

International Association of Black Professional Fire Fighters, Inc.

SMOKE NEWSLETTER

VOLUME 6 | JUNE 2023



Featuring:

IABPFF, Inc. Strategic
Plan

Past President Romeo
Spaulding

IABPFF, Inc. Youth
Camp Initiative in
honor of Capt. David J.
Floyd

Southeast Region
Director Capt. Robert
Pearson

IABPFF, Inc. Black
Women in Fire Chair
Nikkoel Gilmore

Newly elected Regional
Boards

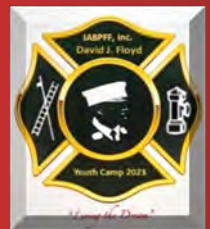
And much more.....



IABPFF, Inc. 4th President

Romeo O. Spaulding

Thank You For Your Continued Service!



Living

The

Dream

The IABPFF, Inc. President



Greetings,

I am excited to present the IABPFF, Inc. 2023-2026 Strategic Plan in this edition of Smoke. The Executive Board and Executive Team worked together in April to develop a plan to move our organization forward and presented the plan during our Executive Council meeting in Birmingham, Alabama. This plan serves as a compass that will guide us through the evolving landscape of the fire service, inspiring us to forge a better tomorrow for our members past, present and future.

The Executive Council stands as a beacon of leadership within our organization. Comprised of dedicated individual leaders and forward thinkers from our organization, this esteemed body is entrusted with shaping our future and guiding us toward greater heights. Their primary purpose is to provide strategic direction, foster collaboration, and champion initiatives that enhance the effectiveness of our organization. During the strategic planning process, we identified many needs within our organization. To address the needs of our members, we will establish the IABPFF, Inc. Benevolence Fund to provide assistance to members who may face unexpected hardship resulting from both natural and man-made disasters.

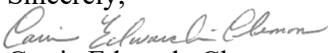
This year marks a significant milestone for our organization, as we witness the first Executive Council meeting in this format since 2015. The past few years have seen evolving challenges in the fire service, propelling us to recalibrate our vision, mission, and objectives. The council has diligently worked to identify new opportunities, address emerging threats, and outline a road map that aligns with our core values.

In this edition of Smoke, you will also see those who have stepped up to the challenge and accepted positions throughout our Regions. You will also see the valuable contribution made to the IABPFF, Inc. by the Fourth Past President Romeo Spaulding. Past President Spaulding remains a trusted advisor to this administration and never fails to provide support and guidance as we seek to remain relevant during this season in the fire services.

Together, we will conquer the challenges that lie ahead and continue to make a difference in the lives of those we serve. To achieve this

Stay safe, stay strong, and keep the fire burning for justice.

Sincerely,



Carrie Edwards-Clemons

President, IABPFF, Inc.

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INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.



2022 - 2024

NCR
TONY JONES JR.
DIRECTOR



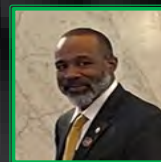
NER
FRANK TIDWELL
DIRECTOR



NWR
BRUCE BOUYER
DIRECTOR



SER
ROBERT PEARSON SR.
DIRECTOR



SWR
LIONEL NEWBY
DIRECTOR



SCR
ALVIN DOUGLAS
DIRECTOR



President
Carrie Edwards-Clemons



IABPFF, Inc. Executive Board

Gary Tinney
Executive
Vice President



Regina Wilson
Executive Team



Keisha Wilson
Recording Secretary



Kenyatta Smith
Executive Team



Khalilah Yancey
Corresponding
Secretary



Freddie Brooks
Executive Director



Gwendolyn Sistare
Treasurer



Sharon Branch
Financial Secretary



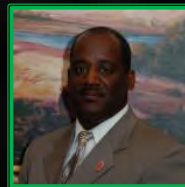
Kenyatta Smith
Executive Team



Tonia Reed
Sgt-at-Arms
1st Female Elected
to the position



Immediate
Past President
Addington Stewart



"Living the Dream"



International Association of Black Professional Fire Fighters, Inc. Strategic Plan 2023-2026



The International Association of Black Professional Fire Fighters, Inc. is committed to providing excellent service to our members in a professional and engaging manner. We will protect the constitution, by-laws and policies through timely meetings, conferences, the executive council meetings, and biennial conventions. We will be innovative in membership recruitment and retention initiatives, community outreach, fire prevention programs, political activity and upward mobility to increase diversity and inclusion.

We will achieve our mission through the following:

1. Improve the infrastructure of the Organization:

Utilize the Founding V initiatives which includes: (Mentoring and Recruitment, Training and Upward Mobility, Partnerships, Community Outreach, IABPFF, Inc Youth Camp in Honor of Capt. David J. Floyd) as a platform to address fire prevention through our local chapters, internal and External recruitment, upward mobility and internal issues within the fire service, mentor and develop leadership training for the organization that will be maintained and transferable to future officers. Continuous evaluation of organization effectiveness including the effectiveness of our committees through the overview system.

We will seek to ensure unity within the organization by researching and restructuring where needed. This will be done to achieve unity and bring the organization together in solidarity of purpose.

2. Improve Information and Technology Systems:

By improving information and technology systems, we improve our ability to effectively manage resources, recoup revenue, and identify trends that will allow us develop creative prevention strategies and better identify internal resources inclusive of members specialties and certifications. We will secure a platform that is dedicated and owned by the IABPFF, Inc.

3. Improve Communication:

We will improve internal as well external communication. Through creativity and careful analysis we will capitalize on and enhance our electronic abilities to communicate and develop strategies for organizational messaging for internal and external purposes. This will be accomplished through an established communication team. The Communications Team will also seek out and establish a mailing list to better connect and communicate with our Retirees and Lifetime members. The Committee will also be responsible for hospitality at the biennial convention.

4. Legislative Priorities

We will align with like-minded organizations to advocate directly with legislators on key federal, state, and local issues, including legislation impacting fire service jobs, health and safety for black fire service personnel and issues that adversely affect our members. We will also develop a legislative blue print for the regions and chapters to follow as well as a legislative plan to be presented at the Day on the Hill.

5. Improve Community Outreach:

Create and maintain lines of communication through various forms of community involvement through our local chapters. This include the IABPFF, Inc. David J Floyd Camp which will commence in the off year of the biennial convention (visit www.iabpf.org for information). The IABPFF, Inc. David J. Floyd Youth Camp will be conducted after the biennial convention in the host city area. The IABPFF, Inc. David J. Floyd Youth Camp will be accountable to the IABPFF, Inc. Executive Board.

We will also collect data from all chapters with regard to city and department demographics and current chapter activities to utilize when addressing deleterious condition that exist within the fire service.

6. Reduce Fire Deaths:

Through our Community Outreach component of the Founding V initiative, IABPFF, Inc. will actively seek support to engage in public education campaigns to help reduce fire deaths in the municipalities we serve. We will create and provide flyers and brochures as community engagement to be distributed in places of worship, schools, community events that focus on fire safety, smoke alarms, and escape planning.

7. Partnerships and Collaborations:

Through collaborations and strategic partnerships, we will improve business outcomes and member benefits. We will establish new partnerships to pool resources, technology and/or finances to achieve mutual success. We will seek to establish partnerships with Insurance companies and seek out black organizations that support our mission, vision, and values.

8. IABPFF, Inc. Benevolence Fund

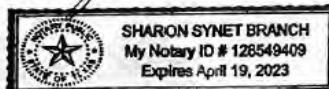
Through partnerships and collaborations the IABPFF, Inc. will develop a means by which to provide assistance to black fire service personnel that face unexpected hardship resulting from both natural or man-made disasters. In order to address the needs of our members in distress, a benevolence fund will provide aid to assist in hardship members may encounter. The Health and Wellness Committee will provide information on how to request assistance from the IABPFF, Inc.

2023 Executive Board Signatures

Carrie Edwards-Clemons
Sharon Synet Branch
Sharon Synet Branch
Sharon Synet Branch
Sharon Synet Branch
Sharon Synet Branch
Sharon Synet Branch
Sharon Synet Branch
Sharon Synet Branch
Sharon Synet Branch

2023 Executive Director and Executive Team Members Signature

Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas
Alvin A. Douglas



Completed and approved by the members and Executive Board of the
International Association on Black Professional Fire Fighters, Inc.
Carrie Edwards-Clemons, President
April 26, 2023

Executive Council Meeting 2023

Top Right: Group photo of IABPFF, Inc. Executive Council Board and IABPFF, Inc. members at the Executive Council Meeting in Birmingham, AL. Photo taken April 25, 2023.



Bottom Left: Executive Council Board worked in groups updating Executive Documents.



