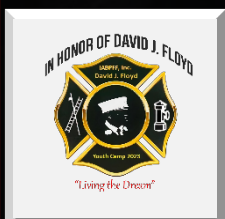




International Association Of Black Professional Fire Fighters, Inc.

SMOKE NEWSLETTER

Volume 7 | April 2024



Living

The

Dream



President Carrie Edwards-Clemons

"May the work I've done, speak for me!"

Featuring:

David Floyd
Youth Camp

2024 Biennial
Convention

IABPFF, Inc.
Strategic Plan

And more...

1200 G. Street S.W. Suite 800
Washington, DC 20005
www.iabpf.org

The IABPFF, Inc. President



Carrie Edwards-Clemons
Assistant Chief
Lansing Fire Department

Greetings,

As I reflect on my tenure as your President, I am filled with gratitude for the opportunity to serve alongside such dedicated individuals. Thank you for entrusting me with this important role.

To the Executive Board, Executive Team, Committee Chairs, and all Members of the IABPFF, Incorporated, I extend my sincerest appreciation for your unwavering commitment and support throughout these past few years. Together, we have worked tirelessly to elevate the standards of pride, professionalism, and excellence within our organization.

I am particularly grateful for the support we have received from the family of David J. Floyd, whose legacy continues to inspire us. Through their generosity, we have secured the rights to the David J. Floyd Youth Camp Initiative, a significant milestone for our Founding Five Youth Initiative.

Our collective efforts have not gone unnoticed. At the Executive Council Meeting in Baltimore, MD, we successfully finalized the Strategic Plan for 2022-2026, a testament to our dedication to progress and growth. I have utilized my education, abilities, and skills to nurture our Elected Board and Team, and I am proud of the strides we have made together.

As we look to the future, it is imperative that we remain steadfast in our mission to address the challenges facing both the fire services and our communities. The founding principles of the IABPFF, Inc. continue to guide us, and I am committed to upholding them with honor, dignity, and compassion.

With your support, our organization's finances are sound, and we are making significant progress in line with our Strategic Plan. As I stand for re-election to the office of President, I humbly ask for your continued trust and endorsement. Together, let us continue to pursue our vision of excellence, making a meaningful impact in the lives of those we serve.

In closing, let me express my gratitude once again for the privilege of serving as your President. I am deeply honored by your trust and confidence in me, and I pledge to continue working tirelessly on behalf of our esteemed organization.

"May the work I've done, speak for me!"

Sincerely,

Carrie Edwards-Clemons
President, IABPFF Inc.

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INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

Meet the Executive Board



NCR
TONY JONES JR.
DIRECTOR



NER
FRANK TIDWELL
DIRECTOR



NWR
BRUCE BOUYER
DIRECTOR



SER
ROBERT PERSON
DIRECTOR



SWR
LIONEL NEWBY
DIRECTOR



SCR
ALVIN DOUGLAS
DIRECTOR



PRESIDENT
CARRIE EDWARDS-CLEMONS



ROBERT McCRAY
RECORDING
SECRETARY



GWENDOLYN
SISTARE
TREASURER



GARY TINNEY
EXECUTIVE
VICE PRESIDENT



KHALILAH YANCEY
COR. SECRETARY
EXECUTIVE TEAM



SHARON BRANCH
FINANCIAL
SECRETARY



REGINA WILSON
EXECUTIVE
TEAM



QUINCY SCOTT
EXECUTIVE
TEAM



SHANE PORTER
SGT-AT-ARMS



**IMMEDIATE PAST
PRESIDENT
ADDINGTON
STEWART**



KENYATTA SMITH
EXECUTIVE TEAM

COMMITTEE CHAIRS

IBFF Foundation - Chief Johnny Brewington
Parliamentarian - Bro. Preston Curtis, NER
Community Liaison - Sis. Debra Flowers
Internal Affairs - Bro. Gary Tinney
Black Women in the Fire Service - Sis. Nikkoel Gilmore
Constitution and ByLaws - Bro. Kenyatta Smith
Legislative Liaison - Bro. Romeo Spaulding
Diversity Equity and Inclusion Liaison - Bro. Kenneth Adams
Training and Upward Mobility Chair - Sis. Sharon Mathis & Bro. Lance Blakey
Historian - Bro. George Collins & Bro. Brent Burton
Grant Administrator - Chief Teresa Everett
IT Chair and Co. Chair - Bro. Darren Hyson & Bro. Robert Pearson
Membership Chair - Bro. Quincy Scott
Retirees - Sis. Wanda Butler & Sis. Sharon Branch
Fallen Firefighter - Bro. John Reed
Convention Committee Chair - Bro. Martin Jones
Scholarships, Awards, and Resolutions - IABPFF, Inc. Administrative Assistant Deyhana Thompson
Smoke Editor - IABPFF, Inc. Administrative Assistant Cindy Thompson

Oshiyemi Adelabu

5th President

International Association of Black Professional Fire Fighters, Inc.



