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IABPFF PRESIDENTS YEAR-END SUMMARY 2017 REPORT

To the Executive Board and members of the International Association of Black Professional Fire Fighters after a year at the helm of this great association I have a view of this organization that excites and disturbs me. In this report I will try to give a description that I hope inspires and motivate our members at every level to do more. Especially if you are an elected member on the national, regional or local levels of this organization that took an oath to lead their specific area of responsibility.

IABPFF SUMMARY FROM 1/1/2017 – 12/31/2017

Our initial goal in the first six months of 2017 was to re-educate ourselves in the management of the IABPFF (leadership), understand what it will take to achieve our goals (commitment), develop plans at all levels including committees on how we will function, create a comprehensive report to the IABPFF (State of the IABPFF- check website file too large to attach), educate and train the membership on the plans we develop and get buy in from the membership to work and implement the plans in their chapters/cities. We sent out a request form titled the Presidents Report to the IABPFF (see the attachment for 2018) so that we can get a consensus on what the issues are within their chapters, developed a recruitment, communications and political plans that we need to address and develop strategies to implement them. This request went out and most of our chapters have not responded to a simple request for their EEO-4 Report and/or the demographics of their departments. Each chapter should have this information on hand and updated every year.

We have charged our Constitution and Bylaws Committee with reviewing our Constitution and regional bylaws but just a few regions have appointed members to this committee and it is the same with other committees. In short, we are not getting input from the membership from across the country of which these committees could impact their chapters membership directly. It will continue to be a negative affect without their input, I believe it will be a positive affect with their input and they need to choose to participate. The Recruitment Committee with the support of the Recruitment Management Systems Chairman are responsible for recruiting Blacks/African Americans into the fire service and they need committee members preferable members that are already recruiting for their chapter or their fire department. The use of the Overview Concept (Affirmative Action/Diversity, Upward Mobility/Career Opportunity, Training, Internal Affairs, Communications, Black Women in Fire Service, Research & Development, Political, Membership) committees will be the driving force on how we get things done and conduct

business on those specific committees, which will impact our ability to create a clear path for input into your organization. See the attached list of all appointed members.

We had a training session to help chapters function in Las Vegas and only a couple of chapters have followed up with Brent Burton on the class of “How to Lead and Operate an Efficient Chapter.”

We had an interactive group session presented by Anthony Brinkley to delve into who we are individually and how our personal issues impact our ability to support and work for the IABPFF. Unfortunately, this is one area where we are hurting organizationally and one of the main issues that disturbs me about our organization is we are not volunteering to work in the IABPFF which will prohibit us from becoming a viable organization. Without members committed to us and/or willing to be that advocate or soldier we need to expand our reach to get the job done we are just spinning our wheels and will not change the paradigm that we are in. Aren't we the ones that we have been looking for to lead us into the 21st century.

We are redefining our job duties as e-board members to make sure that everyone is accountable for their area of responsibility as we work to achieve our goals. The IABPFF Executive Board has been functioning and will be responsible to the membership. But this is a two-way street if not a four-lane highway and we must function efficiently at the chapter and regional levels of this organization. If we just continue to try and push information down through the regions to the chapters that does not work and has not worked. On the other hand, if we don't get any participation from the chapters through the committee process or direct communication of what is happening in and to our chapters we can't develop plans for them to address what is ailing them.

This is our defining moment as an organization of Black professional fire fighters and we are fighting our worst mass casualty incident of all time and if we don't triage and treat the symptoms properly and immediately we will not transport/transform ourselves for success. That's just a fancy way of saying that we will become extinct.

Expectations and needs to fulfill for 2018

My expectations for this membership is for the average non-participating member to volunteer and be responsible for working on a regional/local committee, **this is a must if members feel that they don't have a voice in the operations of the IABPFF.**

We must be a strong voice politically in the wake of the upcoming midterm elections across the country on how they impact our communities and our organization directly. The members of the E-board have developed a basic plan to address what we should be doing politically but it does not have any input from our members from across the country. Our political voice must be coordinated across the country to have a national impact.

Our Communications Information Technology systems shall be updated as soon as we can review and choose the proposals that we have requested. WE must be able

to communicate with our regional directors and their corresponding secretaries directly and they must have all their contact information updated with their chapter chairman/president & chapter corresponding secretaries and all this information must be updated immediately after elections and on an ongoing basis.

Our Recruitment Committee efforts are growing but we will not be able to sustain the IABPFFRECRUIT.COM system without the support of regions, chapters, participation from local fire departments, community or online educational institutions and our recruitment of Blacks/African Americans nationwide, one chapter, one community at a time. We must be able to identify any member that we recruit on whether they get a job or not in the Emergency Medical Services or the fire service to help us determine whether we are successful or not. The final question will be can we get them to join the IABPFF.

Our Constitution must be updated and with the upcoming convention being a constitutional meeting we will have the opportunity to bring our constitution in line with the reality of the issues of the 21st century. We must address our regional and chapter bylaws issues and whether they are in sync or do not violate any IABPFF Constitution & Bylaws. More importantly we must address the finances of our organization where five different regions have increased or established regional assessments and the IABPFF dues are still \$30.00 dollars a year and each region receives 25% of that for them to operate. There is no way that we can continue to operate as an international organization and expect any significant progress within the IABPFF with dues that were established in 1970 with no cost of living allowances (DUES INCREASE) in almost 50 years.

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

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

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

Sincerely,

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