



# *Massachusetts Emergency Management Agency*

# 2025 ANNUAL REPORT



Mitigation



Preparedness



Response



Recovery

# Letter from the Director



01

Dear Friends, Colleagues and Partners,

I am proud to share the Massachusetts Emergency Management Agency's Annual Report for this year. This report reflects the work of an extraordinary team and the strength of the partnerships led by the Healey-Driscoll Administration across the Commonwealth. I have had the privilege of serving as MEMA's Director since 2021 and as part of this agency for six years. In that time, I have seen firsthand how committed, selfless and resilient this organization is. That commitment has been especially important during a year marked by complexity, rapid change and uncertainty at the national level that has directly affected emergency management policy, programs, and funding across the country.

Despite those challenges, MEMA has remained focused on what matters most: supporting our local partners, serving the people of Massachusetts and strengthening the systems that help communities mitigate against, prepare for, respond to, and recover from emergencies. This year required adaptability, steady leadership and an expanded and more consequential level of engagement beyond the Commonwealth, reflecting both the increased stakes and the importance of ensuring that the needs of the emergency management enterprise were clearly understood and represented.

At the national level, MEMA played an active role in policy discussions shaping the future of emergency management. Through my service with the National Emergency Management Association, I participated in national forums and policy efforts, including engagement related to the FEMA Review Council. Our focus throughout this work has been clear and consistent: advocating for practical, experience-based solutions that reflect the realities faced by states, territories, tribes and local emergency managers every day.

At the same time, MEMA continued to deliver on its core mission here at home thanks to the leadership of the Executive Office of Safety and Security and our strong relationships with partner agencies. This report highlights important response operations undertaken this year, showcasing the coordination, professionalism and endurance of our staff and partners during challenging incidents. It also reflects the continued growth and impact in our public information, training and exercise programs.

You will also see the ongoing work of the Access and Functional Needs Advisory Committee, a collaborative partnership of agencies and organizations whose guidance helps ensure that emergency management planning and operations reflect the full diversity of our communities. Their contributions strengthen our programs and remind us that preparedness and resilience must be inclusive to be effective.

Beyond these areas, this report captures additional milestones and accomplishments that demonstrate MEMA's steady progress in a demanding environment. Each success is the result of collaboration, persistence and a shared belief in the importance of this work.

I want to recognize our local emergency management directors and staff across the Commonwealth. Emergencies are managed locally, and it is these professionals who work directly with residents before, during and after disasters. Their dedication, judgment, and leadership make a real difference every day, often under difficult circumstances.

I am deeply grateful to MEMA's staff, the Healey-Driscoll Administration, our partners at all levels of government and the many organizations and individuals who support our mission. Your partnership and collaboration allow us to continue strengthening Massachusetts' preparedness and resilience, even amid uncertainty. Thank you for taking the time to read this report and for your continued engagement with MEMA. Together, we remain committed to ensuring that the Commonwealth is ready for whatever lies ahead.

A handwritten signature in blue ink that reads "Dawn Brantley".

Dawn Brantley  
Director  
Massachusetts Emergency Management Agency

# MEMA's Mission

02

MEMA  
& EMERGENCY  
MANAGEMENT IN  
MASSACHUSETTS



Legislators join MEMA leadership at the agency's headquarters in Framingham.

## Mission

**The Massachusetts Emergency Management Agency's mission is to support the state and its communities through coordination and leadership to prepare for, mitigate against, respond to, and recover from all disasters.**

## Vision

**MEMA envisions a resilient Commonwealth where emergency management is trusted, well-supported and prepared to meet both today's demands and tomorrow's challenges.**

**Through strong coordination, shared purpose and responsible stewardship of limited resources, we work to support our communities, strengthen partnerships at every level and advocate for the essential role of emergency management.**

**By fostering a proactive, inclusive, and sustainable workplace culture, we ensure our people and our systems are ready to protect Massachusetts before, during, and after disasters.**

# Communications

**MEMA's Communications Section has done significant work to ensure that communities have the resources they need to communicate effectively during planned and unplanned events.**



MEMA deployed to Quinsigamond Community College's graduation at Worcester's DCU Center.



Governor Maura Healey and Lieutenant Governor Kim Driscoll visited MEMA's Mobile Emergency Operations Center at the Big E in Springfield on Massachusetts Day.

