



## **2025 Board Election: Candidate Q&A**

**Candidate Name:** Louis Imperatrice, NRP, MICP

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**1. How would you describe your leadership style, and how has it shaped your work in EMS?**

- My leadership philosophy is built on a foundation of support, collaboration, and continuous improvement. As a leader in Emergency Medical Services (EMS), my primary objective is to empower our teams by providing them with the necessary resources and organizational support they need to succeed.
- I believe that the most effective decisions are made by teams of subject matter experts, not by a single person. My leadership focuses on three core pillars: operational excellence, professional development, and personal support.
- I am a strong advocate of servant leadership and believe that true leaders lead by example. I continue to work as a paramedic every weekend to stay connected to the challenges and realities of our field. This direct experience allows me to ensure that all strategic and operational decisions are made with a deep understanding of the needs of both our providers and the patients we serve. This consistent feedback loop from the front lines is invaluable to my leadership.

**2. In what ways do you advocate for EMS? What strategies would you recommend for NAEMT to strengthen its advocacy efforts and gain recognition for EMS as an essential service?**

- My advocacy for EMS is rooted in a fundamental belief that effective change is driven by direct engagement and strong relationships. As a board member, I would serve as a "boots-on-the-ground" advocate. This means proactively visiting EMS agencies and meeting with our professionals to gain a real-time, comprehensive understanding of the diverse challenges they face across different systems.
- My strategy prioritizes building powerful relationships at the local and state levels, recognizing that this is where meaningful, lasting change begins. I would focus on cultivating strong professional ties with local and state leaders, including EMS chiefs, city officials, and representatives. This localized network is the cornerstone of effective advocacy.
- Many key decision-makers lack a full understanding of the complex challenges facing EMS today. My top priority would be to close this gap by educating these stakeholders about the operational and financial realities of our profession. I would recommend a strategic shift for the organization to place a greater emphasis on local and state-level advocacy. While national advocacy is important, building a strong base of local support will ultimately create a more powerful and sustainable path toward achieving our goal of becoming an essential service.

**3. How can NAEMT better support and develop the EMS workforce, particularly newer generations? How would you convey the value of membership to both current and future members?**

- My vision for supporting the EMS workforce is built on a commitment to tangible action and direct investment. As a board member, I would champion two key initiatives for the NAEMT: strategic recruitment and educational advocacy.
- First, we can attract new talent by building a strong career pipeline. My focus would be on creating partnerships with educational institutions and workforce programs to provide fully funded training. This proactive approach ensures we're reaching potential candidates where they are, eliminating financial barriers, and securing the future of our profession.
- Second, we need to address the widespread issue of shrinking training budgets. I would advocate for the NAEMT to provide grants and financial support directly to EMS agencies, enabling them to maintain and expand their training and professional development programs. This investment in continuous education not only enhances the skills of our workforce but also promotes a culture of excellence and long-term commitment.
- The value of NAEMT membership is something I would convey through my personal story. I've experienced firsthand how this organization transforms careers, from becoming an instructor to participating in the Lighthouse Leadership Program. The professional network and opportunities available through the NAEMT have been fundamental to my success, and I would make it a priority to share this message with others, demonstrating how membership is an investment in their professional future.

**4. What is a pressing issue currently facing EMS and how could NAEMT help address it?**

- A significant challenge facing Emergency Medical Services (EMS) today is the underfunding of educational programs and initiatives for career growth. This financial pressure often leads to a decline in clinical excellence, which directly impacts patient care. As a candidate, my primary focus is to ensure that EMS professionals can consistently provide the highest quality of care to every patient, encompassing medical, compassionate, and mental health support.
- To address this critical issue, I propose two key strategic initiatives for the National Association of Emergency Medical Technicians (NAEMT):
  - Expand and Subsidize Educational Offerings: The NAEMT is uniquely positioned to combat funding cuts by promoting and expanding low-cost educational programs. By supporting EMS clinical education through standardized competency assessments and evaluations, we can ensure that all professionals, regardless of their agency's resources, have access to the training needed to maintain peak clinical performance.
  - Develop a Quality Assurance (QA) Program: Many EMS agencies lack the resources to implement robust internal QA/QI (Quality Improvement) programs. I believe the NAEMT can fill this gap by developing a comprehensive, yet accessible, quality assurance program. This initiative would provide a structured framework for agencies, helping them to systematically improve their standards of care and patient outcomes.