation percentage and by adding expected inflation. Following is a table presenting target allocations and long-term rates of return:

<u>Asset Class</u>	<u>Target Allocation</u>	Weighted Average Long- Term Expected Real Rate of <u>Return</u> <u>2024</u>
Broad US Equity	24.0%	5.40%
Global Ex-US Equity	<u>16.0%</u>	5.65%
Total public equity	<u>40.0%</u>	
Real Estate Equity	10.0%	4.00%
Private Equity	<u>10.0%</u>	6.65%
Total private market equity	<u>20.0%</u>	
Private Debt	<u>10.0%</u>	5.05%
Total private debt	10.0%	
Core U.S. Fixed Income	<u>25.0%</u>	2.15%
Total fixed income	<u>25.0%</u>	
Fixed income	25.0%	
Infrastructure	<u>5.0%</u>	4.35%
Total infrastructure	<u>5.0%</u>	
Total	<u>100.00%</u>	

Discount Rate – the discount rate used to measure the collective total pension liability was 6.75%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. For purposes of the projection, member contributions and employer service cost contributions are projected based on the expected payroll of current members only. Employer contributions are determined based on the Pension Plan’s actuarial funding policy as required by RSA 100-A:16. Based on those assumptions, the Pension Plan’s fiduciary net position was projected to be available to make all projected future benefit payments to current plan members. Therefore, the long-term expected rate of return on Pension Plan investment was applied to all periods of projected benefit payments to determine the collective total pension liability.

Sensitivity of the Association’s Proportionate Share of the Net Pension Liability to Changes in the Discount Rate – The following table presents the Association’s proportionate share of the net pension liability calculated using the discount rate of 6.75% as well as what the Association’s proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1- percentage point lower (5.75%) or 1-percentage point higher (7.75%) than the current rate:

Actuarial Valuation Date	1% Decrease 5.75%	Current Single Rate Assumption 6.75%	1% Increase 7.75%
June 30, 2024	\$ 1,232,495	\$ 885,964	\$ 589,187

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 8 – POST-EMPLOYMENT BENEFITS OTHER THAN PENSIONS (OPEB)

Plan Description – The New Hampshire Retirement System (NHRS or the System) administers a cost-sharing, multiple-employer, and other postemployment benefit plan medical subsidy healthcare plan (OPEB Plan). For additional system information, please refer to the June 30, 2024 Comprehensive Annual Financial Report, which can be found on the System’s website at www.nhrs.org.

Benefits Provided – Benefit amounts and eligibility requirements for the OPEB Plan are set by state law (RSA 100-A:52, RSA 100-A:52-a and RSA 100-A:52-b), and members are designated in statute by type. The four membership types are Group II, Police Officers and Firefighters; Group I, Teachers; Group I, Political Subdivision Employees; and Group I, State Employees. The OPEB Plan provides a medical insurance subsidy to qualified retired members. The medical insurance subsidy is a payment made by NHRS to the former employer or its insurance administrator toward the cost of health insurance for a qualified retiree, his/her qualified spouse, and his/her certified dependent children with a disability who are living in the household and being cared for by the retiree. If the health insurance premium amount is less than the medical subsidy amount, then only the health insurance premium amount will be paid. If the health insurance premium amount exceeds the medical subsidy amount, then the retiree or other qualified person is responsible for paying any portion that the employer does not pay.

Group I benefits are based on creditable service, age and retirement date. Group II benefits are based on hire date, age and creditable service. The OPEB plan is closed to new entrants.

Maximum medical subsidy rates paid during the year ended December 31, 2024 were as follows:

For qualified retirees not eligible for Medicare, the amounts were \$375.56 for a single-person plan and \$751.12 for a two-person plan.

For those qualified retirees eligible for Medicare, the amounts were \$236.84 for a single-person plan and \$473.68 for a two-person plan.

Contributions – pursuant to RSA 100-A:16, III, and the biennial actuarial valuation, funding for the Medical Subsidy Payment is via the employer contribution rates set forth by NHRS. Employer contributions required to cover that amount not met by the members’ contributions are determined by a biennial actuarial valuation by the NHRS actuary using the entry age normal funding method and are expressed as a percentage of earnable compensation. The Association contributed 0.26% of earnable compensation for Group I employees and 2.60% of earnable compensation for Group II fire and police department members. Employees are not required to contribute. The State legislature has the authority to establish, amend, and discontinue the contribution requirements of the Medical Subsidy Plan.

