



# National Association of Black Law Enforcement Officers, Inc.

P.O. Box 1182 Newark, NJ 07102

[www.nableo.org](http://www.nableo.org)

**Board of Directors and General Body Meeting**

**Monday, May 1, 2017**

**6:30PM**

**VIA CONFERENCE CALL**

## **AMENDED AGENDA**

Notice is hereby given that the Board of Directors may make a motion to recess into Executive Session, which will not be open to the Public, to discuss and consider (a) financial reports, (b) budgetary issues, and (c) specifically identifiable member issues.

- 1. Opening Prayer**
- 2. Roll Call of Delegates**
- 3. Approval and Adoption of Agenda**
- 4. Reading of Minutes from November 2016 Meeting**
- 5. Reports**
  - a. Chair
  - b. Vice Chair
- 6. Other Reports**
  - a. Delegates
  - b. Committee Reports
    1. Conference Committee
- 7. Action Items**
  - a. Motion to Grant Membership(s) Per Article III, Section 8 of the Constitution
    1. Shawn Sequeria
    2. Jason Gethers
    3. Robert Ramos
  - b. Appointment of Elections Committee Chair
  - c. Resignation of Treasurer Pursuant to Article IV, Section 12 of the Constitution
  - d. Motion to Adopt Memorandum of Understanding Between NABLEO and Concerned Black Men of America
  - e. Motion to Approve Amendment to Article III, Section 4 of the Constitution Pertaining To Dues
  - f. Motion to Approve Amendment to Article III, Section 3(a) of the Constitution Pertaining to Member Standing
  - g. Motion to Approve Amendment to Article III of the Constitution By Removal of Section 5 Pertaining to Application Fee and Renumbering of Article III
  - h. Motion to Approve Amendment to Article IV, Section 3 of the Constitution Pertaining to Candidacy for Elected Office
- 8. Discussion Items**
  - a. Determination of Locations and Dates for 2017 Conferences and Board Meetings
  - b. Discussion Pertaining to Composition of Special Training Programs
  - c. Discussions Pertaining To Various Chapter Issues
    1. Introduction of New Chapter Presidents

9. **Consent Calendar:** All items under the consent calendar will be acted upon in one motion unless a board member requests that an individual item be taken up under Discussion Items
  - a. Approval of financial documents, as recommended by the Finance Committee: treasurers report; financial statements
10. **Public Forum:** A maximum of 3 minutes is reserved for members of the public to address the Board on items not listed on the agenda and a total time for public input is limited to 15 minutes. The Board is prohibited from discussion or taking action on matters not listed on the agenda, but may briefly respond or ask questions for clarification.
11. **Closing Prayer**
12. **Adjournment**

### **PUBLIC NOTICE**

All disabled persons requesting disability related modifications for accommodations including auxiliary aids or service may make such requests in order to ensure full participation in a NABLEO public meeting. Such requests should be made to Charles P. Wilson, National Chairman, by email to [cpwilson22@verizon.net](mailto:cpwilson22@verizon.net), not less than 72 hours prior to the meeting.

Meeting agendas are posted online at [www.nableo.org](http://www.nableo.org) 48 hours in advance of regular board of directors meetings. Meeting agendas are emailed to all chapter presidents, executive committee members, and voting individuals at least 72 hours in advance of any meeting.

# **National Association of Black Law Enforcement Officer Inc.**

November 2016

## **Agenda**

### **Call to Order**

### **Opening Prayer**

### **Roll Call:**

New Haven Guardian, Norwalk Guardian, Yonkers Guardian, Rhode Island Guardians, Men & Women for Justice, MAMLEO (6 out of 10 organizations present)

### **Motions:**

- Motion made to amend current amended agenda for Friday Nov 4, 2016 with changes and corrections. Motion passed/ no questions on the motion.
- Motion made for review of minutes from August meeting (one question: Listing in the roll call has Sally as Chairwoman. Correct title is Conference chair or Chairperson.)
- Motion to accept minutes for Aug 2016 meeting with necessary corrections. Motion made and seconded/ no questions on the motion. Motion passes
- Motion to Amend Section 6 of constitution to allocate for conference calls. Motion made and seconded with no questions. Motion passes
- Motion to Amend Article 4 of constitution to reduce National delegates
- Motion that total number of delegates be 5, 1 delegate per state. Motion made and seconded with 1 question (Sean: no alternates?) Motion passes.
- Motion made to adopt training curriculum for (?) instillation training. Motion seconded/no questions.
- Motion made to include new members (Tyrone Williams and Kim Nelson) Questions: Sally (Chairperson) did not see applications. Both applications have been submitted. How do you include members without seeing application? Applications to be mailed or scanned. Issue dropped. No further questions. Motion passes
- Motion made to accept Treasurers Report with corrections. Motion seconded/ no questions.

