







## OVERVIEW

North Carolina will face many challenges in the coming years, challenges that will require the emergence of a new generation of leaders with the knowledge, skills, and understanding to bring together public and private institutions to solve key problems.

Underwritten by the E.A. Morris Charitable Foundation and the John William Pope Foundation, the Morris Fellowship program encourages committed, diverse and principled North Carolinians to pursue greater leadership roles within their professions and communities. Morris Fellows explore the dynamics of public policy, principles of individual liberty and free enterprise, the role of private and nonprofit institutions in a free society, and the role of citizen leaders in a hands-on manner. Through the Fellowship program, these committed individuals gain the knowledge, skills and understanding necessary to become leaders in business, nonprofit, education, government, and other areas of public service.

The program is named in honor of Mr. Edwin A. Morris, one of the founding fathers of the North Carolina conservative movement. Under the four-decade leadership of E.A. Morris, Greensboro-based Blue Bell, Inc. became the world's largest manufacturer of work and recreational clothing. In the spirit of Edwin Morris, the Morris Fellowship program combines practical skills with knowledge and theory in communication, government, ethics, economics, and political philosophy. Through these experiences, Morris Fellows grow in their ability to become leaders in diverse areas of North Carolina's public and private sectors.

## ABOUT THE FELLOWSHIP

The John Locke Foundation invites any eligible North Carolina resident to apply to the E.A. Morris Fellowship for Emerging Leaders.

Fellows must commit to a yearlong program of activities designed to examine, develop, and enhance their leadership skills. The Fellowship commitment includes a local community effort of each participant's choosing. Fellows are required to report on the progress they are making with this project over the course of the program. Once chosen, Fellows are obligated to attend three retreats that will be held in different locations across the state. In addition, Fellows must attend four other approved seminars or conferences sponsored by think tanks, universities, trade associations, civic clubs, and other groups. Candidates should avoid creating conflicting commitments with concurrent professional or personal development programs.

The John Locke Foundation is making a substantial commitment to each class of Fellows in its role of administering the E.A. Morris program. The Morris Fellows program requires no fees of its participants. All E.A. Morris Fellowship fees and expenses, including required retreats, events and travel, will be paid through the John Locke Foundation.

## OUR PHILOSOPHY

We want to equip Morris Fellows with the ability to understand, respect and appreciate the opinions of others in their community. Part of the Fellowship mission is to prepare emerging leaders to examine and evaluate other points of view.

In line with this mission, learning experiences for Fellows include sessions on constitutional government, political philosophy, public speaking and debate, economic principles, history of economic thought, charity and the social sector and the public policy process. These experiences provide Fellows with the tools they need to advance the ideals of individual liberty, free enterprise and limited government.

To prepare for community and civic engagement, Fellows apply the lessons discussed in retreats to practical situations, using techniques that transform ideas into practical skills.

The Morris Fellowship is unique in that it combines leadership training with John Locke's philosophy of solving problems through private, voluntary action rather than reliance on government.

## THE SELECTION PROCESS

### **ALL APPLICANTS**

- ❑ Check Eligibility.
- ❑ Complete application according to instructions.
- ❑ Submit completed application, professional resume and references list via email (use subject line: EAM Application) and/or via U.S. Postal Service delivery.

### **FINALISTS**

- ❑ Invitation to Selection Weekend.

- Final fellowship decisions.

## PROGRAM DETAILS

The E.A. Morris Fellowship program brings together several different programming elements—**participation** in intensive seminars and leadership training exercises, **attendance** at public policy events throughout the year, **communication** among participants via the Fellowship web tools, and **building knowledge** through directed readings and information.

The Fellowship develops further understanding of the philosophical and political issues surrounding such topics as:

- 1) Modern electoral politics,
- 2) Spotting opportunities for leadership in a local community,
- 3) Ethics for developing leadership,
- 4) Elements of fundraising and philanthropy,
- 5) Program planning and evaluation,
- 6) Economic analysis and how to use it,
- 7) Speaking in public and in the media,
- 8) Emotional Intelligence and Organization Effectiveness.
- 9) Finding and cultivating like-minded volunteers, donors, and activists.

