

BERWYN FIRE COMPANY

2025 ANNUAL REPORT

Serving the Tredyffrin-Easttown Community Since 1894

Protecting 28,552 Residents Across 15.52 Square Miles
Two Stations | Career & Volunteer Staff | Serving Since 1894



A YEAR IN REVIEW — 2025 CHIEF JUSTIN BRUNDAGE

Tredyffrin Township Board of Supervisors, Easttown Township Board of Supervisors, Tredyffrin Township Manager, Easttown Township Manager, and Citizens:

On behalf of the dedicated career staff and volunteer members of the Berwyn Fire Company, I am pleased to present our 2025 Annual Report. This year has been one of the most transformative in the history of our organization, and the results speak directly to the power of the investment made by our municipal partners.

In January 2025, we launched a comprehensive hiring initiative that added 10 full-time and 12 part-time personnel to our ranks. The impact was immediate and measurable: by year-end, incidents with critically low staffing had been reduced by nearly 79%, total call volume grew over 9% to 3,723 incidents, and we maintained strong response performance throughout.

2025 also marked the most significant milestone in our 131-year history. On September 27th, we dedicated our new fire/EMS station at 23 Bridge Avenue — a \$10.5 million, 20,000 square foot facility replacing our 95-year-old firehouse. Through the efforts of the fire company, TAC 102 was fully purchased by an anonymous private donor at no cost to taxpayers. We also received a used ambulance purchased by the Townships and a clean financial audit with no negative findings, affirming our commitment to fiscal transparency.

While we are proud of the progress made, the work is not done. Call volumes continue to rise, and continued investment in staffing remains essential. The acquisition of a Quint aerial apparatus and planning for a permanent Station 102 facility are among the priorities that will carry into 2026.

As I conclude my term as Fire Chief in January 2026, I want to express my sincere gratitude to the Board of Supervisors in both Townships, the Township Managers, and the citizens for their trust and support over the past four years. I am confident the Company is in excellent hands under Fire Chief Joshua C. Lichman, who assumed the role on January 8, 2026. Josh brings 17 years of dedicated service and a deep commitment to this community.

Thank you for your continued support. It has been an honor to serve alongside the dedicated men and women who answer the call every day.

Respectfully submitted,



Justin K. Brundage
Fire Chief (2022–2026)
Life Member — 36 Years of Service
Berwyn Fire Company

2025 YEAR AT A GLANCE



Full-year 2025 data. Fire data from NFIRS reporting; EMS data from EMS reporting system.

*Active volunteers defined as members with ≥ 20 incident responses in 2025.

OUR COVERAGE AREA & STATIONS

The Berwyn Fire Company protects the majority of and the most densely populated sections of Tredyffrin Township and Easttown Township — covering a population of 28,552 over 15.52 square miles.

Our primary territory includes three limited-access highways covering over seven miles, travelled by over 150,000 commuters daily. Regional mass transit routes of SEPTA and Amtrak pass directly through the center of the Berwyn Fire protection district.

The variety of structures protected is vast: from historic farmhouses to mid-rise apartment buildings, lightweight townhomes, dozens of strip malls, large box stores, nearly 100 mid-rise office buildings, and a variety of industrial and manufacturing facilities.

Station 2 — 23 Bridge Avenue, Berwyn (NEW)

Dedicated on September 27, 2025, the new Station 2 replaces the 95-year-old firehouse that served the community since 1929. This \$10.5 million, 20,000 square foot facility features four apparatus bays for fire trucks and ambulances, increased sleeping quarters and bathrooms for career staff and volunteers, an emergency operations center for coordinating responses during significant weather events and disasters, and proper safeguards to reduce carcinogen exposure. The project was financed by funds generated by the Berwyn Fire Company, donations from the Tredyffrin-Easttown community, tax dollars from both Townships, and state grant funds. Notably, the Fire Company independently secured \$2 million in federal grant funding through successful grant applications — significantly reducing the burden on local taxpayers.

The station also houses our historic 1833 bell, cast by John Wilbank — the same craftsman who cast the first replacement bell for Independence Hall — now proudly displayed in the bell/hose/training tower.

Station 102 — 1485 Valley Forge Road, Tredyffrin Township

Placed into service on December 29, 2022, Station 102 is strategically located in the valley, close to the residents and businesses in and around the northern portion of the coverage area in Tredyffrin Township, including Chesterbrook, Glenhardie, Old Forge Crossing, and the neighborhoods along the Swedesford Road corridor.

Station 102 is staffed with a combination of career staff and volunteers and houses fire suppression and EMS apparatus.

