

IABPFF  
50<sup>TH</sup> GOLDEN ANNIVERSARY CONVENTION  
HARTFORD, CT  
AUGUST 22-26, 2022  
HONORING OUR PAST, RESPECTING OUR PRESENT  
AND SHAPING OUR FUTURE

Business Meeting called to order @ 10 am by Executive Director Freddie Brooks and addressed the Order of Business

Rules of Engagement- IABPFF Sgt-At-Arms, Sis. Tonia Reed

Roll Call of Officers and Delegates

President – Carrie Edwards-Clemons - Present

V.P. Gary Tinney – Present

Executive Director – Freddie Brooks – Present

Past President – Addington Stewart - Absent

Corresponding Secretary – Khalilah Yancey – Present

Recording Secretary – Keisha Wilson – Present

Treasurer – Gwen Sistare – Present

Sgt-At-Arms – Tonia Reed – Present

Financial Secretary – Shawn Gary – Excused Absent

NER Director – Frank Tidwell – Present

SER Director – Brenda Brooks – Present

NCR Director – Tony Jones, Jr. – Present

SCR Director – Alvin Douglas – Present

SWR Director – Lionel Newby – Present

NWR Director – Bruce Bouyer – Present

## Chapters/Regions

### NER

Bronze Heat - Patterson, NJ

Flame – East Orange, NJ

TAAFA - Trenton, NJ

Vulcan Society – Elizabeth, NJ

### SCR

Houston Black Firefighters, Houston, TX

Baton Rouge Association of Minority Firefighters – Baton Rouge, LA

Austin African American Firefighters Association – Austin, TX

Dallas Black Firefighters Association – Dallas, TX

### SER

Brothers United – Chattanooga, TN

Progressive Fire Fighters Association of Wash, DC

RISE – Prince George County, MD

PFA of Fairfax, VA, Inc.

PFAC of Miami Dade County, FL

Professional Black Firefighters Association, Inc. – Miami, FL

Lynchburg Progressive Firefighters Association – Lynchburg, VA

Vulcan Blazers of Baltimore City, Inc. – Baltimore, MD

New Breed – Jackson, MS

### NCR

Cincinnati African American Firefighters Association – Cincinnati, OH

The Society of Minority Firefighters Flint, MI

Milwaukee Brotherhood of Firefighters - Milwaukee, WI

### NWR

Tacoma Black Firefighters – Tacoma, WA

SWR

United Firefighters of Southern Nevada

San Francisco Black Firefighters Association – San Francisco, CA

Lifetime Members

Melanie Anderson

Arthur Battles

Kelly Sims

Myron King

Wanda Butler

Oshi Adelabu

Paul Hepburn

Peter Spann

Larry Moore

Dennis Blackwell

William Ward

Anthony Lewis

Jacobs?

David Cooper

Frank Cotton

Franz Edward

Lawrence Brown

Addington Stewart

Ken Flowers

James Tate

James Hill

Alvin Douglas

John Reed

Frank Tidwell

Terry Waller

Individuals

Lance Blakely

Gregory Lawrence

Emily-Elise Martin

Sharon Mathis

Tonia Reed

Reading and Adoption of Minutes

NWR Director Bouyer corrected that he was present in Baltimore, MD, and corrections were made and sent to Darren Hyson to be placed on the website.

Acceptance of the minutes from Baltimore Meeting from October 2021. Motioned by Sister Khalilah Yancey and seconded by NCR Director Tony Jones, Jr. with the necessary corrections.

Report of Officers

Carrie Edwards-Clemons, President spoke briefly about how we are meeting to continue establishing several partnerships.

Gary Tinney, VP gave his report.

Executive Director, Freddie Brooks spoke about the love has for this organization and our community outreach programs. He spoke passionately about the Founder's Five and the David Floyd Youth Camp and its mobility from State to State.

