



# BILL EMERSON NATIONAL HUNGER FELLOWSHIP



# 2022-2023 Host Application Guide

# Introduction



We have everything we need to put an end to hunger and poverty in the United States—the knowledge, the skill, and the resources—and yet, because of persistent gaps in understanding and lack of political will, these issues remain entrenched as ever. Community-led efforts to promote food security lack the scope and power that come with federal resources, while policy-making at the national level can be alienated from voices of people directly affected by hunger and poverty.

That's where **Bill Emerson National Hunger Fellowship** comes in. Each class of Emerson Fellows is a dedicated cohort of rising leaders, eager to find how they can be most effective in ending hunger and poverty in America. By hosting a fellow you are adding valuable person-power to your team as well as making an investment in a new generation of leaders with experience

at making effective change at both the local and national level.

The Emerson Fellowship is a program of the [Congressional Hunger Center](#), a bipartisan nonprofit organization whose mission is to develop, inspire, and connect leaders in the movement to end hunger, and to advocate for public policies that create a food-secure world. Over the next few pages you'll see how an Emerson Fellow can become an indispensable member of your team. We hope to hear from you!

**Tony Jackson**  
Director  
Bill Emerson National  
Hunger Fellowship Program

▲ From right: Emerson Hunger Fellow alum **Eduardo Hernandez** ('16-'17), fellows **Yesenia Jimenez** and **Kiese Hansen** ('18-'19), and supervisors from the Center for Law and Social Policy at commencement, July 2019.

# What is the Emerson Fellowship?

The Bill Emerson National Hunger Fellowship is a year-long leadership and professional development program that trains committed young people in the movement to end hunger and poverty in the United States.

Each class of 15 to 21 fellows gains experience and professional skills as they add capacity to anti-hunger/anti-poverty partners at field placements across the country and policy placements in Washington, D.C. Each class forms a learning

cohort, sharing knowledge and insight from their varied placements and growing together. And the Hunger Center's dynamic leadership development curriculum centers the skills required to create change.



## What is the Hunger Center?

Founded in 1993 by a bipartisan group of members of Congress, we are a nonprofit organization dedicated to the principle that access to nutritious, affordable, and culturally appropriate food is a basic human right. We develop, inspire, and connect leaders in the movement to end hunger, and advocate for public policies that will create a food secure world.

## Who was Bill Emerson?

The fellowship's namesake, **Rep. Bill Emerson**, was a Congressional champion for bipartisan solutions to food insecurity in the U.S. and around the world. [Learn more about Rep. Emerson](#)



▲ Above: **Rep. Bill Emerson** (1938-1996; right) with Congressional colleague and friend **Rep. Mickey Leland**; Top: the 26th Class of Emerson National Hunger Fellows ('19-'20).

# Why Host an Emerson Fellow?

Emerson Fellows are passionate about their commitment to eliminating hunger and poverty and their root causes. Hosting an Emerson Fellow for a field or policy placement will provide skills, energy, and support for your organization's mission.

## ADDING CAPACITY

Fellows provide flexible project-oriented assistance at a nominal cost, allowing you to expand existing programs, enhance or improve existing initiatives, or respond to urgent or emerging needs.



## TRAINING A NEW GENERATION OF LEADERS

Through an extensive application and interview process, the Hunger Center selects promising, talented young professionals who devote a year of their lives to promoting food security and social justice.