Apparatus Fleet

In 2025, the Chester County Department of Emergency Services (CCDES) updated all fire apparatus identifiers in their dispatch and communications systems. The new unit designations below reflect the station assignment model and are now active across all CCDES platforms and radio systems.

Station 2 — 23 Bridge Avenue, Berwyn

Unit	Description
Engine 2 (ENG 02)	Class A Attack Pumper w/ ALS (formerly Engine 2-3)
Squad 2 (SQD 02)	2024 E-One Typhoon Rescue-Pumper (1500/780) — New
Ambulance 2A (AMB 2A)	Advanced Life Support Transport Ambulance
Ambulance 2B (AMB 2B)	Advanced Life Support Transport Ambulance
Utility 2 (UTL 2)	Multi-Purpose Support Vehicle
QRS 2	EMS Quick Response / ALS Responder
Berwyn 1 (CMD)	2020 Chevrolet Tahoe — Fire Chief

Station 102 — 1485 Valley Forge Road, Tredyffrin Township

Unit	Description
Engine 102 (ENG 102)	Class A Attack Pumper w/ ALS (formerly Engine 2-1)
Squad 102 (SQD 102)	Class A Attack Pumper / Specialty Rescue (formerly Engine 2-2)
TAC 102 (TAC 102)	Mini-Pumper Tactical Firefighting Vehicle (New 2025)
Ambulance 2C (AMB 2C)	Advanced Life Support Transport Ambulance
Ambulance 2D (AMB 2D)	Transport Ambulance
ATV 2	6WD Polaris w/ Stokes Basket, Pump & Water
Berwyn 2 (CMD)	2020 Chevrolet Tahoe — Duty Chief

NEW STATION 2 — A HISTORIC MILESTONE

On Saturday, September 27, 2025, the Berwyn Fire Company officially dedicated the new fire/EMS station at 23 Bridge Avenue in the Village of Berwyn. After 95 years in the old firehouse, this \$10.5 million project represents the most significant infrastructure investment in the company’s 131-year history.

Building Highlights

Feature	Detail
Total Building Size	20,000 sq. ft.
Apparatus Bays	4 bays for fire trucks and ambulances
Total Project Cost	\$10,500,000
Sleeping Quarters	Increased capacity for career & volunteer staff
Emergency Operations Center	Multi-agency coordination capability
Health & Safety	Carcinogen exposure reduction safeguards
Historic Bell Tower	1833 Wilbank bell restored and displayed

Project Funding

The project was financed through a collaborative effort: funds generated by the Berwyn Fire Company, donations from the Tredyffrin-Easttown community, tax dollars from both Tredyffrin and Easttown Townships, state grant funds, and \$2 million in federal grant funding independently secured by the Fire Company.

Dedication Ceremony

The dedication featured a parade down Bridge Avenue, a building dedication and apparatus housing ceremony, and remarks from Township officials, state representatives, and other dignitaries. Speakers included Tredyffrin Township Board of Supervisors Chair David Miller, Easttown Township Board of Supervisors Chair Michael Wacey, PA State Senator Carolyn Comitta, PA State Representative Melissa Shusterman, and Chester County Commissioner Vice-Chair Marian Moskowitz.

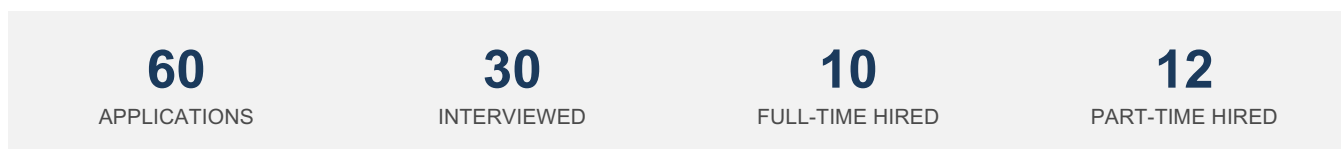
Mutual aid partners from across Chester, Delaware, and Montgomery counties participated in the housing ceremony, pushing apparatus into the new bays — a longstanding fire service tradition. The David G. Keble Jr. Memorial Foundation also donated \$2,000 to the Berwyn Fire Company during the event.

STAFFING & WORKFORCE

The 2025 staffing expansion represents the most significant enhancement to Berwyn Fire Company’s operational capacity in recent history. Funded through additional contributions from Tredyffrin and Easttown Townships, this initiative directly addressed critical gaps in on-duty staffing and has produced measurable results.