### **Community Report and Feedback:**

Nothing to report

### **Discussions:**

#### **Rhode Island appointed Superintendent**

Rhode Island chapter faces recruiting issues with RI State Police (As previously discussed in August meeting)

Recruiting class of 29 people comprised of which all 7 colored recruits removed. Letter to Governor, Superintendent submits resignation (Rumored to be fired) Bottom line: Someone of color to apply for superintendent position. Uncertain as to success (2 out of state applicants) White female appointed.

## **Training Curriculum for Instillation Training**

Spring of 2017 in CT

2 day program

Behavioral package with attempt to change behavioral patterns of counterparts with intent to take fear away

Sponsored by Danbury and Waterbury PD

Questions:

Outside costs involved?

Police Department fee coverage for members?

\$200 registration per attendee with goal of 50 people attending (max occupancy of 80 people)

Possible grant to take nationally? (Yes)

Next location for conference New York/ New Jersey area

Motion to adopt training program, motion seconded

### **Action Items:**

- Conference calls require constitution change
  1. Define use of conference calls
  2. Regular sit down meeting with option to attend via conference call or Board conference call
  
- Reducing national delegates from 6 to 4 (1 of 4 considered alternate) Problem raised: 5 states represented for NJ, NY, CT, MA, RI  
Questions  
(4 delegates without alternate or 4 delegates and 1 alternate for total of 5)  
(1 national delegate per state for total of 5)
  
- Item B  
Mentorship Program for young black men to mentor and prepare young black men and women to enter into law enforcement. (Very serious consideration)  
\*Focus has to be finding people to become predecessors\*  
This is another avenue to build off of Youth Symposium in New Jersey.  
Is seeking board of approval to engage in partnership. Communication with Executive Director Reggie Brody  
How? To do what?  
To expand the program outside D.C. area  
Curriculum involved? Financial obligation? Training curriculum? What training is involved? Who would do initial training? Etc.  
Seeking board of approval to proceed with further information.  
Motion needed? Fact finding at this time, motion unnecessary. Return to discussion post December.
  
- Discuss **location** for next year's (2017) meetings (specifically Summer)
  1. April 6-7 Danbury CT (8 Training modules)
  2. Board meeting April 7, 2017 (4pm-530pm) or Saturday April 8, 2017. Only Action Item on Agenda. Sally mentions Friday being the better option financially to prevent further hotel expense. Board meeting Friday April 7, 2017 at 4PM

3. Summer meeting:  
In New York in late July  
Fall meeting in Rhode Island October (Sally and ? to come up with dates) Issue:  
will there be dinner?

**Closing Questions:**

1. Letter to be sent welcoming Tyrone and Kim. (Sally Thomason)
2. Correction to Treasurers Report check missing.

**Treasurer Report**

1. Payment made was for meal not dues
2. Balance for November 4, 2016 to be moved
3. Report will reflect individual accounts in future reports
4. IRS tax concern
5. Refund check for New Haven (Fallen officers refunded conference cost)
6. Speaker fee checks

Motion made to accept with corrections. Motion seconded. No Questions

Budget established to pay \$300 per presenter

**Rhode Island Training**

Ideas on how other physical training programs are run in the other states.

**Closing Prayer**

**Meeting Adjourned**

## Chairman's Report

To the Membership and Board of **NABLEO**;

I first wish to thank our Conference Chair, Sally Thomason, for the tremendous work and outstanding job she has done to bring about this conference session, working with the hotel, supporters, and participants to insure that everything comes together. I also wish to thank our Information Officer, Shawn Kennedy, on another fantastic job with our newsletter. It goes without saying that he has put an extensive amount of work into the effort to show us at our best.

Since the last board meeting, in addition to working with the Conference Chair, my travels on behalf of the national body and its membership have carried me to Maryland several times, meeting with the Executive Director and staff of Concerned Black Men of America, creating the Memorandum of Understanding that sits before you today, and making them more aware of who we are; our goals, mission, and positions, as well as providing them with guidance as they move from a strictly male-oriented posture to a more inclusive one. I have also travelled to Connecticut several times, meeting with community members in Bridgeport, Hartford and New Haven; Cleveland, Ohio, where I spoke to several community groups on the concepts of What To Do When Stopped By The Police, as well as meeting with potential individual members.

