

Appendix “D”

Vetting Principled Candidates

We, conservatives, have become a suspicious group, and with just cause I may add. We have been fooled time and time again by candidates who tell us one thing while campaigning and then do the exact opposite after being elected. It appears that much of the problem lies in the candidate vetting process.

Vetting means to thoroughly evaluate which includes significant examination into the background of the candidate to analyze either falsehoods the candidate might claim, and to evaluate the potential problems in the past history of the candidate that could be a liability in attempting to win political office. Who is responsible for doing this? All too often we have relied upon the media to do it. However, the media has a woeful record of failing to reveal a candidate's true positions or background history especially regarding liberal progressives. It generally fails to challenge or follow-up on answers from candidates that are non-responsive to the question being asked or hopelessly vague. Of course this rule does not always apply to republicans or conservatives. In addition, the media, on most occasions, fails to do its homework (as with President Obama) and, therefore, is incapable of asking for details that would lead to further clarification. It would rather accept generalizations and move on to another topic. For instance, if a candidate declares himself to be a fiscal conservative the interviewer should know his voting record and immediately point out that his voting record either substantiates his claim or it doesn't.

The vetting process by its very nature is detailed. The vetting team should note that one isolated fact does not make the case but it is the accumulation of evidence or as they say in court, the preponderance of the evidence, that makes the case. The point is that all candidates need to be honest and clarify who they are and what they truly stand for if they expect people to vote for them.

Candidate Personal Evaluation

The candidate should first evaluate and answer the following questions about their personal and professional qualifications prior to deciding to run for an office:

- ❖ What can I contribute?
- ❖ How can I do the job better?
- ❖ Why do I want to do this?
- ❖ How much time can I give to the campaign?
- ❖ How much time can I give to the job?
- ❖ What will I get from it?
- ❖ What will I have to give up?
- ❖ What does my family think?
- ❖ Will I be hurt and angry at rejection?
- ❖ Can my family and I, my business and/or partners, my work, etc., handle the pressure of the campaign?

- ❖ I must not be thin skinned nor my family for the attacks from the radical left and their puppet media will surely come. And if not count your blessings.

Vetting Purpose

The purpose of vetting is to ensure they can participate and to determine which candidate the group can unite behind.

The candidate/s should be interviewed for qualifications by an appointed vetting review board selected by the organization/s supporting them. However, the interview should be conducted in an orderly and professional manner.

The candidate/s should be scrutinized to best assure the public that they embrace and can defend our conservative and traditional values and principles.

Need to have a question sheet of issues important to conservatives on specific issues to see where the candidate stands on each. Question should be mixed between conservative ideology and issues within the boundaries of the district to be represented, be it city, county, state or national. A constitutional candidate appreciates that the purpose of government is to secure and defend the liberty and private property of the people.

However, the vetting process would not be complete if all one did was to examine data. One must look for trends in the data and draw conclusions and formulate questions to be asked. The following is intended to be a starting point but by no means is intended to be an exhaustive list of questions to be asked and answered before one chooses to vote for him.

Understand even if a candidate is running for say a local city council or school board it is beneficial to still question them on national issues to obtain a better assessment of their overall views to determine if they meet the organizations mission, goals and conservative ideology.

Strategy Criteria

Core Competencies - Does the candidate have the professional training and experience sufficient to equip them to perform the duties of this office competently?

Character – Does the candidate have a track record of integrity that gives confidence they will perform the job ethically?

Philosophy - Does the candidates' political ideology give confidence they will lead the office in a fiscally conservative manner?

Electability – Does the candidate have the self-possession confidence and moxie and campaign organization to actually win the office they are seeking?

Vetting Questions

It would be pretentious to suggest that these questions are perfect or complete; it is, however, something from where to start in the effort to gauge candidates for the coming primaries or any other elections.