2025 Hiring Initiative

In January 2025, we launched a comprehensive recruitment effort that drew 60 applications. After advancing 30 candidates to in-person interviews, we filled 10 full-time positions (8 newly created, 2 replacing attrition) and 12 part-time positions. All personnel completed onboarding and are fully operational.



Staffing Impact — Measurable Results

The key benchmark we track is the percentage of incidents with 5 or fewer personnel responding — a threshold that indicates critically low staffing. The full-year 2025 results demonstrate the transformative impact of the staffing investment:

Period	% with ≤5 Personnel	Avg Personnel
2024 Baseline	15.0%	8.09
Q1 2025	19.7%	7.41
Q2 2025	3.2%	8.49
Q3 2025	5.9%	7.79
Q4 2025	3.2%	8.32

After an initial onboarding period in Q1, understaffing incidents dropped dramatically and remained consistently below 6% for the final three quarters of the year. Q4 performance matched the Q2 best at just 3.2%, confirming that the improvement is sustainable. By year-end, the percentage of critically understaffed incidents had been reduced by 78.6% compared to the 2024 baseline — a near-elimination of the problem.

The monthly staffing trend tells the same story: average personnel per incident rose from 7.2 in January and February to 8.0 or higher every month from March onward, once new hires were fully operational. For the most critical calls — confirmed structure fires — the Company averaged 10.3 personnel per incident in 2025, demonstrating adequate crew depth for the incidents that matter most.

SAFER Grant Application

In 2025, with the support of both Tredyffrin and Easttown Townships, we submitted a SAFER (Staffing for Adequate Fire and Emergency Response) grant application to fund 8 additional full-time firefighter positions. The grant application was unsuccessful. We remain committed to pursuing future opportunities and working with our municipal partners to continue building staffing capacity.

Staffing Model

The Berwyn Fire Company operates with a combination staffing model. As of year-end 2025, 77 active personnel responded to incidents:

Category	Count
Full-Time Career Staff	24
Part-Time Career Staff	28
Active Volunteer Members*	25
Total Volunteer Members	54
Total Active Personnel	77

Volunteer Contributions

*Volunteers remain a vital part of our operational model. Of the 54 volunteers on the Company's roster, 25 are classified as active — defined as members who responded to 20 or more incidents during the year.

In 2025, volunteer members contributed **8,207 hours** responding to incidents and staffing fire stations, and accounted for **1,857 individual incident responses**. This continued commitment from our volunteer workforce supplements career staffing and is essential to maintaining effective coverage across our 15.52-square-mile service area.

EMERGENCY OPERATIONS

The Berwyn Fire Company provides fire suppression, emergency medical services (including ALS), rapid intervention, swiftwater rescue, technical rescue, and hazard mitigation services. Our operations division is staffed 24/7/365.

Call Volume Trends

Year	Fire Incidents	EMS Incidents
2022	880	2,470
2023	781	2,443
2024	912	2,497
2025	1,106 (+21.3%)	2,617 (+4.8%)

2025 Incidents by Township

Jurisdiction	Fire Incidents	EMS Incidents
Tredyffrin Township	669 (60.5%)	1,610 (61.5%)
Easttown Township	284 (25.7%)	871 (33.3%)
Other / Mutual Aid	153 (13.8%)	136 (5.2%)
Total	1,106	2,617

Response Performance

Metric	2025
Average Fire Turnout Time	2:02
Average Fire Response Time	6:54
Average Personnel per Fire Incident	8.04

Response times are measured as lights-and-siren dispatch to arrival. Turnout time is dispatch to enroute.

Mutual Aid

Mutual Aid Category	2025
Aid Given to Other Departments	175 incidents
Aid Received from Other Departments	62 incidents

EMERGENCY MEDICAL SERVICES

Emergency medical services account for approximately 70% of the department's overall call volume. Berwyn Fire Company provides both Basic Life Support (BLS) and Advanced Life Support (ALS) services, including paramedic-level care and patient transport.

EMS Volume & Disposition

Metric	2025
Total EMS Incidents	2,617
Advanced Life Support (ALS) Calls	1,021 (39.0%)
Basic Life Support (BLS) Calls	1,592 (60.8%)
Patients Transported (Billable)	1,808
Transport Rate	69.1%
Treat / No Transport	418
Cancelled	336

EMS Responses by Township

Township	EMS Responses	% of Total
Tredyffrin Township	1,610	61.5%
Easttown Township	871	33.3%
Other Municipalities	136	5.2%
Total	2,617	100%

EMS Response Time Distribution

Response time is measured from dispatch to arrival on scene across all EMS responses:

Response Time	% of Calls	Cumulative
6 minutes or less	41%	41%
6–7 minutes	14%	55%
7–8 minutes	14%	69%
8–9 minutes	9%	78%
9–10 minutes	11%	89%
Over 10 minutes	11%	100%

Forty-one percent of all EMS calls were reached within 6 minutes, and more than two-thirds (69%) were reached within 8 minutes. ALS responses were faster than BLS on average, with 47% of Tredyffrin ALS calls and 46% of Easttown ALS calls arriving within 6 minutes.

