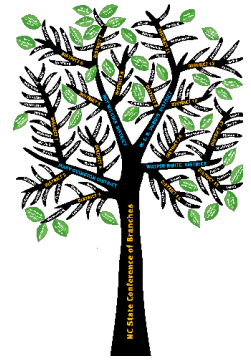




NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
#5480 NORTH CAROLINA STATE CONFERENCE

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Rev. Dr. T. Anthony Spearman, State President



December 30, 2020

Mr. Derrick Johnson, President and CEO
President and CEO
NAACP
Baltimore, MD

RE: Request for Removal from Administratorship

The North Carolina State Conference of Branches Executive Committee unanimously voted during our December 19, 2020 meeting to request immediate removal from administratorship status (minutes available upon request.) We collectively agree that there has been a departure from the established goal of **returning the State Conference Officers, staff, members and Units to operating within the Standard Operating Procedures of the NAACP Constitution & Bylaws** or perhaps even more candidly, we agree that there never seemed to be any genuine effort made toward reaching the goal. Further, It has become a tremendous hindrance to us in securing much-needed funds to fight the plethora of injustices before us and in maintaining our hard-won posture as one of the most capable and trusted civil rights organizations in NC, the South, and beyond.

On October 5, 2019, our President and Chief Executive Officer of the NAACP, came to the seat of our State Conference in Winston-Salem, NC and informed the North Carolina State Conference of NAACP Branches that the National Board of Directors of the NAACP had decided to place our State Conference under a Level II Administratorship. Pres. Johnson informed the large assembly of seasoned civil rights warriors, that a flurry of Article X's had been filed at the National Office, that an investigation would follow, hearings would be held on the Article X's, and persons who were found to be in violation would be dealt with, regardless of their offices or positions.

This has not happened.

Article X Section 5 clearly states that;

Upon receipt of the complaint by certified or regular mail, the National Office **shall** forward a copy of the complaint by mail to the officer or member against whom it has been filed at the officer or member's correct address of record within **ten (10) calendar days of receipt of the complaint. The respondent officer or member shall have fifteen (15) calendar days from the date of the receipt of the complaint to file a written response by certified and regular mail, sent to the attention of the Vice President of Field Operations and Membership Department.** The 15-day period shall commence to run from the time service of the complaint is complete. Service of the complaint upon the officer or member shall be deemed complete five (5) days after the complaint was mailed

by the Vice President of Field Operations and Membership Department.

This has not happened.

Further, not one member of this State Conference has acknowledged receipt of any complaint at all. Hence, this conference demands evidence of the “flurry of Article X’s” that led to this action.

In a letter dated October 23, 2019 that Pres. Johnson transmitted after his visit, the North Carolina State Conference was notified that National Board Members Gloria Sweet-Love and Hazel Dukes were to serve as the Administrators of the Administratorship.

To date, we have not seen or heard from Administrator Dukes.

Since the vague reference to a flurry of Article X’s, and the appointment of Administrators, our Executive Committee, and members (the largest State Conference in the South) have, justifiably in our opinion, repeatedly expressed their concerns about how to move forward especially since line item 2 toward reaching the goal of this administratorship states that the Conference “immediately, correct any/all violations of NAACP policy.” Yet, to date, those violations have never been communicated to us. How do we correct these alleged violations when they have not been shared with us with any degree of specificity. Administrator Sweet-Love informed the large assembly she would work with the Executive Committee to develop a strategic plan and implement resolution-conflict training.

This has not happened.

There seems to be no plan to address the merits of allegations which are alleged to be the basis of the Administratorship; there seems to be no plan to address underlying problems; and no plan to end the Administratorship. The administrator did not attend our Executive Committee meeting on Thursday, October 8, 2020, nor did she or her designee attend our December 19, 2020 Executive Committee meeting.

On February 29, 2020, ten months ago, Administrator Sweet-Love called a meeting of all members of the North Carolina NAACP, at the Marriott Hotel in Greensboro, NC, where she informed the large assembly of the administratorship. When questions were asked about the reasons driving this action, her responses were vague and ambiguous. Most in attendance were left in the dark about the charges that were the alleged reasons for placing us under ‘Level Two’ or any other Level of Administratorship. **These concerns remain today.** They can be summarized in two categories: First, What Charges Were Made Against the State Conference that Resulted in our Suspension? And Second, Why was the State Conference deprived of the Process due to it by the Constitution of the National Association For the Advancement Of Colored People and Bylaws For Units Article X, Sections 5, 6,7, ff..

To that we now add Article X, Section 2 (Grounds for Suspension or Other Disciplinary Action) a portion of which reads,

Any member of the Association who files litigation against the National NAACP or against any of its Units without having pursued the remedies within the framework of the Association, shall be deemed as exhibiting behavior not in accord with the principles, aims and purposes of the National Association for the Advancement of Colored People, meriting suspension, expulsion, or disciplinary actions.