Oshiyemi Adelabu
(Brotha Oshi or BaBa Oshi)
Community Activist and Afrikan
Historian

Baba Oshi has lived in Atlanta since 2014 and has been embraced by the conscience community. Oshi is a member and past-president of the International Association of Black Professional Fire Fighters (IABPFF). He is also a graduate of the “Dr. Carl Holmes” Executive Development Institute (EDI) program.

Oshi is a jegna, community activist, and lecturer for Afrikan and American-Afrikan History. He is dedicated to community service and has won numerous awards. Oshi’s objective in life is as follows:

“My objective is to help change the lives, conditions and consciousness of Afrikan people on the Continent and throughout the Diaspora.”



2024 Biennial Convention



INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INCORPORATED

2024 BIENNIAL CONVENTION

Miami, Florida

“Closing the Generational Gap”



Marriott Miami Biscayne

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

August 4-9, 2024



“Our country has witnessed significant changes in the political landscape at the national and local levels. The issues of racial injustice, inequality, and discrimination are not new to our organization. As the political climate continues to evolve, it is imperative that we lead by example, advocating for equal opportunities, fair treatment, and representation for all within the fire and EMS services.”

Carrie Edwards-Clemons,

Hosts: PBFFA, Miami City, Incorporated & PFA Charities, Incorporated
Southeast Region, Director Robert Pearson
Visit www.iabpf.org for convention information
and scan the above QR code.



Letter from the President



Carrie Edwards-Clemons
President
president@iabpff.org

Office of the International President

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

1200 G Street NW Suite 800
Washington, DC 20005
Phone 810.874.5874



Regina Wilson
Quincy Scott
Kenyatta Smith
Khalilah Yancey
Tony Jones Jr.
executiveteam@iabpff.org

January 12, 2024

Greetings Members,

The 2024 Biennial Convention will take place August 4th through 9th in Miami, Florida. Recently, we have witnessed significant changes in the political landscape at the national and local levels. The issues of racial injustice, inequality and discrimination are not new to our organization. As the political climate continues to evolve, it is imperative that we lead by example, advocating for equal opportunities, fair treatment, and representation for all within the fire and EMS services. The 2024 Convention presents a unique opportunity for us to come together and be a voice in the community.

The IABPFF, Inc. was established to:

1. Create a liaison between Brothers and Sisters of color globally to collect and evaluate data on all deleterious conditions incumbent in all areas where minorities exist.
2. Compile information concerning the injustices that exist in the working conditions in the Fire Service and implement action to correct them.
3. Promote interracial progress throughout the Fire Service, and to see that competent Brothers and Sisters of color are recruited and employed as fire fighters, wherever they reside, and to aid in motivating them to seek advancement to elevated ranks throughout the Fire Service.
4. Engage in cultural, educational, and public service activities; to establish and maintain high moral intellectual standards.
5. Govern, supervise, and regulate all chapters of the IABPFF, Inc. established under the authority and sanction of this organization.

Prior to the 2024 Convention we will:

- Work with our Legislative Liaison to create a whitepaper that presents our issues, identifying key issues plaguing the fire service and communities of color, and provide a viable solution for discussion.
- Invite elected officials to discuss the current environment and how it affects minorities, women, and the LGBTQ+ community within the fire and EMS services.

During the 2024 Convention, we will:

- Meet with leaders to present the IABPFF, Inc. White Paper and discuss salient issues with solutions.
- Host a community event for the sole purpose of recruiting minorities and women into the fire service.
- Memorial march – To honor our fallen brothers and sisters, and remember those on whose shoulders we stand.
- Conduct upward mobility and training workshops to aid in motivating advancement to elevated ranks within the fire service and the organization.
- Address firefighter mental health, trauma, and crisis during and after a career in the fire service.
- Conduct Organizational Effectiveness training for our Regional Directors and Chapter Presidents.
- Engage in cultural, educational, and public service activities to recommit to the mission of the IABPFF, Inc.