About Our EMS Levels of Care

Basic Life Support (BLS) is provided by Emergency Medical Technicians (EMTs) and includes recognition of medical emergencies, CPR, splinting, oxygen administration, and select medications including glucose, naloxone, aspirin, and epinephrine.

Advanced Life Support (ALS) is provided by Paramedics and Pre-Hospital Registered Nurses and includes cardiac monitoring, IV administration, advanced airway management, and over 30 medications for cardiac, respiratory, pain management, and other life-threatening conditions.

The Berwyn Fire Company also operates a Quick Response Service (QRS) program, licensed by the Pennsylvania Department of Health. Several firefighters and EMS personnel have been equipped with automated external defibrillators (AED), which has provided them with the ability to respond directly to the scene of cardiac arrest calls for over 15 years. Due to the advent of the QRS Unit, many of these same personnel have been issued an emergency portable radio, oxygen bottle, adult/infant bag valve breathing masks, and bleeding control supplies to augment their capabilities for response to minor and more significant medical calls.

Because many of our volunteer EMS providers live within the Tredyffrin-Easttown community, QRS personnel are often the first to arrive on scene — reducing critical time-to-patient contact for cardiac arrests, strokes, and other time-sensitive emergencies.

EQUIPMENT & APPARATUS

TAC 102 — Tactical Firefighting Vehicle

In 2025, we placed our new mini-pumper tactical firefighting vehicle (TAC 102) into service. This specialized apparatus was acquired to address critical operational needs related to the Pennsylvania Turnpike's widening project west of Valley Forge Road, which begins in January 2026 and will result in the closure of the Wilson Road underpass for approximately five years.

TAC 102 features a lightweight design for weight-restricted bridges, enhanced off-road and adverse weather capability, and compact size while maintaining essential firefighting functions.

Through the efforts of the fire company, TAC 102 was fully purchased by an anonymous private donor — delivering a \$474,000 specialized apparatus to the community at no cost to taxpayers.

Squad 2 — 2024 E-One Typhoon Rescue-Pumper

In late 2024, the Berwyn Fire Company placed Squad 2 into frontline service — a 2024 E-One Typhoon rescue-pumper that had been ordered in 2022 as part of an updated capital plan developed jointly with Tredyffrin and Easttown Townships. The apparatus was purchased by both Townships to support Berwyn Fire Company operations, reflecting the continued municipal commitment to modernizing the Company's fleet.

Squad 2 is equipped with a 1,500 GPM pump and a 780-gallon water tank, combining engine company firefighting capability with heavy rescue functionality in a single unit. The rescue-pumper configuration allows Squad 2 to function as the primary first-due apparatus for both structural fire suppression and technical rescue incidents, including vehicle extrication, building collapse stabilization, and confined space operations.

Stationed at Station 2 (23 Bridge Avenue), Squad 2 has quickly become a critical asset in the Company's response model. The apparatus saw immediate operational impact in 2025, including a notable deployment to a Route 202 vehicle extrication in March where crews used rescue tools to free a trapped driver from a rolled vehicle.

Ambulance 2D

Berwyn Fire Company received a used ambulance purchased by the Townships. Ambulance 2D is not yet in service pending critical equipment that has been ordered by the Townships. Once that equipment arrives, the ambulance will be placed in service to provide EMS coverage at community events and serve as a fourth-out transport unit.

Chester County CAD System & Unit Redesignation

We completed a comprehensive update of our Computer-Aided Dispatch (CAD) data with the Chester County Department of Emergency Services (CCDES). The last major CAD update was implemented before the establishment of Station 102. This update optimized dispatch protocols based on current station locations, apparatus assignments, and staffing levels for both Berwyn and mutual aid partners.

As part of this process, CCDES updated all fire apparatus identifiers across their dispatch and communications systems (EW, Master, UAS, AMM and Control Now), including mobile and portable radio assignments. The new designations align unit identifiers with their assigned stations: Engine 2-1 became Engine 102, Engine 2-2 became Squad 102, Engine 2-3 became Engine 2, and TAC 2 became TAC 102. Utility 2, QRS 2, Platform 02, and ATV 2 designations remain unchanged.

