

FAQs

- What is going on?
 - The Heritage Foundation's Board of Trustees, by unanimous vote, has asked for and received the resignation of Jim DeMint as president of the organization.
 - Heritage Founder Ed Feulner has returned to serve as the interim president while we conduct a nationwide search for our new chief executive.
- Why did the Board remove Jim DeMint?
 - This was a difficult and necessary decision. After considering all the facts and circumstances, this was the only decision left for the Board to take.
 - After a comprehensive and independent review of the entire Heritage organization, the Board determined there were significant and worsening management issues that led to a breakdown of internal communications and cooperation.
 - While the organization has seen many successes, Jim DeMint and a handful of his closest advisers failed to resolve these problems.
 - Heritage has never been about a person, but rather the power of conservative ideas. We are bigger than any one individual.
 - This decision will leave Heritage stronger in the short run and the long run and enable us to better fight for conservative policy solutions.
 - During the transition period, Heritage will be led by Ed Feulner, who served as president of the organization for 36 years. Ed helped found Heritage in 1973, and was instrumental in creating the original Mandate for Leadership, a 1,000-page manual for the Reagan administration. Ultimately, two-thirds of Mandate's recommendations were enacted into law.
- Will Steve Bannon become Heritage's president?
 - No. Heritage will be led by Ed Feulner, who served as president of the organization for 36 years. He will serve as interim president until the Board of Trustees can identify a new leader for the organization.
- Is Heritage giving in to the Establishment/becoming less conservative?
 - Absolutely not.
 - Heritage has been and always will be committed to conservative principles: free enterprise, limited government, traditional American values, and a strong national defense.
 - After a comprehensive and independent review of the entire Heritage organization, the Board determined there were significant and worsening management issues that led to a breakdown of internal communications and cooperation. While the organization has seen many successes, Jim DeMint and a handful of his closest advisers failed to resolve these problems.
 - Heritage is a permanent institution fighting for conservative ideas, as Ed Feulner often reminds us. We remain committed, as ever, to the principles that have made America

great: free enterprise, limited government, individual freedom, traditional American values, and a strong national defense. This will continue under the leadership of Ed and his successor.

- We have several important fights ahead of us: fully repealing Obamacare, reining in government spending, gutting regulations like the Dodd-Frank bill, and restoring the principles of the American Founding.
- Why didn't you tell me earlier?
 - While we tried, in good faith, to resolve this issue amicably, we honored our side of the bargain to remain silent. At the end of the day, we could not come to an agreement.
 - We wanted to make sure the Board's decision was final before alerting you. Unfortunately, the media ran with speculation about this story before the facts could come out.
- What happens to Heritage Action for America?
 - Nothing changes. Their mission continues – to advance Heritage's conservative agenda on Capitol Hill and hold lawmakers accountable to conservative principles.
- Is this because of tensions with Heritage Action?
 - No. After a comprehensive and independent review of the entire Heritage organization, the Board determined there were significant and worsening management issues that led to a breakdown of internal communications and cooperation. While the organization has seen many successes, Jim DeMint and a handful of his closest advisers failed to resolve these problems.
- What is Ed Feulner's role?
 - The board asked him to step into this vacancy. He agreed to become interim president to continue steady leadership over Heritage.
 - He will advance the conservative principles that Heritage members have supported for nearly five decades.
 - Ed Feulner served as president of the organization for 36 years. Ed helped found Heritage in 1973, and was instrumental in creating Mandate for Leadership, a 1,000-page manual for the Reagan administration. Ultimately, two-thirds of Mandate's recommendations were enacted into law.
- How will this affect the Trump agenda?
 - Heritage maintains extensive ties to the administration. Heritage scholars maintain direct lines of communication to high-ranking officials both in the White House and every cabinet agency, as well as key lawmakers and staff on Capitol Hill.
 - Hundreds of Heritage alumni work in the administration and on Capitol Hill, and maintain friendly ties with Heritage. These alumni include Paul Winfree, the deputy director of the Domestic Policy Council, and even Sen. Tom Cotton (R-AR).
 - Dozens of Heritage staff and board members worked directly on Donald Trump's transition, including Ed Feulner and Ed Meese and board members Kay James and Bill Walton, advising on policy, selection of cabinet members, and other key staff.
 - Ed was head of domestic policy on the transition team, and helped shape the new administration around conservative principles, on both policy and personnel. He maintains positive relationships with the White House.