The 2024 election is only three months away from the start of our convention. Let us use our emotional intelligence to capitalize on this opportunity as we remain fiscally responsible for the stability of our organization. We will pivot and make this convention work for us. Hope to see you there!

Sincerely,

Carrie Edwards-Clemons
IABPFF, Inc. President

"Keep the fires burning for justice."

2024 IABPFF, Inc. Executive Board Election Candidates

The following consists of the official Executive Board Election Candidates for the 2024 Election. All candidates have been vetted and approved by the Election Committee and Treasure.

IABPFF, Inc. President

Carrie Edward-Clemons
Gary Tinney

IABPFF, Inc. Vice President

Toney Jones Jr, NCR
Regina Wilson, NER
Alvin Douglas, SCR

IABPFF, Inc. Treasurer

Gwendolyn Sistare
Unopposed

IABPFF, Inc. Financial Secretary

Sharon Branch
Unopposed

IABPFF, Inc. Recording Secretary

Robert McCray
Unopposed

IABPFF, Inc. Corresponding Secretary

1. Khalilah Yancey
Unopposed

IABPFF, Inc. Sergeant-At-Arms

1. Shane Porter
Unopposed

Martin A Jones NER
2024 Election Committee Chair

Kenyatta Smith NCR
Terri Reid SER
Committee Co-Chair



Login at www.iabpf.org for candidate and election information.

2024 Biennial Convention Forms

Click the forms to download. All forms can be accessed at www.iabpf.org.

Executives and Host Chapters Registration Form

Member and Guest Registration Form

REGISTRATION FORM | MEMBERS, RETIREES, AND GUESTS

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.
 1200 G Street NW Suite 800
 Washington, DC 20005
 (202) 650-4119 | Gwendolyn Sistare, Treasurer
gsistare@iabpf.org

"Closing The Generational Gap"

2024 BIENNIAL CONVENTION
 August 4-9, 2024

Marriott Miami Biscayne Bay
 1633 N. Bayshore Dr. | Miami, FL 33132 | (305) 374-3000
Room Rate: \$159 - King / \$169 - Queen Double CUT OFF July 12, 2024

Executive Board and Executive Team

\$225.00	*Early Bird Registration (Ends March 1, 2024)
\$275.00	Regular Registration (March 2, 2024, to July 12, 2024)
\$350.00	Late and On-site Registration Only (after July 12, 2024)

Host Chapters

\$225.00	*Early Bird Registration (Ends March 1, 2024)
\$275.00	Regular Registration (March 2, 2024, to July 12, 2024)
\$350.00	Late and On-site Registration Only (after July 12, 2024)

EACH REGISTRANT MUST FILL OUT AND SUBMIT THIS FORM TO THE IABPF, INC. TREASURER WITH PROOF OF PAYMENT VIA MAIL OR EMAIL.

Name: _____
 Retiree or Guest Name: _____
 Address: _____
 City, State, and Zip: _____
 Cell Phone: _____ Email Address: _____
 Region: _____ Chapter Name: _____

Make checks payable to: IABPF, Inc. 2024 Convention or scan QR Code.

Founded 1978
 Registration includes:
 Information Package, Host Night Reception, Midweek Luncheon, Hospitality Activities and Banquet

Hosted by: PBFFA (Miami City) and PFA Charities Southeast Region

REGISTRATION FORM | MEMBERS, RETIREES, AND GUESTS

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.
 1200 G Street NW Suite 800
 Washington, DC 20005
 (202) 650-4119 | Gwendolyn Sistare, Treasurer
gsistare@iabpf.org

"Closing The Generational Gap"

2024 BIENNIAL CONVENTION
 August 4-9, 2024

Marriott Miami Biscayne Bay
 1633 N. Bayshore Dr. | Miami, FL 33132 | (305) 374-3000
Room Rate: \$159 - King / \$169 - Queen Double CUT OFF July 12, 2024

MEMBERS

\$325.00	*Early Bird Registration (Ends March 1, 2024)
\$375.00	Regular Registration (March 2, 2024, to July 12, 2024)
\$475.00	Late and On-site Registration Only (after July 12, 2024)

RETIREES AND GUESTS

\$225.00	*Early Bird Registration (Ends March 1, 2024)
\$275.00	Regular Registration (March 2, 2024, to July 12, 2024)
\$350.00	Late and On-site Registration Only (after July 12, 2024)

EACH REGISTRANT MUST FILL OUT AND SUBMIT THIS FORM TO THE IABPF, INC. TREASURER WITH PROOF OF PAYMENT VIA MAIL OR EMAIL.