Report of Committees

**Sister Keisha Wilson – Chief Joseph L. Jones Scholarship Chair introduced the committee.**

**Sister Emily-Elise Martin - SER**

**Sister Khalilah Yancey - SER**

**Brother Lionel Newby - SWR**

**Sister Nathel Morgan - SCR**

**Sister Kristie Free – NCR**

We are here to present this year's winner Brother Lawrence Edwards of The Society of Minority Firefighters Flint, MI. CONGRATULATIONS!

## Partnership Presentation – FirstNet

DAY 2

AUGUST 23, 2022

Allowing a moment for our Vendors to speak and present their products.

Executive Director Freddie Brooks opened the continuation of the General Session @ 9 am.

Executive Director Freddie Brooks presented a video of what to expect of the David Floyd Youth Camp hoping to begin as early as 2023 and its mobility from State to State along with its capabilities with the vote from the membership.

Peter Spann, Vulcan Pioneers asks if this information is on the website?

Executive Director Brooks responded that once we get the approval from the membership, it will be posted.

Brother Joseph Muhamad, Past President asked about a line of communication and coordination of the upline/downline positions?

Executive Director Brooks answered this will be run by committees. You will need a background check and full check out to be a part of this program.

Sister Regina Wilson spoke about the mentorship of the Founding Five. The purpose is to build a pyramid of mentoring officers. The platform that will be used is Fire Chief mentor Fire Chiefs, Fire Chief mentor Officers, Officers mentor Firefighters, Firefighters to mentor probationary employees. This is a six (6)-month program and you will have to fill out an application and a survey so you can be placed correctly.

Volunteers for the Committee

Charles Mitchell Sr. President Vulcan Pioneer NJ

Michael White – R.I.Z.E.

Kristie Free – Trenton, NJ – TAAFA President

Malik Balo Chicago Fire, President – African American Firefighter and Paramedic

Kwame Cooper – Centurion's -LA City Fire department

Al Daniel - Former President Vulcan Pioneers

Executive Director Brooks asked the membership about adopting the first camp to be done in Chattanooga, TN to be located at Booker T. Washington Park for 2023.

Brother Eddie Laden made a motion to adopt the David J Floyd Youth Camp. Brother Quincy Scott seconded the motion. No questions were asked. All in attendance voted unanimously to accept the David Floyd Youth Camp. No one opposed and no abstentions.

Brother Elliot of Vulcan Pioneers asked if this can be a model for the other states and how much would it cost?

Executive Brooks answered yes, and the cost is still to be determined.

Executive Director Brooks asked if there are any volunteers to help with the Youth Camp?

Volunteers

Terrell Elliot – Vulcan Pioneers

Garry Tinney – V.P. – New Haven, CT - Firebirds

Johnny Brewington – Past President

Tonia Reed – Sgt-At-Arms – Reedy Creek, FL

Keisha Wilson – PFAC – Recording Secretary SER/International

Brenda Brooks – SER Director

Robert Pearson – Progressive Firefighters of Washington DC

Keith Bell – President – PFAC, Miami Dade County

#### VENDOR ANNOUNCEMENT

Executive Director Freddie Brooks introduced Mr. Carl Childs with Columbia Southern University.

SWR Director Newby asked about being an adjunct instructor with the University.

Mr. Carl Childs stated to contact HR department for future information.

Retired Brother Hyde spoke about his book and his resources and his experiences of being a black firefighter in the past.

August 23, 2022

## CONSTITUTION AND BYLAWS AMENDMENTS

Sister Tonia Reed addressed the membership and advised them of the dos and don'ts during the voting process of the Constitution and Bi-Laws.

Brother Kenyatta Smith, Bylaws & Constitution Chair - Addressed the membership and asked if the doors can be secured. Once he begins, no one is allowed to come or out.

COUNT OF 82 AT TIME OF DOOR CLOSING

45 NEEDED FOR QUORUM

### **Article I, Page 6 - Name**

This organization shall be known as "INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS." (Hereinafter referred to as IABPFF).

### **Proposed Change:**

This organization shall be known as "INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INCORPORATED". (Hereinafter referred to as IABPFF INC.)

