



WASHINGTON COUNTY AMBULANCE DISTRICT

MOBILE HEALTHCARE SERVICES | COMMITTED TO EXCELLENCE

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JUSTIN P. DUNCAN
CHIEF EXECUTIVE OFFICER

NAEMT Nominating Committee
National Association of Emergency Medical Technicians

19 July 2026

Dear Members of the Nominating Committee,

It is both an honor and a privilege to offer my strongest recommendation for Steven Kroll, MHA, EMT, as a candidate for the National Association of Emergency Medical Technicians Board of Directors representing the Northeast Region.

Over the past several years, I have had the opportunity to work closely with Steve through numerous NAEMT initiatives. As fellow committee chairs, we have collaborated on nearly every major advocacy effort undertaken by the Association—from EMS on the Hill and federal legislative priorities to policy development, strategic planning, and national advocacy initiatives. Throughout each endeavor, Steve has consistently demonstrated leadership, professionalism, and unwavering commitment that define exceptional service to our profession.

Steve currently serves as Chairperson of the NAEMT Advocacy Committee, where his thoughtful leadership has strengthened the Association's voice on issues impacting EMS professionals across the country. He possesses a rare ability to unite diverse perspectives, facilitate meaningful dialogue, and guide committees toward consensus while never losing sight of the mission of advancing EMS and protecting the patients and providers we serve. What distinguishes Steve is his balanced approach to leadership. He is strategic without losing practicality, collaborative without sacrificing decisiveness, and passionate without allowing emotion to overshadow sound judgment. He listens first, values every perspective, and builds trust through integrity and consistency. Those qualities have made him an outstanding committee chair and an invaluable colleague.

Beyond NAEMT, Steve brings extensive executive leadership experience as the Executive Director and Chief of Delmar-Bethlehem EMS. His understanding of organizational governance, financial stewardship, workforce development, and operational excellence provides exactly the perspective needed on the NAEMT Board of Directors. He understands not only the challenges facing EMS agencies today but also the opportunities before us as healthcare continues to evolve.

On a personal level, Steve has become someone I deeply respect and trust. I have witnessed firsthand his dedication to serving the EMS profession, often investing countless hours behind the scenes to ensure our committees, projects, and advocacy efforts are successful. He approaches every challenge with humility, professionalism, and a genuine desire to leave the profession stronger than he found it.

The Northeast Region would be exceptionally well represented by Steve's leadership, and NAEMT as a whole would benefit from his experience, vision, and commitment to servant leadership. I have every confidence that he will serve the Board of Directors with distinction while continuing to advance the mission and values of our Association.

I offer my wholehearted endorsement of Steven Kroll for election to the NAEMT Board of Directors and encourage the Nominating Committee and membership to support his candidacy.

Respectfully,

A handwritten signature in blue ink, consisting of a stylized 'J' and 'D' enclosed within a large, loopy oval shape.

Justin Duncan

Chief Executive Officer | Washington County Ambulance District

President | Missouri EMS Association

Program Executive | Missouri RHT, EMS & Mobile Healthcare Ecosystem

Chairperson | NAEMT EMS Economics Committee