

Christopher M. Gibbons



June 30, 2025

Attention Hiring Committee,

I am writing to express my keen interest in the FIRE CHIEF position with Fort Mesa Fire Protection District. With 39 years of experience leading high-performance teams and driving strategic growth in the Fire Service, I am confident that my experience and leadership approach align with your department's goals and vision.

Key highlights of my experience:

- **LEADERSHIP:** I have 39 years' experience in the fire service and **20 years** of that is in a Chief position that provided Leadership, Administration, Operations, Training & Education and Staff Development.
- **FINANCIAL INITATIVES:** Proven track record of securing over \$20 million in federal, state, and local grant funding to support equipment, staffing, training, and infrastructure.
- **INTERAGENCY COOPERATION & STANDARDS:** Led multi-agency response planning, standardized training program and operations for major incidents, ensuring operational readiness, interagency coordination, and community safety.
- **LEGISLATION/ STATE LEVEL MENTORING:** Trusted advisor to state legislators and public safety committees; provided testimony and authored public safety legislation to benefit fire departments statewide. New Law for fire department apparatus.

I'm an Author, with the Clarion Fire & Rescue Group. The Group has publication Magazines for JEMS, Journal of Emergency Medical Services, Fire Engineering Magazine, Fire Apparatus & Emergency Equipment and Firefighter Nation, all here in the United States.

I'm also a successful National Grant Writer and I have been awarded over \$20 Million in grants and with a 95% success rate since 2006.

I don't take a position such as a FIRE CHIEF lightly. At my core, I prepare myself, both Operational and Administrative every day and strive towards excellence. I have such a **deep sense of responsibility** to the community; that I'm always seeking ways to provide and protect them if they were my family members.

CHRISTOPHER M. GIBBONS

[REDACTED] | Shell Knob, Missouri
[REDACTED] [REDACTED]

SUMMARY

If selected as your next FIRE CHIEF, you will gain a servant leader who leads by example and follows his heart. I believe in treating every individual with respect, ensuring their voice is heard, and creating a culture where input is valued. I am deeply committed to mentorships, helping personnel grow in their areas of interest and placing them in roles where they can thrive. I will bring experience in teaching all disciplines of the Fire & EMS service and will invest in developing well rounded, confident professionals.

I will be highly visible and engaged in the community, someone the public knows and trusts. My firefighters come before being and I am driven to uplift, support, and ensure they feel appreciated and empowered. My goal is not simply to serve as the Fire Chief, my goal is to be a Leader others admire, trust, and respect.

EXECUTIVE EXPERIENCE

Fire Chief | Emergency Management Director | Disaster Planning

Bismarck Fire Protection District | 1985 – 2014

Service Area: 150 square miles, Population: 10,000

Personnel Managed: 60 Firefighters, 8 Officers, 2 Chief Officers

Leadership & Supervision:

- Directed all fire department operations, personnel, and administrative functions.
- Managed recruitment, staffing, and professional development of firefighters and officers.
- Fire & EMS Accreditation

Strategic Planning & Operations:

- Developed and implemented comprehensive emergency response plans and training programs.
- Managed incident responses, including fire suppression, medical emergencies, and natural disasters.
- Led coordination efforts with local, state, and federal emergency response agencies.

Budget & Resource Management:

- Oversaw budgeting, funding allocation, and financial planning for fire department operations.
- Secured and managed \$20 million in national grant funding.

Community Engagement & Public Relations:

- Conducted fire prevention education programs for residents and businesses.
- Represented the department in public relations and media engagements.
- Invited to numerous organizations as a guest speaker

Compliance & Regulatory Oversight:

- Ensured department adherence to NFPA, OSHA, FEMA, and state fire codes.
- Implemented and enforced fire safety regulations and inspection protocols.
- Secured the first Fire Truck Pumper to meet the National NFPA Standard in our department's history.
- Secured and managed the replacement of all Fire Trucks my department owned in my 20 years in a Chief position.

Emergency Medical Technician – ALS Ambulance

Mercy Emergency Medical Services | 2024 – 2025

- Provided advanced life support (ALS) emergency medical care.
- Assisted in patient transport and emergency response coordination.