Name: _____
 Retiree or Guest Name: _____
 Address: _____
 City, State, and Zip: _____
 Cell Phone: _____ Email Address: _____
 Region: _____ Chapter Name: _____

Make checks payable to: IABPF, Inc. 2024 Convention or scan QR Code.

Founded 1978
 Registration includes:
 Information Package, Host Night Reception, Midweek Luncheon, Hospitality Activities and Banquet

Hosted by: PBFFA (Miami City) and PFA Charities Southeast Region

Ad Journal Forms

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

410n-py02 301c4 - E11 31-109722

Biennial Convention
"Closing The Generational Gap"
 August 4-9, 2024
Marriott Miami Biscayne Bay
 1633 North Bayshore Drive
 Miami, Florida

IABPF, Inc. Ad Journal Pricing
 (Check Selection)

Outside Cover	8.5 x 11	\$300.00
Inside Covers	8.5 x 11	\$300.00
Full Page	8.5 x 11	\$200.00
1/2 Page	8.5 x 5.5	\$100.00
1/4 Page	4.25 x 5.5	\$75.00
Business Card	4.25 x 2.75	\$40.00

Ad Submittal Deadline: JULY 12, 2024
 Please make checks payable to: IABPF, Inc. 2024 Convention or scan QR code.
 Upon completion, this ad form must be filled out and submitted as proof of payment via mail or email to:
 IABPF Treasurer: Gwendolyn Sistare
 1200 G Street, NW, Suite 800, WASHINGTON, DC 20005
 EMAIL CAMARA READY ADS TO: gsistare@iabpf.org

Date: _____
 Name/Organization: _____ Address: _____
 City, State and Zip: _____ Home Phone: _____
 Cell Phone: _____ Authorized Signature: _____
 Solicitor: _____

***ONLY EMAILED ADS WILL BE ACCEPTED* DEADLINE: JULY 12, 2022**

FOR OFFICE USE ONLY

DATE RECEIVED: _____
 Check Date: _____
 Check Number: _____ Amount: \$ _____

ADVERTISEMENT LAYOUT ILLUSTRATION PAGE

FULL PAGE 8.5x11

HALF PAGE 8.5x5.5



QUARTER PAGE 4.25 x 5.5

EIGHTH PAGE 4.25" X 2.75

BUSINESS CARD

CSU SCHOLARSHIP


Scholarship applications are due by 11:59 P.M. EST on May 31, 2024.

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC. COLUMBIA SOUTHERN UNIVERSITY

THE INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.



Chief Joseph L. Jones Scholarship 2024



Carrie Edwards-Clemons, International President
Gary Tinney, Executive Vice President

The International Association of Black Professional Fire Fighters, Inc
900 Brentwood Rd. Unit 91104/ Washington DC 20090 / www.iabpff.org

1

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC. COLUMBIA SOUTHERN UNIVERSITY

CHIEF JOSEPH L. JONES
2024 SCHOLARSHIP

The International Association of Black Professional Fire Fighters, Inc. (IABPFF, Inc.) is proud to partner with Columbia Southern Education Group (CSEG) to present the Chief Joseph L. Jones Scholarship Award to a deserving member of the IABPFF, Inc. The scholarship will cover up to \$25,200 for one online degree program. The scholarship will be applied directly to the recipient's tuition for up to 60 semester hours or 36 consecutive months in the selected online degree program, whichever comes first. This scholarship covers tuition. The Joseph L. Jones Scholarship will be awarded yearly.