**1,583**

**Portable radios deployed to events across the Commonwealth in 2025**

**11**

**Deployments of MEMA's Mobile Communications Support Trailer**

**3**

**Starlink kits created to provide a valuable layer of backup in areas with poor or overwhelmed cell phone reception**

**MEMA's dispatch services, via MEMA State Control at our Headquarters in Framingham, continued to ensure 24/7 situational awareness of events across the Commonwealth in 2025.**



Using grant funding, MEMA's dispatch team received upgraded consoles, desks and computers in 2025.

**14,807+**

**Calls and events MEMA State Control processed in 2025 for six state agencies: MEMA, the Department of Environmental Protection, the Department of Conservation and Recreation, the Department of Fire Services, the Office of Public Safety and Inspections, and the Department of Public Health.**

**19**

**Wireless Emergency Alerts activated in 2025 by MEMA State Control.**

# Women in Emergency Management

*Meeting series supports women in emergency management*



The Massachusetts Women in Emergency Management Executive Steering Committee gathered at its September 2025 meeting.

In a field traditionally dominated by men, women across Massachusetts are performing essential roles in emergency management and leading disaster planning, response and recovery across public, private and nonprofit sectors. In 2024, MEMA and Massachusetts Department of Public Health's Office of Preparedness and Emergency Management launched a quarterly meeting series to bring together women emergency managers from all sectors, career stages and corners of Massachusetts for transformative learning, connection, and empowerment.

Massachusetts Women in Emergency Management convened its first full-day seminar in September at the state's Homeland Security Operations Center in Framingham. The event brought together emergency management professionals from across the Commonwealth and marked the launch of MWEM's inaugural Executive Steering Committee, a 12-member group which will help guide the program's growth, mentorship opportunities and long-term impact.

# Community Assets

## Hinsdale Rehab Bus



Thanks to local, state and federal funds – and generous volunteers – this refurbished bus is supporting emergency scenes across the Berkshires. In 2025, it deployed seven times in communities including Pittsfield, Otis, Stockbridge, and Great Barrington. MEMA is proud of its contributions to help support this multi-community effort.

**\$800**

**\$16,700**

**\$15,340**

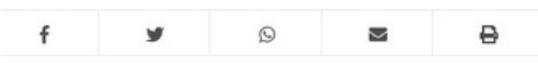
Amount Hinsdale Volunteer Fire Department bought the 2001 school bus for using Firemen’s Association funds in 2010

Emergency Management Performance Grants total from 2022, 2023, and 2024

MEMA’s Citizen Corp Program in 2022 and 2023, funding from the Office of Grants and Research, Homeland Security Program

Berkshire County’s secret weapon at fire scenes? A rebuilt rehab bus with heat, soup and heart

By Maryjane Williams, The Berkshire Eagle Jun 16, 2025  
3 min to read



Ray Bolduc, Hinsdale’s emergency management director, stands in front of the department’s rehab bus on Wednesday. Bolduc was recognized for securing grant funding to restore the vehicle, which supports firefighters during emergency response.  
MARYJANE WILLIAMS - THE BERKSHIRE EAGLE

HINSDALE — If there’s a large fire in Berkshire County, a retrofitted school bus often rolls in right behind the fire trucks — not to fight fires, but to take care of the people who do.



# Access and Functional Needs Committee

MEMA's Access and Functional Needs Committee was reactivated at the end of 2024.

## Mission

The AFN Advisory Committee (AFNAC)'s mission is to support the Massachusetts Emergency Management Agency's commitment to whole community emergency management by providing guidance, recommendations and strategies to ensure people with disabilities and others with access and functional needs have full, and equal access to emergency activities, services and programs, in times of emergency and disaster.

## Participating Organizations

- Cambridge Commission for Persons with Disabilities
- Center for Living & Working, Inc
- Massachusetts Department of Public Utilities
- Disaster Disability Integration Lead for American Red Cross of MA
- Executive Office of Health and Human Services
- Executive Office of Aging & Independence
- FEMA Region 1
- MassAbility
- Massachusetts Bay Transportation Authority (MBTA)
- Massachusetts Commission for the Blind
- Massachusetts Commission for the Deaf and Hard of Hearing
- Massachusetts Department of Mental Health
- Massachusetts Institute of Technology (MIT)

## Objectives

- Identify critical community resource needs.
- Advise on best practices to improve accessibility and inclusivity.
- Guide to ensure compliance with current laws, regulations and standards.
- Promote awareness of access and functional needs by offering feedback on existing or newly developed guidance materials, training and exercises.
- Serve as a forum for information sharing and collaboration.