Actuarial Assumptions and Other Inputs – actuarial assumptions for the collective net OPEB liability are the same as the retirement system, which is disclosed in Note 8.

Net OPEB liability, Expense, and Deferred Outflows and (inflows) – The Association’s proportionate share of the net NHRS Medical Subsidy (Net OPEB liability) as of the measurement date of June 30, 2024 was \$17,680, representing 0.0057%.

For the year ended December 31, 2024, the Association recognized an OPEB expense related to the NHRS Medical Subsidy of \$(13,073). For the year ended December 31, 2024, the Association reported deferred outflows and inflows of resources related to OPEB from the following sources:

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 8 – POST-EMPLOYMENT BENEFITS OTHER THAN PENSIONS (OPEB) (continued)

	Governmental Activities	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ -
Net differences between projected and actual investment earnings on pension plan investments	-	4
Changes in assumption	-	-
Contributions subsequent to the measurement date	974	-
Total	\$ 974	\$ 4

The amount reported as deferred outflows of resources related to OPEB resulting from contributions subsequent to the measurement date and before the end of the year will be included as a reduction of the Net OPEB liability in the year ended December 31, 2025.

Other amounts reported as deferred outflows and inflows of resources related to OPEB will be recognized as an increase (decrease) in OPEB expense as follows:

Year Ending December 31,	
2025	\$ (261)
2026	386
2027	(100)
2028	(55)

Sensitivity of the Association's Proportionate Share of the Net OPEB liability to Changes in the Discount Rate – The following table presents the Association's proportionate share of the net pension liability calculated using the discount rate of 6.75% as well as what the Association's proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1- percentage point lower (5.75%) or 1-percentage point higher (7.75%) than the current rate:

Actuarial Valuation Date	1% Decrease 5.75%	Current Single Rate Assumption 6.75%	1% Increase 7.75%
June 30, 2024	\$ 19,384	\$ 17,680	\$ 16,568

Healthcare Cost Trend Rate – healthcare cost trend rates are not applicable given that the benefits are fixed stipends.

**LAKES REGION MUTUAL FIRE AID
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024**

NOTE 9 - LEASE COMMITMENTS

Operating Leases

The Association entered into a lease agreement for its office space for a 15-year term with an annual rent payment of \$1,902 at December 31, 2024. The lease provides for fixed increases in the annual base rent of 2% through the lease termination date of December 2028.

Upon adoption of ASC 842, *Leases*, the Association evaluated the current contract and determined that it met the criteria for an operating lease. The right-of-use (ROU) asset represents the Association's right to use the underlying asset for the remaining lease term, and the lease liability represents the Association's obligation to make lease payments arising from this lease. The ROU asset and lease liability from the operating lease was calculated based on the present value of future lease payments over the lease term. The Association has made an accounting policy election. The operating lease has not been included in operating lease right-to-use (ROU) assets and operating lease liabilities on the Association's statement of net position as the total rent due under the remaining lease term is not material to the financial statements.

Total lease payments for the year ended December 31, 2024 amounted to \$3,694.

Future minimum office space lease commitments are as follows:

Year Ending December 31,	Amount
2026	\$ 1,902
2027	1,940
2028	1,979
Total	\$ 5,821

NOTE 10 – FUND BALANCE

Assigned for Special Purposes

Amounts reserved by the Board of Directors for special purposes represents that portion of the unreserved fund balance which management intends to use in subsequent years as follows:

Communications Center Operations:	Amount
Insurance deductibles	\$ 2,000
Vehicle replacement	3,779
Unfunded personnel costs	20,505
Communications system reserve	415,529
Facility capital account	46,315
Radio project	3,912
CAD services and support	7,047
Communication system radio assessment	43,751
Total	\$ 542,838

NOTE 11 - SUBSEQUENT EVENTS

Management has evaluated subsequent events through July 28, 2025, the date that the financial statements were available to be issued.