Executive Council Retreat 2023 Orlando, FL



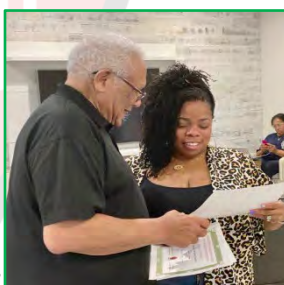
Left Side Top to Bottom, Middle Right: The IABPFF, Inc. Executive Council, Past President Romeo Spaulding walking with NWR Director Bruce Bouyer and Director Bouyer's father.



Above: IABPFF, Inc. Executive Council and Past President Romeo Spaulding works on Strategic Goals.



Top Right, Middle Left and Right, Bottom Right: Past President Romeo Spaulding presenting awards to IABPFF, Inc. President Carrie Edwards-Clemons, NER Director Frank Tidwell, and Corresponding Secretary Khalilah Yancey.



Executive Council Members at the Executive Council Retreat in Orlando, FL. Photo taken February 25, 2023.

Right: Past President Romeo and Past SER Director Brenda Brooks.



International Association of Black Professional Fire Fighters, Inc.



OVERVIEW SYSTEM DOCUMENT

The IABPFF, Incorporated membership organization was created as a liaison between our Brothers and Sisters across the nation; to collect and evaluate data on all deleterious conditions incumbent in all areas where minorities exist, to compile information concerning the injustices that exist in the working conditions in the Fire Service, and implement action to correct them.

To promote interracial progress throughout the Fire Service, and to see that competent Blacks are recruited and employed as fire fighters, wherever they reside, and to aid in motivating our Brothers and Sisters to seek advancement to elevated ranks throughout the Fire Service.

IMPLEMENTING THE OVERVIEW SYSTEM CHAPTER AND REGION LEVEL



IABPFF, INC. MEMBER SERVICES-2023 DOCUMENT

What services should the IABPFF, Inc. offer its' members and how can we increase our financial operations?

- Affirmative Action Committee
- Upper Mobility Committee
- Internal Affairs Committee
- Training Committee
- Communications Committee
- Membership Committee
- Black Women-in-the Fire Service Committee
- Political/Community Action Committee
- Research and Development Committee

Affirmative Action Committee

Specific Challenges and Opportunities



It is imperative that each Chapter establish an Affirmative Action Committee. The size of this committee is a local chapters prerogative however, results is the paramount goal to be achieved.

What should be the major efforts of this group?

The major efforts of this group is to build the most comprehensive data base of information at each local level, something that each Chapter should have on file. This complete data base file must also be in the possession of each Regional Director to reduce the duplication of efforts and information dissemination.

BASIC DATA STRUCTURE:

- Any and all lawsuits filed against the Fire Department or other City/County departments of which the Chapter operates.
- Current and past copies of union contracts.
- Current and past copies of rules and regulations.
- Complete department personnel rosters.
- Current and past copies of the Fire Department organization charts.
- Complete current name and address (zip), telephone numbers of all elected officials and chief officers.
- A current data of promotional criteria, past and present.

To try to develop and define current Affirmative Action trends within a Fire Department without this "Basic Data Base," would be not to offer the membership the level of service they are entitled.

A Chapter in no way could begin to establish the basic data needed that a good attorney would require to order to build a legal case.

4



The Chairperson of this Committee should be someone who has the tenacity to gather this core data, all of which can be obtained either at Fire Department Headquarters, Personnel Department or Record Division of City Hall (or County).

This would mean that each Chapter need to establish a file system in order to be able to retrieve this data on a moment's notice.

Each Affirmative Action Committee Chairperson in each Chapter would meet at least once per quarter with the Affirmative Action Committee Chairperson of all Chapters in their region. At this meeting they would exchange ideas/discuss problems/develop solutions to problems/develop action steps.

In each Region's newsletter or correspondence, this committee's actions would be publicized. This would eliminate communication breakdowns within a region as to the activities of this committee.

A Regional Affirmative Action Committee must be established with each Affirmative Action Chapter President as a member.

This Regional Affirmative Committee Chairperson should appoint/elect a Regional secretary/vice president/communication director.

Each Regional Affirmative Action Chairperson would meet at least twice per year with the National Affirmative Action Committee which would be made up of all Regional Affirmative Action Chairpersons.

The meeting would be chaired by the Vice President of the IABPFF, Inc. Affirmative Action Committee Chair.

NOTE: ALL OTHER COMMITTEES DISCUSSED IN THIS OVERVIEW WILL FUNCTION ON THIS SAME ORGANIZATIONAL MATRIX.

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BASIC MANAGEMENT SKILLS

Questions

- How can you prevent trouble before it starts?
- How can you be sure your workers get their work done?
- How can you get workers to pull together?
- How can you give workers leeway without losing control?
- Is a supervisor always the leader of the work group?
- How can you get workers to work willingly and well on their own?
- How can you get an average group to turn out excellent work?

Answers

- Stopping problems before they get out of hand.
- Setting goals and reaching them.
- Building a team and keeping it going.
- Giving workers a say about their jobs.
- Being a leader as well as a supervisor.
- Making jobs more interesting and rewarding.
- Coaching workers to improve their skills.

PROPER DECISION MAKING TECHNIQUES

When considering the nature of a problem you will want to ask yourself such questions as the following:

- Do I have enough information to decide by myself?
- If not, do I know what information is missing and how to get it?
- Will the membership have to be really committed for this approach to work?
- Will the members commit themselves without having been involved in making the decision?
- Is there agreement between the goals of the unit and those of the members?
- Are there likely to be conflicts among the membership as to how to proceed?



UPWARD MOBILITY COMMITTEE

Specific Challenges and Opportunities

This committee's main function is career planning of the membership, looking toward the future and developing a plan of action to make sure that under present promotional criteria in use within each department, our membership is developing in the maximum numbers. Also candidates with the proper credentials are preparing for promotional opportunities..

A total career development plan of action is a vital part of the services offered by the Association.

It is difficult to make accurate predictions as to the upward mobility opportunities of our membership without the data base requested under the Affirmative Action Committee.

Informed projections as to the career paths necessary for our membership can only be done after the peaks and valleys of promotional opportunities have been charted over a period of years.

The reason we have not been successful in moving our membership up into upper level positions is that we have set short term instead of long term goals.

Our membership came into this profession, in numbers, during the 1970-80's. This will mean that most of our members, in numbers, are retired or at about mid-career; this can be a dangerous cycle if we do not design a long range plan in each Chapter of Upward Mobility for our membership.

As with the other committees, each Chapter would have a Regional Upward Mobility Committee, then a National Committee which would be chaired by the National Upward Mobility Chair appointed by the President.



INTERNAL AFFAIRS COMMITTEE

Specific Challenges and Opportunities

This committee's major activity would be to investigate any actions which could be detrimental to the members. Their findings and facts would be turned over to the Affirmative Action Committee for final resolve or possible legal action. All legal actions would originate from the Regional Directors passed up through the IABPFF, Inc. Internal Affairs Committee Chair.

This committee's function is very critical, since the base data for each case should be complete and accurate.

Another major function of this group would be to investigate any internal problems which could produce problems in the Region or Chapter from reaching its' desired goals. Each Chapter should have the ability to investigate any actions internally or externally which, in any way, affects the Chapters membership, .

Each Chapter should have the ability to conduct an objective investigation independent of any other on-going investigation. This holds true to any and all problems facing our membership or the Chapter as a whole.

The Internal Affairs Committee would report its' investigation findings to the Chapter President.

The Chapter Internal Affairs Committee Chairperson would be required to meet once per quarter with the Chairperson of each Internal Affairs Committee, which is the make-up of the Regional Internal Affairs Committee.

This Regional internal Affairs Committee shall elect Officers including the Regional Internal Affairs Chairperson. Twice per year each Regional Internal Affairs Chairperson shall meet with all Regional Internal Affairs Chairpersons under the direction of the Vice President of Internal Affairs IABPFF, Inc



TRAINING COMMITTEE

Specific Challenges and opportunities

The development of a Training Committee within each Chapter is a vital component: This group will need to develop a data base of training programs offered internally within each Chapter.

This should be supplemented by the building of each Chapter's study library. This group would also work directly with the Regional Training Committee to assure that each Chapter within the Region is taking full advantage of regional training ,activities offered by Fire Departments within the Region.

This Committee would monitor training involvement of the membership in field training programs offered by the National Fire Administration as well as coordinate applicant flow for admission into the National Fire Academy.

The Chapter's Training Committee shall be responsible for the overall training of its Chapter's membership. They shall keep the Chapter aware of all training programs offered with "open enrollment" any place in the Region. Many specialized training program are conducted in a Region without our membership being aware.

Also, this committee is responsible to establish within their Chapter a complete library of study materials for its membership. Most Chapters of the IABPFF, Inc. have a very limited library of study materials, even those books produced by their Departments. This committee's other vital function is to establish an entry level training program for potential candidates of their Fire Departments.