- Massachusetts Department of Public Health –
  - Office of Preparedness and Emergency Management
  - Office of Health Equity and Community Engagement
  - Division for Children & Youth with Special Health Needs
  - Bureau of Family Health and Nutrition
- Massachusetts Office on Disability
- Massachusetts Statewide Independent Living Council
- Massachusetts General Hospital Lurie Center in Lexington
- California Governor's Office of Emergency Services (Consulting Partner)
- Division of Homeland Security & Emergency Management Colorado Department of Public Safety (Consulting Partner)

# Recovery Resource Centers

## 2025 Recovery Resource Centers

After a disaster or an emergency impacts a community, survivors may need a variety of state and local resources to help get back on their feet. When there is a need, MEMA works with the emergency management director in the impacted city or town and local leaders to establish a Recovery Resource Center (RRC). An RRC can help deliver essential services directly to those affected by bringing together local, state and nonprofit partners to connect survivors with essential supplies, resources and services in a centralized location.

In 2025, MEMA worked with communities to organize two RRCs following apartment fires in the towns of Lawrence and Holyoke. More than 200 individuals were served. Agencies that supported the RRCs provided resources such as housing, medical, and food assistance, elder services, replacement of lost driver's licenses/IDs, legal services, and mental health resources.

**A Recovery Resource Center held in Holyoke in December served 80 families.**

**2**

**Recovery Resource Centers**



**A Recovery Resource Center held in Lawrence in August served 43 families.**

**210**

**Individuals assisted**



## Planning Unit

**MEMA develops and updates functional and hazard-specific plans for the Commonwealth.**

### Plans Updated in 2025:

- Air Operations Plan
- Helicopter Aerial Rescue Team (HART) Plan

- Large Volume/High Concentration Ethanol Response Plan
- State Logistics Annex
- Recovery Resource Center (RRC) Plan
- Responder Refueling Plan
- Shelter Operations Plan
- State Emergency Repatriation Plan (SERP)
- Survivor and Family Assistance Plan
- Wildfire Aviation Support Annex

# Public Information

MEMA's Public Information Unit is charged with informing the public about ways to stay safe by preparing in advance for a disaster, by following public safety direction during a disaster, and by helping educate the public about how to recover after a disaster. The PIU also ensures the public is knowledgeable about how vital MEMA is to keeping the state's 351 municipalities safe year in and year out. Ways the PIU accomplishes this include:

## Instagram



MEMA's inaugural Instagram account launched in 2025, building to 500 followers in its first year.

## Tabling at events



MEMA staff tabled at 25+ community events in 2025.

## Tours



Staff gave 10+ tours of MEMA headquarters in 2025, including welcoming legislators to the bunker.

## Media relations



Last week, All-Pro Electric in Haverhill donated 1,200 electric water heaters to the survivors of the recent California wildfires. A worker at Lawrence warehouse, where the water heaters were being stored, loads the machines onto a tractor-trailer.

MEMA staff were quoted in more than 20 publications in 2025.

# Exercises

Exercises validate plans and foster collaboration across agencies to ensure emergency management professionals are prepared for any potential disasters.

09



MEMA facilitated an exercise in October in Wilmington where state and local partners practiced the procedures they would use if an emergency reception center was opened during an emergency at Seabrook Station in New Hampshire. Participating organizations included Boxford Emergency Management, the American Red Cross of Massachusetts, the state Department of Public Health, FEMA, and the District 6 Hazardous Materials Response Division of the Massachusetts Department of Fire Services.

## Educational Opportunities



Interns from the Massachusetts Executive Office of Public Safety and Security participated in Disaster Simulation at MEMA headquarters.