### **Motion passed**

### **Article IV, Section 6 – Membership**

Lifetime Membership – A member of IABPFF who possess the following qualifications may request lifetime membership:

- (1) Have retired from active duty in the fire service profession.
- (2) In good standing with the IABPFF for at least 51% of their fire service career, including meeting all financial obligations.

Application and Approval Process – In order to apply for lifetime membership, members who met the prescribed qualifications must complete and submit a LIFETIME MEMBERSHIP APPLICATION along with a fee of Two Hundred and Fifty Dollars (\$250.00) to the International Treasurer. The International Treasurer will verify the information submitted and certify that the applicant is eligible for lifetime membership. If the applicant is not certified, then the payment submitted with the application will be refunded.

Once the Lifetime Membership Application has been validated and approved, the member will receive written notification from the IABPFF President/Representative. The member's local Chapter President (if applicable) will also be notified of the approved lifetime membership status.

Payments Options – The lifetime membership fee must be submitted to the International Treasurer using one of the following payment options:

- (1) One (1) time lump sum payment of \$250.00.
- (2) Annual dues of \$20.75 for 2019, starting in 2020, the dues will be \$25.00 per year, will then be required to maintain active membership, after first initial payment of \$250.00. All deadline dates are to be adhered to in order not to incur late fees as stated in Bylaws Article III.
- (3) Should the IABPFF dues increase, Lifetime Membership dues will also increase to be  $\frac{1}{2}$  (one-half) of the base dues for the IABPFF.
  - i. (Example: \$41.50 IABPFF dues per member = \$20.75 per retired member/year)
  - ii. Method of Payment – Payments should be submitted in the form specified by the IABPFF.
  - iii. Lifetime Member Recognition – Once a member has been approved for lifetime membership and the applicable fee has been paid in full, the member will be awarded the following recognition item: Membership Card.
  - iv. Lifetime Membership Privileges – A lifetime membership will be required to pay yearly international dues of \$20.75 in 2019 or current rate in order to maintain membership as a lifetime member. (See dues increase clause above)
  - v. Grandfather Clause – All members who paid the lifetime membership fee prior to August 1, 2018, will maintain their status; the \$20.75 fee or the current rate; will be applicable in order to maintain active membership in the IABPFF, thereafter, in the upcoming new fiscal year beginning January 2019.

**Proposed Amendment:**

Lifetime Membership – A member of the IABPFF who possess the following qualifications may request lifetime membership:

- (1) Have retired from active duty in the fire service profession.
- (2) In good standing with the IABPFF and/or Local IABPFF Chapter for at least 51% or fire service career, including meeting all financial obligations.

Application and Approval Process – In order to apply for lifetime membership, members who met the prescribed qualifications must complete and submit a LIFETIME MEMBERSHIP APPLICATION along with a fee of ~~Two Hundred and Fifty Dollars (\$250.00)~~ a fee of three hundred dollars (\$300.00) to the International Treasurer. The International Treasurer will verify the information submitted and certify that the applicant is eligible for lifetime membership. If the applicant is not certified, then the payment submitted with the application will be refunded.



Once the Lifetime Membership Application has been validated and approved, the member will receive written notification from the IABPFF President/Representative. The member's local Chapter President (if applicable) will also be notified of the approved lifetime membership status.

Payments Options – The lifetime membership fee must be submitted to the International Treasurer using one of the following payment options:

(1) One (1) time lump sum payment of ~~\$250.00~~. \$300.00

~~(2) Annual dues of \$20.75 for 2019, starting in 2020, the dues will be \$25.00 per year, will then be required to maintain active membership, after first initial payment of \$250.00. All deadline dates are to be adhered to in order not to incur late fees as stated in Bylaws Article III.~~

~~(3) Should the IABPFF dues increase, Lifetime Membership dues will also increase to be ½ (one-half) of the base dues for the IABPFF.~~

~~i. (Example: \$41.50 IABPFF dues per member = \$20.75 per retired member/year)~~

~~ii. Method of Payment – Payments should be submitted in the form specified by the IABPFF.~~

