



Tennessee State Conference NAACP

27 A Brentshire Square | Jackson, TN 38305

February 18, 2021

TO: North Carolina State Conference National Association for the Advancement of Colored People

ATTN: President Rev. Anthony Spearman & Executive Committee

Re: Request for Removal from Administratorship

Dear President Spearman:

In the fore mentioned communication dated December 30, 2020 to President/CEO Johnson, you requested that the North Carolina State Conference be removed from Administratorship.

The North Carolina State Conference was placed under Administration for conduct inimical to the Constitution and Bylaws of the National Association for the Advancement of Colored People that includes actions of individuals, the general body and persons serving as officers and leaders of the State Conference. These include but are not limited to the following:

- Lack of knowledge of the Constitution and Bylaws or failure to comply with the rules of the NAACP Constitution & Bylaws
- Statement and actions of President Spearman, in an Executive Committee meeting resulted in the filing of an ADA complaint against the Association.
- Inability to maintain order and decorum of a State Conference Meeting in a public facility. (State Conference Meeting of 2019). (We've video showing the chaos in the proceedings)
- Officers and Executive Committee members placed themselves in the middle of an explosive and controversial legal situation without following the Constitution & Bylaws that clearly state that all internal measures must be exhausted before making the issues public.
- Taking a public stand in a Press Conference, in opposition to the National NAACP, supporting pending litigation against the Association.

There were several Article X complaints that were filed against President Anthony Spearman and Past President William Barber. We chose not to further compromise the reputation of the N.C. State Conference by making public these allegations and complaints because the State Conference was still reeling from the allegations and handling of the alleged (very public) sexual harassment complaint of 2017.

The other Article X complaints alleged violations of the State Conference Constitution & Bylaws. The alleged violations include:

1. Payments made to individuals (not in budget) without prior approval of the Executive Committee;
2. Disbursements made to individuals and vendors without prior approval or reporting to Executive Committee;
3. Monies/donations taken up at rallies and events not accounted for in financial report submitted to Executive Committee or Year End AFR;
4. A lack of transparency in the communications between the President, Secretary and Treasurer;
5. Duties of the Secretary assigned to others without Secretary's knowledge or consent;
6. Bypassing the Secretary in the signing of vouchers for disbursement;
7. Ignored request for an audit of the State Conference Finances by an independent auditor for several years;
8. The North Carolina State Conference has and continues to operate in a manner that ignores the sovereignty of the National Office.

These actions and others are deemed as exhibiting behaviors not in accordance with the principles, aims and purpose of the NAACP.

Mrs. Hazel Dukes and I were assigned as Administrators of the North Carolina State Conference at the October 2019 National Board of Directors Meeting. We contacted President Spearman, President of the North Carolina NAACP State Conference to schedule a meeting with the Units, Officers and Executive Committee in the month of November. Several things transpired during our attempt to have the first meeting. Churches in the Greensboro area did not want us to meet in their facilities because it was said that the NAACP may tear up their facilities with the kind of disturbances that had happen at the State Convention the previous month. At no time did President Spearman or anyone from the State Conference offer to help us arrange a meeting place. We reached out to former National Board Member, Melvin "Skip" Alston, who suggested that we use the facilities at the Black History Civil Rights Museum. He committed to check the availability of the Museum for the proposed date and get back to us. Before, Mr. Alston could complete the booking of the Museum, members of the NAACP had contacted the Board Members of the Museum telling them that the NAACP would riot and tear up the Museum, if allowed to meet there.

Please also note that during this time, I had received numerous calls, texts, and emails from members of the North Carolina NAACP stating that they did not believe that it was safe for Mrs. Dukes and me to come to North Carolina. We contacted a local hotel and made arrangements to hold the meeting at the hotel. Mrs. Dukes and I booked flights to Greensboro to arrive on Friday evening, host the meeting with the State Conference on Saturday morning and depart on Saturday evening. Members of the local city and county Law Enforcement were to be available to ensure our safe passage to and from the meeting. At the eleventh hour, we were advised by the General Counsel (Berry) to postpone our trip to early 2020.

A meeting was scheduled for February 29, 2020; however, Mrs. Dukes was recovering from surgery and was unable to attend the meeting. Although the Press was barred from the initial meeting between the Administrator and the N.C. State Conference held in Greensboro on February 29, we were very aware that there was the possibility that the proceeding could possibly be recorded. We believed it expedient not to share charges made against the President or other officers and members during the meeting and shared the same with the group.