The Chairperson of the Training Committee shall meet each quarter with other Chairpersons of the Training Committees within the Region, which shall form the Regional Training Committee. They shall elect a Regional Training Committee Chairperson which shall be required to meet twice per year as a part of the National Training Committee. This National Training Committee shall report to the Training Chair. who is appointed by the President of the IABPFF, Inc.

COMMUNICATIONS COMMITTEE

Specific Challenges and Opportunities



Within the Regions there is a total breakdown in communications. The direction of each Chapter and the Region as a whole and our progress in every effort should be a "systematic process."

In each major area within each Chapter and within the Region, a Regional newsletter should be available to each member on at least a quarterly basis.

Some Chapters have Newsletters which are distributed on a hit and miss basis, other Chapters have nothing and wait on the National Publication "SMOKE" as the only source of information.

A solution to communication breakdown:

- Establish a communication Chair at the Chapter level or utilize the Corresponding / Recording Secretary.
- Their main functions are to-keep the membership totally informed on Chapter activities, in a timely fashion via an electronic newsletter, email, etc.
- Each Chairperson of the Communication Committee shall also keep each Chapter of its' Region informed of Chapter activities.
- The Chapter Communication Committee Chairperson shall meet a minimum of quarterly with all Communication Committee Chairpersons to form the Regional Communication Committee. This Regional Communication Committee shall elect a Regional Director of Communication, whose responsibility shall be sure to maintain a constant flow of vital communication within the Region.
- Each Regional Communication Committee Chairperson shall meet at least twice per year to form the National Communication Committee under the direction of the Vice President of Communication, who shall be appointed by the President of the IABPFF.

MEMBERSHIP COMMITTEE

Specific Challenges and Opportunities



The main function of the Chapter's Membership Committee is to first research their own Chapter to determine how many potential members there are in their Chapter's Department.

An aggressive program, well planned, must be developed to attract these potential members. Also this committees action should reflect strong efforts is getting its' membership out to regular and special meetings.

This Membership Committee must develop an informative "handout" as to the benefits of becoming a member of the local Chapter of the IABPFF, Inc. This Committees' actions must also be devoted to the direct recruitment of new members of their Department. This should be a well-planned presentation with hand-out materials and should be pursued in an aggressive well planned manner.

Each Membership Committee Chairperson shall meet once per quarter with the Chairpersons of each Membership Committee of their Region to form the Regional Membership Committee.

They shall develop strategies as to how to increase their individual Chapters' membership as well as the development of new Chapters in the Region. They shall also elect a Regional "Chairperson of membership" which shall meet twice per year with all other Regional Chairperson to develop a National strategy to increase the IABPFF, Inc. membership. This meeting shall be with the Membership Chair. which shall be appointed by the President.

BLACK WOMEN IN THE FIRE SERVICE COMMITTEE

Specific Challenges and Opportunities



The Committee's duties shall require a strong working relationship with all other Chapter Committees. This is vital since many of this Committee needs in performing its' assigned task will depend on the work done by other Chapter Committees.

- The need to increase female applicants.
- The need to investigate in-house problems (station level) created around female employees.
- The need to enlist community support in-behalf of females.
- Affirmative Action problems related to females.
- The effects of training or lack of, has on our females.

These are but a few areas this Committee will function. This Committee will benefit from the services and data collected by other Chapter Committees.

Each Committee Chairperson shall meet with the Chairperson of each woman issues Committee to form the Regional Committee on Black Women in the Fire Service. This Regional Committee shall elect a Regional Director of Black Women in the Fire Service. This Director shall meet twice per year to form the National Committee under the supervision of the Chair of Black Women in the Fire Service who shall be an appointee of the President.

POLITICAL & COMMUNITY ACTION COMMITTEE

Specific Challenges and Opportunities

This is the arm of the organization which maintains a strong link with the community and political arm of Cities in which Chapter operates. This would include:

- All active church organizations.
- Community based organizations (i.e. NAACP, Urban League, etc.)
- Social Groups
- Community based media (i.e. newspapers, radio, TV news and community affairs programs, etc.)

One of this groups' main functions would be to keep these diverse groups informed as to our goals/current and future actions, as well as problems, also to be of constant assistance to these groups in their areas of concerns.

This group's game plan should be well laid out as to involvement over the whole year.

Our most out-going, informed, and energetic people should be a part of this team. This committee's function is to first have on file:

- All active church organization/Pastor/key contacts, etc.
- All community based organizations
- NAACP (key contacts)
- Urban League (key contacts)
- Social organizations (key contacts)
- Key political people (and contacts)
- Radio/TV/Newsprint/Talk Show Host (key contacts)
- Community Activist groups

Once this file is developed, this Committee's function is to develop "meaningful" lines of communication with this diverse groups. This is the grass root method of establishing a community base. No Chapter can be effective as a "stand alone" organization. Your only community strength comes from the collective strength of these groups in a systematic matter.

The chairperson of this Committee shall meet quarterly with the other Political/Community Action Chairpersons of the Region to form the Regional Committee. They shall elect a Regional Chairperson and all Regional Chairpersons shall meet twice a year which forms the National Committee of Political and Community Action. They shall meet under the guidance of the IABPFF, Inc. Vice President.

Each affiliate chapter should operate under the same modern organizational structure with a regional council made up of each task function.



To establish this effective method of operating, it is imperative that the following "Action Committees" be established at the Chapter, Regional, and National levels.

1. Affirmative Action
2. Upward Mobility
3. Internal Affairs
4. Training
5. Political & Community Action
6. Communications
7. Research & Development
8. Membership
9. Black Women in the Fire Service

Since all chapters operate on their own defined set of action, this method of operation causes the organization to develop a "communication void."

Most chapters of the IABPFF, Inc. is currently faced with the same combination of problems by the absence of a uniform structure. This absence of a uniform structure causes our efforts of working through our problems to be a constant repeat of energy.



RESEARCH & DEVELOPMENT COMMITTEE

Specific Challenges and Opportunities

This group would assist any committee in the gathering and research of materials. In other words, this would be a type of research/ways and means/analytical development team. This method explains how to research, map out and compile data and set up flow plans of action for each project the organization is involved in.

The committee will also monitor and communicate through a flow plan, all current projects with up-to-date time lines. This should be the "data control point", This group should be able to determine by flow plan exactly where we are in each of our projects in relation to where we are headed.

This group should contain our most talented analytical minds, strong in the design/monitor of current efforts.

Another main function of this Committee is to make sure that vital data of all Committees is forwarded to the Regional Director, so it may be transmitted to the IABPFF, Inc. Research and Development Chair, who is appointed by the President.

With a strong data base, we will be ready and continue to function as a International Organization.

All Chapters will then have the capability to make intelligent decisions On:

- Making National comparisons of their areas
- Data base for any legal actions
- Determine possible long range problems/plans and etc.

Any National Organization who does not have this instant ability to relay data is not serving its' membership to the best of their abilities.



Carrie Edwards-Clemens
President
president@iabpff.org

BENEFITS OF MEMBERSHIP

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS

Phone 810.893.1167
www.iabpff.org



Proddie Brooks
Executive Director

IABPFF MEMBERS:

- Access to professional fire service networking
- Continuing Education
- Job prospects
- Leadership, professional development, and organizational structure training
- Scholarships
- Discounted education tuition for members and their family from accredited institutions
- Discounted hotel rates (conferences and conventions)
- Mentoring
- Community based programming
- Access to online/virtual meeting systems
- Fire Prevention and Education Activities
- IABPFF membership card
- Access to lobby at the national level with professional organization association
- Legal professionals
- Exclusive IABPFF resources
- Chapter and Regional training for new officers
- Access to zoom meeting platform
- Internships and shadowing opportunities for students
- Conferences and Conventions
- Competitive advantage: Active and informed within our industry
- Federal grant review opportunities
- Health and wellness initiatives
- Quarterly IABPFF "SMOKE" Newsletter
- Black Chief Officers Committee
- Black Women in the Fire Service
- International Black Firefighters Foundation
- Life Members of the NAACP

Lifetime Members:

- Discount on convention registrations
- Retirees events and activities
- Retirees Committee
- Gold Medal honor and recognition via our official newsletter "SMOKE"
- IABPFF Lifetime membership card
- Mentors new members and chapters
- Professionals to serve programs and support events and campaigns
- Career guidance and advice for members of all ages
- Legislative liaison
- National Fire Service Safety Campaigns
- Consultant and proctor opportunities for promotions and assessment centers

THE INTERNATIONAL ASSOCIATION OF BLACK FIRE FIGHTERS

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SPECIAL POINTS OF INTEREST:

- **Definitely highlight your point of interest here.**
- **Definitely highlight your point of interest here.**
- **Definitely highlight your point of interest here.**
- **Definitely highlight your point of interest here.**

Lead Story Headline

This story can fit 175-225 words.