CCDES is also completing significant updates to all ESZ (Emergency Service Zone) assignments across the coverage area. During this process, CCDES identified several mutual aid units and resources from Montgomery County and Delaware County that were either missing from the system or lacked specific capability attributes such as RIT and Air. These are being added, which is an important enhancement to regional interoperability.

Quint Apparatus — Planning for 2026

A planning committee of BFC volunteers, chief officers, and career staff continues to work toward acquiring a Quint apparatus for Station 102. The committee is exploring the use of stock or demonstration vehicles to reduce costs and avoid lead times exceeding 3 years for new orders. This dual-purpose aerial apparatus will address the identified gap in aerial platforms along the Route 202 corridor.

SAFETY & INTERAGENCY INITIATIVES

Route 202 Response Protocol

Effective April 7, 2025, we implemented a new interagency standard operating guideline (SOG) for highway secondary blocking safety on Route 202 in Tredyffrin Township and East Whiteland Township. Developed in partnership with East Whiteland Township Department of Emergency Services, this protocol establishes a secondary blocking unit for all highway-related accident and fire incidents.

The protocol was developed in response to several factors: the opening of Station 102 and Station 5 in East Whiteland, enhanced career staffing at both stations, construction of the Chesterbrook Boulevard Bridge, elimination of all median turnarounds, and increased traffic speeds from highway widening.

Initial feedback from crews has been positive, with responders reporting increased confidence and enhanced safety awareness during Route 202 operations.

PA Turnpike Construction Preparedness

The Pennsylvania Turnpike's widening project west of Valley Forge Road begins in January 2026 and will close the Wilson Road underpass for approximately five years. Our acquisition of TAC 102 and ongoing coordination with the Turnpike Commission ensure we are prepared to maintain effective response capabilities throughout the construction period.

TRAINING & PROFESSIONAL DEVELOPMENT

Our training division ensures all personnel maintain a high level of skill readiness. The annual training program meets applicable NFPA standards and ISO training guidelines, and encompasses weekly in-house drills, specialized discipline instruction, and external training opportunities.

2025 Training Summary

In 2025, the Berwyn Fire Company conducted 83 training events with 75 personnel participating and 636 total person-attendances — an average of 8.5 training events per member. Training spanned eight disciplines:

Training Category	Participants	Attendances
Fire Suppression Training	55	223
Weekly Drill	42	151
EMS Training	41	101
Technical Rescue Training	38	78
Vehicle Rescue Training	25	52
RIT (Rapid Intervention Team)	15	15
Live Burn Training	11	11
Fire Prevention	5	5

Fire suppression training accounted for the largest share of activity, with 55 members participating across 223 person-attendances. Technical rescue and vehicle rescue training reflect the Company’s commitment to maintaining extrication and specialized rescue capabilities — critical given the high volume of motor vehicle incidents along Route 202 and the Pennsylvania Turnpike. All four career platoons participated in weekly drills, and the live burn and RIT training events ensured personnel maintained proficiency in the highest-risk fireground operations.

Participating Department Recognition Program

The Berwyn Fire Company has been a 100% (Gold level) Participating Department under the Pennsylvania Office of the State Fire Commissioner’s Participating Department Recognition Program since 2018. This designation means that all volunteer and career firefighters, over the age of 18, are certified in accordance with nationally recognized Professional Qualifications standards. At the time of initial recognition, Berwyn was one of only 39 organizations in the entire Commonwealth to achieve the Gold level. The Company is currently in the process of renewing its certification.

FINANCIAL OVERVIEW

The Berwyn Fire Company operates as a 501(c)(3) nonprofit organization. Revenue is derived from EMS billing, township funding, community fundraising, cell tower rentals, and other sources. In 2025, total operating revenue exceeded budget by 10.8%, driven primarily by strong EMS billing and community support.

2025 Revenue Summary

Revenue Source	2025 Actual
Township Funding	\$1,719,000
EMS Billing	\$1,283,135
Community Fundraising	\$318,134
Contributions & Grants	\$158,328
Cell Tower Rental	\$138,580
Interest & Dividends	\$40,364
Rental, Events & Other	\$69,746
Total Operating Revenue	\$3,727,286

Operating revenue exceeded budget by 10.8%. EMS billing came in at 125% of budget, reflecting the impact of the 2025 staffing expansion on ambulance availability and transport volume. Community fundraising exceeded budget by 21%, reflecting strong community support. Contributions and grants came in at nearly 250% of budget.

