

CALIFORNIA THREE PERCENTERS

Bylaws
and
Standard Operating Procedures



www.CaliforniaThreePercenters.org

Find us on Facebook: <https://www.facebook.com/CaliforniaThreePercenters/>



TABLE OF CONTENTS

ABOUT CALIFORNIA THREE PERCENTERS	
MISSION STATEMENT	2
ABOUT US	2
HISTORY	3
4 PRINCIPLES OF BEING A THREE PERCENTER	3
OUR GOAL	3
OATH	4
DESIGN OF THE ORGANIZATION	4
ORDER OF SUCCESSION	4
TIERS	5
QUALIFICATIONS	6
TITLES AND DUTIES	6
ELECTIONS OF LEADERS AND APPOINTMENTS OF OFFICERS	9
COMMUNICATIONS	10
PRIMARY AND SECONDARY COMMUNICATION METHODS	10
MONTHLY REPORTING	11
VIDEO CONFERENCE CALLS	11
MEMBERSHIP AND PARTICIPATION	11
POTENTIAL MEMBERS	11
PROBATIONARY MEMBERS	11
AGE REQUIREMENT	12
FELONIES AND DISQUALIFYING MISDEMEANORS	12
MENTAL ILLNESS	12
RECRUITING	13
VETTING	13
INVALIDATED PERSONS	14
CHARGES BY MEMBERS OR OFFICERS	15
DISCIPLINARY ACTIONS	15
APPEALS PROCESS	16
ADMINISTRATIVE LEAVE	16
FOCUS POINTS	16
EVENTS AND MEETINGS	16
TRAINING AND EDUCATION	18
AMENDMENTS AND CHANGES TO THESE BYLAWS	18
APPENDIZ A – Z: STANDARD OPERATING PROCEDURES	18

ABOUT CALIFORNIA THREE PERCENTERS

MISSION STATEMENT

Self, Family, Community

We are a gathering of like-minded patriots with the desire to serve, protect and improve our communities and country. You can help us by:

1. **Self.** Take care of yourself first. We cannot serve and protect others without making ourselves a priority. This goes along with the first two pillars of our group: moral strength and self-readiness. Seek out opportunities to improve yourself, train, and always be prepared.
2. **Family.** Take care of our families/loved ones. Providing resources for them, keeping them safe from harm, learning necessary skills to create a safe, survivable environment for them. This can include prepping, first aid training, and survival readiness.
3. **Community.** We are here to serve our community! Get involved, provide safety when necessary, and lend a hand to fellow brothers and sisters. Partnering with local resources to find avenues in which to get involved allow all of us to promote a positive message about our group and grow as a community.

"Life, Liberty and the pursuit of Happiness"

ABOUT US

'California Three Percenters' is a statewide organization made up of patriotic citizens who love their country, their freedoms, and their liberty. We are committed to standing against and exposing corruption and injustice.

We are NOT a militia. However, we do have meetings on local levels. These meetings are to help members network together and to learn from each other. Being a Three Percenter is more of a way of life rather than a club to join. As such, there are no membership fees or dues and we will not charge people to participate in a movement that defends civil liberties. However, some events may be held at facilities that require admission. This can be paid individually, as a group, or through a legal means of fundraising. Operational costs (Website hosting, forum participation, training resources, etc.) are paid through member donations. Mostly, we are an "open source community" meaning, we help each other and try not to rely on 3rd parties or institutions that cost money for our operations. We consist exclusively of volunteers and no member at any level is on any payroll provided by our organization.

We are NOT anti-government. In fact, we are very pro-government, so long as the government abides by the Constitution, doesn't overstep its bounds, and remains "for the people and by the people". Our goal is to utilize the fail-safes put in place by our founders to reign in an overreaching government and push back against tyranny. We are working to preserve the intent of our government as designed. We do not intend to implement our own government. There is often a misconception that we are wanting to overthrow the government. This is simply not true and a false rumor to try and paint our movement as anti-government.

We do not seek to incite a revolution. However, we will defend ourselves when necessary. We are not here to create violence. Violence should always be a last resort and should only be defensive in nature.

HISTORY

In the mid-1700's, the British colonies of North America had many reasons to be disgruntled with the British Empire and the ruling class in England. Recognizing things would become worse before they became better, many amongst the people banded together to push an ideology they all shared. This ideology identified and acknowledged that every person has certain rights from birth. These are not granted by any authority other than their Creator. The limitation or denial of these rights is defined as tyranny and oppression. These bands of people worked together to peacefully resolve the abuses of their government. But, they also recognized that peace was not a guaranteed solution.