The purpose of a newsletter is to provide specialized information to a targeted audience. Newsletters can be a great way to market your product or service, and also create credibility and build your organization's identity among peers, members, employees, or vendors.

First, determine the audience of the newsletter. This could be anyone who might benefit from the information it contains, for example, employees or people interested in purchasing a product or requesting your service.

You can compile a mailing list from business reply cards, customer information sheets, business cards collected at trade shows, or membership lists. You might consider purchasing a mailing list from a company.

If you explore the Publisher's catalog, you will find many publications that match the style of your newsletter.

Next, establish how much time and money you can spend on your newsletter. These factors will help determine how frequently you

publish the newsletter and its length. It's recommended that you publish your newsletter at least quarterly so that it's considered a consistent source of information. Your customers or employees will look forward to its arrival.



publications that match the style of your newsletter.

Next, establish how much time and money you can spend on your newsletter. These factors will help determine how frequently you



Secondary Story Headline

This story can fit 75-125 words.

Your headline is an important part of the newsletter and should be considered carefully.

In a few words, it should accurately represent the contents of the story and draw readers into the story. Develop the headline before you write the story.

This way, the headline will help you keep the story focused.

Examples of possible headlines include Product, Wine Industry Award, New Product Can Save You Time!, Membership Drive Supports Ocala, and New Office Opens Next Year.



HAPPY FATHER'S DAY

THANK YOU

DAD

FOR ALL THAT



THE INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

Newly Elected Regional Board Members

Congratulations!

North East Region



From Left: Terrance Rountree, Shane Porter, Tracey Brodnax, Frank Tidwell, Gerald Styles, Ernie Doggett.

South East Region



*Members being sworn in by Past President Romeo Spaulding.
From Left: Director Capt. Robert Pearson, David Brooks, Khalilah Yancey, Keisha Wilson, Freddie Brooks, Terri Reid, Tonia Reed*

IABPFF, Inc. Youth Initiative

in honor of

Capt. David J. Floyd

Booker T. Washington State Park
5801 Champion Road
Chattanooga, TN 37416
July 3rd – 7th, 2023
Youth ages 11 – 15 years old

Go to www.iabpf.org for more information.

Living

The

Dream



Join us for the
1st Biannual Grand Opening Ceremony
July 3, 2023, at 9:00 A.M. EST.
Log in at www.iabpf.org for more information



EXECUTIVE COUNCIL MEETING GUIDE AND FORMAT

ORGANIZED OCTOBER 2, 1970
IN THE CITY OF HARTFORD, CT
(New Guidelines Adopted at the Hartford, CT)
Executive Council Meeting March 4, 1988

1st Distribution Dec. 1988

Romeo O. Spaulding
President

Revised February 1, 2023

Carrie Edwards-Clemons
President



INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

EXECUTIVE COUNCIL

COMPOSITION

The executive Council of the International Association Black Professional Fire Fighters, Incorporated (IABPFF) is comprised of the following: The IABPFF's Executive Officers (President, Executive Vice President, Treasurer, Recording Secretary, Correspondence Secretary, Financial Secretary, Sergeant-At-Arms, Immediate Past President, Regional Directors, Legislative Liaison, and Executive Team members and Committee Chairs), the President of local Chapters or his/her representative, and Individuals where no organization exists.

PURPOSE

The purpose of the Executive Council is to bring together the National, Regional and Local leadership for the express purpose of carrying forth the business of the IABPFF, Inc. in the areas of new concerns of policy, constitution issues, budget review and recommendations; convention and other meeting needs; and other general concerns of its membership at times other than that of the Biennial Convention.

SCHEDULE OF MEETINGS

See Article XII Section 4 of Constitution and By-Laws

LOCATION OF MEETINGS

The location of the Executive council meetings shall be determined by the IABPFF, Inc. President, with the consent of the Executive Board. Local Chapter may make request through their Regional Directors to host an Executive Council meeting. However, the practice has been to hold these meetings in conjunction with Regional meetings.

MEETING FORMAT

The Executive Council meeting activity is comprised of four segments: The Main Executive Council Body, the Executive Board, the Regional Directors, and the Presidents.

FIRST DAY:

The Executive Council Body assembles and conducts the following business:

Executive Council Call to Order
Opening Prayer

PAGE 1

Meeting format continued.....

Welcome IABPFF, Inc. President
Host Regional Director
Host Chapter President

Minutes of last Executive Council Meeting

Treasurer's Report

Roll Call of Organizations

Election of President's Chair and Recorder

(NOTE: By Presidents with no Executive Board member nominating or voting)

Executive Council Meeting Charge

All previous motions (Action and Updates)

Recess to Working Meetings

Concurrent Working Meetings:

- Executive Board • Remainder of the first day
- Presidents • Remainder of the first day, after adjournment of the official opening of the Executive Council Body.

REGIONAL DIRECTORS

The Regional Directors shall meet during the afternoon or evening of the day before the Executive Council officially convenes.

Regional Directors Order of Business:

The Chair of this meeting shall be the Regional Director as indicated below, on a rotational basis.

1. North Central Regional Director
2. Southwest Regional Director
3. Southeast Regional Director
4. Northwest Regional Director
5. Northeast Regional Director
6. South Central Regional Director

Call to Order

Welcome by Chair

Roll Call

PAGE 2



Regional Directors Order of Business continued.....

Minutes of Previous Meeting

Regional Operational Concerns

Policy Impact

Old Business

New Business

Adjournment

IABPFF, INC. EXECUTIVE BOARD

The Executive Board shall meet on the first day of the Executive Council concurrently with the local affiliate Presidents.

Executive Board Order of Business:

Call to Order
Opening Prayer
Welcome
Roll Call

Minutes of Previous Executive Board Meeting

Treasurer's Report (written)
President's Report (written)
Executive Vice President's Report (written)
Corresponding Secretary's Report (written)
Financial Secretary's Report (written)
Sergeant-At-Arms' Report (written)
Immediate Past President's Report (written)

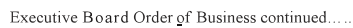
Regional Directors' Report (written)
(N.W., N.E., N.C., S.E., S.C., S.W.)

Committee Reports: Newsletter Editor
Legislative Liaison
Affirmative Action
IBF Foundation
Training and Upward Mobility
Research and Development

Other Committees: Convention
Information Technology
Scholarship
Budget presentation, Treasurer (written)

PAGE 3





Old Business
New Business
Adjournment

IABPFF, INC. LOCAL CHAPTER PRESIDENTS

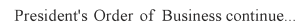
President's Order of Business:

Call to Order
Welcome by Chair.
Minutes of last President's Meeting
Roll Call

Development of Recommended Action Items to the Executive Council:

- Budget and Financial
- Operational
- Policy
- Constitution
- Communications
- Programs
- Legal Legislative
- Political Action
- Educational
- Convention
- Other

PAGE 4



NOTE: The minutes of the President's Meeting must be provided by the President's Meeting Recorder to IABPFF, Inc. Corresponding Secretary.

The reports generated from this meeting should be provided to the President at the conclusion of said meeting.

SECOND DAY Executive Council Order of Business

Reconvenes
Welcome
Opening Prayer
Roll Call
Report of the Presidents

NOTE: Each recommendation stands as a motion and must be acted on by the full body assembled. Where conflicting recommendations exist between the President and the Executive Board, they must be considered together for the production of a single Executive Council action.

Report of the Executive Board

NOTE: Each recommendation stands as a motion and must be acted on by the full body assembled.

