

bcc: Charles Smith ✓

UNITED STATES COURT OF APPEALS
FOR THE SIXTH CIRCUIT
OHIO · MICHIGAN · KENTUCKY · TENNESSEE

CHAMBERS OF
NATHANIEL R. JONES
CIRCUIT JUDGE
432 U.S. POST OFFICE & COURTHOUSE
CINCINNATI, OHIO 45202-3988

December 20, 1989

Mrs. Leatha D. Rhea
Chairman, Personnel Committee
Progressive National Baptist Convention, Inc.
3733 Forest Manor Avenue
Indianapolis, IN 46218

Dear Mrs. Rhea:

I was highly pleased to learn that my good friend and former colleague, the Reverend Charles H. Smith, is under serious consideration for appointment to the position of General Secretary of the Progressive National Baptist Convention, Inc. Out of my deep regard for Reverend Smith I offer this word of endorsement.

For a decade -- 1969 to 1979 -- I served as General Counsel for the National Association for the Advancement of Colored People. During most of that time Reverend Smith served as a member of the National Board of Directors. He later became deputy executive director of the organization. His selection as the principal day-to-day administrator grew out of his intimate knowledge of the organization and the demonstrated communication and administrative skills. As a board member, Reverend Smith chaired key committees that allowed him to draw upon his record and experience as a businessman in West Virginia which he combined with his effective pastorate.

As General Counsel, I worked with him and found his guidance to be of particular significance with respect to budget and finance matters and the work of the various not-for-profit units that were established under the aegis of the parent organization. Reverend Smith has a capacity for streamlining and organizing a variety of tasks into manageable segments. Furthermore, he adds to this ability a keen understanding of human relations thus permitting smooth working relations with a broad range of personalities and dispositions.

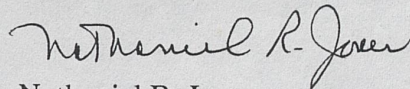
Finally, I would observe that Reverend Smith has a strong sense of institutional loyalty. This loyalty does not interfere with his ability to be candid and honest with those with whom he is associated.

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In my judgment, Mrs. Rhea, Reverend Smith would bring dedication, dignity, experience and a strong sense of loyalty to the position of General Secretary. If you would like for me to come to Indianapolis to personally expand upon these views of Reverend Smith, I stand ready to do so. In any event, feel free to contact me for further information.

Sincerely yours,

A handwritten signature in cursive script that reads "Nathaniel R. Jones". The signature is written in dark ink and is positioned above the printed name.

Nathaniel R. Jones

NRJ:mlc