Operating Expenses

Total operating expenditures in 2025 were \$4.26 million (excluding the Station 2 capital project). Personnel costs represent the dominant share of operating expenses, totaling \$3.39 million or 79.7% of all operating spending:

Expense Category	2025 Actual	% of Total
Career Personnel	\$3,340,867	78.4%
Payroll & Taxes	\$2,586,937	
Health Benefits	\$301,830	
Workers' Comp Insurance	\$179,595	
Retirement (403b)	\$57,251	
Uniforms & Other	\$215,254	
Volunteer Personnel	\$52,716	1.2%
Service Delivery & Supplies	\$329,550	7.7%

Facilities (3 properties)	\$65,400	1.5%
Vehicles (fuel, maintenance)	\$73,772	1.7%
All Other Operating	\$396,677	9.3%
Total Operating Expenses	\$4,258,982	100%

The career staffing investment is the single largest driver of operating costs. With 24 full-time and 28 part-time career personnel, salary, benefits, and related costs account for nearly four out of every five dollars in operating expenditures. Volunteer personnel costs on the Company budget — including training, uniforms, and member wellness — are \$52,716. However, the majority of volunteer-related expenses are borne by the Relief Association, which spent \$591,077 in 2025 on workers' compensation insurance, apparatus maintenance, equipment, and other costs that directly support the volunteer workforce (see Relief Association section).

Note: The operating budget reflects a planned deficit, agreed upon by the Berwyn Fire Company, Tredyffrin Township, and Easttown Township. As part of the 2025 staffing expansion, both Townships authorized the reallocation of a portion of previously funded capital apparatus reserves to general operating funds to cover compensation and benefits for four additional career staff hired in 2025. This arrangement allowed the Townships to expand career staffing capacity without increasing their direct funding allocations.

New Station 2 Capital Project

Separately from operating funds, the new Station 2 construction project totaled \$7.95 million in 2025 expenditures. This was funded through capital contributions from Tredyffrin Township (\$5.50M), Easttown Township (\$2.35M), and public donations, in addition to previously committed Berwyn Fire Company funds, state grants, and federal grant funding (see Station 2 section for details).

Clean Financial Audit — 2024

In June 2025, Maillie completed their independent audit of the Berwyn Fire Company and the Berwyn Fire Company Volunteer Relief Association for the 2024 calendar year. The audit included a detailed review of financial controls and oversight practices. There were no negative findings or recommendations for changes. As the recipient of donations and public funds from Tredyffrin and Easttown Townships, fiscal transparency remains a core organizational commitment. The Berwyn Fire Company has engaged independent auditing firms that also serve the Townships — previously Barbacane, Thornton & Company (Tredyffrin's auditor) and since 2022, Maillie (which has worked with Easttown Township and numerous Chester County municipalities).

Fire Company Reserves

Fire Company cash and investment reserves totaled \$935,000 at year-end 2025, an increase of 76% from \$536,000 at year-end 2024. This growth was significantly aided by the receipt of Employee Retention Credit (ERC) funds during 2025. Without the ERC proceeds, the Company would have faced a substantial operating loss, offset only by the use of capital reserves. The ERC provided critical one-time relief that allowed the organization to strengthen its financial position during a year of significant capital investment and staffing expansion.

VOLUNTEER FIREFIGHTERS' RELIEF ASSOCIATION

The Berwyn Fire Company Volunteer Firefighters' Relief Association (VFRA) is a separate legal entity established under Pennsylvania Act 84. Relief Associations are funded primarily through the Commonwealth's Foreign Fire Insurance Tax, which is collected from out-of-state insurance companies and distributed to municipalities, who in turn allocate these funds to their fire companies. By law, Relief Association funds may only be used for the direct benefit of volunteer firefighters — including workers' compensation insurance, length-of-service awards, equipment, apparatus, and other items that support the volunteer workforce. The VFRA maintains its own financial records, undergoes an independent annual audit alongside the Fire Company, and files an annual report with the Pennsylvania Auditor General's office.

The Pennsylvania Auditor General recently completed a compliance audit of the VFRA covering the period from January 1, 2021 through December 31, 2024. The audit assessed adherence to state laws, bylaws, and administrative procedures governing state aid and fund expenditures. The audit confirmed that the Relief Association effectively addressed all previous audit findings and substantially conformed to all relevant regulations — a clean result with only one minor recommendation.

2025 Township Allocations

Foreign Fire Insurance Tax funds are distributed by the Commonwealth to municipalities, which allocate them to their fire companies' Relief Associations. In 2025, the Berwyn Fire Company VFRA received a total of \$368,571 in state funding through Tredyffrin and Easttown Townships.