Eventually, an idea was coined of having "Minutemen" available at a moment's notice should the "King's tyranny" show up in their town, on their streets, or at their door. These Minutemen would meet, train, prepare to defend themselves, their family, and their townships from an ever-encroaching empire.

It is a rough estimate that only 3% of the colonists were actively fighting in the field against British forces at any given time. It is from these Minutemen where the 3% name has originated and been passed down into this century. In this new Century we recognize the 3% in being that we will be the last defense to protect the citizens and Constitution of the United States if there ever comes a day when our government takes up arms against "WE the People".

4 PRINCIPLES OF THE THREE PERCENTERS

All Three Percenters must abide by the following principles. Anyone who cannot accept these principles as a self-imposed discipline are not welcome in this organization, nor should ever consider themselves a part of the Three Percent movement.

1. Moral Strength - Knowing what is right and wrong and acting accordingly. Being trustworthy, truthful, and holding high values and principles. Strength to stand up when something is morally wrong.
2. Physical Readiness - Physical readiness is defined as the ability to meet the physical demands of any task in order to accomplish the objective at hand. There are some III%ers that have disabilities that prevent them from meeting physical demands and for these there is an exception.
3. No First Use of Force - "Don't fire unless fired upon". We are not the aggressor nor antagonist. We are purely defensive and only as a last resort.
4. No Targeting of Innocents - Self Explanatory.

OUR GOAL

The goal and main focus of 'California Three Percenters' is to get patriots to network, prepare, and petition together on a local level. We intend to provide a framework and guidance that 'The People' can use to make positive change in restoring the founding principles of our Constitutional Republic. We plan to leverage incorporated fail-safes and laws to ensure the success in preserving the Constitution as the supreme law of the land. Leadership roles in this organization were created to achieve this goal and to serve, not command, those they are appointed over.

OATH

We ask all Three Percenters to take and keep the following oath under any and all circumstances:

"I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same. I swear (or affirm) to uphold the four principles of a Three Percenter: have moral strength, be physically ready, no first use of force, and no targeting of innocents."

Any member who is prior or current military/law enforcement should always remember, reflect, and abide by the sworn oath they took. We also propose that these individuals who are current military and/or law enforcement take and keep the following oath from the Oath Keepers organization under any and all circumstances:

1. I will NOT obey orders to disarm the American people.
2. I will NOT obey orders to conduct illegal searches of the American people
3. I will NOT obey orders to detain American citizens as "unlawful enemy combatants" or to subject them to military tribunal.
4. I will NOT obey orders to impose unjustified martial law or a "state of emergency" on a state.
5. I will NOT obey orders to invade and subjugate any state that asserts its sovereignty.
6. I will NOT obey any order to blockade American cities and thus turning them into giant concentration camps/civilian war zones.
7. I will NOT obey any order to force American citizens into any form of detention camps under ANY pretext.
8. I will NOT obey orders to assist or support the use of any foreign troops on U.S. soil against the American people to "keep the peace" or to "maintain control."
9. I will NOT obey any orders to confiscate the property of the American people, including food and other essential supplies.
10. I will NOT obey any orders which infringe on the right of the people to free speech, to peaceably assemble, and to petition their government for a redress of grievances.

DESIGN OF THE ORGANIZATION

ORDER OF SUCCESSION

We will ensure that our organization becomes a legacy we pass down to future generations.

To that end the following will clearly outline the procedure to be followed in the event of the State Leaders death or incapacitation.

In the event the State Leader becomes incapacitated, the State Assistant Leader will assume all authority, duties and responsibility, but not assume the title until such time as there is no reasonable expectation of the State Leader being able to resume responsibility. In the event of the State Leaders death the State Assistant Leader will immediately assume the State Leader role. Should the State Assistant Leader position be vacant at the time of State Leader death/incapacitation the State Secretary will convene and preside over the State Council, who will choose a new State Leader.

TIERS

This organization has 4 tiers. Though not all 4 tiers are activated at this time for the state, they will be as numbers increase. Each tier is expressly designed to be a support for the tier leaders and members in the tier directly beneath them. They are as follows:

- State
- Zone
- County
- District

State Tier - Contains multiple Zones. The State will have a map that depicts the Zones, Counties and Districts.