**EXHIBIT G
LAKES REGION MUTUAL FIRE AID**

REQUIRED SUPPLEMENTARY INFORMATION (unaudited)

Schedule of Collective Net Pension Liability

The following information is as of December 31:

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Employer proportion of the collective net pension liability	0.0184%	0.0184%	0.0189%	0.0196%	0.0172%	0.0173%	0.0180%	0.0187%	0.0181%	0.0170%
Employers proportionate share of the collective net pension liability	\$ 728,900	\$ 979,706	\$ 930,187	\$ 942,197	\$ 828,995	\$ 1,106,219	\$ 795,587	\$ 1,074,145	\$ 1,015,930	\$ 885,964
Employers covered - Employee payroll	\$ 622,521	\$ 636,576	\$ 630,573	\$ 639,180	\$ 633,105	\$ 660,110	\$ 764,512	\$ 712,348	\$ 728,958	\$ 791,304
Employer's proportionate share of the collective net pension liability as a % of the employer's covered-employee payroll	117.09%	153.90%	147.51%	147.41%	130.94%	167.58%	104.06%	150.79%	139.37%	0.00%
Plan fiduciary net position as a % of the total pension liability	66.32%	65.47%	58.30%	62.27%	64.73%	65.59%	58.72%	72.22%	67.18%	70.33%

Schedule is intended to show 10 years. Additional years will be added as they become available.

Information above is presented as of the Association's fiscal year for the respective reporting periods.

**EXHIBIT H
LAKES REGION MUTUAL FIRE AID**

REQUIRED SUPPLEMENTARY INFORMATION (unaudited)

Schedule of Employer Contributions

The following information is as of December 31:

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Required employer contribution	\$ 61,728	\$ 65,972	\$ 69,290	\$ 82,702	\$ 74,977	\$ 76,832	\$ 82,473	\$ 108,426	\$ 109,128	\$ 106,406
Actual employer contributions	\$ 61,728	\$ 65,972	\$ 69,290	\$ 82,702	\$ 74,977	\$ 76,832	\$ 82,473	\$ 108,426	\$ 109,128	\$ 106,406
Excess/(deficiency) of employer contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Employer's covered employee payroll	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 728,958	\$ 791,304
Employer contribution as a % of the employer's covered-employee payroll	-	-	-	-	-	-	-	-	14.97%	13.45%

Information above is presented as of the Association's fiscal year for the respective reporting periods.

**EXHIBIT I
LAKES REGION MUTUAL FIRE AID**

REQUIRED SUPPLEMENTARY INFORMATION (unaudited)

**Schedule of Collective Net Other Postemployment Benefits (OPEB) Liability
(NHRS OPEB Plan)**

The following information is as of December 31:

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Employer proportion of the collective net OPEB liability	0.0101%	0.0101%	0.0154%	0.0094%	0.0092%	0.0090%	0.0106%	0.0096%	0.0057%
Employers proportionate share of the collective net OPEB liability	\$ 48,822	\$ 46,379	\$ 70,654	\$ 41,232	\$ 40,143	\$ 35,983	\$ 40,204	\$ 32,746	\$ 17,680
Employers covered - Employee payroll	\$	\$	\$	\$	\$	\$	\$	\$ 728,958	\$ 791,304
Employer's proportionate share of the collective net OPEB liability as a % of the employer's covered-employee payroll	-	-	-	-	-	-	-	4.49%	0.00%
Plan fiduciary net position as a % of the total OPEB liability	-	5.21%	7.91%	7.53%	7.75%	7.74%	11.06%	12.80%	14.01%

Schedule is intended to show 10 years. Additional years will be added as they become available.

Information above is presented as of the Association's fiscal year for the respective reporting periods.

**EXHIBIT H
LAKES REGION MUTUAL FIRE AID**

REQUIRED SUPPLEMENTARY INFORMATION (unaudited)

Schedule of Contributions
(NHRS OPEB Plan)

The following information is as of December 31:

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Required employer contribution	\$ 5,860	\$ 6,012	\$ 6,826	\$ 4,292	\$ 4,257	\$ 4,318	\$ 4,480	\$ 4,194	\$ 4,080
Actual employer contributions	\$ 5,860	\$ 6,012	\$ 6,826	\$ 4,292	\$ 4,257	\$ 4,318	\$ 4,480	\$ 4,194	\$ 4,080
Excess/(deficiency) of employer contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Employer's covered employee payroll	\$	\$	\$	\$	\$	\$	\$ 728,958	\$ 791,304	
Employer contribution as a % of the employer's covered-employee payroll	-	-	-	-	-	-	-	0.58%	0.52%

Information above is presented as of the Association's fiscal year for the respective reporting periods.

Central NH Hazardous Materials Team

Central NH Hazardous Materials Team: Strengthening Response Capabilities

Formed in 1995 under the Capital Area Mutual Aid Fire Compact, the Central NH Hazmat Team has played a vital role in hazardous materials response across the region. Initially named the Capital Area Hazmat Team, its reach expanded in 2006 when it entered a collaborative agreement with the Lakes Region Mutual Fire Aid Association. This partnership resulted in the team adopting the name "Central NH Hazmat Team," better reflecting its broader service area and ongoing commitment.