My scholarly research in the area of minority recruitment has been recognized with a publication in the Journal of Ethnicity in Criminal Justice. This article, published in January of this year, details issues related to recruiting methodologies in use by Rhode Island law enforcement agencies, and provides suggestive best practices for engaging more people of color to embrace policing as a career.

Several people from the media have contacted me for comments regarding the new administrations views on community policing. One of these has requested the opportunity to speak with others from our organization. I will provide their contact information to those who may be interested.

Finally, we must all be concerned with the tone and tenor of the recent memorandum issued by the Department of Justice. While it is certainly reasonable to support law enforcement officers and the good deeds that so many perform, still must it be needful and necessary to examine and monitor the performance of our agencies and their personnel to insure that their treatment of those they interact with is equitable, fair, legitimate, positive and productive. It does no good to highlight the honorable service of those in the profession while at the same time ignoring the systemic problems that allow others to commit wrongdoing.

In Peace.

Lieut. Charles P. Wilson  
Chairman

**MEMORANDUM OF UNDERSTANDING BETWEEN THE NATIONAL ASSOCIATION OF BLACK LAW ENFORCEMENT OFFICERS (NABLEO) AND CONCERNED BLACK MEN OF AMERICA (CBM)**

This Memorandum of Understanding is, and shall be, an active accord between the Board of Directors and Membership of **the National Association of Black Law Enforcement Officers, Inc (NABLEO)** and **Concerned Black Men of America, Inc (CBM)**, each of which is a non-profit organization representing the interests and concerns of their several members and the communities they serve.

The **National Association of Black Law Enforcement Officers, Inc** and **Concerned Black Men of America, Inc** each recognizes the need for inter-organizational communication and cooperation on issues which impact the status of at-risk youth, with these issues being community-centric in their practice, and having their most dramatic and drastic impact in communities of color.

The purpose of this Memorandum of Understanding is, and shall be, to establish the parameters of inter-organizational communication, mutual aid, support, and cooperation that shall define the relationship between the two organizations, their Boards of Directors and affiliated Membership. There is both an implied and explicit acknowledgement that the need for such communication, mutual aid and cooperation exists and transcends both organizational and personal ideologies and philosophies. This Memorandum of Understanding is meant to serve as a method of coordinating resources to expedite efficient, effective deployment of those resources which may be available through each organization, and to serve primarily as a logistics and unified command network.

To this extent, jointly, **the National Association of Black Law Enforcement Officers, Inc (NABLEO)** and **Concerned Black Men of America, Inc (CBM)**., agree as follows:

1. That **NABLEO** shall maintain a yearly non-profit organizational level membership in **CBM** and **CBM** shall maintain a corresponding yearly corporate organizational level membership in **NABLEO**
2. That each organization shall encourage the attendance and participation of their several and individual members at the Annual Training and Membership Conferences of both organizations
3. That a formal training and certification program for the conduct of seminars and work sessions on *What To Do When Stopped By The Police* shall be provided to selected members of **CBM** by **NABLEO**
4. That a formalized youth mentoring agenda, compatible with **CBM's** Paul Robeson Institute, specifically as it relates to encouraging youth to enter the profession of law enforcement, shall be adopted by **NABLEO**

This Memorandum of Understanding is signed, on behalf of their individual organizations, by the parties listed, having been presented in General Session by the Directors of each organization.

\_\_\_\_\_  
Charles P. Wilson, Chairman  
NABLEO

\_\_\_\_\_  
Reginald Brodie, Executive Director  
Concerned Black Men

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

Constitutional Amendment for Dues

<b>CURRENT LANGUAGE:</b> (This must be the current word-for-word language as currently present)	<b>PROPOSED LANGUAGE:</b> (Underline specific wording being changed)
<p>Section 4. Dues – Dues shall be payable January 1<sup>st</sup> of each calendar year. A member not in good standing is one who is thirty (30) days in arrears in dues. Violation of any of the above may constitute grounds for revocation or re-certification.</p>	<p>Section 4. <u>Yearly Membership Dues – Yearly membership dues, for any membership class, shall be proof of good standing and shall be payable January 31<sup>st</sup> of each calendar year, but not later than the last day of February of each calendar year. A member not in good standing is one who has not paid their yearly dues prior to the Spring Board of Directors Meeting. Membership dues paid after the due date shall be applied to the calendar year in which they are received.</u></p>