- Zone Tier - Contains multiple Counties
- County Tier - May contain multiple Districts
- District Tier - Section of a County

This map represents how California is divided by Zone. Zones may draw district lines based on necessity and density/distance of membership. (Bold lines to outline Zones, names on all zones as well as counties).



QUALIFICATIONS:

Zone and State Lead candidates must be willing to agree to an in-depth background check, if requested by the Current State Leader or any of his officers. This requirement will safeguard the organization from people who fail to disclose their full history. This requirement is not in effect for all members but may be requested if suspicion is found and an investigation has started. If a disqualifying offense is not disclosed and is found in a background check, it will be handled on a case by case basis.

State Lead candidates must have held a Zone or State leadership position for a minimum of 1 year prior to nomination. (Unless there is a motion to allow an exception for a candidate and that motion is seconded.)

State Training Officers must have current or prior military service (NCO or better) or advanced LEO service (Sergeant or better). Must have had actual instructional experience in their military or LEO roles. Must have left service in good standing or honorable conditions.

Zone Training Officers must have current or prior military or LEO service. Must have had actual instructional experience in their military or LEO roles. Must have left service in good standing or honorable conditions.

Medical Officers must have a verifiable medical background in military or civilian sector.

Communications Officers must have a valid HAM operator's license or equivalent.

Bad conduct and dishonorable discharge status' will exempt any member from holding an officer role but may not necessarily exempt them from general membership. Other than Honorable Discharges can be considered for officer roles, but terms of discharge must be disclosed and reviewed by State Council. OTH and below are exempt from Training Officer positions.

TITLES AND DUTIES

Since we are not a militia we do not have titles such as General, Major, Captain, Executive Officer, Lieutenant, etc. However, as with any organization, there are primary points of contacts (POCs) that have insight into specific areas of responsibility. These are what we refer to as our Leaders and Officers. Officers in this construct are not the same as a Military, Civil Service, or Law Enforcement type organizations. They are the people with the knowledge to guide their members in their role, but do not command them. For conflict of interest reasons, leaders and representatives in our Organization are not permitted to be leaders or representatives in other, similar organizations, however there is no issue with participating as members in those organizations. This rule does not apply to locally developed personal groups, state sponsored or local militias, or unrelated organizations such as church, recreational activities, etc.

The following are the titles and duties for each tier:

Leader (All Tiers) - All tier leaders are expressly responsible for all operations of their tier. They're responsible for organizing petitions, protests, marches, and training for their tier. They are directly over the tiers underneath them and are to aid and assist any lower tiered leaders they are over within positioning. State Leaders oversee the State Facebook page, organization's website, forum, webstore, other social media outlets, organizational structure, and inner workings. The State Leader cannot have

been convicted of and disqualifying crimes. State Leaders are directly responsible for the group page on Facebook. Strong organizational skills are a must.

Assistant Leader (All Tiers) - Aids and assists the tier leader in all their responsibilities.

Communications Officer (All Tiers) - HAM radio operator that is responsible for all communications on their tier, as well as training members on their tier, and helping any comms officers underneath them. State Comms Officer is responsible for developing a Comms SOP for the state and should be either have General or Extra Amateur License.

Training Officer (State & Zone Tiers Only) - Helps the tier leader develop a training plan for their tier and tiers below. Focus should be preparing in all definitions of the word, with focus on communications. Analyzes, organizes, and oversees civil unrest events. Must have a military/law enforcement background.

Medical Officer (State & Zone Tiers Only) - Will be expected to help treat members if needed when doing field training if an injury occurs. You must be willing to organize/provide medical training for members from basic first aid to TCCC. Help members with a medical supply list of bug in/bug out needs. Help members identify medical supplies and how they are used. Must have either a civilian or military medical background.

Vetting Officer (State Tier Only) - Works with the State Leader to help vet members. Sends questionnaire and vets all potential members on the Facebook page.

Secretary (State, & Zone Tiers Only) - Prepares all documents, write ups, and minute entries of and for the tier. This position requires great writing skills. Can have further duties as assigned by the tier leader.

Public Relations Officer (State, & Zones Tiers Only) - Point of contact for media outlets. Must be willing to do interviews. Must be confident, a good speaker, and have exceptional writing skills. Aids the tier leader when organizing public events by contacting the media.

Strategic Planning Officer (State Tier Only) – Plans and implements statewide elections and voting platforms. Research and submission of bylaw changes proposed by members and officers for review by State Leadership. Aids State Leader and Assistant State Leaders in initiating investigations sought by members and officers.

