

NATIONAL END OF THE YEAR REPORT 2025-2026



National Association of Black Military Women Installation Ceremony January 11, 2025





- Executive Board meetings'
- President's Vision
- Code of Conduct
- Roberts' Rules
- Leadership/Goals
- Established Committees
- SOP- memorial Programs
- P & P
- Appointments
- Vacancies
- Website

PRESIDENT'S VISION

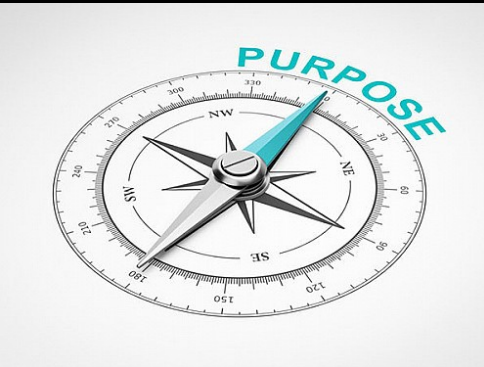
“A Vision Rooted in Legacy and Lifted by Purpose”



- My vision is to ignite a movement that empowers Black Military Women Veterans and Minority Women to Tell HerStory with pride, courage, and purpose. Our stories are powerful tools of education—teaching women veterans, families, and communities about the brilliance, resilience, and contributions of African American women who served this nation with honor. To fulfill this vision, we will strengthen NABMW from the inside out. Guided by our core values—Integrity, Leadership, Trust, Commitment, and Communications—we will rebuild systems, nurture ethical leaders, welcome new members, and deepen our partnerships across the communities we serve. These values will be our

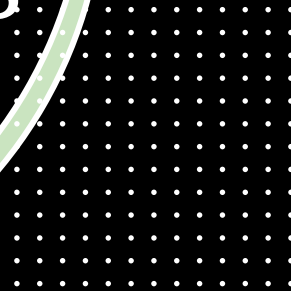
NABMW MISSION&PURPOSE

- The National Association of Black Military Women (NABMW) exists to preserve, honor, and elevate the legacy of Black American military women whose service has shaped the defense and history of the United States. Our mission is grounded in stewardship, education, empowerment, and community uplift.
- 2. Historical Education & Public Engagement To ensure that accurate and comprehensive historical information about these women is accessible throughout the United States. NABMW fulfills this purpose through lectures, forums, exhibitions, school programs, research initiatives, and other educational activities that illuminate their service.
- 3. Youth Inspiration & Role Modeling To motivate and support youth within our communities by identifying and highlighting Black military women role models across history. Through their stories, we encourage young people to pursue excellence, leadership, and greater personal achievement.
- 4. Expanding Knowledge & Awareness To increase public understanding of the experiences, accomplishments, and ongoing service of Black military women—past and present—within all branches of the U.S. Armed Forces.
- 5. Camaraderie & Community Building To foster a spirit of camaraderie, goodwill, and shared purpose among individuals who have a deep interest in Black history, military heritage, and the advancement of women veterans.
- 6. Advocacy & Issue Monitoring To monitor, document, and communicate military issues that pertain to or affect women



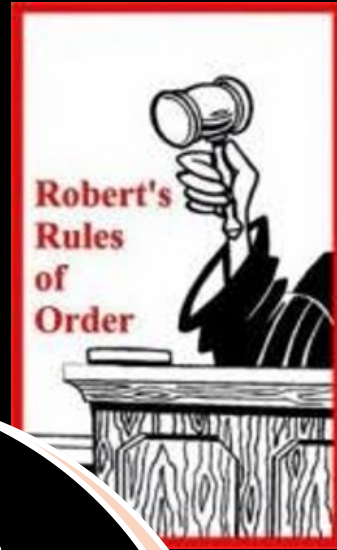


Code of Conduct & Adherence to Robert's Rules of Order



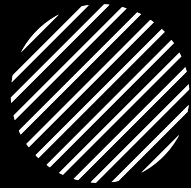
- NABMW upholds a standard of professionalism, ethical behavior, and organizational discipline that reflects the legacy of Black military women who have served this nation with honor. Our Code of Conduct and commitment to Robert's Rules of Order ensure that our operations remain transparent, fair, and grounded in integrity.
- **Code of Conduct**
- The NABMW Code of Conduct establishes expectations for all members, officers, and volunteers. It guides behavior, decision-making, and interactions within the organization and with the communities we serve. Members are expected to:
- Demonstrate Integrity in all actions, communications, and representations of NABMW.
- Uphold Leadership by modeling professionalism, respect, and accountability.
- Maintain Trust through honesty, reliability, and adherence to organizational policies.
- Show Commitment to the mission, purpose, and advancement of NABMW.
- Practice effective Communication that is respectful, timely, and aligned with organizational values.