Serving 57 towns throughout central New Hampshire, from the state capital of Concord to the scenic Lakes Region, the team provides critical support to a diverse population facing various potential hazards.

Equipment and Resources:

The team continuously invests in advanced equipment to enhance its response capabilities. Recent additions include a propane kit including a flare kit. These upgrades have strengthened the team's ability to manage hazardous materials incidents effectively.

Located at the Concord Fire Training Grounds, the team's fleet, consisting of two vehicles and four trailers, is always ready for rapid deployment. Additionally, a utility trailer stationed in Rumney, New Hampshire, extends the team's operational coverage and ensures a comprehensive response across the region.

Response and Incident Management:

Central NH Hazmat Team

Total Incidents by Call Type

January 1, 2024 - December 31, 2024

Call Type:	Grand Total
29B	
TRAFFIC / TRANSPORTATION INCIDENTS - BRAVO	1
29D	
TRAFFIC / TRANSPORTATION INCIDENTS - DELTA	1
31A	
UNCONSCIOUS / FAINTING - ALPHA	1
ACTIVE SHOOTER	
ACTIVE SHOOTER	1
BUILDING FIRE	
BUILDING FIRE	2
FUEL SPILL	
FUEL SPILL	1
GAS - OUTSIDE	
PROPANE / NATURAL GAS LEAK OUTSIDE	1
HAZARDOUS CONDITION	
HAZARDOUS CONDITION	5
HAZMAT	
HAZMAT INCIDENT	2
ODOR INVESTIGATION - INSIDE	
ODOR INVESTIGATION - INSIDE	1
OUTSIDE FIRE	
OUTSIDE FIRE	1
SERVICE CALL FIRE	
SERVICE CALL FIRE	2
SMOKE IN THE BUILDING	
SMOKE SEEN IN THE BUILDING	1
TREE/WIRES	

In 2024, the team responded to 21 incidents, demonstrating its readiness and quick response to hazardous materials emergencies.

Membership and Training:

With a dedicated team of 31 members, including 22 certified HazMat technicians, the team is well-prepared for any challenge. However, the team understands the importance of ongoing training and development. In 2024, we leveraged several grants to support specialized training in chemistry, enhancing the team's overall capabilities in hazardous materials response. Additionally, with the assistance of the Propane Gas Association of New England, we hosted a multi-day propane response class, providing our members with hands-on experience and in-depth knowledge of propane-related emergencies. This collaboration allowed us to further strengthen our response strategies and ensure our team remains well-prepared for any propane-related incidents in the region.

After many years of dedicated service, Tony Manning has retired from the Central NH Hazardous Materials Team. His unwavering commitment and expertise were invaluable to the team throughout his tenure. Tony is now enjoying his well-earned retirement in Florida, where he begins a new chapter of life after contributing so much to the safety of his community.

Conclusion:

The Central NH Hazardous Materials Team stands as a model of successful collaboration and unwavering dedication to public safety. While challenges remain, particularly in securing consistent funding for training and operations, the team remains committed to its mission. With a skilled and dedicated membership, the team continues to uphold the highest standards of hazardous materials response, ensuring the safety and well-being of the communities it serves.