Disaster Response Team Coordinator (State Tier Only) - Responsible for organizing and training a Disaster Response Team (DRT) for the state and placing this team on standby. In the event of a disaster involving more than one state, this coordinator will work as a liaison between the zone Disaster Response Teams.

Chaplain (State Tier Only) - Tends to the physical, spiritual, and emotional welfare of organization and community members in the state. The State Chaplain is a DRT second responder and is expected to deploy to areas affected of disasters to give physical, spiritual, and emotional aid. Must be an active or prior ordained minister.

Treasurer (State Tier Only) - In the event that the organization opens a store and/or becomes a non-profit, the Treasurer will be responsible for the handling of donations and incomes. All donations will be managed by the Treasurer and only Zone Leads may apply for training funds. The Treasurer's books will be open to the vetted and voting membership at the end of each quarter. If NPO is established, public

records will be kept, maintained and stored by the Treasurer. Zones may manage their own donations for training materials, but incomes must be reported to State Lead and State Treasurer.

Member - A law-abiding citizen who is dedicated to meeting with fellow Three Percenters in their County, Zone, and District in order to:

1. Be prepared to support and defend their family in their homes
2. Support and defend their neighborhood/city/county.
3. Support and defend their state.
4. Defend their Country and its Constitution. Time should be given to Family, God, and Country, in that order. Participation is a requirement.

Interim titles and duties can be made and assigned by the Zone and District Leader as needed, but such titles will not be recognized on the State level.

The following are the leadership titles for the State Tier:

State Leader

- Northern State Assistant Leader
- Southern State Assistant Leader
- State Secretary
- State Communications Officer
- State Training Officer
- State Vetting Officer
- State Disaster Relief Team Coordinator
- State Chaplain

The following are the leadership titles for the Zone Tier (In this example, this is Zone 5 with 4 Counties)

Zone 5 Leader

- Zone 5 Assistant Leader
- Zone 5 Secretary
- Zone 5 Training Officer
- Zone 5 Public Relations Officer
- Zone 5 Comms Officer

- Zone 5 San Benito County Leader
- Zone 5 Monterey County Leader
- Zone 5 San Luis Obispo County Leader
- Zone 5 Santa Barbara County Leader

The following are the leadership titles for the County Tier.

- San Benito County Leader
- San Benito County Assistant Leader
- San Benito County Comms Officer

Put together, the leadership structure for the whole State looks like the following:

State Leader

Northern State Assistant Leader
Southern State Assistant Leader
State Secretary
State Communications Officer
State Training Officer
State Vetting Officer
State Disaster Response Team Coordinator
State Public Relations Officer

Zone 5 Leader

Zone 5 Assistant Leader
Zone 5 Secretary
Zone 5 Training Officer
Zone 5 Public Relations Officer
Zone 5 Comms Officer

San Benito County Leader
San Benito County Assistant Leader
San Benito County Comms Officer

Monterey County Leader
Monterey County Assistant Leader
Monterey County Comms Officer

San Luis Obispo County Leader
San Luis Obispo County Assistant Leader
San Luis Obispo County Comms Officer

Santa Barbara County Leader
Santa Barbara County Assistant Leader
Santa Barbara County Comms Officer

Zone 2 Leader

...(Same format above for every Zone)

County 1 Leader

...(same format above for every District)

ELECTIONS OF LEADERS AND APPOINTMENTS OFFICERS

An election council will be formed by nomination and vote by current officer positions. No officer who holds an elected role may take part, nominate or vote for a member of the election council. The election council will consist of no less than four voting members from different zones. No two members may be from the same zone. The purpose of this council will be to evaluate the validity of nomination, distribution of the secret ballot and counting of votes. All ballots must be counted twice, and no member may count ballots from their own zone.

State Lead will be elected with majority vote of confirmed zone and state officers and leaders. This position will be refreshed every two years with a limit of two consecutive terms. A third term is allowed

but only after a new State Leader has served a full term. If a State Leader must step down due to delinquency of duty, willful abdication or impeachment, a confirmed Assistant State Lead may take their place to finish the existing term. If the Assistant State Lead assumes a State Lead term of over one year, this will count as one full term in regard to reelection. If a State Lead has maxed out their term limit, they may not immediately hold Assistant State Lead position but may hold other officer positions. A State Lead who has maxed out their 2 terms back-to-back, may hold Assistant State Lead for 1 term only after 1 full term has passed.