An outline of the "Administratorship for the North Carolina State Conference" was presented to the State Conference President and all members present at the February 29, 2020 meeting. See attached copy. **Immediate requests to be sent to the National Office included:**

- **Copies of the minutes of the State Conference meetings, copies of minutes from all Executive Committee meetings and copies of all minutes from all Standing Committee meetings from years 2013-2019.**
- **Forward copies of all bank accounts, financial statements from September 2013 – December 2019 to include but not limited to monthly statements of income and expenses, yearly AFR, statement of all salaries, stipends, honorariums, etc., paid to employees, contractors, consultants, etc., and terms of employment /contract.**

To date, none of the above items have been received by the National Office or the Administrators. The North Carolina State Conference has not addressed the requests by the Administrators. See copy attached.

Conflict Resolution Training needs to take place in the State Conference, but I believe it is a way off in the future. There is an atmosphere of distrust between President Spearman, several of the Vice Presidents, Area Directors and Branch Presidents. There is an air of open hostility and lack of respect among the members and each side tries to bring the Administrators into the quarrel.

The North Carolina State Conference NAACP needs to develop a Strategic Plan to chart the future of the Unit. However, this is done at the end of an administratorship after critical issues have been worked out. It is done after a SWOT Analysis to determine strengths and weaknesses.

I was in recovery mode for the October 8, 2020 meeting and requested that the Regional Director Myles be present in her place.

I had every intention of attending the December 19, 2020 meeting, but did not receive a copy of the agenda prior to the meeting as previously discussed and did not receive the zoom connection information in a timely manner. We searched the emails the previous days for a link and did not find the agenda or a link. After receiving a message from Rev. Spearman that a link had been sent, after the meeting, I found that the zoom link had been sent by a person with an unfamiliar name after the meeting was in progress.

The failure of the North Carolina Leadership to produce the items requested (items that belong to the NAACP) has prevented the Administratorship from moving forward. Mrs. Dukes has been an active participant in all discussions of the North Carolina State Conference Administratorship. We have tried to walk 'light' and not share information or items from the Articles submitted that would decrease the effectiveness of the North Carolina State Conference. We were very aware that the State Conference would play a major role in the 2020 State and National Elections and did not want any negative items from the investigation to affect the State Conference's role in the elections.

A complaint/question was received from two of the Vice Presidents of the State Conference questioning whether the Personnel Committee had acted on their own to furlough the State Conference Staff. When I stated that I thought that there had been a motion by someone from the Committee, the response was they did not believe that there had been a motion. When I asked

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you, President Spearman, if there had been a motion, you said that you were not sure. So, I suggested that we reconvene to reaffirm the action.

I stand by my communications of September 24, 2020. One of the things that we have noticed is that there is a very clear lack of communication in the State Conference. One of the reasons for this is a lack of adequate meetings of State Conference Leadership.

Chairman Russell and I have met with you (President Spearman) on several occasions and have discussed the operation of the State Conference and the need to move the State Conference meeting to monthly or bimonthly, with a quarterly meeting to include all units. Contrary to your accusations, the Administrators have refused to engage with current or former members of the National Board of Directors, on the issues in the State Conference.

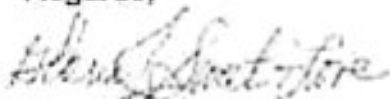
Your letter of request for National intervention, contained items that are to be filed in an election complaint. Pursuant to Article IX, Section 2(c) of the *Bylaws of Units of the NAACP*, an election complaint is to be filed within 5 days of the said election. This letter was not sent in the defined timeline and did not include the prerequisite number of signatures needed to file an election complaint.

There is a 'Great Divide' in the leadership of the North Carolina State Conference that is reflected across the Units in the state. In my memo of September 24, 2020, I stated that it is better to over communicate. All actions of the State Conference should be transparent to the Executive Committee and the Units. Executive Committee members should not learn that the State Conference has a new employee from the local newspaper. Lastly, it is important that leadership seek information from a knowledgeable source within the NAACP.

Finally, to be placed under Administration is a disciplinary act recommended by the Committee on Memberships and Units ("COMU"). This action is voted on by the COMU and sent to the full Board of Directors. The full Board of Directors then acts on this recommendation by the Committee.

This action cannot be undone without compliance to the Administrators' requests. I repeat the above and attached requests of the State Conference by the Administrators in the meeting of February 29, 2020 be responded to immediately. These requests were vetted by the General Counsel.

Regards,



Gloria J. Sweet-Love

Chair

Committee on Memberships & Units

cc: Hazel Dukes, Administrator

ATTACHMENT 1



Saturday, February 29, 2020
Marriott Greensboro Downtown
Meeting with North Carolina State Conference
10:00 AM – 12:00 PM

AGENDA

- I. Call To Order
- II. Invocation
- III. Ascertainment of Units Present & Greetings
- IV. Articles of Administration
 - What it means
 - Restrictions
 - Violations of Terms
- V. Items to be completed to meet terms of Administration
- VI. Administration Expenses & Reimbursements
- VII. Questions & Answers
- VIII. Closing Prayer