Source	2025 Allocation
Through Tredyffrin Township	\$269,070
Through Easttown Township	\$99,501
Total State Funding	\$368,571

2025 Financial Summary

The Relief Association recorded \$372,602 in total revenue and \$591,077 in expenses in 2025, resulting in a net operating deficit of (\$218,475). Revenue consists primarily of state funding (\$368,571) and interest income (\$4,031). Expenses include workers' compensation and liability insurance (\$124,892), vehicle maintenance and fuel (\$239,720), equipment and radio systems (\$152,658), and volunteer support costs (\$119,899). The deficit was better than budget and improved \$96,000 over the prior year.

	2025 Actual	2025 Budget	2024 Actual
Income	\$373K	\$364K	\$367K
Expenses	\$591K	\$620K	\$681K
Net Surplus (Deficit)	(\$218K)	(\$256K)	(\$314K)

Income excludes unrealized gains/losses on investments and capital expenditures.

Relief Association Fund Balance

The Relief Association held \$365,966 in cash and bank accounts at year-end 2025. The ongoing structural deficit reflects the cost of maintaining fire apparatus, equipment, and volunteer support programs, which exceeds the annual Foreign Fire Insurance Tax allocations received through the Townships. Managing this gap remains a priority for the organization.

LOOKING AHEAD — 2026 PRIORITIES

As the Berwyn Fire Company enters 2026, several critical capital and operational needs remain on the horizon — all of which have been part of long-standing planning discussions with Tredyffrin and Easttown Townships and validated by both the independent consultant in 2023 and/or the T/E Director of Fire and EMS in 2025:

Quint Apparatus for Station 102

The acquisition of a Quint aerial apparatus has been part of the Company's shared capital plan for over five years and has been discussed in depth with both Townships and the Fire/EMS Work Group since its inception. This apparatus is essential to closing the identified aerial coverage gap along the Route 202 corridor and areas to the north. The Company is targeting a stock or demonstration vehicle to reduce costs and avoid lead times exceeding three years for new orders. The addition of a Quint would also prompt the sale of two older frontline engines (2007 and 2009, respectively), further offsetting costs and reducing overall fleet maintenance costs.

Firefighter Turnout Gear

Providing a second set of protective gear for each firefighter is a national best practice for cancer prevention and contamination control. Firefighters' turnout gear becomes contaminated with carcinogens, biohazards, and other toxic substances during fire suppression and rescue operations. Without a second set, firefighters must either return to service in contaminated gear or remain out of service while their only gear is cleaned and dried — both of which compromise safety and readiness. Based on discussions with Tredyffrin Township in 2025, the Berwyn Fire Company will work in conjunction with Paoli Fire Company and Radnor Fire Company to develop a comprehensive plan for PPE acquisition.

Water Rescue Equipment

Flooding events in Tredyffrin and Easttown are low-frequency / high-risk events. The Berwyn Fire Company is a Commonwealth-recognized Swiftwater Type 3A rescue team with trained and certified personnel, but many new personnel lack the protective gear needed to safely perform rescues in floodwater conditions. As the volunteer workforce continues to decline and is supplemented by career staff, it is essential that all personnel are fully equipped to meet the all-hazards mission that both Townships expect.

Staffing Sustainability

The Company's current staffing levels, while the highest in its history, remain below the consultant's 2023 recommendation and the 2027 target of 32 full-time personnel established with both Townships. Both Tredyffrin and Easttown provided letters of support for the Company's 2025 SAFER Grant application, which sought federal funding for eight additional firefighters to meet that target. Structural cost increases in healthcare, insurance, and equipment continue to outpace the current 3% annual funding adjustment. Addressing this gap is essential to preserving the operational gains achieved in 2025 and avoiding reductions to existing staffing.

Station 102 Facility Planning

The Berwyn Fire Company is committed to working with Tredyffrin and Easttown Townships to analyze the current Station 102 facility and develop a plan that ensures it meets the long-term needs of the department and the community. It remains to be determined whether the path forward involves renovations and updates to the existing structure or the construction of a new purpose-built fire station on the property. These discussions have been ongoing for several years, and we understand that there is currently a plan to engage an architect and engineer in a formal process to conduct the analysis and provide recommendations.

Our mission is simple: “To provide fire prevention, suppression, EMS and rescue services to the residents of Tredyffrin and Easttown Townships and neighboring communities.” The Berwyn Fire Company remains fully committed to fulfilling that mission — delivering the life-saving and property-protecting services this community depends on. Every priority outlined above serves that purpose. We look forward to working collaboratively with Tredyffrin and Easttown Townships, particularly with the newly formed T-E Fire Commission, to address these needs and continue strengthening emergency services for the residents, businesses, and visitors we are entrusted to protect.