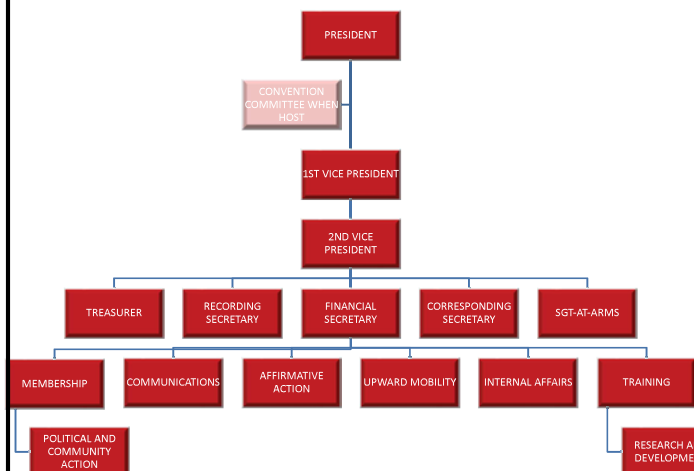
Operating Budget Recommendations

President's Report and Update

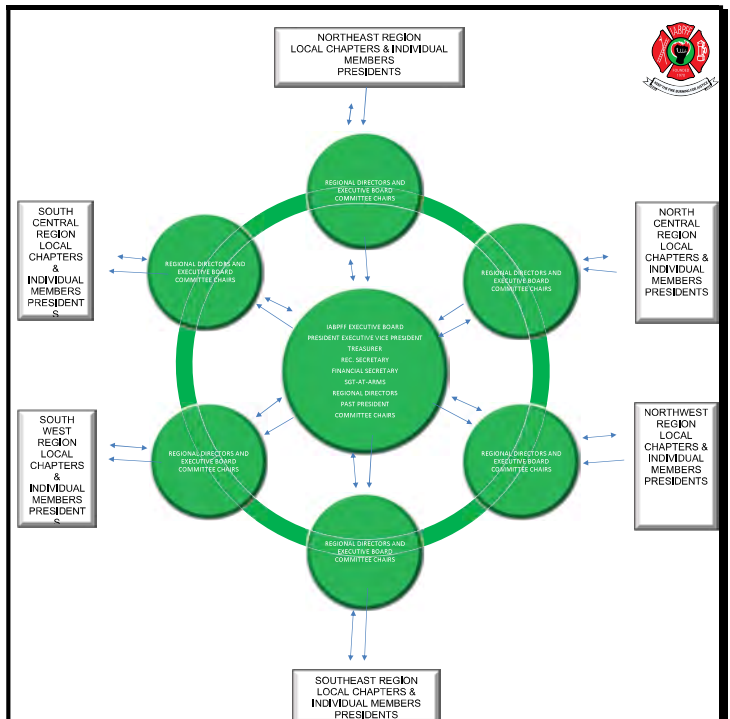
(Acting Item assignment with time line reporting)

Old Business
New Business
Announcements
Closing Prayer
Adjournment

PAGE 5



PAGE 6



PAGE 7

Romeo Orlando Spaulding

4th President

International Association of Black Professional Fire Fighters, Inc.



Romeo O. Spaulding was born and raised in Whiteville, North Carolina, on August 27, 1940. His parents are Ralph (deceased) & Sarah Spaulding of Whiteville, NC. He has two brothers, Cephas C. Spaulding (Ann) of Whiteville, NC, and Ralph H. Spaulding (Jong Lynn) of Tucson, AZ, and five sisters, Virginia V.

Spaulding-Johnson, Washington, DC, Vivian L. Spaulding-Gore, Sarah E. Spaulding-Carmichael, and Lena C. Spaulding-Jones (Ocie) of Whiteville, NC and Betty Spaulding of Hyattsville, MD. Romeo attended the all-black Farmers Union Element School, Clarkton, NC. He graduated from all-black Artesia High School in Hallsboro, NC on May 8, 1958. He then moved to Washington, DC. He began work at Kenwood Golf & Country Club in Bethesda, MD. Then, he entered Howard University in August 1958, majoring in Math with a minor in Engineering. While attending Howard University, Romeo participated in the university choir, marching band, HUOTC Band, and Howard University Yearbook and Newspaper staff as the sports editor. During his professional career, he conducted workshops and seminars on Affirmative Action and EEO: Fire and Burn Safety Education; the Political Process, and the Psychological Impact of Racial Conflict in Fire Departments and Labor Relations in the Workplace.

Mr. Spaulding has been a community activist and civil rights advocate all his life. He was an outspoken student leader both in high school and college. He carried this over into his profession, state, and county of residence. Some examples of his efforts are as follows:

High School: Student Council President; worked together with Black and White students to discuss education inequities, the expansion of the academic curriculum, and

improvement of curriculum materials for Black students; sat in at segregated food service facilities, and integrated drive-in movies and theaters College: Sports Editor of "Hilltop Newspaper" and University Band Leader at

Howard University. He worked to re-organize and re-energize the college paper which won its first National award. The band was moved to a state-of-the-art marching unit, which won many awards under his leadership responsibilities. He fought to improve student recognition and curricula and sports programs at Howard University. He also participated in student rallies.

From 1958-1960, Romeo served in the Air Force Reserve Officer Training Corps. From 1958-1959, he worked at Mel Par, Inc., Annandale, VA, US Postal Service, DC, and the Columbia Hospital for Women in Washington, DC while attending college. In 1960, while a student at Howard University and a member of the press as the sports editor of the "Hilltop Newspaper" for the university, he successfully initiated and led the fight to desegregate Columbia Hospital for Women at 2425 L Street, NW, Washington, DC. At the time, this was the leading OB/GYN hospital in the country. This action led to the dismantling of segregated eating facilities, hospital wards, medical staffing, assignments, employment opportunities, and department heads. The first Black OB/GYN Doctor was hired, Black nurses were placed in charge of wards and units, Blacks were promoted to department heads, and others were provided opportunities to move up into higher-paying positions. He ended up being the assistant procurement officer for the hospital.

Romeo studied Fire Science Administration at the University of the District of Columbia.



He completed coursework at the University of MD's Fire and Rescue Service Institute's National Staff and Command School, the National Fire Academy, and Special Training Classes in Emmitsburg, MD.

On October 24, 1965, he joined the District of Columbia Fire and Emergency Department and retired from the fire service on August 22, 1992, with 26 years and 10 months of active service. He was assigned to the Community Relations Unit in 1984 and became its director on November 1, 1987. His career path

took him from Department Training Academy in 1965, where he was an honor graduate, to the department's Director of Community Relations and Public Fire Safety Education. He served as a firefighter with Engine Co. No. 26, Truck Co. No. 4, and Ambulance No. 5 as an EMT, Truck Co. No. 15 as a Technician, Engine Co. No. 30 as a Sergeant, and Community Relations Unit as Sergeant, Lieutenant, and Acting Captain. During Romeo's tenure with the DC Fire and EMS Department, and his fire service career, he served in the following areas:

- Firefighter-E 26, Truck 4
- Firefighter-Tech EMT AMB 5
- Firefighter Technician - Tiller - T-115
- Sergeant E-30 & Community Relations
- Lieutenant & Acting Captain Director of Community Relations & Public Fire Safety Education
- Chairman of the Washington Metropolitan Area Council of Governments' Public Education Subcommittee of the Fire Chief's committee-DC Fire & EMS
- President of the Progressive Fire Fighters Association of DC-IABPFF Chapter
- Secretary for the Police and Fire Fighters Protestant Society - DC Fire & EMS
- Coordinator of Partnerships in Education with DC Public Schools - DC Fire & EMS
- Director of National Community Volunteer Fire Prevention Program from DC-DC Fire & EMS
- Executive board member of the National Black
- Leadership Roundtable - IABPFF
- Member of the Advisory Board of (the Congressional Fire Services Institute -with Congressman Curt Weldon - DC Fire & IABPFF
- National Coalition of Black Meeting Planners Member- IABPFF Rep.
- Black Congress on Health Law, Economics, Board Member & Treasurer - IABPFF Rep.
- Board Member, For a Safe America Coalition - DC Fire & EMS
- Board Member, The Center for the Study of Harassment of African Americans - IABPFF Rep.
- Managing Director, IABPFF Executive Development Institute at FAMU & Dillard Universities - IABPFF

- Promoted through the ranks to the of Acting Captain - DC Fire & EMS
- International Human Rights Association of America - UN Representative (IABPFF)
- The Million Man March -facilitated with organizing (IABPFF Rep.)
- The 20th Anniversary of the March on Washington facilitated with organizing (IABPFF Rep.)
- Martin Luther King Jr. Holiday Initiatives - working with Congressman John Conyers & Stevie Wonder (IABPFF)
- Hands Across the City for Education - conceived and organized (DC Fire & EMS)

Romeo married Annette Richardson (deceased) on January 23, 1962. Together, they had five children and adopted a nephew: Valerie S. Parker (Victor), Bowie, MD, Dr. Bernardine S. Evans (Gary), Washington, DC, Alva S. Canady (Stephan), Laurel, MD Kevin R. Spaulding, Capitol Heights, MD, Karen R. Spaulding (deceased), and Vincent R. Spaulding (Dorothy), Birmingham, AL. Romeo and Annette have nine grandchildren: Vanessa Parker, Victor Parker, Vincente Parker, Jasmine Canady, Joshua Canady, Joslyn Canady, Graham Evans, Nicholas Evans, and Kayla Evans.



From 1967-1969, Romeo headed the fund-raising committee of St. Francis de Sales School in Washington, DC. He also volunteered his services at Burrville Elementary School in NE Washington, DC.

In 1967, he joined the Black firefighter movement as a charter member of the Progressive Firefighter Association (PFA) of the DC Fire Department. Then in 1970, the PFA became a charter member of the International Association of Black Professional Firefighters, (IABPFF). In 1972, he found himself as a local mediator in the bussing issue in Prince Georges County, MD. He worked with the PTA movement as Recording Secretary of the John Eager Howard Elementary School, PTA, then President. He was



elected as the first Black to hold the position of Treasurer of the Prince Georges County Council of PTA's, representing 152 schools. He served on the legislative committee at the county, state, and national levels. He served on the Maryland Congress of PTA State Board of Managers for public schools in the state of Maryland. During this time, he worked to reinstitute the Bradbury Boulevard Heights Civic Association. He was asked to serve on the Prince Georges County School Board by the County Executive; however, he turned the request down and recommended another PTA member, Sarah Johnson.