To participate in the E.A. Morris Fellowship program, each Fellow is



required to attend a prescribed number of special events throughout the Fellowship year. These are:

**LEADERSHIP RETREATS (3).** Throughout the year, three mandatory leadership retreats are held at different locations around the state. The retreats are the main mechanism by which the E.A. Morris Fellowship will build the human capital of the conservative movement and of North Carolina as a whole.

Each retreat further develops the individual Fellow's leadership skills, and is designed to correlate with the Fellow's selected project goals. JLF staff oversee retreat sessions, serve as panelists to debate issues, and organize "evening chats" on public policy and other issues.

**LOCAL FORUMS (4).** Fellows must also attend four events/conferences over the course of the year. Universities, civic groups, think tanks, political groups, nonprofits, chambers of commerce, or other organizations typically sponsor these events. Fellows choose from among an approved list of forums, and may recommend events for addition to the list. The common denominator for these events is subject matter that broadens

Fellows' minds in areas of public policy, leadership, or issues facing North Carolinians. Fellows offer commentary for each symposium on the Fellowship website.

**FINAL PRESENTATION.** The Fellows' project should be the focus of their yearlong leadership effort. This project may be a volunteer effort, nonprofit group, business-led task force, or public-sector undertaking in which Fellows develop a team and work with others in a leadership role. Throughout the Fellowship year, participants gain the tools they need to address local problems and to attain their objectives.

As Fellows reach leadership project milestones, documentation of their work should be shared with their Fellowship Class on the web. Appropriate web sites have been created for use as a reference and resource for current and prospective Fellows.

The Fellows' commitment and hard work are formally recognized at the Hello/Farewell gala.

## APPLICATION INFORMATION

### **ELIGIBILITY:**

- Between the ages of 25 and 40.
- Must be a resident of North Carolina and a U.S. citizen.
- Must be willing to complete a special project requiring teamwork, leadership, and innovative thinking on a local level.
- Candidates should avoid creating conflicting commitments with concurrent professional or personal development programs.





- ❑ Must be willing to attend all program events associated with the Fellowship.
- ❑ Must not be the spouse of a current or past Fellow.

**Desirable candidates will have the following characteristics:**

- ❑ Interest and commitment to ethical, principled, and effective leadership, as demonstrated within a professional, government, church or community setting.
- ❑ Personal qualities should include integrity, intelligence and confidence, plus strong organizational, and oral and written communication skills.
- ❑ Professional or community experience that demonstrates

work ethic, competence, leadership, reliability, and overall performance.

- ❑ Personal goals that are focused, positive, and include future-oriented objectives.

## SUBMITTING YOUR APPLICATION

The complete application may be mailed or emailed, and will include:

### ❑ Professional Résumé

- Include all phone, email and address information, educational (high school through college), and professional background, including current employment.
- Please put your eligibility statement (see below) into a separate electronic document.

### ❑ Eligibility Statement

- Copy and paste the eligibility statement below into a separate document, sign (or e-sign), and date. Send a copy of your signed eligibility statement with your application.
- *“I attest that I have read and understood all eligibility and other requirements for full participation in the E.A. Morris Fellowship for Emerging Leaders program.”*
- Place eligibility statement with your resume in a separate, sealed envelope. We need a physical copy of the resume and signed statement.

### ❑ Applicant’s responses to questions.

- All responses must be typed/placed in a Word document and included with your mailed application.
- You should not allude to your gender or race when providing your responses.

□ **List of References**

- You are requested to provide a list of three references with all contact information. Please note the following criteria when selecting your references. We will contact one or more.
  - Current or past supervisor who can comment on your strengths, weaknesses, and potential.
  - A person in a leadership position who is familiar with your work or other contributions.
  - An academic advisor, educator, or mentor who can comment on your ability to benefit from participation in the proposed fellowship program.

***\*\*Please note: we cannot fully process your application without all of the above elements.\*\****

Send the completed application to:

**E.A. Morris Fellowship**

200 W. Morgan Street, Suite 200

Raleigh, N.C. 27601

(919) 828.3876 • 1-866-553-4636

E.A. Morris Fellowship for Emerging Leaders is also on FaceBook

Fax: (919) 821-5117

tmccaskill@johnlocke.org      karenvonp@gmail.com

Web: [www.eamorrisfellows.org](http://www.eamorrisfellows.org)

## APPLICATION

### APPLICATION INSTRUCTIONS:

- Please copy or re-create this application in a Word/typed document.
- Please answer all of the questions below. Please limit your response to 300 words or less.