AREAS OF EXPERTISE

- Fire & Ambulance Administration
- Homeland Security
- Emergency & Disaster Management
- Urban & Rural Fire Operations
- Wildland Firefighting
- International Association of Fire Fighters (IAFF) Management/Labor Relations
- Master Planning & Strategic Operations
- Public & Media Relations
- Training & Development
- 9-1-1 Center Management
- Fire Wise Planning

PROFESSIONAL EDUCATION & CERTIFICATIONS

- **NFPA & Fire Safety Certifications:** Certified Firefighter I & II, Fire Officer I & II, Chief Fire Officer, Fire Service Instructor, Fire Administration, Driver/Operator/Instructor
- **Emergency & Hazardous Materials Training:** EMT, Hazardous Materials Specialist, Weapons of Mass Destruction (WMD) Technician, Homeland Security, Fire Investigator, Pyrotechnic Operator, Rescue Technician, Certified Safety Ambassador, Emergency Medical Response Instructor
- **Wildland Firefighting & Disaster Management:** Public Education, Media Relations, SWAT, Emergency Operations Center, National Incident Management System NIMS 100, 200, 300, 400, 700, 800

PROFESSIONAL CONTRIBUTIONS & PUBLICATIONS

Authored Articles:

- *Ambulance Purchasing* – Published in JEMS Magazine, 2025
- *Grant Writing* – Published in Fire Engineering Magazine 2025
- *Fire Department Operations* – Published in Firehouse Magazine 2006

Speaking Engagements & Presentations:

- Presenter/Key Note, *National Grant Writing* – [Homeland Defense Journal], in Nashville, Tennessee, 2007

Notable Contributions:

- Developed Multiagency Responses as the first Fire Department in the Region
- Developed the State's first assignment for (RIT) Rapid Incident Response Teams in the State of Missouri
- Hosted the largest Child Act Safety Program in the Region
- Developed the first program for the State of Missouri for Fire Truck requirements and state funding for departments to receive free Fire Trucks paid by the State.
- Certified as a (SME) Subject Matter Expert for the county Court System as a Fire Department Expert to testify in court cases.
- Developed the counties first System Wide Training Program for all fire departments
- Initiated the Mutual Aid Agreement between the State of Missouri and the United States Forest Service
- Developed the first Railroad Emergency Response Plan for the Region
- Developed the first Emergency Response Plan for House Fires to establish the minimum standards for Apparatus Response
- As a Board Member of the County Ambulance District, established a Helicopter / Air Ambulance in the Region
- Received the award *Firefighter of the Year* more than any other firefighter in the department's history since 1952.
- Received the *Officer of the Year* award more than any other officer in the department's history since 1952.
- I was designated as the primary Chief in the county by the county newspaper for (SME) Subject Matter Expert for all topics related to fire departments and Public Safety new articles

AWARDS & HONORS

- **Medal for Valor;** I was awarded the Metal for Valor for exceptional bravery and heroism in the line of duty:
 - Demonstrated exceptional courage and quick decision-making by my actions to save a life under critical conditions
- I was awarded the Missouri State Fire Marshal Life-Saving Award

TECHNICAL SKILLS

- Microsoft Office Suite (Word, Excel, PowerPoint)
- Disaster Recovery & Strategic Planning
- Public Education & Speaking
- 9-1-1 CAD Systems & Emergency Communications
- MULES, REJIS Database Systems
- Grant Writing & Administration

SPECIALIZED TRAINING & EDUCATION

St. Louis County Fire Academy

- Certified Professional Firefighter | IFSAC Certified
- Missouri State Division of Fire Safety Accredited

Missouri Division of Fire Safety – IFSAC Certified

- Certified Professional Firefighter I & II, Fire Investigator, Clandestine Drug Labs, Licensed Pyrotechnic Operator

National Fire Academy

- Hazardous Materials Incident Response Technician, Hazardous Materials Incident Response Specialist, Incident Command System (ICS), Advanced Incident Command (ICS)
- Auto Rescue Technician, Emergency Response to Terrorism, Managing Mass Casualty Incidents
- Tactical Operations

FEMA – National Incident Management System (NIMS)

- ICS 100, 200, 300, 400, 700, 800
- Emergency Operations for Schools & Municipalities

Additional Specialized Training:

- Active Shooter & SWAT Command Training (St. Louis County Police Academy)
- Emergency Response to Terrorism, Managing Company Tactical Operations
- Railroad & Hazardous Materials Disaster Management (U.S. Bureau of Explosives)

REFERENCES

Danny Hale – Board Member | [REDACTED]

Steve Creek – Board Member | [REDACTED]

Charlie Crawford – President, Bismarck Fire Department | [REDACTED]

This document is a total of 14 pages and is what I feel an Executive should be able to prove his ideology and Methodology on his Leadership and previous experiences.

