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IABPFF PRESIDENTS YEAR-END SUMMARY 2018 REPORT

To the Executive Board and members of the International Association of Black Professional Fire Fighters after two years at the helm of this great association I have a unique view of this organization that compels me to be a little more aggressive in identifying our direction. In this report I am going to focus on a direction that I hope inspires and motivate our members at every level to do more. If you are an elected member on the national, regional or local levels of this organization that took an oath to lead their specific area of responsibility your leadership in this organization is needed now more than ever.

IABPFF SUMMARY FROM 8/1/2018 – 12/31/2018

Since the end of our convention in Atlantic City, NJ we had a great meeting where we changed and updated our bylaws by raising dues and addressing several areas of concern to our membership related the Constitution and Bylaws. Our members participated in several informative workshops related to our chapter's development, legal issues, recruitment and the use of our website. Unfortunately, we did not fulfill our obligations to meet our room block attrition due to a lack of attendance from our membership, which caused us to lose thousands of dollars.

My goal for the convention in 2019 is to get at least 60 members from each region to attend the convention in Las Vegas for this Executive Council meeting and work on implementing our IABPFF Strategic Plan which will focus on recruitment, training, and upward mobility in the fire service. We will also continue to focus on chapter development, our committee's functionality, and the marketing of our organization that brings positive attention and potential funding sources to support our conventions/executive council meetings in the future.

Immediately following the convention, I traveled to Barbados where I attended the funeral services of Director Bernard Bowen on behalf of the IABPFF. I delivered the IABPFF Medal of Honor and Resolution to his family. I also had the opportunity to speak at his funeral services and meet his sons.

In September, on behalf of the IABPFF I attended the Congressional Black Caucus Annual Legislative Caucus (CBC/ALC) where we attended several seminars, worked to maintain relationships with members of congress, and networked with several business leaders to support our mission in the IABPFF.

In October, I traveled to the South West Region in San Francisco where I attended their meeting, spoke to their memberships and more importantly listened to the challenges they are experiencing.

I also traveled to the South Central Regional meeting and cruise to Mexico where we discussed their issues, and the challenges that they are experiencing.

In December, several members of the IABPFF Executive Board met in Dallas, TX to develop a strategic plan that we feel will move our organization forward. With the help and support of Jeff Harris our past Executive Director, he volunteered to facilitate the meeting for us and did the hard work of developing the document we created during those days of discussion and planning. Our goal is to share the plan with our membership at our spring regional conferences, finalizing and implementing it at our Executive Council meeting in Las Vegas.

I am going to sum up the IABPFF this way going into 2019 talk is cheap, we must develop plans based on identified issues that are important to the members of this organization and implement actions to resolve any and everything that is ailing Blacks in the fire service.

Expectations and needs to fulfill for 2019

My expectations for this membership have not change much we need the average non-participating member to volunteer and be responsible for working on a regional/local committee, in addition we need to reach out to every person in the fire service and get them to help us recruit, retain, train and make every member upwardly mobile. **This is a must if members feel that they don't have a voice in the operations of the IABPFF.**

We must be a strong voice politically the 2020 elections are just around the corner and we must be a force across the country to determine how they will impact our communities and our organization directly. The members of the E-board have developed a basic plan to address what we should be doing politically but it does not have any input from our members from across the country. Our political voice must be coordinated across the country to have a national impact.

We need everyone to be more engaged than they ever have been before and we all must hold our office holders accountable including our volunteers over committees and our nonparticipating members at every level (nationally, regionally & locally) of this organization. We don't have the luxury of being divided over any issues, but we must address all issues that are impacting our ability to be viable on every level of the IABPFF.

I will close with this we have an opportunity to make the IABPFF better this year than it was last year. It will not happen if I can't get your help!

For "All that I am I owe, I live eternally in the **RED!**" **KEEP THE FIRES BURNING FOR JUSTICE!**

If you have any questions, comments or concerns about anything in this summary or any other issues related to the IABPFF, please call or email me directly.

Sincerely,

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