Allow us to pose the question, how does the Association deal with a member(s) who do pursue all remedies within the framework of the Association? What are the guardrails that protect members who consistently

work within that framework intentionally striving to prevent filing litigation? Please afford us the opportunity to demonstrate how the State Conference has attempted to work within the framework to no avail:

1. On December 7, 2017 – State Conference President sent a letter to Derrick Johnson, detailing an intentional coup and requesting intervention. No response. (See enclosure)
2. On March 18, 2019 - beginning of numerous texts and emails from State Conference President T. Anthony Spearman to Derrick Johnson and Aqueelah Dunaway requesting a date for a meeting; a thread which continued through April 7, 9, 11, 2019, with requested meeting never taking place.
3. On November 5, 2019 - received a voice mail from Administrator Sweetlove conveying intent of administrators desire to visit the State Conference on November 23, 2019. I explained the family crisis my wife and I were facing and requested to move the meeting to the following Saturday. The response of the Administrator “Congratulations on the new grandchild! We’re very much aware that we’re coming into the holidays but the Administratorship was put in place on October 19 so it is imperative that we meet this month! Our plan is to have a meeting of not more than 4 hours so that we can explain to the members of the State Conference about the Administratorship and try to answer their questions. We believe we can do this from 10 until 2 and all will be free to be on their way.” Apparently the meeting was not as “imperative” as the administrator perceived it to be because the meeting was changed to February 29, 2020.
4. On July 18, 2020 – in our third Executive Committee meeting - the dates of our State Convention (October 8-10, 2020) were reiterated and recorded on the Zoom call. However, items germane to the operation of the State Conference (recorded minutes) which are in the possession of the National office have been requested, but have yet to be turned over to the State Conference for review.

On March 20, 2020, NAACP Member Mark Cummings, a practicing Greensboro lawyer, sent a letter (see enclosure) to you to “get a better understanding of the administratorship process, both substantively and procedurally, and the basis for the exercise of this extraordinary power over the North Carolina State Conference.” This sincere inquiry was met with deafening silence.

These unanswered overtures, done in good faith by the North Carolina State Conference suggest to some possible bias on the part of Administrator Sweetlove. In addition, there are some who view National’s unwillingness to address the concerns of the State Conference while allowing it to flounder in uncertainty as an act of Administrative Terrorism. For example, and more to the point,

1. On April 18, 2020 we had to repeat an action that had already been done because the Administrator chose to align with voices set upon undermining the Conference.
2. On September 24, 2020 email entitled FAILURE TO COMMUNICATE ACTIONS OF STATE CONFERENCE TO EXECUTIVE COMMITTEE from Administrator Sweetlove that identified two erroneous allegations. (See attached email thread).

These are trying times in the history of our country. Covid-19 ravages people of color disproportionately affected by the dreadful virus due to historical injustices heaped upon us. We need money to fight on behalf of our people. At this juncture, the last thing we need is to stir up internal conflicts that hamper our ability to effectively do the work we must do.

Before the Administratorship, our State Conference was looked upon as one of the most effective, distinguished and viable of southern-based civil rights organizations since the great steps forward many of us participated in during the 1960’s until the present times. The Administratorship has caused some to question the integrity of the State Conference, which our many partners depend upon. It has sewn seeds of distrust and discord among our key financial supporters who have limited their giving as they struggle to understand the

logic behind the Administratorship. Yet the NC NAACP remains fiercely focused on the mission. Quite frankly, the unanimous vote at our Executive Meeting on December 19, 2020 to send you this letter is strong evidence that the Conference does not understand it either.

Membership is the lifeblood of our beloved organization. North Carolina has always been at the forefront of the struggle to carry out our mission “to ensure the political, educational, social, and economic equality of rights for all persons and to eliminate race-based discrimination.”

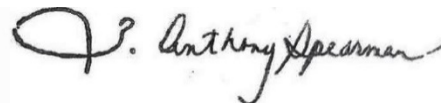
Because of its concerns and the obvious inability of the Administrators to effectively address them and develop a way forward, the Executive Committee of the NC State Conference requests a meeting with President Johnson, the Board Chair, and the Chief Operating Officer to address its concerns and to dissolve the Administratorship with all deliberate speed.

c: List of the Executive Committee Present at the Meeting

1. Rev. Dr. T. Anthony Spearman
2. Bishop William J. Barber II
3. Sylvia Barnes
4. Carolyn Coleman
5. Courtney Patterson
6. O'Linda Watkins McSurely
7. Daphne Holmes-Johnson
8. Robert Cunningham
9. Mark Cummings
10. Gerry McCants
11. Al McSurely
12. Mary Degree
13. Joyce Hobson Johnson
14. Melinda Lowrance
15. Tim Tyson
16. Lon Moore
17. Susan Perry Cole
18. Dawna Jones
19. Ana Ilarraza-Blackburn
20. Bishop Toniya Rawls
21. Dennis Gaddy
22. Jerry McCombs
23. Mark Jewell
24. Deborah Dicks Maxwell
25. Bradley Hunt
26. Jimmy Buxton
27. Gemale A. Black
28. Tony Burnette
29. Clarence Johnson
30. Amos McClorey
31. Kim Porter

32. Rev. Dr. Cardes Brown
33. Oza Sanders
34. Vera Basset
35. Avie Lester
36. Michael McLean
37. Sterling Howard
38. Larry Brooks

In the Spirit of the Season and Our Long Struggle for Justice,



Rev. Dr. T. Anthony Spearman
Chairman of the Executive Committee
President
North Carolina State Conference of the NAACP

Cc: Mr. Leon Russell, Chairman
Mrs. Karen Boykin-Towns, Vice Chair
Mrs. Gloria Sweetlove, Administrator
Mrs. Hazel Dukes, Administrator
Mr. Janette McCarthy-Wallace, General Counsel
Mr. Kevin Myles, Regional Director
Mrs. Carmen Watkins, Field Director
Members of the Membership and Units Committee

Encl. December 7, 2017 Request for Intervention
Mark Cummings Letter
September 24, 2020 (failure emails)
NC NAACP 2020 victories

Building Within While Battling Without