Constitutional Amendment for Member Standing

<b>CURRENT LANGUAGE:</b> (This must be the current word-for-word language as currently present)	<b>PROPOSED LANGUAGE:</b> (Underline specific wording being changed)
<p>a. Members in good standing, shall be those members other than Honorary Members, who pays all dues, assessments, participates in the activities of the corporation and adhere to the goals and purposes of this Corporation. A member who is six (6) months in the arrears of dues or who is in violation of the stated goals of these bylaws shall be considered to be not in good standing</p>	<p>a. Members in good standing, shall be those members other than Honorary Members, who pays all dues, assessments, participates in the activities of the corporation and adhere to the goals and purposes of this Corporation. A member who is <del>six (6) months</del> <u>six (6) months</u> in the arrears of dues or who is in violation of the stated goals of these bylaws shall be considered to be not in good standing</p>

Constitutional Amendment To Remove Application Fees

<b>CURRENT LANGUAGE:</b> (This must be the current word-for-word language as currently present)	<b>PROPOSED LANGUAGE:</b> (Underline specific wording being changed)
The proposed amendment shall apply to Article III, Section 5 as it pertains to Application Fees; Section 8(c.1) Individual Members and Section 9(a) Chapter Affiliates as they pertain to application fees	That Section 5-Application Fee, shall be removed from Article III as it pertains to Membership; that all references to application fees for any membership class be removed from Article III; that Article III be renumbered accordingly

## Constitutional Amendment Regarding Eligibility for Office

<b>CURRENT LANGUAGE:</b> (This must be the current word-for-word language as currently present)	<b>PROPOSED LANGUAGE:</b> (Underline specific wording being changed)
<p>Article IV Section 3. Candidacy</p> <ul style="list-style-type: none"><li>a. Candidates for elected office must be law enforcement members of the National Association of Black Law Enforcement Officers, Inc</li><li>b. Candidates for the positions of Chairman, Vice Chairman, Treasurer and Financial Secretary shall only be drawn from those delegates representing chapter organizations on the Board of Directors. The meeting location and time may be altered by the President with the approval of the Board of Directors.</li></ul> <p>Article XIV Section 1. Election Process</p> <ul style="list-style-type: none"><li>a. Candidate Eligibility</li><li>2. Any candidate seeking the position of Chairman, Vice Chairman, Treasurer or Financial secretary at the National level must be a member of a chartered Chapter Affiliate in good standing at least two (2) consecutive years immediate to the scheduled elections.</li></ul>	<p>Article IV</p> <ul style="list-style-type: none"><li>a. Candidates for elected office must be law enforcement members of the National Association of Black Law Enforcement Officers, Inc. <u>and shall be drawn from those active or retired members serving as delegates representing chapter organizations or individual members in good standing and have been continuously active for a minimum period of one and one-half years. The meeting location and time may be altered by the President with the approval of the Board of Directors.</u></li><li><del>b. Candidates for the positions of Chairman, Vice Chairman, Treasurer and Financial Secretary shall only be drawn from those delegates representing chapter organizations on the Board of Directors. The meeting location and time may be altered by the President with the approval of the Board of Directors.</del></li></ul> <p>Article XIV</p> <ul style="list-style-type: none"><li>a. Any candidate seeking the position of Chairman, Vice Chairman, Treasurer or Financial secretary at the National level must be a member <del>of a chartered Chapter Affiliate</del> in good standing at least two (2) consecutive years immediate to the scheduled elections.</li></ul>