Examples:

- * Where do you stand on Obama Care?
- * Where do you stand on the 2nd Amendment?
- * What is your position on Family and Marriage?
- * Where do you stand on Faith based issues?
- * Will you look to remove any remaining unnecessary burdensome regulations and work to reduce and/or eliminate some of the remaining high taxes?
- * As a representative of the people will you serve the districts' residents and help turn the city/county/state/nation around by making tough, but necessary financial decisions?
- * Will you reach out to residents in the district and assist them with local issues?
- * Will you author, advocate, analyze and pass good conservative policies?
- * Will you prioritize and reduce spending?
- * What is your opinion on Texas Secessionist movement?
- * What is your position on energy policy?
- * What is your opinion on Global warming and Climate Change, especially in regards to the EPA's recent aggressive and extreme policies regarding energy?
- * Where would your campaign stand on the abortion issue?
- * What is your position on the Constitution and Bills of Rights in regards to activist judges?
- * Do you believe the constitution is a living breathing document or etched in stone?
- * What would you do different than the current administration regarding Syria, Egypt, Muslim Brotherhood, Iran, China? Ask foreign policy questions.
- * Ask some questions about the Founding Fathers.
- * Do you support the LGBT's efforts to legalize gay marriage, extend health insurance and retirement benefits to gay spouses, and child adoption by same sex couples?
- * Do you believe that global warming is man-caused and that economies must be forced to collapse to save the earth?
- * Will you read the entire bill before voting on it?
- * If a legislative bill is unconstitutional will you vote no?
- * Will you ensure every bill has a financial impact study on the economy, jobs and working Americans.
- * Will you vote the party line in order to gain party support for your re-election? Or will you stand on principle.
- * Will you support global governance that will allow global organizations to violate constitutionally guaranteed rights of U.S. citizens? Example the UN Gun Control Ban
- * Do you support sealing our borders/building a fence?
- * What is your position on Illegal immigrants and do you support amnesty?

- * Do you support to extend Social Security to illegal immigrants?
- * Will you support allowing non-citizens to vote?
- * Will you support the nationalization of private businesses?
- * Do you support initiatives that promote entrepreneurship and economic development?
- * Voters have the right to know what do you stand for?
- * Do you support lowering taxes or raising taxes on citizens?
- * etc., etc., etc.,

Vetting Process

Invitations need to be sent out to a candidate to participate in the vetting process, Give the candidate so many days or weeks to respond indicating a desire to participate. If the time frame lapses, then the candidate has defaulted themselves out of any further consideration and receive a negative evaluation.

We should ensure that someone with a vested interest in the outcome of the vetting process (or even the perception of a vested interest in the outcome) doesn't participate in the vetting team panel review.

A candidate should be researched beginning with an agreement to do a background check, particularly their criminal antecedents. All skeletons hidden in their closets must be disclosed. Last thing is putting all your time, energy, resources and money to later find out something damaging about your candidate. The candidate needs to understand that if everything is disclosed publicly early in the campaign it will minimize or negate an attack from the media and your opponent. Example was George Bush having two DUI's. He released the incidents early in his campaign so when his opponents and the media later raised the issue the impact on his campaign was minimal. The background check needs to be entirely confidential, and does not get released to the public. However the evaluation scoring points from the questionnaire needs to be disclosed and posted on the Tea Party Website. If the candidate is aware that their questionnaire answers will be post on the internet for all to see, then either they will not answer (which will tell us they may not be as conservative as they claim) or they will complete it thus giving us the opportunity to publically hold them accountable to keep their word. The old gentleman's rule is; your hand shake is your commitment and your word is you bond,

Our vetting team needs to ensure the candidate meets all the eligibility requirements for the elected seat the candidate is running for.

We will need to determine if a candidate in the vetting pipeline has the necessary campaign infrastructure (finances & fundraising, staff & ground crew, marketing, and so forth) to actually run a credible campaign in the district or state

It is important to ensure the proper paperwork is filed in time and all deadlines are met.