Central NH Hazardous Materials Team Oversight Committee

Chief Ken Jones, Meredith

Chief Jeremy Bonan, Holderness

Chief Dan Defosses, Campton-Thornton-Ellsworth

Chief Jon Goldman, LRMFA

11:47 AM

01/23/25

Accrual Basis

**Central New Hampshire Hazmat Team
Profit & Loss Budget vs. Actual
January through December 2024**

	Jan - Dec 24	Budget	\$ Over Budget	% of Budget
Income				
4010 - ASSESSMENTS REVENUE	77,300.00	77,300.00	0.00	100.0%
4030 - GRANTS REVENUE	77,807.81			
4040 - INVESTMENT INCOME	409.39			
4071 - HAZMAT SERVICE	21,601.79			
4090 - OTHER INCOME	229.76			
Total Income	177,348.75	77,300.00	100,048.75	229.4%
Gross Profit	177,348.75	77,300.00	100,048.75	229.4%
Expense				
5091 - Bank charges	15.00			
5370 - UNIFORM AND SUPPLIES	0.00	500.00	-500.00	0.0%
5385 - MEDICAL SCREENING	0.00	17,500.00	-17,500.00	0.0%
5390 - ADMINISTRATIVE SERVICE	11,966.29	14,000.00	-2,033.71	85.5%
5395 - TECHNICIAN SERVICE	13,071.17			
5612 - CELLULAR TELEPHONE	578.87			
5710 - MOTOR FUEL	147.26	900.00	-752.74	16.4%
5721 - MAINTENANCE - VEHICLES	198.59	1,000.00	-801.41	19.9%
5722 - MAINTENANCE - EQUIPMENT	4,372.54			
5723 - EQUIPMENT PURCHASES	20,896.10			
5740 - OPERATING SUPPLIES	562.39			
5811 - OFFICE SUPPLIES	340.18			
5813 - COMPUTER EXPENSES	800.00	250.00	550.00	320.0%
5845 - TRAINING SUPPORT	75,223.41	40,400.00	34,823.41	186.2%
5850 - TRAVEL & MEETINGS	0.00	250.00	-250.00	0.0%
5870 - PROFESSIONAL FEES	6,500.00	2,500.00	4,000.00	260.0%
Total Expense	134,471.80	77,300.00	57,171.80	174.0%
Net Income	42,876.95	0.00	42,876.95	100.0%

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02/12/25
Accrual Basis

Central New Hampshire Hazmat Team
Summary Balance Sheet
As of December 31, 2023

	Dec 31, 23
ASSETS	
Current Assets	
Checking/Savings	63,809.93
Total Current Assets	63,809.93
TOTAL ASSETS	63,809.93
LIABILITIES & EQUITY	0.00

Annual Call Volume

Dispatched Calls By Agency		2023	2024	Percent Change
Alexandria	EMS	159	188	
	Fire	68	77	
	MVA	8	7	
	Service	17	9	
	Total	252	281	11.51%
Alton	EMS	686	721	
	Fire	276	365	
	MVA	89	48	
	Service	111	122	
	Total	1162	1256	8.09%
Andover	EMS	8	21	
	Fire	55	85	
	MVA	12	6	
	Service	13	8	
	Total	88	120	36.36%
Andover EMS	EMS	130	148	
	Fire	29	43	
	MVA	11	6	
	Service	2	3	
	Total	172	200	16.28%
Ashland	EMS	313	281	
	Fire	123	152	
	MVA	46	24	
	Service	102	103	
	Total	584	560	-4.11%
Barnstead	EMS	512	510	
	Fire	204	276	
	MVA	35	26	
	Service	49	59	
	Total	800	871	8.88%
Belmont	EMS	995	1012	
	Fire	354	414	
	MVA	77	48	
	Service	98	92	
	Total	1524	1566	2.76%
Bridgewater	EMS	125	154	
	Fire	46	54	
	MVA	7	6	

	Service	13	18	
	Total	191	232	21.47%
<hr/>				
Bristol	EMS	889	1015	
	Fire	264	327	
	MVA	74	37	
	Service	118	145	
	Total	1345	1524	13.31%
<hr/>				
Campton-Thornton	EMS	664	545	
	Fire	257	322	
	MVA	55	29	
	Service	129	97	
	Total	1105	993	-10.14%
<hr/>				
Center Harbor	EMS	142	172	
	Fire	139	248	
	MVA	29	17	
	Service	39	57	
	Total	349	494	41.55%
<hr/>				
Danbury	EMS	89	99	
	Fire	60	63	
	MVA	14	8	
	Service	17	8	
	Total	180	178	-1.11%
<hr/>				
Franklin	EMS	1626	1599	
	Fire	336	417	
	MVA	63	47	
	Service	153	145	
	Total	2178	2208	1.38%
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Gilford	EMS	1104	1097	
	Fire	473	500	
	MVA	87	40	
	Service	153	182	
	Total	1817	1819	0.11%
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Gilmanton	EMS	388	355	
	Fire	208	224	
	MVA	60	35	
	Service	55	44	
	Total	711	658	-7.45%
<hr/>				
	EMS	0	2	
	Fire	6	15	