Eligibility:



- Applicants must be a current member of the IABPFF, Inc. and hold a minimum of three consecutive years as a member in good standing
- Applicant must be active in their community and local IABPFF, Inc. chapter
- Have a high school transcript or equivalent (GED)
- Be available to begin coursework within 90 days of the date of the award
- Capable of maintaining a 2.5 undergraduate GPA or 3.0 graduate GPA
- Able to maintain continuous enrollment in his or her degree program
- Current CSU students must meet all these requirements to be considered
- Scholarship Recipient will be determined by IABPFF, Inc. Awards Committee

Essay:
Applicants are required to submit a 500-word minimum (1500-word maximum) essay on the following topic:

In the demanding job of firefighting, education stands as a beacon illuminating pathways to enhanced proficiency, innovation and safety. Firefighters shoulder a responsibility that transcends conventional duties, requiring a blend of practical expertise and intellectual acumen.


Discuss the role of education in enhancing your effectiveness, adaptability and leadership within the fire service. How do you envision utilizing your academic knowledge to navigate challenges, innovate strategies and promote safety within the firefighting profession?

2

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC. COLUMBIA SOUTHERN UNIVERSITY

REMEMBERING CHIEF JOSEPH L. JONES



Joseph Lee Jones was the third of eight children born on February 19, 1953. He was educated in the St. Louis Public School system where he graduated from Vashon High School. In 1971, Joseph enlisted in the United States Army where he served three years and was honorably discharged in 1974.



On August 18, 1975, Joseph was hired by the St. Louis Fire Department. He was promoted to captain on July 22, 1984 and became a battalion chief on June 26, 2000. Throughout his career he was a part of the Firefighters Institute for Racial Equality (F.I.R.E.). Upon his promotion to Battalion Chief, he became a part of the St. Louis Black Chiefs organization an extension of F.I.R.E. at the chief level. In giving back for over 20 years to the Black firefighters' organization, Joseph was the leader with all of our recruitment training programs.

He taught potential recruits on the preparation of the entry-level test, the physical ability test, and the interview processes that they would encounter. Joseph trained and prepared IABPFF, Inc. members on the assessment center process, sat on numerous assessments for promotions throughout the United States to ensure fair and equitable treatment of all members being assessed for promotions.

After thirty-five years, Joseph retired from the St. Louis Fire Department. Even though Joseph retired from the department, he continued his work with the black firefighter's organization. To say that Joseph never forgot where he came from is an understatement because he exhibited it within his family, with the F.I.R.E. organization, the South Central Region and the International Association of Black Professional Fire Fighters, Inc. (IABPFF, Inc.).

Chief Joseph Lee Jones departed this life on March 17, 2013 and he would be humbled to know that we are honoring him with this scholarship in his name.

3

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC. COLUMBIA SOUTHERN UNIVERSITY

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

STATEMENT OF UNDERSTANDING

I, _____ understand and agree to the following rules to determine eligibility to apply for the Joseph L. Jones Scholarship sponsored by Columbia Southern Education Group and the International Association of Black Professional Fire Fighters, Inc. The scholarship award will be presented on August 9, 2024 at the 2024 IABPFF, Inc. Biennial Convention in Miami, Florida. I understand and agree that any infraction of the rules will render me ineligible to compete or receive a scholarship from Columbia Southern University.

- I must submit an essay based on the required criteria
- I must submit a recent photograph (head shot)
- I agree that the decision of the scholarship committee shall be final and not challenged.

_____	_____
Applicant Signature	Date
_____	_____
Regional Director Signature	Date
_____	_____
Chapter President Signature	Date

4

CSU SCHOLARSHIP



INTERNATIONAL ASSOCIATION OF
BLACK PROFESSIONAL FIRE FIGHTERS, INC.



