

May 2021

Following thoughtful review of a “suggested recommendations document” presented to the NOBLE National Executive Board, at the conclusion of an investigation wrought with false and misleading statements and innuendos, I submit the comments below for consideration:

1. The NOBLE National Board has discussed training for the National Executive Board Members on several occasions. Formalizing the training should be memorialized in the NOBLE National Protocol Manual; conducted by certified SMEs in the targeted disciplines; SMEs selected by vote of the *entire* NOBLE National Executive Board voting Members; Training should be conducted within the post-NOBLE National Annual Training & Conference Exhibit OR within the first Quarter, prior to the end of the ascended/elected year.

2. There is no need for either a Conflict of Interest, or Oath-of-Confidentiality form to be signed by NOBLE National Executive Board Members as we have the Executive Session where we are bound to confidentiality of discussion content; further we are Criminal Justice Professionals and already understand Ethics and Conflict of Interest policies. The overall consideration should be IF a Conflict of Interest *question* arises, having an informed, educated, impartial and objective Committee in place to review and determine whether in fact a conflict exists, (such as being paid monies for being a Lobbyist) sans spending unnecessary organization funds as occurred for an alleged incident which was not deemed a crime or any other written violation internal or external to NOBLE.

3. Each Chapter and NOBLE National have generated multiple lists containing the information of financial Members, as well as a recent campaign to create a NOBLE Directory in which Members submitted their personal information and a photo if they chose. The Membership lists generated should not require a form and/or permission to be obtained, as: a) the Member provided this information to their Chapter and NOBLE National; b) only NOBLE Members with constituents and/or responsibility of constituent information would request Membership Rosters. Further, as technology advances so does the dark-web and hacking. Since this incident of a robocall, the NOBLE National Office has been hacked several times, and was hacked several times prior to the 2020 National Election cycle. **The focus should be on hiring/utilizing a secure data protected system to secure the non-confidential information provided by the Member on their NOBLE Chapter/National application.**

4. The NOBLE Disciplinary Matrix was created as a result of the outcome of the NOBLE National 2019 and 2020 Election cycle where anticipated Candidates were not elected into Office, and/or where NOBLE National Election cycle Candidates were challenged on the legitimacy of their Candidacy. The Region and Chapter where the challenge derived has become the target of: a) the previously mentioned investigation wrought with false statements and misleading innuendos; b) unwarranted requests for financials beyond what is and has been provided consistently to the NOBLE National Front Office. One need only read the listed matrix of penalties such as Withdrawal of Individuals or Chapter Privileges, suspension of an individual or Chapter, Expulsion, Revocation, Fines. Withdrawal of individual Privilege may include forfeiture of the right to vote in Chapter meetings, hold office. The length of these penalties will be determined by the Region Vice President. This is a Member driven organization. In no case should any one person hold the autonomous power over any individual/Chapter. IF it has been objectively determined by actual confirmed evidence, that there has been an egregious act committed by an individual, not such as what was recently provided as proof e.g. piece of paper with a name in the center of the page and no historical content, but as such from an event which occurred in a NOBLE Chapter with actual forensic evidence provided, should

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there be any conversation or document prepared, beyond what already exists in the NOBLE National Constitution and By-Laws. **This entire recommendation should be disposed of.**

5. As the author has been cited, this recommendation, at best, can serve as a “white paper” for a newly created fair and impartial NOBLE National Ethics Committee. **This entire recommendation should be disposed of.**

6. “Development and creation of a policy that mandates each Executive Board Member, Chapter President, and Member to fully participate in any Board inquiry or investigation.” Those of us who are involved in Law Enforcement, and/or conducted investigations understand this language equates to the presence of an Attorney. Individuals have rights, including NOBLE Members. Unless there will be a line on the NOBLE Chapter and National application form advising the potential Regular, Associate, Supporting, Collegiate, Sponsor, or any other category created, Membership, that they give up the rights afforded under the Constitution of the United States of America, **this entire recommendation should be disposed of.**

7. “Creation of a Memorandum of Understanding wherein it defines the relationship between the Chapter and National Organization and their obligations to one another; and the permissible use of the NOBLE name, trademarks, and information. It should also have the Chapter acknowledge its subordination to the National Organization and what is required to be in good standing.” It has been demonstrated you cannot have fair and impartial treatment under autonomous leadership, which is requested in this recommendation. It appears to be a cut and paste from some other document, where perhaps it was more applicable. There are existing protocols to become a NOBLE Chapter, which are effectively followed. There are protocols in place for Chapters who have fallen outside of those protocols, which have also been effectively adhered to. **This recommendation should be disposed of.**

8. NOBLE is a 501c3, not for profit, volunteer organization. Anyone who chooses to serve as a Candidate will have the opportunity to be elected by those eligible NOBLE Members. Our world has been catapulted into the use of technology. The use of technology was also an objective of Past NOBLE National President Vera Bumpers. Campaigning should be permitted to begin immediately following the NOBLE National election of that year, so as not to confuse the Membership.

The Declaration of Intent should be signed by the Candidate. The Declaration of Intent should be re-created and provide the description of the specific Office the Candidate intends to seek.

The Letter of Intent can be submitted immediately following conclusion of that year NOBLE National election cycle, with a deadline to the respective Candidates Region Vice-President of April 15.

The Nominations Committee will review the applications, and confer with the Membership Committee ON ALL APPLICATIONS to ensure the Member is qualified to be a Candidate for the position sought.

The approved Candidates List will be forwarded to the entire Board. If the Candidate is approved there is no reason to limit distribution to the NOBLE National Board, and further the Ballot of Candidates can also be distributed to the NOBLE Membership.

There is no Candidate who should be required to share their campaign platform prior to the dissemination of Candidates list. This unnecessarily compromises the Candidates campaign platform.

The Nominations Committee is not the authority to approve any Candidates campaign platform.

A recommendation should be placed in the Protocol Manual regarding decency and order, avoiding name calling and conduct during a NOBLE Campaign.

Candidates should not be mandated to post on any one specific website. The Candidates use of social media platforms should remain at their (the Candidate's) discretion.

The electronic voting platform is at the discretion of the NOBLE National Board by way of vetting the prospective vendor, followed by the eligible NOBLE National Executive Board Members voting to accept said vendor.

**The remainder of points recommended by the Nominations Committee should be disposed of.**