Zone Lead will be elected with majority vote via secret ballot of members in their respective zones. This position will be refreshed once per year with a limit of three consecutive terms. More terms are allowed but only after a new Zone Lead has served a full term. Zone Lead positions do not have a maximum term limit but are bound to the listed consecutive limits. If a Zone Lead must step down due to delinquency of duty, willful abdication or impeachment, a confirmed Assistant Zone Lead may take their place to finish the existing term. If the Assistant Zone Lead assumes a Zone Lead position of more than eight months, this will count as one full term in regard to reelection. If a Zone Lead has maxed out their term limit, they may not hold Assistant Zone Lead position but may hold other officer positions.

Zone officer positions (Assistant Lead, Public Relations Officer, Training Officer, Medical Officer, and Communications Officer) will be filled via appointment of the respective, elected, direct Zone Lead. State level positions must be confirmed by Zone Leader majority vote. Zone level positions must be approved by the current and confirmed state level oversight. There is no limit to terms of appointed officer positions.

COMMUNICATIONS

PRIMARY AND SECONDARY COMMUNICATION METHODS

The primary method of communications between all levels will be with the use of the state Facebook Page. Once members have been vetted and approved, they will be given access to their zone pages and Telegram channels. Channel information will be provided as needed to individual members.

The secondary method of communications will be via radio frequency links in the High Frequency, Very High Frequency, and Ultra High Frequency bands. Use of these frequencies may require the user to have a valid Amateur Radio license issued by the FCC.

The use of the State Facebook page should only be used for non-sensitive postings. Usage of other social media platforms should also follow this procedure.

MONTHLY REPORTING

Our organization will have monthly state reporting. These reports are due at the beginning of the fourth week of each month. This will allow us to address any problems that are arising and track growth and progress through each state and region.

VIDEO CONFERENCE CALLS

To aid with communications and to establish rapport within our organization, the State Leader hosts a video conference call on the first Tuesday of each month. The topics will be predetermined and if time

allows a question and answer period is conducted towards the end of the call. This call is for all State Leaders, State Assistant Leaders and State roles ONLY.

We highly encourage all states, zones, and district leaders to hold video conference calls with their leadership and/or members if applicable. Our organization has seen tremendous growth and success coming from utilizing this tool.

--Once a forum or app has been developed, it will be added to this section--

MEMBERSHIP AND PARTICIPATION

POTENTIAL MEMBERS

Potential Members must first fill out a questionnaire and go through a vetting process. Member information will not be stored, this is for vetting purposes only. Again, there are no membership fees or dues. Membership in this organization is reserved for those who read, understand, and abide by the rules, principles, and views as described in this documented framework. Vetting will be performed by State Leaders. Participation is not only warranted, but actively encouraged. All willing able-bodied men and women who are of sound mind are invited to participate. Everyone has different skills and backgrounds that can be brought to the table to benefit the group. Children are allowed to participate at family friendly events.

PROBATIONARY MEMBERS

Probationary Members will have probationary status:

- Prior to Face-to-Face vetting being completed
- During administrative punishment periods
- During investigations or confirmations of membership eligibility
- Non-violent felons and people with disqualifying misdemeanors working to absolve themselves

A probationary member may attend events open to the public, such as meet and greets and public training events. A probationary member MAY NOT vote in member elections, attend any training event where the training may involve firearms, weapons or internal organization communications.

A probationary member may not represent the organization by:

- addressing the media
- claiming to be part of the organization
- wearing organization insignia during protest, counter protest or other political activism

Without prior written consent by their respective Zone Lead, Assistant Zone Lead or State Level Officer Position.

AGE REQUIREMENT

'California Three Percenters' is not just supportive of family, we are a family. We encourage family friendly meetings where spouses and children can attend. However, for the safety of all involved the following guidelines will be followed in regard to minors (under the age of 18) attending this organization's functions.

No one under the age of 18 is eligible for membership.

Minors of all ages are welcome at non-training events such as, meet and greets, barbecue's, and community outreach functions. Minors of appropriate age are allowed at training events. The appropriate age is subject to change depending on the type of training being conducted. This will be at the discretion of the tier lead, and tier training officer, that will be conducting the training. It is suggested that if the member wishes their child to participate in the trainings, that they first attend some of the family friendly events, so leaders may get to know the child, and get a better idea of what training events they could safely attend. The minor must be accompanied and supervised by parent, grandparent, or legal guardian at all times during training events.