June 27, 2025

To whom it may concern,

I have known Chris for 40 years, dating back to my time as a firefighter with the Bismarck Fire Department. As his supervisor during my tenure as a Lieutenant, it was evident early in Chris's career that he was destined for great leadership. Our management team recognized his potential and believed he would follow in the distinguished footsteps of his father and grandfather by becoming Fire Chief.

After my retirement, Chris fulfilled that vision, becoming Fire Chief and propelling the department forward through innovative thinking and a thoughtful, meaningful approach to leadership.

Chris is known for identifying and mentoring future leaders. He worked tirelessly with four young firefighters, investing in their professional and personal development. His leadership extended beyond the station, as he genuinely supported their family lives and encouraged loved ones to visit the firehouse while their spouse was on duty.

Those four firefighters went on to become Fire Chiefs themselves with other fire departments, and each continues to seek Chris's advice and guidance. His influence extends far beyond his immediate role, exemplifying his remarkable leadership and mentorship skills.

Chris is highly sought after—not just at the state level, but nationally. Any fire department is fortunate enough to have him as their Fire Chief will undoubtedly thrive under his leadership. Chris's positive impact will extend beyond the station, enriching both his staff and the community he serves.

I recently became aware of a project Chris was asked to do for the Missouri House of Representatives for Missouri Fire Departments. Again, his leadership was sought, and his loyalty to Missouri Fire Department's will soon be obtained from this project.

Thank you for allowing me the opportunity to endorse my friend and comrade, Chris Gibbons.

Sincerely,
Brian Masson (Ret.)

Danny Hale, Firefighter/Paramedic (Ret.)

Secretary, Bismarck Fire Protection District Board of Directors
[REDACTED] Bismarck Missouri 63624
[REDACTED]
[REDACTED]

June 27, 2025

To whom it may concern,

I am happy to offer my highest recommendation to Christopher Gibbons for the position of Fire Chief.

I am a line of duty disabled career paramedic/firefighter. I retired in 2002, when I was involved in a serious ambulance accident and cause severe damage to my body.

I began my career in 1984 with the Bismarck Fire Protection District. I served as the EMS Officer and Chaplain for the fire district.

I met Chris while we were serving together at the fire district and was his supervisor in the 1980's. He was one of our best. Chris coming from a family of Fire Chief's we knew Chris was going to be our Fire Chief one day. Even from the young age of a 18 year old rookie, he showed extraordinary dedication to being the best firefighter he could be.

After I was forced to retire, I moved back to where Chris was the Fire Chief. Chris ask me to become the Chaplain again, and he helped me find a way to serve again. This time our roles were reversed, and I served under his leadership. I found him to be an excellent leader. He has a way of inspiring those who serve under him to do their best.

I had the privilege to serve alongside of Chris, and the even greater privilege to have him as a lifelong friend, when my disability left me unable to mow my yard, Chris surprised me by showing up to cut my lawn and leave without saying a word or expecting a "Thank You".

Most recently, Chris encouraged me to run for political office and become a Board Member for the Bismarck Fire Protection District.

This is the kind of person Chris is. You won't find a more knowledgeable or dedicated firefighter. You certainly won't find a better leader, or a better person.

Sincerely,

Danny Hale (Ret.) Paramedic/Firefighter

Greg Perks, Police Chief (Ret.) MS, National FBI Academy

City of Webster Groves, Missouri 63119

You home 12345 street name

City, State and Zip

[REDACTED]

June 20, 2025

To Whom It May Concern:

It is my privilege to endorse Chris Gibbons as an exemplary man who will bring a high level of value and professionalism to your city and fire department.

I've known Chris for 24 years now and I characterize him as standout, critical for thinker, and a heart of gold.