- In fact, Heritage's offices were subject to a protest last month from liberals upset over our influence on President Trump's proposed "skinny budget." Heritage's Blueprint for Balance plan was very influential in the plan to downsize discretionary spending programs.
- How will Heritage be successful without Jim DeMint at the helm?
 - Heritage has never been about a person, but rather the power of conservative ideas. We are bigger than any one individual.
 - After a comprehensive and independent review of the entire Heritage organization, the Board determined there were significant and worsening management issues that led to a breakdown of internal communications and cooperation. While the organization has seen many successes, Jim DeMint and a handful of his closest advisers failed to resolve these problems.
 - Heritage is a permanent institution fighting for conservative ideas. We remain committed, as ever, to the principles that have made America great: free enterprise, limited government, individual freedom, traditional American values, and a strong national defense. This will continue under the leadership of Ed and his successor.
 - During the transition period, Heritage will be led by Ed Feulner, who served as president of the organization for 36 years. Ed helped found Heritage in 1973, and was instrumental in creating *Mandate for Leadership*, a 1,000-page manual for the Reagan administration. Ultimately, two-thirds of *Mandate's* recommendations were enacted into law.
 - Heritage is the most broadly-supported policy organization in the world. We have the backing of half a million conservatives across the country.
- What kind of president are you looking for?
 - The new Heritage president will be someone who can take our ideas, develop them, and make them the universally declared objectives of the American people.
- What will the presidential search look like?
 - The board will conduct a nationwide search for a person who can take our ideas, develop them, and make them the universally declared objectives of the American people.
- Will other staff leave? Why are senior managers leaving? Is this a purge? Will Heritage be bringing back others from the Feulner era who left when DeMint came on board?
 - Five senior staff are leaving with Jim.
 - With any leadership transition at any organization, you expect personnel to change at different levels.
 - Heritage has a very strong management team. Our team of directors and vice presidents have an average tenure of nearly 10 years.
- How will Heritage function with most of its senior management team gone?
 - Heritage has a very strong management team, and only a small percentage of that team is leaving. Our team of directors and vice presidents have an average tenure of nearly 10 years.
 - Heritage has never been about a person, but rather the power of conservative ideas. We are bigger than any one individual.

- Ed Feulner is a strong chief executive and will help guide Heritage during the transition period. He has the backing of the Board of Trustees.
- What am I giving to now? Where's my money going?
 - Your donation continues to support the principles that made America great: free enterprise, limited government, individual freedom, traditional American values, and a strong national defense – the same as ever.
 - Heritage's mission is unchanged. In fact, interim president Ed Feulner served as Heritage's president for more than 30 years and helped lay the intellectual groundwork for the Reagan administration. Most recently, he was deeply involved with Donald Trump's transition team, helping ensure conservative policies and personnel were paramount in the new administration.
- Can I get a refund for my donation?
 - Yes.
- Is Ed Feulner trying to be president again?
 - No. Ed was asked by the Board of Trustees to serve as interim president until a successor to Jim DeMint is found. He told the board he would serve for no more than six months.
- Is there a scandal involved?
 - No.
- Is the organization sound financially?
 - Yes. The Heritage Foundation, the most broadly supported policy organization in the world, is in a solid financial position. Thanks to our 500,000 members around the country, our first quarter fundraising was very strong.
 - Heritage is a permanent institution on Capitol Hill for conservative policy ideas and we're not going anywhere.
- Why did the board vote as they did? Was DeMint forced out?
 - Our trustees take seriously their responsibility to be stewards of Heritage, and only arrive at this difficult and necessary decision after a comprehensive review of his management and leadership abilities.
 - This was a difficult and necessary decision for the Board to take. As trustees, we have governance and oversight responsibilities for this organization and our 500,000 members. We were compelled to take action.
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- Have any board members resigned or threatened to resign?
 - One trustee resigned before the Board took any action on this situation.
 - The vote of the board of trustees was unanimous.
- How long has this been building?
 - Our trustees take seriously their responsibility to be stewards of Heritage, and only arrive at this difficult and necessary decision after a comprehensive review of his management and leadership abilities.
- Does Ed's return indicate a restoration of a more inclusive, tolerant Heritage?

- Heritage has always believed the conservative movement is a big tent. The Heritage motto has always been addition and multiplication, not division and subtraction. That was true under both Ed Feulner and Jim DeMint.
- Was Tuesday's disruptive protest the last straw for the board?
 - The protest (and others like it before) is a testament to the continued influence of The Heritage Foundation and our principled, conservative ideas.
- Was this a purge?
 - No.
- Will Heritage return to being less active on social issues—especially divisive issues like abortion and gender politics?
 - Heritage has always believed in the “three legs” of the conservative stool: free enterprise, traditional values, and a strong national defense.
- Was DeMint on the Action board?
 - No. Jim never had a formal role with Heritage Action.
- What will DeMint do now?
 - We don't know the answer to that question. Whatever he does, we wish him well.
- Does the Board feel Heritage has become too closely associated with Trump?
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 - In fact, earlier in April, Heritage's offices were subject to a protest from liberals upset over our influence on President Trump's proposed “skinny budget.” Heritage's Blueprint for Balance plan was very influential in the plan to downsize discretionary spending programs.