LEADERSHIP TRANSITION

Introducing Fire Chief Joshua C. Lichman

On January 8, 2026, Joshua C. Lichman officially assumed the role of Fire Chief of the Berwyn Fire Company, succeeding Life Member Justin K. Brundage, who served as Fire Chief for four years and recently concluded his 36th year of service to the Tredyffrin-Easttown community.

Chief Lichman has been with the Berwyn Fire Company since 2009, starting as a firefighter and progressing through the ranks to Lieutenant, Captain, and Battalion Chief. In 2012, he was awarded Firefighter of the Year by his peers. He is a certified Emergency Medical Technician and holds multiple national fire and rescue certifications.

A graduate of Conestoga High School and Saint Joseph's University (B.S. in Business Administration with a focus in finance), Lichman brings strong leadership and financial acumen to the role. He currently works for Accenture as a project controls finance lead overseeing financial management for programs totaling \$100 million annually.

Chief Lichman has led the Company's swiftwater rescue program, including achieving Type 3A team recognition from the Commonwealth of Pennsylvania. He played a leading role in the rescue of a trapped driver during Hurricane Ida in 2021, for which he and other personnel received international recognition from the Higgins and Langley Memorial Awards for excellence in swiftwater rescue.

A former resident of Glenhardie in Tredyffrin Township, Lichman maintains family connections in the Chesterbrook, Glenhardie, and Malvern areas. He now lives in King of Prussia with his wife and son while continuing his volunteer service.

Outgoing Chief Justin K. Brundage

Chief Brundage served as Fire Chief from 2022 through January 2026, leading the organization through a period of unprecedented growth including the opening of Station 102, the 2025 hiring initiative, the new Station 2 construction and dedication, and significant operational improvements. A Life Member with 36 years of service, Brundage first joined the Berwyn Fire Company in 1990 and has held roles including Deputy Fire Chief, member of the New Building Committee, and numerous other leadership positions throughout his tenure. He continues to serve the Company as an Assistant Chief.

Career Lieutenants — A New Chapter

Effective March 1, 2025, four full-time career members were promoted to the rank of Lieutenant. Lieutenants Michael Maguire (FF/EMT), Thomas Dobbins (FF/Medic), Thomas Dorley (FF/Medic), and Douglas Simpson (FF/Medic) each serve as shift supervisors across the four career platoons. Working alongside the career Battalion Chiefs and volunteer officers, the Lieutenants manage day-to-day operations and emergency responses. Notably, each has served as a volunteer Fire Chief at their home fire department, bringing proven command experience and operational leadership to the role. Together with the Battalion Chief promotions in 2024, these appointments establish a defined career path for full-time staff and strengthen the Company's ability to manage daily fire and EMS operations across the Tredyffrin and Easttown communities.

2026 LEADERSHIP & OFFICERS

The following officers serve the Berwyn Fire Company in 2026. Effective January 8, 2026, Joshua C. Lichman assumed the role of Fire Chief, succeeding Justin K. Brundage.

Operational Leadership (2026)

Effective January 8, 2026, the following officers lead the Berwyn Fire Company:

Name	Position
Joshua Lichman	Fire Chief
Evan Brazunas	Deputy Chief
Eric Javie	Assistant Chief
Justin Brundage	Assistant Chief
Mary Ellen Toscani-Cleary	Captain
Shawn Savering	Chief Engineer

Career Platoon Officers

Platoon	Battalion Chief	Lieutenant
A Platoon	Sheryl Drach	Thomas Dorley
B Platoon	Brian Garver	Douglas Simpson
C Platoon	Christopher McDonald	Michael Maguire
D Platoon	Christopher Drach	Thomas Dobbins

EMS Officers

Name	Position
Michael Baskin	EMS Captain
Todd Taylor	ALS Coordinator
Nam Truong	QRS
Bryan Humbarger	QRS
Dr. Edward Dickinson	Medical Director

Board of Directors (2026)

Name	Position
H. Andrew Emory	President
John C. Donlevie	Vice President
Andrew M. Olsen	Treasurer
Linda G. DiMartini	Secretary
Shawn P. Savering	Director of Facilities
Bryan Humbarger	Director At Large
Jordan Green	Director At Large
David Hirsch	Management Board Chair
Joshua Lichman	Fire Chief
Michael S. Baskin	EMS Captain

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