

# Status of Fellows Policy

Approved November 28, 2025 (page 1/2)

## Status of Fellows – Active and Inactive

Liberty Fellowship fosters a community of exceptional leaders who make a lifelong commitment to create a better future for all people in South Carolina. Once selected, welcomed, and named to a Liberty Fellowship Class, each leader is designated an active Liberty Fellow.

The Board of Directors adopted the **Liberty Fellowship Principles and Standards** in April 2016 to ensure each Fellow maintains the highest ethical standards both personally and professionally. Our organizational principles and standards are intended to a) uphold the integrity and values of Liberty Fellowship; b) provide clear guidelines for all stakeholders; c) ensure fair and consistent treatment of all Fellows; and d) protect the reputation and effectiveness of our program.

The Board of Directors further solidified the expectations of Fellows in September 2021 with their approval of the Statement of Commitment and Confidentiality which is signed by all new Fellows. This statement recognizes that there may be circumstances when a Fellow's wrongful conduct can result in a change of status as a Liberty Fellow. Active participation in the Liberty Fellowship is a privilege, not a right, and such privilege may be removed if necessary to protect the Liberty Fellowship and uphold our collective commitment to ethical and values-based leadership.

### Inactive Status

The Board of Directors may classify a Liberty Fellow as “Inactive” under the following circumstances:

1. **Misdemeanors or Felonies Punishable by Jail or Prison:** If a Fellow is convicted of or pleads guilty to a crime in a court of law that results in imprisonment or enters an “Alford” plea, enters a plea of nolo contendere, or otherwise fails to contest criminal charges in any criminal action.
2. **Professional Surrender or Revocation:** If a Fellow is asked to surrender a professional license or credential by an accredited body.
3. **Ethical Violations:** If a Fellow engages in behavior that violates the ethical standards of Liberty Fellowship, as outlined in the principles and standards and the commitment agreement.
4. **Other Good Reason:** If the Board of Directors determines, in its sole discretion, other circumstances exist such that placing a Fellow on Inactive status is in the best interest of Liberty Fellowship.

When a Fellow is classified as “Inactive”, the Fellow will receive a written letter with insight into the factors that led to the Board's decision. Once a Fellow is classified as “Inactive”, their names will be removed from the Liberty Fellowship website, and the “Inactive” Fellow will not receive Fellowship communications unless and until “Active” status is achieved. Further, The Aspen Global Leadership Network will be notified of the change in status.

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Approved November 28, 2025 (page 2/2)

## Guidelines for Appealing Inactive Status

Liberty Fellowship believes in restitution and will maintain an openness to reclassify Fellows. An “Inactive” Liberty Fellow may request that the Board review written information and evidence to reevaluate the classification status through the following appeal process:

1. The Fellow must notify the Board Chair and submit supporting materials at least one week prior to a quarterly scheduled meeting.
2. The Fellow must include a letter to the Board that explains how the values and insights acquired during their Fellowship experience shape their reflection on the event(s), how they have evolved since the event(s) which resulted in the Inactive status, and how they have positively impacted their community in South Carolina.
3. The Fellow may submit up to five letters of support from other Liberty Fellows.
4. The Fellow may submit additional letters of support from members of their community.
5. The Fellow may submit future appeals and must wait 180 days from the date of the most recent decision notification.

An “Inactive” Fellow may also request a conversation with a member of the Board prior to the review of written information and following the deliberation.

## Inactive Classification Process

The process to classify a Fellow as “Inactive” is as follows.

1. **Initial Review:** Upon learning of a potential cause listed above, the Board of Directors shall confer and determine whether the Fellow shall be classified as “Inactive.” The Board will reach a decision by majority vote, determining the Fellow’s “Active” or “Inactive” status.
2. **Notification:** Upon such determination, the Chair of the Board of Directors will send the Fellow a written communication from the Board sharing the reason(s) and timing for a change in status and explain adjustments in communications and public references to the Fellow’s status. The written communication will include an overview of the reconsideration process and reference dates and timelines if a Fellow wishes to pursue a status reconsideration by the Board of Directors.
3. **Response Period:** At any time after receipt of the letter, the Fellow may inform the Chair of the Board of Directors that the Fellow intends to seek reinstatement to “Active” status, and such reconsideration shall be made on a quarterly basis and in conjunction with scheduled board meetings. The Fellow must submit a letter to the Board with how the values and insights acquired during their Fellowship experience shape their reflection on the event(s), how they have evolved since the event(s) which resulted in the Inactive status, and how they have positively impacted their community in South Carolina. The Fellow may include up to five letters of support from other Liberty Fellows as well as other letters of community support. These materials must be received at least one week prior to a scheduled quarterly Board meeting.
4. **Board Deliberation and Decision:** Whereas Liberty Fellowship believes in restitution, the Board will maintain an openness to consider any matters related to a change in a Fellow’s status at any of its scheduled quarterly meetings. Factors to be discussed and reviewed in relation to a status change include but are not limited to a) the nature and severity of the Fellow’s actions; b) the Fellow’s response and relevant mitigating factors; and c) the potential impact on Liberty Fellowship and its reputation. The Board will reach a decision by majority vote, determining either “Active” or “Inactive” status.
5. **Notification of Reconsideration Decision:** The Fellow will be notified in writing of the Board’s decision within seven days of the vote. This notification will include the decision and the reasoning behind the decision.
6. **Additional Reconsideration.** A Fellow may seek additional status reconsiderations following the same processes outlined above, provided that a Fellow must wait at least 180 days from the date of the most recent notification of decision prior to requesting an additional reconsideration of the Board of Directors.
7. **Confidentiality:** Throughout this process, the Board will maintain strict confidentiality to protect the privacy of the Fellow and the integrity of the Fellowship.