Central NH Hazmat	MVA	1	2	
	Service	0	2	
	Total	7	21	200.00%
	<hr/>			
Hebron	EMS	177	142	
	Fire	61	56	
	MVA	10	5	
	Service	23	16	
	Total	271	219	-19.19%
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Hill	EMS	61	74	
	Fire	26	47	
	MVA	7	2	
	Service	8	1	
	Total	102	124	21.57%
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Holderness	EMS	164	194	
	Fire	167	166	
	MVA	29	11	
	Service	34	14	
	Total	394	385	-2.28%
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Laconia	EMS	3345	3156	
	Fire	780	875	
	MVA	161	89	
	Service	269	221	
	Total	4555	4341	-4.70%
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LRMFA	EMS	2	4	
	Fire	16	29	
	MVA	9	3	
	Service	3	3	
	Total	30	39	30.00%
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Meredith	EMS	42	97	
	Fire	315	384	
	MVA	96	38	
	Service	61	57	
	Total	514	576	12.06%
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Meredith EMS	EMS	2117	2184	
	Fire	163	181	
	MVA	172	70	
	Service	74	49	
	Total	2526	2484	-1.66%
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	EMS	585	569	

Moultonborough	Fire	293	395	
	MVA	52	24	
	Service	136	105	
	Total	1066	1093	2.53%
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New Hampton	EMS	362	393	
	Fire	171	200	
	MVA	53	34	
	Service	135	77	
Total	721	704	-2.36%	
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Plymouth	EMS	1172	1299	
	Fire	343	361	
	MVA	118	55	
	Service	141	108	
Total	1774	1823	2.76%	
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Rumney	EMS	113	174	
	Fire	87	100	
	MVA	18	11	
	Service	19	15	
Total	237	300	26.58%	
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Sanbornnton	EMS	225	229	
	Fire	181	197	
	MVA	51	35	
	Service	33	26	
Total	490	487	-0.61%	
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Sandwich	EMS	147	155	
	Fire	88	140	
	MVA	20	11	
	Service	22	18	
Total	277	324	16.97%	
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Strafford	EMS	289	304	
	Fire	110	173	
	MVA	28	8	
	Service	33	27	
Total	460	512	11.30%	
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Tilton-Northfield	EMS	1415	1527	
	Fire	450	459	
	MVA	131	66	
	Service	120	141	
Total	2116	2193	3.64%	

Warren	EMS	7	23	
	Fire	30	27	
	MVA	8	3	
	Service	1	4	
	Total	46	57	23.91%
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Warren-Wentworth EMS	EMS	268	263	
	Fire	18	18	
	MVA	20	8	
	Service	6	4	
	Total	312	293	-6.09%
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Waterville Valley	EMS	167	144	
	Fire	101	100	
	MVA	9	4	
	Service	14	10	
	Total	291	258	-11.34%
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Wentworth	EMS	20	28	
	Fire	45	60	
	MVA	17	6	
	Service	11	4	
	Total	93	98	5.38%
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District	EMS	18508	18878	
	Fire	6343	7550	
	MVA	1677	869	
	Service	2212	1994	
	Grand Total	28740	29291	1.92%

Lakes Region Mutual Fire Aid Training Division

2024 Annual Report

The Training Division remains committed to enhancing the education and experience of our members and regional partners. In 2024, we provided regular quarterly training sessions along with additional ad hoc trainings throughout the year. We also partnered with **Lakes Region Community College (LRCC)** to host the inaugural **NH Fire & Rescue Symposium**. The first year of the **NH Fire & Rescue Conference** had **30 attendees**, featuring speakers and participants from across **New Hampshire**.

Looking ahead, we are excited to announce the **2025 NH Fire & Rescue Conference**, scheduled for **September 13, 2025, at LRCC**. We anticipate this event will become an annual tradition, growing each year to provide even more valuable training opportunities.

2024 Training Attendance:

- **Fireground Conversations** – 9 attendees
- **Less Than 10 Seconds** – 48 attendees
- **Making the Rescue with Limited Staffing** – 21 attendees
- **Railroad Safety** – 9 attendees
- **Res-Q-Jacks** – 30 attendees
- **Radio Communications** – 20 attendees

Several departments took advantage of our training resources this year. The **fit test machine** and **forcible entry props** were utilized by multiple agencies, and we currently have **three refurbished smoke machines** available upon request.

To improve training management and communication, we have invested in **Eventleaf** to better track training sign-ups and gather feedback through post-training surveys. This platform also allows us to send email notifications about upcoming trainings to past attendees who may not be subscribed to our training bulletins.

As always, we encourage the next generation of training enthusiasts to join our division. We need the best of the Lakes Region's members to continue delivering high-quality training and exceptional service. If you have questions or are interested in joining the committee, please reach out to **Deputy Chief Hall** or **Deputy Chief Hannafin**.

Respectfully,
Deputy Chief David Hall & Deputy Chief Erin Hannafin
Training Division Co-Chairs

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Lakes Region Mutual Fire Aid Association
2024 Annual Report.