NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES

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Chief of Police
Seattle Police Department

Special Assistant to the National President-50th Anniversary
ANDRE ANDERSON
Chief of Police
Ann Arbor Police Department

Special Assistant to the National Presiden-50th Anniversary t
YOGANANDA PITTMAN
Chief of Police
University of California, Berkeley Police Department

Special Assistant to the President for International Affairs
TREBOR RANDLE
Special Agent in Charge (Retired)
Georgia Bureau of Investigations

National Chaplain
SOLOMON KINLOCH
Pastor
Triumph Church

General Counsel to the National President
SEAN SMOOT
Chairman
Illinois Law Enforcement Training & Standards Bd.

DWAYNE CRAWFORD
Executive Director

October 17, 2025

Greetings NOBLE National Executive Board,

During our August 2025 Executive Board Meeting, a conversation was initiated regarding a post placed in the Associate Members Circle app space that was said to draw concerns from NOBLE members and was consequently removed from the Circle app. In effect censuring the NOBLE National Associate Members Representative. The comments were made publicly to the members present in the Executive Board meeting room, as well as to the members present virtually. The next action was a call that we move into Executive Session which did not permit those same NOBLE members to be informed of the content and intent of that post. As it happens the post began circulating during the 2025 Election process while at Conference, in Florida. I share again that during the May 2025 NOBLE Associate Members Virtual Meeting, we (NOBLE Associate Members) determined to explore voting as a block. The Circle App post shared analysis of the recent NOBLE National 2025 Candidates Forum, with no disparaging remarks made on any Candidate. Only facts. The body was reminded in several spaces throughout the post that the vote was ultimately their choice.

During our October 2025 NOBLE Associate Members Virtual Meeting several concerns were raised to include the censuring, and again the consideration that we as a Caucus body consider voting as a block. As the elected representative of NOBLE Associate Members it remains my duty and responsibility to be a conduit of information.

NOBLE Associate Members were asked to be active members of the committees they joined. It was noted Committee Chairs should consider in addition to their private NOBLE email, providing information on their meetings via all applications available through NOBLE to include the individual Committee spaces contained within the CIRCLE app, NOBLE Constant Contact Email, and posting on the NOBLE National Calendar, so that if committee members are removed, it would not be for lack of locating committee meeting information for their attendance.

President Hall, Executive Director Crawford, National University, all four 50th Anniversary leaders, and Program Manager Thompson, were extended an invitation to join our October 08, 2025, Associate Members Virtual Meeting. Mr. Crawford shared the Associate Member Awards will be featured during the NOBLE National Awards Luncheon, the two Awardees who missed their acknowledgement of award, will have their 2026 National Conference fee waived; and shared an opportunity for NOBLE Members to create a video in a virtual studio as a part of our NOBLE 50th Anniversary Celebration. Can we please have the access to that virtual studio? The NOBLE Capital Fund initiative was also discussed. National University's Dr. Crawford and Dr. Waters, shared information on the benefits of the NOBLE and National University partnership.

Laura Garris, Past NOBLE National Associate Members Representative, suggested we conduct a survey to create a presentation of our NOBLE demographics so that when we seek sponsorships and grants we can most accurately demonstrate our strength in NOBLE membership numbers.

On October 01, 2025, based on actions led by President Hall, and events impacting NOBLE membership overall, NOBLE National Program Manager, Ms. Thompson, and I began to pull together our NOBLE Faith & Resilience Team. We are standing by to confirm a date when the team can begin planning for our next NOBLE Faith & Resilience Virtual Event. Team Members invited also include, but is not limited to: Immediate Past National Chaplain, and current National Chaplain, Federal Assistant to the National President, Officer Safety & Wellness Committee Chair.

An inquiry was made, on or about September 29, 2025, regarding the Detective Rafaela A. Valdez Memorial Scholarship Award, and whether the Award ($1,000.00) had been sent out to the 2025 Award Recipient, Jeremy McBroom. I was informed there was only $100.00, in the funds. Is there an update available regarding the funds reported ($4,524.00) June 30, 2025, presented to the Board in August 2025.

Under a previous NOBLE National administration it was recorded that there would be an Assessment Training opportunity at each annual conference, the time allotment would be set aside and be utilized for that training. In 2025, we requested the opportunity to incorporate the successful courses from our Inaugural Associate Members Training Summit, into the 2025 NOBLE National Conference. Following some push back, we were able to have the Inaugural Summit courses, with the original presenters, incorporated. Going forward it remains critical that we have focused training for our Associate Members, both active and retired, because we know the sustainability of NOBLE for the next 50 years and beyond, depends on us taking leadership roles in agencies/departments, as well as leadership roles in community and public elected/appointed offices.

A list of qualified, experienced, and financial Associate Members was presented for consideration to Chair or Co-Chair, a NOBLE National Committee, with specific considerations for the Civil Rights, Election, and Nominations, committees. Our NOBLE National Constitution & By-Laws gives the responsibility of selecting those Chairs and Co-Chairs to the National President. Our C&B also gives the responsibility of Committees to the 2nd Vice-President, which would allow for accountability of the committee work, and an opportunity to mentor and network with the respective Chairs, and potentially Co-Chairs and committee members. This would be helpful in understanding how the committees themselves are being run, so that committee members, of any NOBLE membership status, are not removed from consideration of potential future opportunities to Chair or Co-Chair a NOBLE National Committee, based on the previous year's Chair leadership.

NOBLE Associate Members are much more advanced, sophisticated, educated, and poised for leadership than ever before.

Best of safety & health!

Sincerely,

Michelle Tégé
NOBLE National
Associate Members Representative
NOBLE Associate Members – Intentionally Reaching for Higher Heights