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12

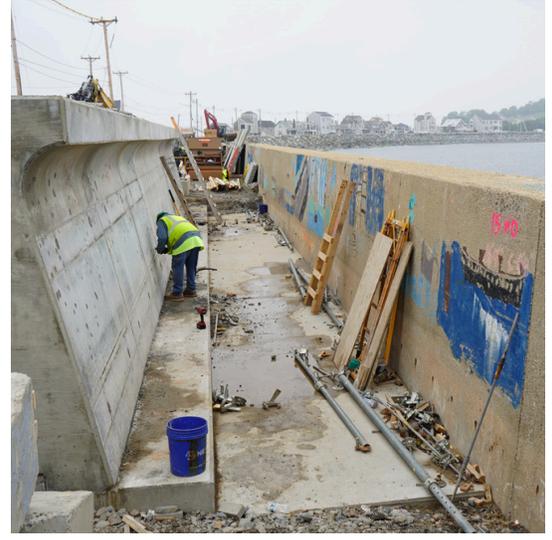
The Exercise Unit developed and delivered 12 exercises in 2025.

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97

The Regional offices supported 97 exercises across Massachusetts in 2025.

# Mitigation | Recovery



MEMA's Hazard Mitigation Unit regularly conducts site visits for ongoing projects, including in Weymouth (left) and in Hull (right).

## Mitigation

MEMA secured about \$38 million in new mitigation grant awards in 2025. These grants support projects that help protect people, property and critical infrastructure from the impacts of disasters.

**\$38,379,270**

Federal Share in  
2025

**29**

Contracts executed for  
newly obligated projects

**45**

Local Hazard Mitigation  
Plans approved by FEMA

## Recovering the Costs of COVID-19

From the initial pandemic outbreak, MEMA's Disaster Recovery and Grant Support Unit has been providing technical guidance, funding coordination and hands-on assistance to municipalities, cities, towns, tribal governments, health care providers, private-non-profits, and state agencies in navigating the federal disaster reimbursement process.

**\$3.3 BILLION**

COVID-19 disaster  
relief distributed  
by MEMA

**2,300**

Number of applications  
approved and processed

# Emergency Management Grant Programs

Pending the availability of funds, emergency management grants are made available to all communities and Tribes in Massachusetts through their local emergency management department.

## Grants

### Emergency Management Performance Grant (EMPG)

### Hazardous Material Emergency Preparedness (HMEP)

### Citizen Corp Program (CCP)

Through EMPG, MEMA's assists local and tribal emergency management departments in building and maintaining an all-hazards emergency preparedness program. Citizen Corps Program funds are made available to local Community Emergency Response Team volunteer programs and HMEP funds are made available to local and regional emergency planning committees certified by the State Emergency Response Commission.

Covering 11 different subgrants with towns, cities, and Tribes, MEMA's Grants Unit reviewed and approved 376 applications for funding.

**300+**

Applications for funding

## Funding Amounts

Emergency Management Performance Grant (EMPG)

**\$2.2+ Million**

Hazardous Material Emergency Preparedness (HMEP)

**\$205,000+**

Citizen Corp Program (CCP)

**\$157,000+**

## 11 Site Visits in 2025

Site visits are an essential component of federal grant programs, providing agencies with a critical monitoring tool to ensure funds are used appropriately, project objectives are being met and grantees remain in compliance with all requirements. These visits allow for direct engagement with grantees, facility observations and review of financial records, helping to build trust and offer support beyond what written reports can provide.

# Training

## National Emergency Management Basic Academy

In 2021, MEMA's Training & Exercise Unit began offering the National Emergency Management Basic Academy. The goal of the Basic Academy is to support the early careers of emergency managers through training and experience, combining knowledge of all fundamental systems, concepts and practices of cutting-edge emergency management.

### 127 GRADUATES

Emergency management professionals in Massachusetts who have graduated from the Basic Academy since its inception.

## MA Professional Emergency Manager Program

In 2022, MEMA launched the Massachusetts Professional Emergency Manager (MPEM) program - a professional development tool and recognition program for emergency managers designed with a combination of pertinent online and classroom courses and hands-on experiences that will enable emergency managers to demonstrate their commitment to the profession and mastery of the field.

### 102 RECIPIENTS

Emergency management professionals have received their MPEM since the program began.