### QUESTIONS

#### Brief Answer

*Please answer each of the following 9 questions (a word or phrase is fine). We ask you to elaborate on just two of your answers, using 200 to no more than 300 words for each.*



- 1) How often have you made speeches in front of a group of adults?
- 2) How often have you set long-term goals or objectives for yourself?
- 3) How often have colleagues come to you for advice?
- 4) How often have you had to persuade someone to do what you wanted?
- 5) How often have you felt that you were an unimportant member of a group?
- 6) How often have you felt awkward about asking for help on a project?
- 7) How often do you work in teams or in a group with other people?
- 8) How often have you had difficulties in maintaining your priorities?



- 9) How often have you felt pressured to do something when you thought it was wrong?

*Please complete the statements below with a word or short phrase that you think fits best.*

- 1) Most leaders \_\_\_\_\_.
- 2) I would definitely change my current job/employment if \_\_\_\_\_.
- 3) Everyone is a little bit \_\_\_\_\_.
- 4) I would describe my political/philosophical leanings as \_\_\_\_\_.
- 5) My favorite pastime is \_\_\_\_\_.

## **Your Views on Leadership**

*Please address each with a concise statement; 200-300 words or less.*

- 1) What word or phrase describes your central motivating theme? Who or what inspired this?
- 2) How do you define “hero?” Please give an example (name) of someone who embodies the heroic qualities you describe.
- 3) Name a leader whose biography you have read. List two

strengths and two weaknesses you think that leader exhibited. Bullet points are fine.

## Goals Statement

*Please answer in 200-300 words, or less.*

- 1) Describe a major goal you have in one of the following areas: civic, career, personal, church.

## Personal

*Please provide responses and any details, as relevant.*

- Special Circumstances-* Are there any health, employment, family, or other special circumstances that you must take into account in planning your fellowship? Yes/No. Explain.
- Violations-* Have you ever been convicted by federal, state, or other law enforcement authorities for any violations of federal, state, county or municipal laws, regulations or ordinances? (Exclude traffic violations or any violations that occurred before your 18th birthday.) Yes/No. Explain.
- Legal Judgments-* Have you now or have you ever had any legal judgments, bankruptcy proceedings, lawsuits, or legal claims pending or docketed against you? (Exclude claims for less than \$100.) Yes/No. Explain.
- Military Service-* Are you currently or have you ever served in the military? Yes/Never/Active/Reserve/Inactive?

## TIMELINE

**September 19, 2016**

**Application Period Opens**

**December 10, 2016**

**Applications Period Closes**

**January 9, 2017**

**Finalist Notification & Invitations  
to Selection Weekend**

**Hello/Goodbye Anniversary Gala and Selection Weekend:**

**January 28 - 29, 2017**

**Gala Hello/Goodbye Dinner for  
Alums & Candidate Finalists  
(Saturday evening Jan. 28)  
Finalist Interviews  
(Sunday morning Jan. 29)**

**Fellowship Retreats:**

**March 17-19, 2017**

**Retreat 1-- Pinehurst, NC  
(on-site from 6:00 pm Fri. to 2:00 pm Sun.)**

**June 23 - 25, 2017**

**Retreat 2 -- Blowing Rock, NC  
(on-site from 6:00 pm Fri. to 2:00 pm Sun.)**

**October 27 - 29, 2017**

**Retreat 3 -- Coastal NC  
(on-site from 6:00 pm Fri. to 2:00 pm Sun.)**

**February 3-4, 2018**

**2017 Fellowship Ends with Hello/  
Goodbye Banquet and 2018 Finalist  
Selection**



200 W. Morgan Street, Suite 200

Raleigh, NC 27601

(919) 828-3876 | 1-866-553-4636 | Fax: (919) 821-5117

[www.Eamorrisfellows.org](http://www.Eamorrisfellows.org) | [tmccaskill@johnlocke.org](mailto:tmccaskill@johnlocke.org)

[karenyvonp@gmail.com](mailto:karenyvonp@gmail.com)

**Morris Fellowship for Emerging Leaders is also on FaceBook**