FELONIES AND DISQUALIFYING MISDEMEANORS

People who are not legally allowed to purchase or own a firearm are strictly banned from becoming fully vetted members with voting privileges. Those with non-violent felonies and misdemeanors are allowed to be present during meet and greets and other non-official meetings. We HIGHLY encourage anyone who is disqualified to get their crimes expunged or dismissed. Until crimes are expunged or dismissed, they are not allowed to hold any membership position in this organization or vote in any election. They especially are not allowed to talk to any news outlet or to represent this organization in any fashion.

MENTAL ILLNESS

The Three Percenters, as an organization, hold physical and mental fitness as being one of the most important things that a member must maintain at all times. That being said, we are well aware that some of members may have various challenges with mental fitness that they face every day. For example, we are aware that a number of our members who are prior service or who work in law enforcement have PTSD. This is not a disqualifier for becoming a member or participating in Three Percenter events. Just like any other medical condition, we hold that it is important to work towards establishing and maintain the highest degree of fitness that is achievable.

While a mental health condition is not something that would prevent someone from being a member, a leader, or participating in various events, the display of certain behaviors can be. For example, displaying agitation and potential for violence towards others is not a behavior we could allow at one of our marksmanship competitions. As another example, displaying poor judgment and decision making because of paranoia is not a behavior we can allow from our leaders. In being sensitive to this, while working to maintain safety and effectiveness of our members and organization, we utilize three tiers of participation.

If a State Leader or Zone Leader, based on an individual's display of behaviors, has sufficient cause for concern that an individual may pose a risk of harming others or the organization, the State Leader or Zone Leader may temporarily bar that individual from participating in activities (e.g., anything involving weapons) and/or serving in leadership roles. This shall be done in collaboration with and with the agreement of the leader's next in command. The concerned leader shall inform the individual of their

concern and what would be expected of that individual in order for them to resume participation in barred activities. The leader shall also convey to the individual that being barred from specific activities is not a punishment, but rather to ensure the safety of others, the organization, and the individual. The leader shall support the individual in their efforts to resolve any issues contributing to their display of concerning behaviors.

RECRUITING

Recruiting is best done face to face, though not required. Only invite those who you think you can trust and who you feel would make a great member. The first recruiting focus of each member should be to recruit family members, friends, and neighbors, as they are the easiest to recruit. The second focus should be to recruit those people you see in person or on social media that seem to have the same ideals that we have. If you notice someone who has a patriotic sticker on their vehicle, walk up and talk to them. You could even make business cards to pass out to potential members. Look for quality members that will help our image and not loose cannons that are wanting to start a “Hard Power” Revolution.

The best ways to attract new members is to tell them about the organization. We will be providing templates that can be used for distributing information about our group and bringing people to our online resources. From there, the vetting and networking process for members and leaders can begin. Some of these templates include: business cards with contact information listed, Pamphlets that provide some insight on our group and objectives, and flyers that can draw people to meets and events.

VETTING

The State Leader and The State Vetting Officer have full discretion to accept or reject any potential member for this organization. The State Vetting Officer should only accept potential members who they feel are upstanding, law-abiding citizens who will benefit their state and the movement as a whole.

This organization has a two-tier vetting process:

Level 1: Facebook Page and Vetting Questionnaire.

A prospective member must either apply for entry at the State Facebook Page or fill out the Online Vetting Questionnaire. The links to these pages are:

California Three Percenters Facebook Page:

<https://www.facebook.com/groups/CAIII/>

Online Vetting Questionnaire:

https://docs.google.com/forms/d/e/1FAIpQLSeBVzgRfegKJ30AzaARp_i8fU1HCd8pvVBuRCVkf0cUNseLkQ/viewform

If a person asks to join California Three Percenters Facebook Page, they will have 72 hours to complete the 3 questions on the Facebook group. After they have answered the 3 questions the Facebook page, they will be messaged a link to the Online Vetting Questionnaire. They will have an additional 72 hours to complete this questionnaire or they will be denied access to the closed group. Once approved by The State Vetting Officer the potential member will become a probationary member until they complete their Face to Face meeting.

Level 2: Face to Face meeting.

A probationary member will only become a full member after they have completed a Face-To-Face (ftf) meeting with a state level or zone level leader. Prior to an ftf meeting, The State Vetting Officer will supply the leader performing the meeting with the probationary members questionnaire answers.