Romeo Spaulding with Rayfield Alfred.

He was called upon by his fellow firefighters to step into the leadership of the PFA. In 1978, he stepped away from the PTA leadership and moved to the Black Firefighters cause. He also stepped away from a State Board Committee appointment and run for US Congress to help the Black Firefighter movement. During this time, he stayed involved with education, church, and community activities. He placed his focus on God, family, work, and service.

Romeo always supported his wife who was a science resource teacher for K-7th grades at Brent Elementary School in Washington, DC.

He worked with her students on science projects, took them on science field trips, and helped in the science classroom. He stayed invested in all of his children's schools' academics, sports, and club activities. He would take time to visit each of their schools and classroom teachers. He stayed proactive and resolved any of their concerns before they became a problem. Two of his children were recognized for perfect attendance in school from K-12th grades. While rearing their five children, he and his wife also helped raise five other nieces and nephews for a total of ten children.



In 1992, Romeo co-founded the IABPFFs Executive Development Institute with Dr. Carl Holmes at Florida A&M University. Romeo O. Spaulding is President Emeritus and served as the former Executive Director of the IABPFF from 1988-2002. The IABPFF represented approximately 8,500 fire service personnel in 35 states plus the District of Columbia and Barbados, West Indies, Bermuda, England, Canada, The Bahamas, South America, Central America, and Africa.

Romeo is very active in his church. He has served in the following churches: New Bethel Baptist Church, for nine years, Bethel Bible Church, for twenty-two years, and Grace Brethren Church of Clinton, MD fourteen years and counting. He was the Sunday School Superintendent of Bethel Bible Church for twenty-two years. He is currently the Worship Song Leader, usher, and historian at Grace Brethren Church of Clinton, MD. He has served in the roles of: Sunday School teacher, Christian Education Director, Music Director, Sunday School Superintendent, Deacon, Hospitality Committee member, Newsletter Editor, Historian, Men's Small Tent Prayer Leader, youth leader, and AWANA leader.

Romeo is very active in the Benjamin and Edith Spaulding Descendants Association's activities and education. He is helping to develop an interdependent relationship between the regions and the National Board through the "Living Legends" project by designing individual accomplishments of family members into a connective component that will serve to bridge the gap between the national and regional levels programmatically. This project is headed by Cousin Aaron Campbell of New Jersey.



In his achievable initiatives, he is helping with the development of the George Henry White identity project, reflecting on who he was, what he did, and how he did it.

Mr. Spaulding has received numerous awards; some of which are listed below:

- Who's Who in America, 1990
- Voted Firefighter of the year by Fire House Magazine, 1988
- Outstanding Christian Man of the Year, Bethel Bible Church, 1988
- Theodore Hagens Award Finalist for the Outstanding Community Service for 1987 and 1989
- Washington, DC Mayor's Certificate of Merit Award for Outstanding and Exceptional Service
- DC Council Resolution for Outstanding Community Service
- Congressional Commendation for Outstanding Contributions to the National Fire Service
- Who's Who Worldwide, 1994
- National School Volunteer of the Year, Washington, DC
- National Fire Protection Association Leadership Recognition
- Interior Department BLM Service Award
- Merit Badge Counselor, Del/MD/VA/DC area recognition Boy Scouts of America
- Girl Scouts Camp Fire Girls Camp Fire Boys

Organizations that Romeo has served in an or assisted with are as follows:

- Congressional Black Caucus
- Martin Luther King Jr. Holiday Project
- 20th Anniversary of the March on Washington - Organizer
- National Black Leadership Round Table - Board Member
- National March Against Apartheid Leader for IABPFF
- Assisted with the startup of the Special Olympics
- Project Harvest - Thanksgiving Food Drive - Planner and Helper
- Black Family Reunion - Dr. Dorothy Height - Advisor
- Black Congress on Health, Law & Economics - Treasurer
- The Million Man March, Oct 16, 1995-Organizer and Leader
- Stone Sole Picnic, with Cathy Hues -Assisted with start-up
- Assisted in starting the Safe Kids Coalition with Dr. C. Everett Coop and the Ad Council
- International Human Rights Association of America (UN Human Relations Commission)
- National Congress of Black Churches-Fire Safety Consultant

- National School Volunteer Program (National Winner) out of 16,000 school districts in the US
- Hands Across the City for Education, 130,000 participated - Organized and executed
- Black National Rodeo start-up - Washington, DC with Attorney Joan A. Burt
- United Black Fund - Romeo Spaulding Scholarship
- United Negro College Fund - Fundraising Telethon with Lou Rawls
- Bradbury Boulevard Heights Civic Association
- National Capital Area Food Bank - John Eager Howard Center
- Mid-Atlantic Gleaning Network
- US Department of Interior-Bureau Land Management - Fire Program - Consultant and Trainer
- Blacks in Government - Brookings Institution Panel - Discrimination of Blacks in Government
- PTAs - Local, State, & National
- US Fire Administration - Consultant
- Federal Emergency Management Agency (FEMA) - Consultant
- Member of Artesia High School Alumni Association
- Benjamin and Edith Spaulding Descendants Association - Family - National Board Member
- The Spaulding Library Initiative in Prince Georges County, MD

His lovely face has shown itself on television and in magazines:

- Hosted Gospel TV Program "Mahalia Jackson Sings" on WOOL TV (1961-62)
- Face the Nation with Leslie Stahl (1980s)
- Fox News, World (1989)
- BET Worldwide (1990s)
- CNN, National (1990s)
- WOL Radio with Cathy Hughes
- Appeared in NFPA's National Magazine, Interview
- JET Magazine (as a college student, 1958/1960 and 1989 as the National School Volunteer of the Year winner out of 16,000 school districts in the US
- Firehouse Magazine ad Firefighter of the Year Award recipient

Marches and Demonstrations with IABBBF Members:

- Led March against the US Department of Justice calling for equality in justice and eradication of discriminatory policies in the Fire Services.
- Led March against the IAFF-AFL CIO calling for equality in hiring, retention, promotions, and
- personnel policies and procedures within the Fire

Department.

- Led March against Apartheid in South Africa at South African Embassy in Washington, DC.
- Led March against Mayor of DC and City Council

for the ending of discrimination in the DC Fire and EMS Department

- Led March against the Mayor and City of Miami, Florida for snubbing Nelson Mandela

Currently, Past President Spaulding is one of the IABPFF, Inc. most trusted advisors. He continues to work collaboratively with the Executive Board and Executive Team supporting our efforts, advising with proper policies and procedures, and keeping us in line and on task as we move the organization forward. Past President Romeo Spaulding harness extensive knowledge and experience and provide advice and guidance tailored to the organizations needs and objectives.

Romeo O. Spaulding



IABPFF, Inc. President Carrie Edwards-Clemons presents Past President Romeo Spaulding with a certificate. Orlando, FL



Past President Romeo Spaulding and John Reed Jr. at the IABPFF SER Conference. Birmingham, AL



"Keeping The Fire Burning Through The Transition" Discussion Panel. Photo taken by Dennis Blackwell.



2017 Congressional Black Caucus Prayer Breakfast



Past President Romeo Spaulding walking with the father of NWR Director Bruce Bouyer and The Executive Council Board. Birmingham, AL.



Orlando, FL

International Association

Of Black Professional Fire Fighters, Inc.

FOUNDING 5 INITIATIVES

PARTNERSHIPS

#OrganizationalMutualAid

The IABPFF, Inc. has a relationship with two civil rights employment firms: Levy Ratner P.C., and Nicholas Kaster, PLLP, addressing issues of discrimination in hiring, employment, promotion, hostile work environment, and sexual harassment.

MENTORING and RECRUITMENT

IABPFF, INC. YOUTH CAMP INITIATIVE IN HONOR OF CAPT. DAVID J. FLOYD

July 3-7, 2023
Booker T Washington
State Park
Chattanooga, TN
For more information,
visit www.iabpf.org.

TRAINING and UPWARD MOBILITY

FOUNDING ORGANIZATIONS

VULCAN SOCIETY INC.,
NEW YORK, NY
PHOENIX SOCIETY INC., HARTFORD, CT
VULCAN PIONEERS OF NEW JERSEY INC.,
NEWARK, NJ

VULCAN PIONEERS OF HUDSON COUNTY INC.,
JERSEY CITY, NJ
VALIANTS INC., PHILADELPHIA, PA

COMMUNITY OUTREACH

FIRE PREVENTION

(NATIONAL DAY OF IMPACT)

Dr. ML King National Day of
Turkey Drive & Give-a-way
Toy Drive & Give-a-way

Our Founders' challenge was to
address 5 issues:

- 1) Fire Prevention in the black communities.
- 2) Recruitment of black youth in the fire service.
- 3) Promotional and internal problems in the fire service.
- 4) Harassment of fire fighters.
- 5) Formation of a Nationwide organization of black professional fire fighters.