## TRAINING BY THE NUMBERS

**114** Courses offered in 2025

**1,834** Class Participants

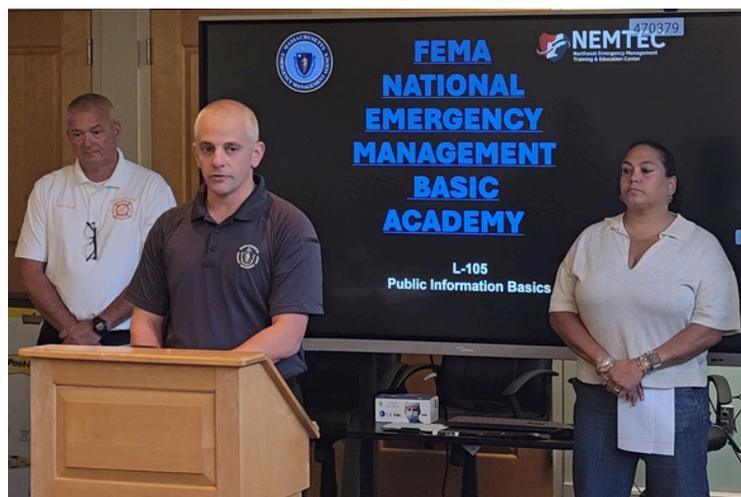
## NORTHEAST EMERGENCY MANAGEMENT TRAINING & EDUCATION CENTER (NEMTEC)

NEMTEC launched six new courses in 2025 and will complete development of five more by spring 2026.



Northeast Emergency Management  
Training & Education Center

*A collaborative training center for a  
more prepared region.*



Richard LaTour Jr., MEMA's Assistant Director of Operations, attended a public information course in June.

# Regional Programs

*Building strong local/state partnerships for a more resilient Massachusetts*

MEMA's Regional Offices, comprised of Local Coordinators and Regional Managers, are MEMA's direct connection to the 351 local emergency management directors across the Commonwealth. These professionals support communities during both emergencies and steady state operations. In 2025, the Region staff made nearly 1,500 community visits and held six Emergency Management Director quarterly meetings



MEMA West Emergency Management Director meeting.



MEMA East Emergency Management Director meeting.

## During 2025...

**125**

The Regional Offices helped cities and towns complete 73 Local Comprehensive Emergency Management Plans, as well as 52 other emergency management related plans.

**369**

Local Coordinators from the Regional Offices responded to communities to assist during emergencies 369 times.

**231**

MEMA's Region Offices supported 134 training events and 97 exercises

**430**

Local Coordinators participated in 430 stakeholder meetings in communities across Massachusetts in 2025.

# EMAC

MEMA deployed two personnel in 2025 to assist with flooding events in Texas, Arizona, and Alaska. The deployments came in response to requests from the Emergency Management Assistance Compact (EMAC), a national mutual aid agreement that facilitates the sharing of resources and personnel during emergencies.



## Jamie Barry

Survivor Assistance Coordinator

- MEMA's Survivor Assistance Coordinator Jamie Barry deployed to Texas to support their July flooding event.
- MEMA's Survivor Assistance Coordinator Jamie Barry deployed to Arizona to support their September flooding event.



## Robert Burgess

Communications and Digital Media Specialist

- MEMA's Communications and Digital Media Specialist Robert Burgess, second from left, deployed to Alaska as a Public Information Officer to assist with their West Coast flooding.



# Large, Planned Special Events

## Public Safety Planning for Large-Scale Events

### Boston Marathon

Last April marked the 129th Boston Marathon. The Unified Coordination Center at MEMA headquarters in Framingham was activated, bringing together approximately 100 personnel from local, state and federal agencies, as well as non-governmental organizations, to support race-day operations.



**Boston Marathon Joint Public Safety Press Conference was held at Fairmont Copley Hotel Boston.**

### 250th Event: Battles of Concord and Lexington

The year 2025 marked the 250th Anniversary of the Battles of Concord and Lexington, the "shot heard round the world." The most significant planned activities and celebrations occurred over the weekend of April 19, 2025. In support of the communities hosting these events and the National Park Service, MEMA coordinated state efforts to support public safety planning, training and exercises. A Unified Coordination Center (UCC) was activated for two days in support of the event.



**MEMA Director Dawn Brantley and Executive Office of Public Safety and Security Secretary Gina Kwon at the UCC.**

### FIFA 2026 World Cup

The tournament will occur from June 11 to July 19, 2026. Public safety planning efforts are underway. In addition, MEMA's Director and Special Events Program Specialist are co-chairing the National Emergency Management Association's World Cup 2026 Task Force.

In addition to the World Cup, the America 250th July 4 Celebration and Sail Boston will happen in the summer of 2026.



**The FIFA Executive Education Seminar for Elected and Senior Municipal Officials was held in Foxborough.**