This ftf meeting will include questions like:

- What skill(s) and/or background do you have that can be an asset to the group?
- Define Moral Strength
- Define Physical Readiness
- Define No First Use of Force
- Define No Targeting of Innocents.
- Why do you want to join The Three Percenters?
- Are you associated with any similar organizations or groups?

A leader may deem an ftf complete after a telephone conversation or video chat, but it is always preferred that first meetings be in person at a public venue. If the probationary member is unresponsive or unwilling to do an ftf meeting, the leader will notify State Leadership and request their removal from the group.

The probationary member becomes an official member after successfully finishing their face to face meeting. We strongly suggest doing face-to-face vetting and background checks with the potential member's approval before accepting potential members into our organization and into the state chapters. Face-to-face meetings should be held before members attend firearm related training events and being allowed on secure communication channels.

INVALIDATED PERSONS

Anyone who claims to be a Three Percenter but does not abide by or follow the '4 Principles of a Three Percenter' should cease to be called such. Any member who lies during the vetting process, any felon and fails to follow the rules laid out in this document for felons, and/or any person who has underlying motives that do not align with our views will be removed immediately. If at any time any member feels an individual's views are not in alignment with the views expressed in this document, that member should seek out a leader immediately and report said person. If an individual is trying to act in our name and their actions are not aligned with our views and principles we will take actions to make all aware that this individual does not represent our organization, nor the Three Percent movement as a whole. If any member feels another member is a credible threat to themselves or others, that member should contact local authorities or 911 immediately.

CHARGES BY MEMBERS OR OFFICERS

If at any time a voting member feels that an officer has failed in their duties, they may call for a Vote of no Confidence or Impeachment, depending on the offending issue. This must be brought to the members Zone Lead or immediate superior if the Zone Lead is not available. If the member has no success in contacting their Zone Lead within one week, they may reach out to a neighboring zone lead, or directly to the Assistant State Lead. Zone Leaders and State Officers will notify the charged officer and all State Zone leads of the investigation and will convene for a review with all evidence supplied by the

offended member. The accused officer will continue their duties during the investigation but will remain excluded from the council and any information about the investigation until finalized.

If the council finds the officer has been deemed unfit or impeachable by a two thirds vote, the officer will be removed. Depending on the infraction, punishment may include banishment from the group or being put on 90 day probation.

If the officer has been deemed unfit or impeachable by a fifty percent vote, but less than a two thirds vote, the vote will continue to state or zone membership (based on position) and will continue to a secret ballot. The most recent Election Council will reconvene for the impeachment ballot. Membership voted impeachment requires a simple majority of all voting members, not just counted votes.

If the council finds that the officer is not impeachable (less than fifty percent vote), no repercussions or punishments will be made to the offended member, unless the council deems the report malicious. If found to be malicious, the member will be reprimanded and placed on probation for no less than thirty days. After that time, the member will be reinstated to full benefits. Any harassment or retaliation by the officer will result in the immediate removal of the officer and ineligibility of future positions.

In the case of State level officers or Leads, a zone or state level officer or lead are the only ones allowed to bring formal charges and the motioned must be seconded from an officer or lead from another Zone (this will help protect from a Zone coup). Once they have obtained those, all Zone level officers and leads are then notified. At this point an independent investigation MUST be launched. The independent council will be made up of 1 zone officer from each zone, excluding the zone in which the accused is a part of. If State tries to squash the investigation, all State officers and leads are removed from office while the Zone leads get together to discuss next steps.

DISCIPLINARY ACTION

Our organization requires members and leaders alike to be trustworthy and honorable individuals. Anyone who does not follow our by-laws and the rules within is subjected to disciplinary action by their first-line leader. There are two degrees of offenses:

1st Degree = non-malicious offense. Disciplinary action: Warning given, and corrective action taken if need be.

2nd Degree = malicious offense. Disciplinary action: Immediate dismissal from our organization and corrective action taken if need be.

Corrective Action examples: Member's post being deleted. A statement from leader regarding offense of member and denouncing his or her actions.