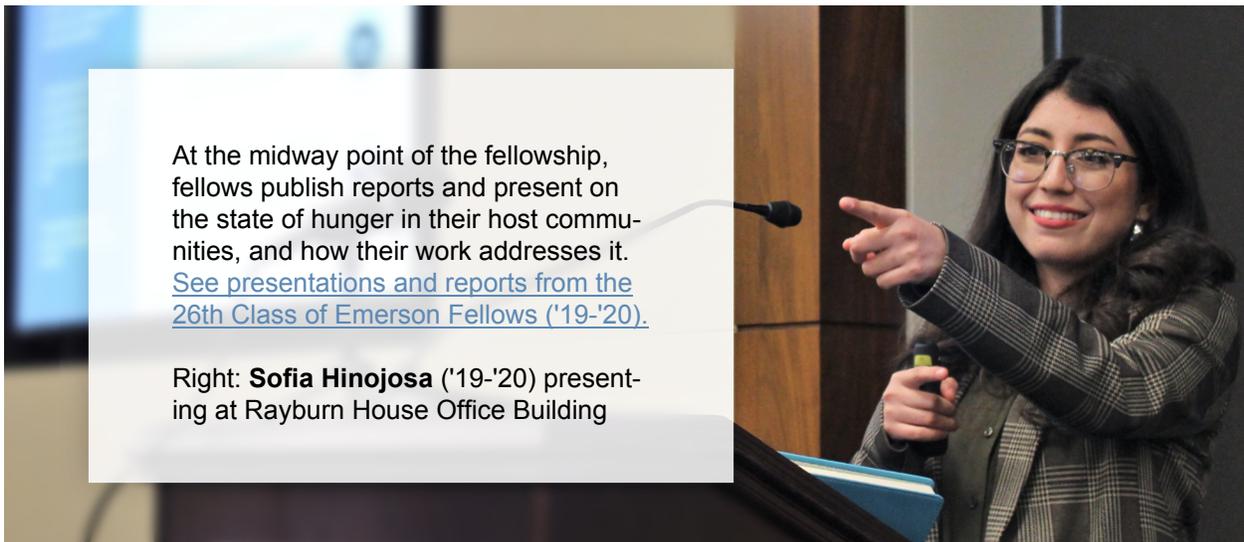
## BRIDGING GAPS, ADDING PERSPECTIVE

The unique two-placement structure exposes fellows to community-based initiatives and federal policy interventions, allowing them to see where gaps exist between the two approaches to ending hunger in the U.S. and how to address them.



At the midway point of the fellowship, fellows publish reports and present on the state of hunger in their host communities, and how their work addresses it. [See presentations and reports from the 26th Class of Emerson Fellows \('19-'20\).](#)

Right: **Sofia Hinojosa** ('19-'20) presenting at Rayburn House Office Building



Beyond gaining direct work experience with your organization, Emerson Fellows undergo a rigorous professional development training which helps them build on their day-to-day work experience to find how they can best contribute to ending hunger in the United States.

### **Cohort Model**

Each class of fellows forms a supportive learning community, where they share their experiences with a network of peers. Fellows help each other question, troubleshoot, learn, and develop a deeper understanding of food insecurity in America and its root causes than they could on their own.

### **Advising**

The Hunger Center supports Emerson Fellows throughout the year with regular coaching and advising from staff and alums of the fellowship.

### **Learning and Curriculum**

At set points throughout the fellowship year, fellows participate in group learning events, retreats, and professional development days focused on hunger, public policy, racial equity, and social justice. Our leadership curriculum builds fellows' core capacities to become effective agents for change and promoting food security.

### **Stipend**

The Hunger Center provides each fellow with a financial package based on the cost-of-living at their residence during each placement.





Emerson Fellows are selected through a rigorous application process and possess a diverse range of skills, education, and experience.

Central to our theory of change is the idea that any lasting solution to ending hunger must be led by people with first-hand expertise. For the Emerson Fellowship we recruit and invest in the leadership of people with lived experience of hunger and

poverty and people of color, who are disproportionately affected by hunger. [Meet our growing community of over 500 Emerson Fellows and alums.](#)