COLUMBIA SOUTHERN UNIVERSITY

APPLICATION INFORMATION

1. One of the Columbia Southern Education Group institution, Columbia Southern University, will provide one online scholarship to the selected member of International Association of Black Professional Fire Fighters, Inc.
2. The name of this scholarship will be called the Chief Joseph L. Jones Scholarship.
3. Scholarship Amount: The online scholarship can be used at Columbia Southern University for a value of up to \$25,200, 60 semester hours, 36 months, or degree completion, whichever comes first. The scholarship will be applied: 1) after the evaluation results have been applied to the selected online degree program; 2) directly to the recipient's tuition for up to three years or until the completion of the selected online degree program, whichever comes first. The recipient may not switch to a different degree program during the scholarship award period. Textbooks will be the responsibility of the scholarship recipient.
4. Scholarship Application Period: The scholarship application period will open for the 2024 Chief Joseph L. Jones Scholarship **January 2, 2024**. All applications, scholarship essays, and transcripts, or color copy of diploma/degree (in lieu of transcript) and two (2) letters of recommendation must be received electronically no later than **11:59 P.M. on May 31, 2024**. The selection process will begin shortly thereafter. Applications and essays will be evaluated exclusively by the IABPFF, Inc. Award Committee whose decision is final. The scholarship award presentation will be on August 9, 2024 at the 2024 IABPFF, Inc. Biennial Convention in Miami, Florida.
5. Scholarship Application Packet: The scholarship application packet must include a 500-word essay (minimum) with 1500 max, the completed Statement of Understanding, and a recent photo. The aforementioned packet must be submitted electronically via email. Essays must be submitted as a pdf document. Three essays will advance to the next step in the selection process. Applicants will be scored based on their knowledge of the subject matter, writing abilities and skills. Chapter Presidents and Regional Directors signatures are required for applications to be accepted. If there is not a chapter of the IABPFF, Inc. in your area then the Regional Director's signature will be accepted.

5



INTERNATIONAL ASSOCIATION OF
BLACK PROFESSIONAL FIRE FIGHTERS, INC.



COLUMBIA SOUTHERN UNIVERSITY

Scholarship Essay Theme:

6. In the demanding job of firefighting, education stands as a beacon illuminating pathways to enhanced proficiency, innovation and safety. Firefighters shoulder a responsibility that transcends conventional duties, requiring a blend of practical expertise and intellectual acumen. Discuss the role of education in enhancing your effectiveness, adaptability and leadership within the fire service. How do you envision utilizing your academic knowledge to navigate challenges, innovate strategies and promote safety within the firefighting profession?
7. For more information, contact Deyhana Thompson at ghanabella@gmail.com or visit our website at www.iabpf.org.
8. Scholarship Eligibility: The scholarship applicant must be an IABPFF, Inc. member for 3 + years; have a high school transcript or equivalent (GED); or color copy of diploma/degree; possess good character; as well as be involved in some type of extra-curricular activity, community service, church activity, or outside employment. Applicant should provide two (2) letters of recommendations. All scholarship essays must be typed, double spaced, 12 font and include page numbers and a title page. Title page must include the applicant's name, contact information, location, local chapter and region. Submission must be submitted via email at iabffscholarship@gmail.com.
9. Organization Obligations: International Association of Black Professional Fire Fighters, Inc. will notify the recipient of the Joseph L. Jones Scholarship and via all IABPFF, Inc. media outlets. The Columbia Southern Education Group representative will present the scholarship award to the recipient at a time and location agreed upon by both organizations. The International Association of Black Professional Fire Fighters, Inc. will collaborate with CSEG and agree to provide CSEG with the event details in a timely manner to allow for the appropriate travel preparation if necessary.

6



INTERNATIONAL ASSOCIATION OF
BLACK PROFESSIONAL FIRE FIGHTERS, INC.



COLUMBIA SOUTHERN UNIVERSITY

APPLICATION INFORMATION

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5



INTERNATIONAL ASSOCIATION OF
BLACK PROFESSIONAL FIRE FIGHTERS, INC.



COLUMBIA SOUTHERN UNIVERSITY

10. Enrollment: The scholarship recipient is required to enroll no later than 90 days from the date of the award notification. The scholarship will remain active for 36 consecutive months from the start date provided on the enrollment, but regardless of the date of enrollment, the scholarship shall not exceed 36 months from the date of the award notification.
11. Admissible Requirements: Scholarship recipients are required to maintain a minimum 2.5 undergraduate GPA and 3.0 graduate GPA. All scholarship applicants that are current students must meet the minimum GPA requirements of this scholarship in their current degree program to be eligible to apply.
12. Compliance with University Rules: The recipient is expected to abide by all university rules, regulations, and guidelines explained in the student handbook.
13. Termination: CSEG may terminate the scholarship offer if the proposed recipient does not reply by the offer deadline or does not comply with the provisions of this agreement.
14. Transferability: The scholarship recipient does not have the right to transfer or assign his/her interest in the scholarship to any other party.

Entire Agreement: This agreement contains the entire agreement of the parties and there are no other promises or conditions in any other agreement either oral or written. This Agreement supersedes any prior written or oral agreements between both parties. This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties. Please note that all scholarships are subject to yearly review.