The organization/s supporting the candidate should not serve as the campaign team but coordinate their efforts with the candidate's campaign team. This does not prevent individuals from the supporting

organization from working on the candidate's campaign team. The organization/s will serve as the volunteer arm of the campaign. In order to manage an effective campaign there must be clear lines of separation defining the responsibilities between the organization and campaign team.

Leadership Skills (Needed by the candidate, campaign manager and key staffers)

Positive Leadership is important to any campaign to winning the trust and admiration of the people:

- a. Your strength comes from your supporters; the people.
- b. A good leader listens to the People and stays humble. Humility is an important leadership quality.
- c. Stand by your words for you are judged by them.
- d. Ego and Greed have no place in leadership. Do not confuse ego with strong personality or aggressive leadership qualities better known as moxie.
- e. The opportunity to Lead is a gift from the people, use it wisely.
- f. You are an Ambassador of those you represent and those who support you. Be cognizant of your actions and deeds at all times.
- g. The true test of a great leader is the sacrifice and commitment for the People.
- h. Empathy can go a long way of showing the people that you understand their struggles and/or pain.
- i. Put the people before yourself and you will always be first in their eyes. Never be afraid to step out in the pasture to shake hands even at the risk of stepping in something.

Interviewing

We need to do a better job predicting a candidate's performance. We will need to take an assessment such as:

- Get a clear blueprint of a candidate's key natural behaviors and talents.
- Determine exactly how these traits fit with our mission and goals.
- Identify where the individual matches, where the person has good potential for success.
- Zero in on areas where there's a mismatch, where the candidate will likely face challenges and maybe even failure.
- Determine realistically if weaknesses will respond to training or coaching, or if they simply must be accepted "as is."

We must streamline the vetting interview process while providing a quick, accurate blueprint highlighting a candidate's key traits. We will need to separate the true contenders from individuals who do not meet our standards thus avoiding spending time and resources attempting to identify the right candidates and avoiding the wrong ones.

1. We will need the candidate to complete a question questionnaire which will primarily focus on the candidate's views or beliefs about the nature of government, economics, and other broad conservative subject areas. All candidates will answer the same set of questions in order to provide a level playing field for all candidates, as well as to provide a consistent means of comparing candidate responses.

2. Upon completion of the questionnaire, candidates will be invited to attend a brief, informal interview with members of the Vetting team. The purpose of the interview will be to clarify any responses to questions on the questionnaire and to respond to a handful of more pointed questions. Again, the same set of questions will be asked of each candidate in this step, though specific follow-up questions may be asked as a means of clarifying candidate responses.

Note: Interviews for candidate need to be completed prior to appearing with the Vetting Team. However, a questionnaire for current officials already in office to determine if they should receive our endorsement or not will be a separate program from vetting candidates to run for office.

3. An appearance at one of the Tea Party monthly meetings for a question and answer period from the floor after a short speech. In the first portion of the meeting, candidates will respond to questions from Tea Party leadership, with the remainder of time given to questions from the floor. Also, given the anticipated number of candidates and the limited number of meetings before the election, it will most likely be necessary to have multiple candidates at a given meeting. When possible, candidates from the same district will be invited to the same Tea Party meeting in order to provide the greatest opportunity for citizens to compare candidates side by side. Candidate responses to questions should be limited to two minutes in order to allow as many questions from the floor as possible. Note: The meetings should be recorded and made available via the internet through YouTube and Tea Party's website.

4. The last step in the process, to be completed by the Tea Party, will be the publication of the results on the web-site and other media. The Tea Party should not offer any interpretation, analysis, comment, or recommendation regarding any of the candidates or their responses. The results of the process will simply be made available to the public as it is gathered. We must not speak ill of any conservative, the left leaning progressive media will attempt to do as much damage as possible all by themselves.

Note: The Results regarding our opposition do not apply to this standard which will be under a separate program for current office holders.

Understand that this vetting process is in no way affiliated with, connected to, or administered by the Ellis County Republican Party.