Code of Conduct & Adherence to Robert's Rules of Order



- **Violations of the Code of Conduct**—especially those that compromise ethics, disrupt organizational harmony, or violate established bylaws—are addressed through formal review processes consistent with NABMW policies and Robert's Rules of Order.
- Robert's Rules of Order
- NABMW conducts all official meetings, elections, and organizational proceedings in accordance with Robert's Rules of Order, ensuring fairness, structure, and democratic participation. These parliamentary procedures provide:
 - Clear guidance for motions, debate, and decision-making
 - Protection of member rights and responsibilities
 - Transparent processes for addressing concerns or violations
 - Orderly conduct of business to maintain organizational efficiency
- When an elected officer violates bylaws, ethics standards, or the Code of Conduct, Robert's Rules of Order provides the framework for corrective action, including investigation, notice, due process, and—when necessary—removal from office. This ensures that leadership remains accountable and aligned with the values and mission of NABMW.

Leadership Goals



LEADERSHIP



Collect Members' HerStories"

Leadership Development

Recruitment Members with Talents

Fiduciary Responsibility

Brand Management & Marketing

Partnerships & Networking

Collect Members' HerStories

- Strengthened NABMW's historical archive by actively gathering, preserving, and uplifting the lived experiences of Black military women and minority women. This initiative ensures that our stories remain visible, accessible, and honored for future generations.

Goal: Capture and preserve the lived experiences of Black military women and minority women to expand NABMW's historical archive. Measurable Outcome:

Collected **over 40 new HerStories** from members across multiple chapters.

Integrated **HerStories into 50th Anniversary archival displays** and digital preservation efforts.

Established a **standardized submission process** for members to contribute stories year-round.



Collect Members “HerStorie s”



Members continue to attend events throughout their states.



Our Initial goal was 30% of members to share their stories.



The National Newsletter helps members to tell “HerStories”



The newsletter has been posted on several social media platforms



We have once again exceeded this goal!

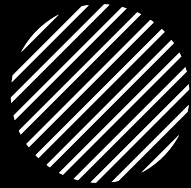
Leadership Development

focused on cultivating ethical, capable, and confident leaders within NABMW. Provided mentorship, governance guidance, and structured opportunities for members to grow into leadership roles at the chapter and national levels.

Leadership is about making others better because of your presence and making sure that impact lasts in your absence.



RECRUITMENT



Recruitment

- As in prior years, our objective was to increase membership by 50% annually.
- By recruiting individuals with targeted talents and expertise, the strategic plan will strengthen the organization's ability to fulfill its mission.
- To support this effort, a meet-and-greet was held at the Governor's House in St. Croix, USVI. More than 25 veterans attended, and 14 joined NABMW.

Fiduciary Responsibility

- We aim to increase funding by 40% to advance the organization's mission and programs through creative revenue strategies—membership dues, sales of NABMW stoles/sashes, and fundraising events.
- Effective January 1, 2025, the annual National Dues amount increased to \$75.00.





Brand Management & Marketing



- Our goal is to effectively develop a marketing strategy to manage brand awareness through marketing tools including social media, effective communication of our mission, purpose and events.
- Using effective collaborating skills and networking having a positive presence in multiple communities where our membership resides.

Partnerships & Networking

Established and deepened strategic relationships that elevated NABMW's visibility, credibility, and community impact. These alliances advanced outreach, education, advocacy, and collaborative programming.

By connecting NABMW with military, civic, academic, and community organizations, these partnerships extended our reach and strengthened our national leadership in preserving and promoting the legacy of Black military women.