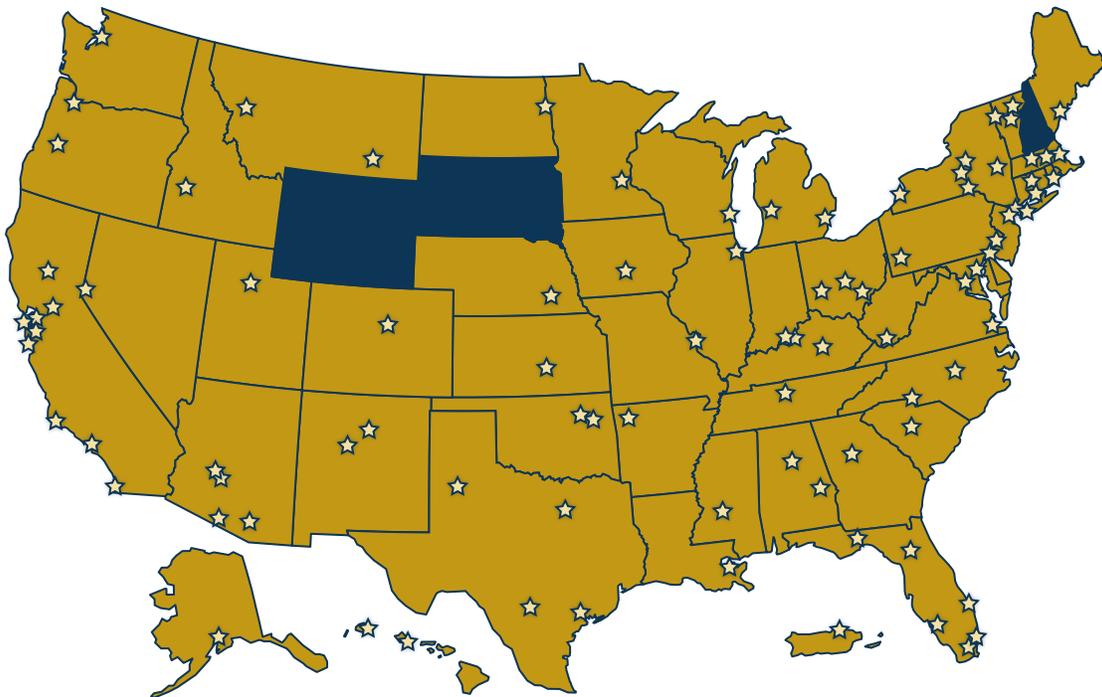
▲ Clockwise from top left: Fellows **Trish Abalo** and **Rachel Flores** ('19-'20) with field supervisor and Emerson Fellow alum **Marc Jacobson** ('98-'99); **Megan Smith**, **Cassandra Granville**, and **Alexa Angelo** ('19-'20) at the National Anti-Hunger Policy Conference in Washington, D.C.; **Leslie Rios** ('20-'21) at the Houston Food Bank warehouse; **Davis Chhoa** ('18-'19) with CAPI USA in Minneapolis, Minnesota.

# Preparing Your Application

When you apply to host an Emerson Fellow, you're applying on behalf of your employer to be a host organization, or *host org*.

Since the first class in 1994, fellows have worked with over 285 host orgs. While our host org partners represent a wide range of approaches and structures across the nonprofit and public sectors, the main distinction we make is between hosts for *field placements* and for *policy placements*.

Community-based organizations host fellows for field placements in fall and winter, and national policy-focused organizations in the Washington, D.C. area host fellows for policy placements in spring and summer.



▲ Emerson Fellows have supported organizations in 47 states, Puerto Rico, and the District of Columbia

## WHICH PLACEMENT IS RIGHT FOR MY ORGANIZATION?

### Field Placements

- Application period: April - May
- Placement duration: September - February
- Geography: Anywhere in the U.S.
- Focus: Community-based / local / state approaches to food insecurity

### Policy Placements

- Application period: November - December
- Placement duration: February - July
- Geography: mainly Washington, D.C.-area
- Focus: National policy-based / federal approaches to food insecurity

Host organizations are essential partners in the fellowship experience. Your organization will be responsible for providing the following:

### Host Fee

Each site pays a fee to partially offset the cost of each fellow's stipend and training, invoiced before your fellow's placement begins. Fees are determined on a sliding scale based on your organization's budget.

Budget	Fee for Field Placement*	Fee for Policy Placement*
up to 1 M	\$4,029	\$4,432
1 M to 10 M	\$5,610	\$6,171
10 M to 100 M	\$7,242	\$7,966
> 100 M	\$9,333	\$10,266

\*A additional 10% is added to host fees to offset high cost of living in certain areas, including field placements in **Washington, D.C., New York City, Boston, Honolulu, Santa Barbara**, and some cities in the **San Francisco Bay Area**. This charge has been included in the listed fees for policy placements, which must be in the Washington, D.C.-area. For questions on whether your area is subject to the 10% offset, contact Program Specialist [Emma Williamson](#).



▲ **Nathan Garcia** ('21-'22) was placed with Project Bread in Boston, Massachusetts, where he studied the effects of the commonwealth's breakfast after the bell mandate. [Watch Nathan present his findings here.](#)

### Work Plan

As part of your application, you will propose a work plan for your fellow's placement. Hunger Center staff match fellows to host orgs based on the requirements of your work plan and fellows' skills, experiences, and interests. Learn more about work plans on the next page.

### Community Support

We are committed to engaging with the root causes of hunger and poverty through building partnerships and following the leadership of people directly impacted by these issues. For field placements, your application will ask you to demonstrate community support for your organization's mission and the proposed work plan.

### Active Supervision

In your application you must designate a dedicated supervisor who will oversee the fellow and the implementation of their work plan and ensure their success in the organization. We expect the supervisor to be responsive to the fellow and Hunger Center staff, and to provide mentorship throughout the duration of the placement.