**Board of Directors and General Body Meeting**

**Date: Friday, April 07, 2017**

**Location**

**Financial Secretary's Report**

**January 2017-March 22, 2017**

**INCOME**

<b>Date Recvd</b>	<b>Received From</b>	<b>Amount</b>	<b>Purpose</b>
1/10/17	Todd Keeping	\$175.00	2017 Spring Conference Reg. Fee
1/18/17	Les Richardson	\$175.00	2017 Spring Conference Reg. Fee
1/19/17	Scott Kennedy	\$175.00	2017 Spring Conference Reg. Fee
1/19/17	Charles Wilson	\$175.00	2017 Spring Conference Reg. Fee
1/23/17	Arthur Shannonhouse	\$175.00	2017 Spring Conference Reg. Fee
1/23/17	Trevor Burke	\$175.00	2017 Spring Conference Reg. Fee
1/24/17	Weston Bartosik	\$175.00	2017 Spring Conference Reg. Fee
1/24/17	Robert Pysz	\$175.00	2017 Spring Conference Reg. Fee
1/26/17	Shawn Kennedy	\$175.00	2017 Spring Conference Reg. Fee
1/26/17	R.I. Guardians Assoc.	\$125.00	2017 Spring Member Confer. Reg.
1/26/17	Rhode Island	\$125.00	2017 Spring Member Confer. Reg.
1/26/17	Chicago P.D.	\$125.00	2017 Spring Member Confer. Reg.
1/27/17	Jordan Teague	\$175.00	2017 Spring Conference Reg. Fee
1/27/17	Gabrielle Sanchez	\$175.00	2017 Spring Conference Reg. Fee
1/27/17	Shauna Chavous	\$175.00	2017 Spring Conference Reg. Fee
1/27/17	Myisha Giddings	\$175.00	2017 Spring Conference Reg. Fee
1/31/17	Shawn Kennedy	\$50.00	2017 Chapter/Corp. dues-Chicago
2/06/17	Gary Wallace	\$175.00	2017 Spring Conference Reg. Fee
2/07/17	Shawn Kennedy	\$125.00	2017 Spring Conference Reg. Fee
2/09/17	David WeIse XS	\$175.00	2017 Spring Conference Reg. Fee
2/ 14/17	Jenna Matthews	\$175.00	2017 Spring Conference Reg. Fee
2/14/17	Michael Livingston	\$175.00	2017 Spring Conference Reg. Fee
2/14/17	Colin Oconnor	\$175.00	2017 Spring Conference Reg. Fee
2/15/17	Todd Hankey	\$175.00	2017 Spring Conference Reg. Fee
2/15/17	Craig Pelletier	\$175.00	2017 Spring Conference Reg. Fee
2/17/17	Collins Morris	\$175.00	2017 Spring Conference Reg. Fee
2/17/17	Scott Smith	\$175.00	2017 Spring Conference Reg. Fee
2/17/17	Liam Seabrook	\$175.00	2017 Spring Conference Reg. Fee
2/27/17	Jason Gethers	\$50.00	2017 Individual Membership
2/27/17	Vincent Tilson	\$125.00	2017 Spring Member Confer. Fee
2/27/17	Cynthia Hadley-Bailey	\$125.00	2017 Spring Member Confer. Fee
3/3/17	Shawn Sequeira	\$50.00	2017 Individual Membership
3/6/17	Crystal Williams	\$125.00	2017 Spring Member Confer. Fee
3/6/17	Andrea Justice	\$125.00	2017 Spring Member Confer. Fee

<b>3/6/17</b>	<b>Rochell Bilal</b>	<b>\$125.00</b>	<b>2017 Spring Member Confer. Fee</b>
<b>3/6/17</b>	<b>Cynthia Hadley-Bailey</b>	<b>\$50.00</b>	<b>2017 Chapter/Corp. dues-PAPD</b>
<b>3/13/17</b>	<b>Paul Hood</b>	<b>\$125.00</b>	<b>2017 Westchester Guardians Spring Conference Fee</b>
<b>3/13/17</b>	<b>Larry Brown</b>	<b>\$125.00</b>	<b>2017 Westchester Guardians Spring Conference Fee</b>
<b>3/13/17</b>	<b>Karyn Styles</b>	<b>\$125.00</b>	<b>2017 Westchester Guardians Spring Conference Fee</b>
<b>3/19/17</b>	<b>Howard Saffold</b>	<b>\$50.00</b>	<b>2017 NABLEO Donation</b>
<b>3/22/17</b>	<b>Ian Brown</b>	<b>\$175.00</b>	<b>2017 Spring Conference Reg. Fee</b>
<b>3/22/17</b>	<b>Jonathan John</b>	<b>\$175.00</b>	<b>2017 Spring Conference Reg. Fee</b>
<b>3/22/17</b>	<b>Matthew Edward</b>	<b>\$175.00</b>	<b>2017 Spring Conference Reg. Fee</b>
<b>3/22/17</b>	<b>Connor Dupuis</b>	<b>\$175.00</b>	<b>2017 Spring Conference Reg. Fee</b>
<b>3/23/17</b>	<b>Watertown Police Dept.</b>	<b>\$175.00</b>	<b>2017 Spring Conference Reg. Fee</b>
<b>4/4/17</b>	<b>Wilena Julien (MAMLEO)</b>	<b>\$125.00</b>	<b>2017 Spring Conference Reg. Fee</b>

Respectfully Submitted,

**Nancy T. Jordan**

---

Nancy T. Jordan, Financial Secretary