- **Collaborations during this term included:**
- Division of Veteran Services (NYC)
- New York State Division of Veteran Services
- Central Florida National Council of Negro Women (NCNW)
- Orange County Mayor's Veterans Advisory Council (OCMVAC)
- New York Buffalo Soldiers
- National Coalition of 100 Black Women, Inc., Tampa Bay Area Chapter
- Office of Veterans Affairs –US Virgin Islands
- National Council of Negro Women Affiliate
- Central Florida Chapter of Tuskegee Airmen, Inc.



Meet NABMW's Newest Chapters

- Nashville, Tennessee
- Jacksonville, Florida
- USVI , St. Croix

NABMW Committees

By Laws

Membership

Regional
Director's

Chaplaincy

Scholarship



APPOINTMENTS

- The following members were appointed to the Executive Board 2025-2026

Sebrena Flagg-Briggs SE
Regional Director



Rev. Brenda Bligen,
Membership
Chair/Chaplaincy



Bridget Lightbourne,
Chaplaincy



Judith Cotten, Members-
At-Large Director



Barbara Bookard,
Assistant Membership
Chair



Regional Director Vacancies

- Northwest- Alaska, Idaho, North Dakota, South Dakota, Oregon, Washington
- North Central Region – Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Ohio, Wisconsin
- Central East Region- District of Columbia, MD, North Carolina, Virginia, West Va.





VACANCIES

- Parliamentarian
- Public Affairs Officer
- IT Techs/Cybersecurity
- Fundraisers
- Grant Writers
- Webmaster

Policies and Procedures/Manuals/Job Descriptions



☒ SOP Memorial Program

 Complaint Policy

 Regional Director Policy (In progress)

 Job Descriptions

 Historian

 Member Leapcan (new)

 Membership Updated & Revised

 How to start a Chapter (in progress)

President's Activities/Contributions 2025



President's Activities/Contributions 2026



1/24 Jacksonville, Florida Installation



5/17 Invited back to Belgium



6/12 Guest Speaker Women's Veterans Day, St./ Croix, U.S.V.I



9/11 Installation of the first USVI Chapter, St. Croix

NABMW Definition of SISTERHOOD



- Sisterhood is the sacred bond that unites Black military women across generations.
- Sisterhood means belonging.
- Sisterhood means strength.
- Sisterhood means legacy.
- Sisterhood means action.
- In NABMW, Sisterhood is our identity, our anchor, and our promise. It is the heartbeat of our mission and the foundation upon which our organization continues to grow, thrive, and lead.



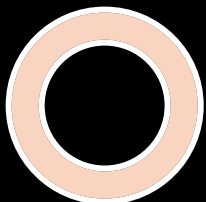
Sisterhood means:



- A bond forged through shared experience.
- Black military women have walked roads few others understand — service, sacrifice, resilience, and triumph. Sisterhood is the connection that grows from those lived experiences
- Sisterhood creates a circle where Black military women can be fully seen, fully valued, and fully heard — without explanation or apology.
- NABMW's sisterhood is rooted in defending each other's stories, preserving history, and ensuring future generations know the truth of Black women's military service.
- A spiritual and emotional anchor.
- It's the feeling of "home" — the comfort, trust, and unity that comes from knowing you are part of something larger than

**A Personal Message
from President
Annette Tucker
Osborne**





A Personal Message from President Annette Tucker Osborne

To My Sisters of NABMW,

When I speak of sisterhood, I am speaking of something deeply personal to me. It is the bond that has carried me through my own military journey – the laughter that steadied me, the wisdom that guided me, and the quiet strength that reminded me I was never walking alone.

Sisterhood, to me, is knowing that every woman in this organization holds a story that matters. It is honoring those stories with respect, compassion, and truth. It is choosing unity even when life pulls us in a hundred directions. It is unity even when life pulls us in a hundred directions. It is showing up for one another not out of obligation, but out of love.

As your National President, I see sisterhood in the way we celebrate each other's achievements, in the way we protect our history, and in the way we extend our hands to the next generation of Black military women. I see it in the courage of our trailblazers, the resilience of our retirees, and the brilliance of those still serving.

Sisterhood is our strength. It is our legacy. It is the promise we make – that no woman's service will ever be forgotten, overlooked, or diminished.

And personally, it is my honor to stand among you.

Not above you- but with you.

As your sister.

With respect, gratitude, and love,

Dr. Annette Tucker Osborne, COL (Ret)

National President, NABMW