CSU Website: columbiasouthern.edu

Additional scholarships offered may be viewed on the Columbia Southern University website.

The International Association of Black Professional Fire Fighters, Inc.
900 Brentwood Rd. Unit 91104/ Washington DC 20090 / www.iabpf.org / contact@iabpf.org

7

IABPFF, Inc. Youth Camp Initiative In Honor Of Captain David J. Floyd



The goal of the IABPFF, Inc. Youth Initiative is to provide young girls and boys a safe, dynamic, interactive, and physically challenging environment to gain strength and knowledge while building confidence and cultivating leadership skills. To empower and educate young who are interested in pursuing a career in the fire service. The camp provides an immersive experience where participants gain valuable skills, knowledge, and mentorship opportunities from experienced firefighters. Through this initiative, we strive to foster leadership, instill discipline, and cultivate a sense of community among the youth we serve.

In honor of the late Capt. David J. Floyd, a distinguished firefighter who dedicated his life to serving the community, we are hosting the Youth Camp Initiative to continue his legacy of empowering young minds. Capt. Floyd's commitment, compassion, and unwavering dedication to the fire service embody the values we seek to instill in our camp participants.



"Living the Dream"

IABPFF, Inc. Youth Camp Initiative In Honor Of Captain David J. Floyd





IABPFF, Inc. Youth Camp Initiative In Honor Of Captain David J. Floyd



Marist College

The IABPFF, Inc. is pleased to announce a new education partnership with Marist College.



Located on the banks of the historic Hudson River, in Poughkeepsie, NY, and at its Florence, Italy campus, Marist College is a comprehensive, independent institution grounded in the liberal arts. Its mission is to “help students develop the intellect, character, and skills required for enlightened, ethical, and productive lives in the global community of the 21st century.” Marist educates more than 5,000 traditional-age undergraduate students and 1,400 adult and graduate students in 47 undergraduate majors and numerous graduate programs, including fully online MBA, MPA, MS, and MA degrees, and also Doctor of Physical Therapy and Physician Assistant programs. Visit www.marist.edu and www.iabpf.org for more information.





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.



**INTERNATIONAL ASSOCIATION OF
BLACK PROFESSIONAL FIRE-FIGHTERS,
INC.**

2023-2026

STRATEGIC PLAN

**Developed by the IABPFF, Inc. Executive
Board Members Orlando, FL
February 24, 2023**

**Completed and Approved
April 26, 2023 Birmingham, AL
Executive Council Meeting
Carrie Edwards-Clemons, President**

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INTRODUCTION

The purpose of the IABPFF, Inc. Executive Board Strategic Plan is to:

Provide our Vision: The plan starts with an ideal picture of what our organization and our community will look like if we successfully meet our goals and objectives;

Provide an honest, comprehensive and ongoing organizational assessment: The plan provides a comprehensive overview of our current organizational and operational operating environment.

Provide an analysis: The plan identifies issues that must be addressed in order to further the IABPFF, Inc. mission in the most effective and efficient manner possible.

Provide a road map: The plan describes the strategies that we will utilize to meet our goals as well as allow for restructuring and redeployment of resources to meet our membership's needs now and in the future.

ORGANIZATIONAL BACKGROUND

ORGANIZED

October 3, 1970 in Hartford, Connecticut

FOUNDING PRESIDENT:

Capt. David J. Floyd

FOUNDING ORGANIZATIONS:

Vulcan Society, Inc., New York, NY, Phoenix Society Inc., Hartford, Connecticut, Vulcan Pioneer of New Jersey Inc., Newark, NJ, Vulcan Pioneers of Hudson County Inc., Jersey City, NJ, and Valiant's Inc., Philadelphia, Pennsylvania

MEMBER ORGANIZATIONS:

The Membership of the International Association of Black Professional Fire Fighters, Incorporate is comprised of fire service personnel and includes Active, Retired and Lifetime Members located in communities throughout the country.

PURPOSE & AIMS:

To create a liaison between our Black Brothers and Sisters throughout the globe, to collect and evaluate data on all deleterious conditions in all areas where minorities exist, and to compile information concerning the injustices that exist in the application of 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, where ever they reside, and to aid in motivating our Black Brothers and Sisters to seek advancement to elevated ranks throughout the Fire Service.