### Safe & Supporting Environment

Your organization must maintain a safe, welcoming environment for fellows of all races, ethnicities, genders, class backgrounds, religions, and sexual orientations. You are also responsible for providing the fellow all materials necessary to ensure they can complete their work plan successfully, including work-related travel, a dedicated office space, and work equipment.

## DEVELOPING A WORK PLAN

When you apply to host an Emerson Fellow, you will propose a project work plan related to hunger and poverty in the United States and their root causes. This plan should be a detailed account of how the fellow will engage with the work of your organization and be supported as an integrated member of the team. The work plan should include opportunities for leadership, program development, and mentorship by executive staff.

While the lists below are by no means exhaustive, many work plans include one or more of the following elements:

### Skills

- Primary and secondary research (quantitative and qualitative)
- Data analysis & presentation
- Community outreach
- Strategy development
- Meeting & event facilitation
- Communications & writing
- Program design

### Projects

- Education / advocacy campaigns
- Story banking, storytelling, interviews
- Documenting best practices
- Literature review
- Community needs & assets assessment
- Impact assessment & gap analysis
- Policy analysis
- Legislation / administrative rule tracking
- Coalition-building

### Subject Areas

- Federal nutrition & safety net programs
- Racial equity & equitable practices
- Food sovereignty
- Urban agriculture
- Emergency food assistance
- Local food production / food businesses
- Disaster / pandemic response
- Social justice areas intersecting with food insecurity (e.g. healthcare, housing, employment)



▲ **Alexandrea Wilson** ('21-'22), placed in Denver Colorado. Her work plan focused on developing a plan to include voices of program participants in decision-making at Warren Village, a residential housing program in Denver, Colorado. [Read her report here.](#)

## A NOTE ABOUT FIELD PLACEMENTS

For field placements, fellows are placed in host communities in pairs. Organizations may submit an application with two work plans for two fellows or encourage another organization in the same community to apply. Please be in touch with Program Specialist [Emma Williamson](#) for additional information.

Have questions about developing a work plan? Contact Program Director **Tony Jackson** at [tjackson@hungercenter.org](mailto:tjackson@hungercenter.org)

## 2021-22 EMERSON FELLOWSHIP CALENDAR



▲ From top: 21st Class fellows ('14-'15) at field training and orientation; 28th Class fellows ('21-'22) and staff at midfield retreat; **Megan Smith** ('19-'20) shares her field work presentation.

### April 2022

Applications to host fellows for field placements open

### May 2022

Applications to host fellows for field placements close; 29th Class Emerson Fellows selected

### May 2022

Selected host organizations are notified and matched with fellows for field placements

### August 2022

Fellows' orientation and field training

### September 2022

Field placements begin

### October 2022

Fellows gather for midfield retreat to reconnect and share experience

### November 2022

Applications to host fellows for policy placements open

### December 2022

Applications to host fellows for policy placements close

### January 2023

Selected host organizations notified and matched with fellows for policy placements

### Mid-February 2023

Field placements end

### February 2023

Fellows' policy training; field work presentations on their experience and work products

### March 2023

Policy placements begin

### Late July 2023

Commencement ceremony; policy placements and fellowship year end

## NEXT STEPS FOR PROSPECTIVE APPLICANTS

If you are ready to host a Bill Emerson National Hunger Fellow, we're ready to connect with you—

### LET'S TALK

If you think an Emerson Fellow would be a great fit for your organization, get in touch with us! Contact Program Specialist [Emma Williamson](#) to learn about hosting a fellow at your organization.

### SIGN UP FOR OUR NEWSLETTER

For all the latest news from the Hunger Center, including updates on application deadlines and stories of fellows and their work, [make sure to join our mailing list!](#)

### FOLLOW US ON SOCIAL MEDIA

We're on [Twitter](#), [Instagram](#), [Facebook](#), and [LinkedIn](#)—follow us and say hello!

► **Courtney Colwell** ('18-'19) takes part in an advocacy campaign with Project Bread in Boston, Massachusetts.





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Have questions not covered by this guide?

Contact Program Specialist

**Emma Williamson** at [ewilliamson@hungercenter.org](mailto:ewilliamson@hungercenter.org)

Cover Photo: Fellows from the 28th Class ('21-'22) at midfield retreat  
Photo of Rep. Emerson and Rep. Leland courtesy Marty LaVor

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