I've watched Chris develop valuable professional skills including communication, work ethic, critical thinking, problem solving, and empathy. His ability to connect with others is staggering.

Chris has attended the National Fire Academy and the St. Louis County Fire Academy while I have known him.

Chris is one of my best friends, a mentor, a confident, and one that I will always support in any endeavor he chooses.

In short, I strongly recommend Chris as a natural leader who will make a positive difference in any opportunity he is given.

Warm Regards,

Greg Perks, Police Chief, MS



DESLOGE FIRE DEPARTMENT

300 NORTH LINCOLN STREET DESLOGE, MISSOURI 63601

OFFICE (573) 431-4487 CELL [REDACTED] FAX (573) 431-8535

JARED MEADOR FIRE CHIEF

Letter of Support for Chris Gibbons – Fire Chief

To Whom It May Concern,

I am writing to express my wholehearted support for Chris Gibbons in his candidacy for the position of Fire Chief for your Fire Department. Chris is not only a trusted friend but also a professional mentor who has significantly shaped my career in the fire service.

At a young age, I approached Chris with a desire to become a firefighter. At that time, he was serving as Deputy Chief, responsible for mentoring staff and developing individualized Professional Development Plans. Chris was a pillar of the community—actively involved in schools, churches, and social events. He was always willing to share his passion for the fire service and its transformative impact on life.

I was fortunate to be selected for his mentorship program. Under his guidance, I followed an educational path that led me to earn my Firefighter I & II certifications. Chris' mentorship didn't just prepare me for the technical aspects of firefighting—it instilled leadership skills and a deep sense of service.

Thanks to the foundation Chris helped build, I accepted a position with a county fire department and have since been honored to serve as the Fire Chief for the City of Desloge. Chris' support didn't stop when I stepped into this role. He continues to be a trusted advisor, providing guidance and assisting with financial strategies for our department.

I can confidently say that I would not be where I am today without Chris Gibbons' mentorship and unwavering dedication to my development. His exceptional leadership and ability to inspire growth in others make him the ideal candidate for the Fire Chief position

Sincerely,
Jared Meador
Fire Chief
City of Desloge

Doe Run Fire Protection District
3235 State Highway W

Doe Run, Missouri 63637

June 28, 2025

To the hiring committee:

I am writing to express my wholehearted support for Chris Gibbons in his candidacy for the position of Fire Chief. Chris is not only a trusted friend but also a professional mentor who has significantly shaped my career in the fire service.

In 1993, I started my career with Bismarck Fire Department's where Chris was responsible for mentoring staff and developing individualized professional development. Chris was a pillar of the community actively involved in schools, churches, and social events. His willingness to share his passion for the fire service and its transformative impact on life was inspiring.

I was fortunate to be selected for his mentorship program. Under his guidance, I pursued an educational path that led me to earn my Firefighter I & II certifications. Chris' mentorship went beyond technical firefighting skills; he instilled in me essential leadership abilities and a deep sense of service to the community.

Thanks to the strong foundation Chris helped build, I advanced my career at the Doe Run Fire Protection District, holding the ranks of Lieutenant, Captain, Assistant Chief, and ultimately Fire Chief until my medical retirement in 2023. Even know my career was over, while I was getting a kidney transplant, Chris often checked on me and offered support not only for me, but my family.

Even after I assumed leadership roles, Chris remained a trusted advisor, offering invaluable guidance and assisting with financial strategies that greatly benefited our department. His dedication to the fire service and to the success of those around him is unparalleled.

Another key contributed factor, we were wanting to build a new fire station. Chris was the Chief at the department that boarded us to the north. Due to his leadership, our Board of Directors ask him to handle the entire process. Chris handled everything from the design to us moving into our new fire station. Due to his dedication and passion for the fire service, he declined competition from the Board of Directors and told them to take that money and invest it in the staff.

I can confidently say that I would not be where I am today without Chris Gibbons' mentorship and unwavering dedication to my development. His exceptional leadership, strategic thinking, and ability to inspire growth in others make him the ideal candidate for the Fire Chief position in your community/

Sincerely,
Lyndon P. Kindle, (Ret.), Fire Chief
Doe Run Fire Protection District