Black Women In the Fire Service Chair.

NIKKOEL D. GILMORE

Welcome to the Team!



Photo of Nikkoel Gilmore sent in courtesy of Nikkoel Gilmore.

Nikkoel D. Gilmore is a highly motivated individual with a passion for serving the community. With over six years of experience as a Firefighter EMT, Nikkoel has demonstrated exceptional dedication and was promoted to the rank of Lieutenant in November 2019. Equipped with a wide range of certifications, including knowledge of Firefighting Techniques, Building Construction, and Emergency Medical Aide, Nikkoel is a certified and trained professional.

Nikkoel's educational background includes a Certificate of Completion from the Carl Holmes Executive Development Institute in New Orleans, LA, obtained between June 2015 and June 2019. Additionally, Nikkoel completed the Philadelphia Fire Academy, earning a National Registry EMT-B Certificate, CPR Certificate, Firefighter I Certificate, and Firefighter II Certificate. She also holds a high school diploma from Archbishop Ryan High School in Philadelphia.

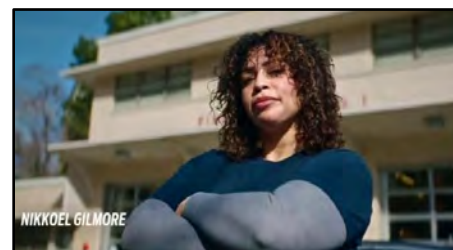
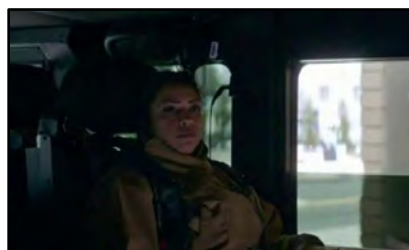
In her current role as a Lieutenant in the Philadelphia Fire Department, Nikkoel serves as a supervisor for three to four Firefighters. She excels in her duties, which include containing, controlling, and extinguishing fires, responding promptly and effectively to emergency situations, administering first aid, assessing patients' needs, and inspecting buildings as required. Nikkoel also plays a vital role in providing Community Risk Reduction initiatives, emphasizing the importance of fire safety within the community.

Prior to their career in the fire department, Nikkoel gained valuable experience in various roles. She worked as a Receptionist at Home Health Works, Inc., where she tracked inventory, dispatched trucks, worked with the nursing staff for hospice patients, and handled calls, mail, and emails. As an Administrative Assistant at Ace Warehouse & Logistics, LLC, Nikkoel tracked inventory, dispatched trucks, manage payroll hours, and various administrative tasks.

Nikkoel also served as an In-Office Clerk at SDDS Holdings Inc., where they dispatched independent contractors, assisted in orientation for new contractors, answered client calls, and reviewed contractors' performance. She worked as a Customer Service Representative, handling claims and receptionist duties at Metro Public Adjustment, and as a Customer Service rep/Receptionist at Muller, Inc., where they took beer orders, memorized product codes, and worked closely with sales representatives.

Nikkoel's diverse work experience also includes being an Event Staff/Quality Control Member at Lincoln Financial Field, where they maintained communication with colleagues, security, and guests, performed quality control tests, and facilitated communication between upper management and staff. She also worked as a Cashier at AMC Franklin Mills 14, where she administered tickets, handled cash transactions, and maintained accurate records.

Throughout her career, Nikkoel has consistently demonstrated strong communication skills, problem-solving abilities, and the capacity to thrive in high-pressure situations. With her extensive experience in emergency response, leadership, and customer service, Nikkoel is an asset to the team or organization they are a part of.



Citation: Nikkoel Gilmore Photos (2018 Ford Fusion TV Spot, "Born to Roll: Firefighter Nikkoel Gilmore" [T2], n.d.)

Newly Elected Southeast Region Director

ROBERT VINCENT PEARSON SR IABPFF SOUTHEAST REGION DIRECTOR



Robert Vincent Pearson, Sr. was born and raised in Washington DC. He is still a current resident. He attended William B. Powell Elementary School, MacFarland Junior High School, and Graduated from Paul Lawrence Dunbar – Pre-Engineering Program. Upon graduating, he enlisted in the United States Marine Corps and is a veteran of Desert Storm. He began his career in the Fire Service on December 17, 1990, with the District of Columbia Fire and Emergency Medical Services (EMS) Department. Robert was a dedicated Fire and EMS manager with strong qualifications in budgeting, personnel affairs, training, resource management, information technology, public safety, and emergency response. He has well-developed leadership and analytical skills. Robert has a reputation for a strong work ethic and an uncompromising devotion to service. Robert retired as a Deputy Fire Chief in August of 2021, serving the citizens and visitors of Washington, D.C. for over 30 years.

Robert honed his skill as a manager by completing the Executive Development Institute at Dillard University in New Orleans Louisiana. He has received a plethora of training from the University of Maryland - Maryland Fire and Rescue Institute, the University of the District of Columbia, Howard University, the National Fire Academy - Emmitsburg, Maryland, Pennsylvania Boat and Fishing Commission, and his service in the United States Marine Corps. He is currently a NIMS Instructor for FEMA through the District of Columbia Homeland Security and Emergency Management Agency (HSEMA). His unwavering dedication to perfecting his technical skills and proficiencies has propelled him in many facets of the fire service. Robert was also a coach for Number 6 Boys and Girls Club in Washington, D.C., from 2000 until 2006 in football, basketball, baseball, and T-Ball.

Robert began his membership with the International Association of Black Professional Firefighters (IABPFF) in 1996. He obtained a position on the Executive Board of the Progressive Firefighters Association of Washington, D.C., as the Financial Secretary in 2002, and is presently holding the position of Vice President. Robert was appointed the IT Chair of the Southeast Region in 2016, and he currently holds the position of IT Co-Chair for the International Association of Black Professional Firefighters. Robert was elected to the Southeast Region Executive Board as the Sergeant-At-Arms in 2019 and has served in that position until April 2023. Robert was elected as the Regional Director in April of 2023.





We Have
MOVED

*The International Association of Black
Professional Fire Fighters, Inc.*

New address:

1200 G Street NW Suite 800

Washington, DC | 20005

www.iabpf.org

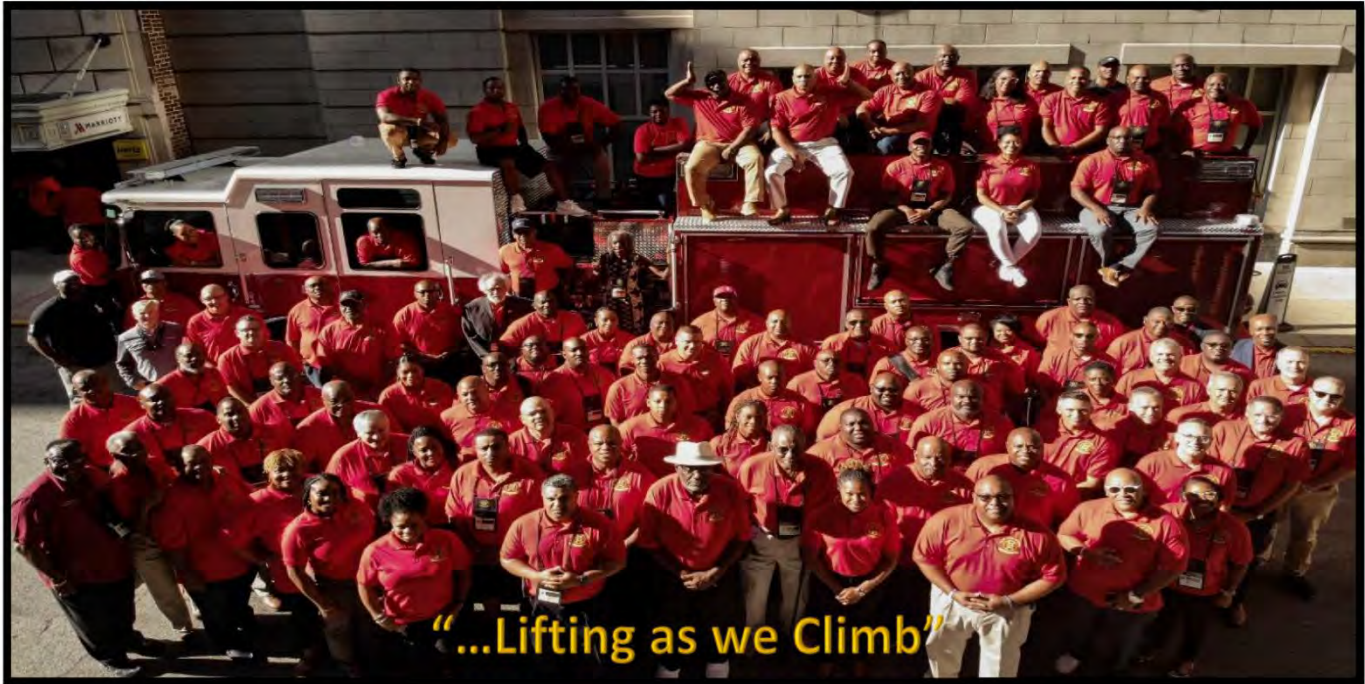


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Annual Educational Symposium and Conference



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THROUGH RELENTLESS PREPARATION**



Join **THE Black Chief Officers Committee** and our **Sponsors**
July 8-16 in Ft. Lauderdale, FL for access to EXCELLENCE!!!!
visit <https://www.bcoc.us/> for additional information...