Tagline:

"Keep the Fires Burning for Justice"

PREAMBLE

PREAMBLE

Whereas we, The International Association of Black Professional Fire Fighters, Inc., are aware of the increasing complexity of our problems and those of our Brothers and Sisters within the community, feel called upon to form an organization for the purpose of studying and solving such problems; in order to take our place in the vanguard of civilization, we hereby form ourselves into an organization for the purpose of cultivating and maintaining professional competence among fire fighters, and establishment of unity and brotherhood, also keeping alive the interest among retired members for the avowed purpose of improving the social status of our Race, and increasing professional efficiency.



Mission

The IABPFF is committed to providing excellent service to our members in a professional and humane way. We will protect the constitution, by-laws and policies through timely meetings, conferences, the executive council and biennial convention. We will be innovative in membership recruitment and retention initiatives, community outreach, fire prevention programs, political activity and upward mobility to increase diversity and equity.

Vision

To provide our membership with personal satisfaction and professional development through engaged, educated, and diverse relationships.

Our vision is dedicated to all facets of the Fire, Rescue and EMS services and an improved quality of life.

Core Values

1. **Integrity:** We believe that integrity is basic to the accomplishment of our mission. We recognize that both personal and organizational ethics is essential to the credibility of our organization. We will be fair, trustworthy, and reliable when dealing with the public and each other.
2. **Compassion:** We will serve our members with understanding and empathy.
3. **Teamwork:** We believe that the use of collective knowledge and abilities enhances the opportunity to reach our potential.
4. **Professionalism:** We believe our manner, appearance, and patience in the delivery of services will exemplify the highest standard. We are committed to excellence.
5. **Accountability:** We believe that we are answerable for our actions. We are cognizant that our behavior, both in meeting and in the public, is a reflection of the IABPFF, Inc.



Carrie Edwards-Clemons
President
president@iabpf.org

BENEFITS OF MEMBERSHIP

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS



Freddie Brooks,
Executive Director

www.iabpf.org

IABPFF Members:

- Access to professional fire service networking
- Continuing Education
- Employment opportunities
- Leadership, professional development, and organizational structure training
- Scholarship opportunities
- Discounted education tuition for members and their family from accredited institutions
- Discounted hotel rates (conferences and conventions)
- Youth Initiatives (Mentoring & Recruitment)
- 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 professional assistance
- Exclusive IABPFF merchandise
- Chapter and Regional training for new officers
- Access to a Zoom meeting platform
- Internships and shadowing opportunities for students
- Conferences and Conventions
- Competitive advantage: Active and informed information within our industry
- Federal grant review opportunities
- Health and wellness initiatives
- Quarterly IABPFF "SMOKE" Newsletter
- Black Chief Officers Committee (BCOC)
- Carl Holmes Executive Development Institute (EDI)
- Black Women in the Fire Service
- International Black Firefighters Foundation (IBF)
- Life Members of the NAACP
- National Fire Academy classes
- FEMA educational classes
- IABPFF, Inc. benevolence fund

Lifetime Members and Retirees Also Receive:

- Discount on convention registrations
- Special Retirees events, activities and communications platform
- 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
- The Voice for those who cannot utilize their voice
- Legislative liaison
- National Fire Service Safety Campaigns
- Consultant and proctor opportunities for promotions and assessment centers

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

STRATEGIC PLANNING 2023-2026





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

Handwritten signatures of the 2023 Executive Board members, including names like Carrie Edwards-Clemons, Tom M. Joseph, and Frank Sidwell.

2023 Executive Director and Executive Team Members Signature

Handwritten signatures of the Executive Director and Executive Team members, including Alvin A. Douglas and Sharon Synet Branch. A notary seal for Sharon Synet Branch is also present, dated 02/25/23.

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

International Association

Of Black Professional Fire Fighters, Inc.

FOUNDING 5 INITIATIVES

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

FOUNDING ORGANIZATIONS

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

*MENTORING
and
RECRUITMENT*

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.

*COMMUNITY
OUTREACH
FIRE PREVENTION
(NATIONAL DAY OF IMPACT)*

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

*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.

Our Founders' challenge was to address 5 issues:

*TRAINING
and UPWARD
MOBILITY*

- 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.



The International Association of Black Professional Fire Fighters, Inc.



We would like to recognize the mothers who give love, strength, wisdom, and endless support. We appreciate all the sacrifices you've made.



HAPPY MOTHER'S DAY