~~iii. Lifetime Member Recognition – Once a member has been approved for lifetime membership and the applicable fee has been paid in full, the member will be awarded the following recognition item: Membership Card.~~

~~iv. Lifetime Membership Privileges – A lifetime membership will be required to pay yearly international dues of \$20.75 in 2019 or current rate in order to maintain membership as a lifetime member. (See dues increase clause above)~~

~~v. Grandfather Clause – All members who paid the lifetime membership fee prior to August 1, 2018, will maintain their status; the \$20.75 fee or the current rate; will be applicable in order to maintain active membership in the IABPFF, thereafter, in the upcoming new fiscal year beginning January 2019.~~

**Vote passed**

3) **BYLAWS:**

### **ARTICLE III REVENUE:**

Section 1: The due of the IABPFF shall be derived from a per capita tax of forty-one dollars and fifty cents (\$41.50) pr year, per member, beginning January 1, 2019. Starting on January 1, 2020, dues will increase to fifty dollars (\$50.00) per member until amended. Dues are payable January 1, on and before March 1 of each year, and are considered late if received after March 1<sup>st</sup>. Dues received by the IABPFF Treasurer after October 1<sup>st</sup> shall be counted for the following year.

### **PROPOSED AMENDMENT CHANGE:**

Section 1: The due of the IABPFF shall be derived from a per capita tax of forty-one dollars and fifty cents (\$41.50) pr year, per member, beginning January 1, 2019. Starting on January 1, 2020, dues will increase to fifty dollars (\$50.00) per member until amended. Dues are payable January 1, on and before March 1 of each year, and are considered late if received after March 1<sup>st</sup>. **If dues are late, member access to the IABPFF web portal will be denied starting at midnight March 2<sup>nd</sup> until such time that dues are paid.** Dues received by the IABPFF Treasurer after October 1<sup>st</sup> shall be counted for the following year.

**Vote passed**

### **4) POLICIES:**

12. If member (s) in good standing utilize assistance from the IABPFF Legal Defense Team, the name of IABPFF, Inc. shall be added to the lawsuit.

**Vote passed**

### **Amendment:**

Page 7, Article IV, Section 6: Paragraph 2:

In good standing with the IABPFF for 51% years of fire service career, including meeting all financial obligations.

### **Proposed Amendment Change:**

**In good standing with the IABPFF for 10 years of fire service career, including meeting all financial obligations.**

Section 6: Payment Options: The Lifetime Membership fee must be submitted to the International Treasurer using one of the following payment options: 1: One-time lump sum payment of \$250.00.

2. Annual dues of \$20.75 for 2019, starting in 2020 the dues will be \$25.00 per year, will then be required to maintain active membership, after first initial payment of \$25.00. All deadline dates are to be adhered to in order not to incur late fees as stated in Bylaws Article III.

**(Remove)**

3. Should the IABPFF dues increase, Lifetime Membership dues will increase to be half (1/2) of the base dues for the IABPFF. (Remove)

Also Remove I, ii, iii, iv, v

### **Article Rescinded**

#### **Article VII, Section 12**

The Treasurer shall be the Chief custodian of the funds of this Association, and shall countersign all checks with the International President, in his absence, with the Executive Vice President. Add his or her absence.

\*\*He or She shall: Add number 5 to read Shall have a bachelor's degree or higher in Finance Services.

Section 13: The Financial Secretary shall prepare semi-annual comparative statements. He or She shall serve on the registration committee and work directly with the Convention Committee.

#### **Proposed Article Change:**

The Financial Secretary shall work directly with the Treasurer on quarterly financial reports. Work with the Chapters on their rosters. Chair the registration committee at the convention.

### **Article Rescinded**

#### **Page 17: Article VIII, Section 2**

If the event of a tie vote for the office of the International President, the election shall be determined by a majority roll call vote of local association in attendance at the International Biennial Convention. In the event of a tie, in any other Elected Position on the International Executive Board, the position shall be filled by majority vote of the International Executive Board.

