

From: **TN NAACP** <ttnaACP3@bellsouth.net>
Date: Thu, Sep 24, 2020, 3:58 PM
Subject: FAILURE TO COMMUNICATE ACTIONS OF STATE CONFERENCE TO EXECUTIVE COMMITTEE
To: T. Anthony Spearman
<tant98@gmail.com>, hazelndukes@aol.com <hazelndukes@aol.com>, Hazel N. Dukes <naACP@nysnaACP.org>
Cc: NAACP Board Chair Leon Russell <lmrussell3@gmail.com>, Carmen Watkins <cwatkins@naACPnet.org>, Sylvia Barnes <sylvia.barnes@naACPnc.org>

Dr. Spearman;

As you and I have previously discussed, one of the critical components of leadership is communication. To cultivate the trust and confidence of members of the North Carolina State Conference you must insure that your actions are transparent and shared with the Executive Committee. This communication is to address two occasions where this appears to not have happened!

Item 1:

An article was just forwarded to me of an announcement by the person hired to help run the Civic Engagement Program for the State Conference. Whereas, you were granted permission by the Executive Committee to move forward with the plans submitted by the Political Action Committee, You should have informed the Executive Committee when someone was identified to take the role! The Executive Committee should never have to learn of the actions of the State Conference second-handed!

Item 2:

You **MUST** communicate with the Executive Committee and members of the State Conference. You've sent out information announcing that the N.C. State Convention will be held virtually without having a discussion with the Executive Committee! I know that we're living in a time of 'social distancing' but it is easy to convene a conference call. The N.C. State Conference continues to suffer from a lack of communication. It is impossible to create an environment of support without clear, concise communications!

G.J. Sweet-Love, Administrator

From: T. Anthony Spearman <tant98@gmail.com>

Date: Thu, Sep 24, 2020 at 6:14 PM

Subject: Re: FAILURE TO COMMUNICATE ACTIONS OF STATE CONFERENCE TO EXECUTIVE COMMITTEE

To: TN NAACP <tnnaacp3@bellsouth.net>

CC: <hazelndukes@aol.com>, Hazel N. Dukes <naacp@nysnaacp.org>, NAACP Board Chair Leon Russell <lmrussell3@gmail.com>, Carmen Watkins <cwatkins@naacpnet.org>, Sylvia Barnes <sylvia.barnes@naacpnc.org>

Madam Sweetlove et al,

Thank you for your email. I must say that after the activities of the past few weeks and the Regional meeting last night I am not surprised by this email nor the tone (title in all capital letters and sentences ending in exclamation points, which sets forth a hostile communication in an electronic environment). I agree with you that one of the critical components of leadership is communication, CLEAR communication. On September 1, 2020 when I sent two texts to you, one at 6:33 am and the other at 3:26 pm asking if you had time to get on a call with me, you never responded. I did not hear anything more from you until September 22, 2020 when you asked if the dates we scheduled for the State Convention were the pre-scheduled/yearly time to which I responded yes. That being said as to your

Item 1: the State Conference did not identify anyone to take any role. That was done by National. What I did do, was to confer with Dominik Whitehead and Jamal Watkins, who were set to send a person into NC as Director. I had the good sense to do some vetting as I did back in 2018 to ensure the person would be a good fit. When I discovered that was not the case, I recommended a person to serve as the State Director Director and he was hired. The State Conference had no other part to play nor is the State Conference paying his salary hence I am really not clear of where this reprimand is coming. There was never a communication sent from National regarding the hire that they made. Had that occurred it would have been disseminated to the State Conference as it was in 2018.

As to your second item, Madam Administrator, the dates for the next Executive Committee meeting and State Conference were discussed in the July 18, 2020 Zoom call that you were on and to my understanding that zoom meeting was hosted with Carmen Watkins zoom credentials from the National NAACP signed in by our Regional Director Kevin Myles who turned over hosting duties to Daphne Holmes-Johnson. I ask that you review that recording as it is in National's possession.

To add further clarity, I have convened a few necessary Conference calls and a very distinct pattern has emerged. Those whom you communicate with are habitually absent from those calls. To the point you make about the State Conference continuing to suffer from a lack of communication, what does continue that makes it impossible to create an environment of support is when you have insecure people playing the victim in key positions. Their desire is to maintain a status quo that will keep them comfortably dysfunctional in those roles and protecting their positions that have outgrown them.

It grieves me to say this Madam Sweetlove but I maintain that you came to the NC NAACP with a bias and the bias still remains. If you cannot get beyond THAT bias, this conference will remain as it is.

Whoever you are getting your information from, does not have the best interest of this State Conference at heart but the Lord does.

As I said last night, If we are to make any lasting contribution to the work of justice, give any valuable input to the mission of equity or experience any viable and valuable outcomes from the efforts we make to denounce discrimination or racism in any of its hideous forms, it will be brought to pass by the chanting of the seven words, Thy will LORD and not mine be done.

What is being done here is NOT the Lord's will.

Thank you for listening.



T. Anthony Spearman <tant98@gmail.com>

Thu, Sep
24, 8:58
PM

to me

----- Forwarded message -----

From: **TN NAACP** <tannaacp3@bellsouth.net>

Date: Thu, Sep 24, 2020 at 6:35 PM

Subject: Re: FAILURE TO COMMUNICATE ACTIONS OF STATE CONFERENCE TO EXECUTIVE COMMITTEE

To: T. Anthony Spearman <tant98@gmail.com>

CC: hazelndukes@aol.com <hazelndukes@aol.com>, Hazel N. Dukes <naacp@nysnaacp.org>, NAACP Board Chair Leon Russell <lmrussell3@gmail.com>, Carmen Watkins <cwatkins@naacpnet.org>, Sylvia Barnes <sylvia.barnes@naacpnc.org>

Rev. spearman;

I respect the feedback but I still ask the question? Don't you think that you should have informed your Executive Committee, when you knew that a person had been hired?

They will be working in North Carolina for the benefit of the NC State Conference. Don't you think that all of your Executive Committee members would be interested in knowing

who that person is? An email sharing the data that was just shared with me would have been appropriate!

I acknowledge and am aware that you've tried to convene Conference calls with your Vice Presidents on several instances with poor attendance. However, I believe it is your responsibility as the Leader to continue to act in good faith and share all necessary State Conference information with the Executive Committee. At times, I may not be available to discuss a matter with you but I ask that you would contact the Regional Director for any immediate matter and I'm sure that he will share with me.

GJ Sweet-Love

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From: **T. Anthony Spearman** <tant98@gmail.com>

Date: Thu, Sep 24, 2020 at 6:55 PM

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To: TN NAACP <tnnaacp3@bellsouth.net>

CC: Carmen Watkins <cwatkins@naacpnet.org>, Hazel N. Dukes <naacp@nysnaacp.org>, NAACP Board Chair Leon Russell <lmrussell3@gmail.com>, Sylvia Barnes

<sylvia.barnes@naacpnc.org>, hazelndukes@aol.com <hazelndukes@aol.com>

Marcus Fairley's hire date was September 14, 2020. The last State Conference call I convened was September 21, 2020 and on that call I did announce the name of the person who would be serving. Again I say that members of MY Executive Committee were habitually absent and what you received probably was sent to everyone.

In all my years of pastoring, I have always acted in good faith and believe the AME Zion Church provided stellar guidance. If I haven't learned by now, your correctives are probably coming too late.

T. Anthony Spearman