"Back to the Sea in 2023..."

Joe Dixon Sr., BCOC Chair

IABPFF, INC.

CALENDAR



Upcoming Events

JUL
3 July 3 @ 8:00 am - July 7 @ 5:00 pm CDT
IABPFF, Inc. Youth Initiative in honor of David J. Floyd

SEP
26 September 26 @ 8:00 am - September 30 @ 5:00 pm CDT
South Central Region Conference

NOV
5 November 5 @ 8:00 am - November 12 @ 5:00 pm CST
South East Region Conference Cruise

Visit the IABPFF, Inc. Calendar at www.iabpf.org.

Mental Health Awareness



This year's theme: *Look Around, Look Within*

Mental Health America is celebrating Mental Health Awareness Month by considering the effect of our environment has on our mental health and well-being. We all benefit from having stable environments, strong communities and access to needed mental health services.

Things you can do to improve mental health:

- Work toward securing safe and stable housing. If it is a challenge, state/local agencies may be able to help. Make your existing space as safe and comfortable as possible.
- Surround yourself with items that help you feel calm and positive. Keep your space tidy and well-ventilated.
- Get to know the people living around you, help neighbors and support local businesses.
- Connect with nature. Hike in a forest, sit in a city park or your backyard or bring flowers and plants inside.

If you constantly feel worried or sad, you can take a mental health screening to determine if you are experiencing symptoms of a mental health condition.

We can help with no-cost assessments available 24/7. Reach out to us today at 904-296-3533 or visit us at wekivacenter.com.

Did you know?

Spending time in nature is linked to positive mental health. It can improve focus, lower stress, and provide a sense of connection to yourself and community.



3947 Salisbury Rd., Jacksonville, Florida 32216

904-296-3533

[Treatment & Services](#) | [Contact Us](#) | [Visit Our Website](#)

Wekiva Springs Center



Physicians are on the medical staff of this facility, but, with limited exceptions, are independent practitioners who are not employees or agents of Wekiva Springs Center. The facility shall not be liable for actions or treatments provided by physicians. For language assistance, disability accommodations and the nondiscrimination notice, visit our website.



International Association of Black Professional Fire Fighters, Inc.
1200 G Street NW Suite 800
Washington, DC 20005



The **tom joyner** *Foundation*

THE INTERNATIONAL ASSOCIATION OF BLACK
PROFESSIONAL FIRE FIGHTERS, INC.
SUPPORT HISTORICALLY BLACK COLLEGES AND
UNIVERSITIES (HBCU)



For more information on the International Association of Black Professional Fire Fighters, Inc., The David J. Floyd Youth Camp, The Joseph L Jones CSU Scholarship or how to contribute to our programing, login at www.iabpf.org.



Join Us in Baton Rouge, Louisiana



2023
SOUTH CENTRAL REGION
CONFERENCE
SEPTEMBER 26-30, 2023
BATON ROUGE, LOUISIANA

We are **STRONGER** together

FOR MORE INFORMATION CONTACT
C. O'CONNOR @ (225)303-4369

2023 SCR Conference Webpage URL:
http://iabpffscr.org/?page_id=270



Representation Matters!



International Association of Fire Chiefs 2023 Diversity, Equity, and Inclusion Work group

International Association of Fire Chiefs (IAFC) Diversity Equity and Inclusion Workgroup held in Virginia May 17-18, 2023. The United States Fire Association (USFA) is working in conjunction with the IAFC to develop a national report and recommendations to advance Diversity, Equity, and Inclusion (DEI) in Fire and Emergency Medical Services. Bro. Kenneth Adams was selected by IABPFF, Inc. President to represent the organization. The facilitator for the workgroup in person meeting was Dr. Alexis Mootoo, Assistant Vice President at the University of South Florida.



Dr. Alexis Mootoo

"I am cautiously optimistic that this work group has a genuine interest in addressing the issues of DE&I within the fire and EMS service and have little to no interest in just checking boxes. I have this optimism because there are groups and individuals in the room who come from outside of the fire stations/departments and understand the importance of DE&I in delivering services to the citizens we serve. This group is made up of executive level members of the fire service, The NFPA, private sector fire organizations and academia.

These executives, along with the fact that this initiative is being driven by Dr. Lori Moore-Merrell, the U.S. Fire Administrator has left me hopeful that this time may be different.

The group has met twice. The first being a zoom introduction meeting and the second being an in person work group. During the in person meeting, the work group produced the framework of a feedback form that will be sent out to fire chiefs across the country to assess their understanding of DE&I and their willingness to facilitate change."



Bro. Kenneth Adams



I have had the esteemed pleasure of meeting Dr. Mootoo while participating in the IAFC's Fire Service Executive Development Institute. She is undeniably the best choice in facilitating movement toward a real and lasting solution with regard to addressing the DEI issue within the Fire and EMS services. Her proven track record of affecting change through her background, knowledge, and ability to bring about lasting change is truly remarkable.

The IABPFF, Inc. would like to express our heartfelt gratitude to the USFA and IAFC for their forward movement toward fostering inclusivity and diversity within our profession. We also extend our appreciation to Bro. Adams and all the organizations involved for coming together as an integral part of the change that we, as firefighters of color, women, and members of the LGBTQ+ community, seek.

Together, we can create an environment that embraces the unique perspectives and contributions of all individuals within the fire service. By valuing diversity, promoting equality, and ensuring inclusivity, we can build a stronger and more unified firefighting community. Let us continue to strive for progress and work tirelessly towards a future where everyone feels valued and respected.

Thank you for your unwavering commitment to this important cause. Together, we will make a difference.



Carrie Edwards-Clemons,
President





North Central Region Conference 2023



**Hosted by: The Milwaukee Brotherhood of Firefighters
Milwaukee, Wisconsin**

IABPFF – SOUTHEAST REGION
MEMBERS, FRIENDS & FAMILY
Cruise



SUNDAY NOVEMBER 5 -12, 2023

DEPARTING MIAMI, FLORIDA

HOSTED BY

PROGRESSIVE FIREFIGHTERS ASSOCIATION CHARITIES, MIAMI-DADE COUNTY, FLORIDA
PROFESSIONAL BLACK FIREFIGHTERS ASSOCIATION - CITY OF MIAMI

7 NIGHT CRUISE

MIAMI • AMBER COVE (DOMINICAN REPUBLIC) • SAN JUAN, PUERTO RICO • ST. THOMAS, VIRGIN ISLANDS



CABINS

starting at \$524 p/p
Oceanview Balcony
starting at \$804 p/p
Estimated



PAYMENT SCHEDULE

\$250 Per Person at time
of booking. Final Payment
due by July 31, 2023

*All prices are based on double occupancy. A web link will be set up later to register for the cruise and bill you separately for payments.
Estimated taxes, fees & port charges are \$146. * A Cruise Protection Plan is highly recommended. Flights to Miami are not included.

* Recommended Hotels: YVE Hotel Miami – 305-358-4555 - \$149.00 + taxes night
Holiday Inn - Port of Miami - Downtown - 305-371-4400 --\$219.00 + taxes night
Courtyard - Miami Downtown/Brickell Area - 305-929-9934 - \$209.00 + taxes night
* (All recommended hotels are less than 2 miles from the Port of Miami)

FOR MORE CRUISE INFO CONTACT: S.. REGIONAL DIRECTOR - MS. BRENDA BROOKS
PH: 407-461-2298 • E-MAIL: BRENBROOKS61@GMAIL.COM

IABPFF, Inc. 2024 Convention



The International Association of Black
Professional Fire Fighters, Inc.



Welcome to
MIAMI

"Closing the Generational Gap"

August 4th-9th, 2024

Marriott Miami Biscayne Bay

For group rates, rooms must be reserved by July 12, 2024.

**CONVENTION INFORMATION WILL BE POSTED ON
OUR**

WEBSITE AT :www.iabpf.org



Progressive Firefighters
Association/Charities Inc.
Miami Dade County