#### **Proposed Article Change:**

If in the event of a tie vote for any elected board position, the election shall be determined by a majority roll call of financial members in attendance at the Biennial Convention.

### **Vote Passed**

#### **Page 17, Article VIII, Section 3: Criterion for Candidacy:**

1. Change from 4 years membership to 5 years.
2. Change from 1 Regional Conference to 2 Regional Conferences and Change from attending 1 International Convention to 1 International Convention and 1 Executive Council within 4 years.

### **Vote Passed**

#### **Page 19, Article XI Vacancies in Office, Paragraph 2.**

The names shall be placed on a ballot and mailed to all local associations in good standing for their vote. The voting strength of each local associations shall be what it was at the last International Biennial Convention.

#### **Proposed Change:**

The names shall be placed on a ballot and sent to all members including retirees in good standing.

### **Vote passed**

#### **Page 19, Article XII – Executive Council, Section 1**

The Executive Council shall consist of the International Executive Board and the Presidents of each local associations or their designated representatives. Representatives from one-third (1/3) of the local association shall constitute a quorum of any Executive Council meeting.

#### **Proposed Change:**

The Executive Council shall consist of the International Executive Board, President of each local Chapter (or their designated represented) and Individual members where no associations exist. Representatives from one-third (1/3) of associations and Individual members (in good standings) shall constitute a quorum of any Executive Council Meeting.

### **Vote Failed**

#### **Page 20, Article XIII, Section 1**

- 1) Any Officer may be removed from office for just cause, if approved by two-thirds (2/3) vote of the Executive Council present.
- 2) Any member may be terminated for just cause, if approved by two-thirds (2/3) vote of the Executive Council present.
- 3) Any local association may be suspended for just cause, if approved by two-thirds (2/3) vote of the Executive Council present.

Change 1, 2 and 3: Remove present on all three sections.

### **Vote Failed**

#### **Bylaws Article 3, Section 1**

The dues of the IABPFF shall be derived from a per capita tax of forty-one dollars and fifty cents (\$41.50) per year, per member, beginning January 1, 2019. Starting on January 1, 2020, dues will increase to \$50.00 per member until amended. Dues are payable January 1, on and before March

1 of each year, and are considered late if received after March 1. Dues received by the IABPFF Treasurer after October 1st shall be counted for the following year.

**Proposed Change:**

The dues of the IABPFF shall be derived from a per capita tax of forty-one dollars and fifty cents (\$41.50) per year, per member, beginning January 1, 2019. Starting on January 1, 2020, dues will increase to \$50.00 per member until amended. Dues are due and payable 1<sup>st</sup> of October of the year before the membership period being paid for begins. Dues must be paid before 1<sup>st</sup> of January for a member to be current and in good standings.

A member is not current nor in good standing, if their membership is not current. If a member is not current and in good standing, then all membership privileges are on hold until dues are received by the IABPFF Treasurer.

Dues received by the IABPFF Treasurer after October 1, shall be counted for the following year.

**Vote Failed**

**Constitution Article 4, Section 7**

All monies collected or received (membership dues, revenues from the IABPFF merchandise or use of the IABPFF logo, etc.) By any entity shall be forwarded to the appropriate IABPFF Regional/Representative with the proper annual membership roster and/or documentation of revenue collected. A separate roster listing for lifetime members shall be forwarded also. The IABPFF shall keep a separate file of lifetime members.

**Proposed Change:**

All monies collected or received (membership dues, revenues from the IABPFF merchandise or use of the IABPFF logo, etc. By any entity shall be forwards to the appropriate IABPFF Regional/Representative with the proper annual membership roster and or documentation of revenue collected. A separate roster listing for lifetime members shall be forwarded also. The Region shall then forward all monies to the International Treasurer. A Chapter is not considered financial until the International Treasurer has received the appropriate amount of dues and a completed roster in the correct format. The IABPFF shall keep a separate file of lifetime members.

**Vote failed**

This is the closing of the business session of the convention. Thank you all for attending.

Closing Prayer by Past President Muhammed!