

INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS 2019 STRATEGIC PLAN

This strategic plan is a document that establishes the direction of our organization.

The Executive Board and the entire organization will benefit from having our own strategic plan. The process of developing this plan helped the board step back and examine where we are, where we want to go, and how to get there. It also gave us the opportunity to talk to each other as a family, learn more about each other thereby working together to find a direction for our organization. This plan will give each member a sense of purpose and priority.



Overview

We are excited to present to you the International Association of Black Professional Fire Fighters Strategic Plan for 2019-2023. This plan is for each members to participate and fulfill the primary goals of our organization. The most important lessons we have learned from the challenges we have faced in the past that is that there is a disconnect between the members and the leaders. This plan seeks to unify the entire organization on some basic goals and allow each chapter the ability to accomplish their own goals without having the burden of an over-abundance of expectations from the Executive Leadership. Our goal is to unify our members in the effort to increase the number of brothers and sisters in the national fire service and increase the membership of our organization. We realize some challenges to the growth of the organization are that members feel there is a lack of accountability and adaptability, a lack of unity and cohesiveness between members and leadership; members feel that their opinions are undervalued and unappreciated, and there is a lack of age and gender equality. There appears to be a lack of commitment, dedication and participation throughout the organization. These challenges have only made communication, marketing and finances; and the primary goals of Recruitment, Retention and Promotion very difficult.

Over the next four years our organization will be more united, show respect for one another, demonstrate equality in both age and gender by the way we interact with each other by each of us being totally committed to being better at listening, appreciating and valuing the opinions of each other as members and human beings. Each one of us must be committed to doing our part in fulfilling our primary goals of Recruitment, Retention and Promotion. We must all work together through this strategy to get the mission accomplished.

This plan reflects the mission that our founder has when the organization was formed that its chapters are autonomous. That recruiting and the promotional process are our foremost areas of concern. They were then, as we are now, convinced that the Black community has an abundance of untapped talent to offer the fire service. We insist, as they did, that our brothers and sister that are leaders in the fire service must partner with brothers and sister in all ranks to implement these goals.

The logo of our organization represents the foundation of the organization, red, black and green were the colors used by Marcus Garvey's black pride of African movement of the 1930's. The "Red" is for our blood, the "Black" is for the race, and the "Green" is for hope. The hand was selected because of the number five (5). The five fingers represent the five founding organizations of the International, which were Phoenix Society, Hartford, CT.; Valiants, Inc. of Philadelphia, PA; Vulcan Pioneers of Hudson County, Jersey City, NJ; Vulcan Pioneers of NJ, Newark, NJ; and Vulcan Society, Inc., New York, NY. The clinched fist symbolized Strength and Power when the fingers (Organizations) come together. It was strongly felt by the designer that the Almighty had a guiding hand in bringing Black fire fighters together from across the nation. The outline of the fingers was shaped to form the Arabic word "Allah" which means "GOD". The Flame represents the heat that is necessary to take something old (five groups) and forge them into something new (the International).

This plan is just the continuation of what began almost fifty years ago. It fulfills their vision that we can all work together with fiery passion, the strength of a clinched fist and the values of God to build a better IABPFF and recruit more members into the national fire service.

Strategic Goals: Recruit-Retain-Promote

Each of these goals is being fulfilled throughout our organization in some form to some extent. The IABPFF needs each member and each organization to focus on doing their part in helping to achieve each of these goals and share the responsibility of keeping the fires burning for employment equality in the nation's fire service. The International Executive Board has a very important role in maintaining the continuity in this effort, but it will only be totally fulfilled if each Region, Chapter and Member does their very best and places a priority on working together as a family to get to know each other and the members of our community to find the untapped talent that our founders spoke of. We need to personally act in each of these goals by taking to our families and friends about the fire service, talking to our brothers and sisters in the fire service, being personally concerned about each other and helping each other. Let's build a true family culture within the International Association of Black Professional Fire Fighters!

Our Vision

The International Association of Black Professional Fire Fighters will be the best at recruiting our youth into the fire service, giving them the best opportunity for retention and promotion.

Our Mission

The mission of the International Association of Black Professional Fire Fighters is to create a liaison between our brothers and sisters globally. To collect data on all deleterious conditions impacting all areas where injustices exist in our communities and departments and implement action to correct them.

Goal 1. Recruit new brothers and sisters into the fire service.

- A. Each member of the International Association of Black Professional Fire Fighters will be challenged to and tasked with bringing one person into the testing process for fire service. The task begins with identifying at least one brother or sister from their community, their family or their friends, sparking interest at becoming a member of the fire service. Once you identify the brother or sister make sure that they enroll in the process through the IABPFF Fire Recruit Center at ***iabpffrecruit.com*** or by text to 334444. Participation will be tracked by the Fire Recruit Center, so be sure to enter your name as the person who referred the applicant. You are expected to stay in contact with the brother or sister thereby mentoring them throughout this process.
- B. Each chapter of the International Association of Black Professional Fire Fighters will be challenged to and tasked to bring detailed information to the International on at least one local system that provides preparation for fire service employment. Systems may include but are not limited to High Schools, Colleges or Universities that provide training or preparation that is at no cost to the organization or applicant or the program must have financial sponsorship. Please provide your Regional Director the system along with a contact person so that we can follow-up on how it can help us in our recruiting goal

Goal 2. Retain; assist them in continuing their employment

- A. Each mentor who has recruited a brother or sister has the task of continued mentorship of that individual insuring that they are supported in their endeavor to become a member of the fire service. The support will begin at recruitment and continue through at least the completion of the one-year probation period that is required by most fire service employers.
- B. The International Association of Black Professional Fire Fighters will also support those brothers and sisters in cases where they believe they have been discriminated against by giving them the opportunity to have their cases submitted to attorneys through the International's ***Intake Form***.

Goal 3. Promote; create future leaders in the fire service

Direct and assist them in their promotional efforts by mentoring each of them and encouraging them to promote through the ranks. We will assist them by aligning them with the proper upward mobility and training solutions that we have developed. These plans include but are not limited to The Black Chief Officers Committee and Carl Holmes Executive Development Institute.