Rules subjected to 1st Degree Offense:

Posting spam

Openly arguing with a leader, admin, or moderator

Sharing your account non-maliciously

Posting porn, unnecessarily graphic images or comments, or anything else not safe for work

Posting copyrighted material

Solicitation or advertising

Rules subjected to 2nd Degree Offense:

Name calling, insulting, and attacking other members or leaders in public or private

Trolling forum or state chapter pages

OPSEC violations

Sharing your account maliciously

Threatening violence or harassment

Talking of overthrowing the government

Racism or discrimination

Lying during vetting process

Stolen valor

Physically being an aggressor or antagonist

Targeting innocents

Undermining or defaming the organization, movement, or leaders in public or private

Any action that has malicious intent

Intent: If the first-line leader determines the intent was malicious (i.e. the member/leader knew the rule but intended to break it to do harm to a leader, our organization, or this movement) than any 1st Degree rule can be upgraded to a 2nd Degree offense. 2nd Degree rules are not subjected to the intent of the member/leader, as they have already been deemed a malicious offense. Members can commit multiple 1st Degree offenses without being upgraded to a 2nd Degree offense, however this is left up to the discretion of the first line leader.

APPEALS PROCESS

Should any member feel that they were subjected to an unfair disciplinary action they may appeal this decision by contacting the leader over their first-line leader, at which point the disciplinary action will undergo a review.

ADMINISTRATIVE LEAVE

Administrative leave is an action to be applied to a situation where accusations against a leader's conduct surfaces, and an investigation to the validity of the accusation is in order. It is designed to eliminate two things: First, possible damage to the organization by temporarily suspending a leader's authority/administrative privileges. Second, to protect the member from unjust removal without the benefit of due process. It should be noted that this applies only to questions of conduct doesn't apply to public comments in a public forum where a leader has openly and/or deliberately violated the by-laws. Also, Leaders of all tiers can remove leaders in tiers directly below them for lack of performance.

Administrative Leave will be applied in situations where the degree of offense is such that the leader remaining in their current position is deemed detrimental to the organization. Each Tier will have jurisdiction over the one below it in applying administrative leave, but the tier above them will ensure due process. For example, a Zone Leader can place a District leader on administrative leave, but the State Leader will investigate the incident and make the decision on any disciplinary action taken. A state leader can place any of that state's officers on administrative leave but is required to notify that state's regional leader. After notification, the regional leader can choose further investigation to said complaint or allow the State Leader to continue the investigation.

For incidents involving State Leader-level position and above, the State Council process, as outlined within the organizational construct, will be invoked. In these incidents the State Leader or State

Assistant Leader will make the decision whether or not administrative leave is appropriate and before proceeding with any investigations deemed appropriate to the situation. Once a member has been placed on administrative leave the remainder of the process will be conducted as quickly as possible. Should the State Council find the complaints invalid, administrative leave is to be immediately rescinded, and privileges reinstated.

FOCUS POINTS

EVENTS AND MEETINGS

Events and meetings are what unifies and builds trust on a local level. It's all about networking and knowing who you can trust in emergency situations. Events and meetings for members are determined by their tier leaders and should involve state and zone training officers. The agenda for each event should be voted on by the members of that tier and should focus on building skills and preparing members for an emergency. Other events could include organizing protests, reviewing political candidates, creating petitions, disaster relief/cleanup, security details, and supporting local authorities. The meetings do not have to be taught by the tier leaders or training officers. We encourage letting members teach each other and to always have the trainer be certified in the skill set they are teaching when applicable. For instance, if a training event will be firearms training, the trainer should be a certified firearms instructor. We encourage tier leaders to find out the skills and knowledge that's within the group and have the members teach each other when possible. Training materials are also available on our forum. Focus areas (listed later in this document) should be the driving factor of these events and meetings.

Though meetings are not mandatory for membership, we will require members to remain active on social fronts (such as the forum and/or Facebook) if you are unable to attend meet and greets and training events. We understand that not all of our members are physically able, and some have disabilities that prevent them from travelling and attending training events. Everyone, no matter who you are and what your background is, can have a role in this organization. We need everyone from cooks, journalists, and HAM radio operators, to firearms instructors, doctors, and lawyers.

Suggested Standard for frequency of meetings:

State - Annually

Zone - Quarterly or Biannually

County - Monthly or Quarterly

District - Monthly, Biweekly, or Weekly

TRAINING AND EDUCATION

Three Percenters should seek to acquire the following basic skills, with the expectation of advancing and fine tuning your skills.

- Basic fundamentals of firearm safety (mandatory completion for new members)
- Marksmanship training (both pistol and rifle)
- Advanced tactics/shooting (upon completion of Basic Fundamentals of Firearm Safety and Marksmanship training)
- Entry level/advanced knowledge of Radio operations and Comms (recommend HAM licensing)
- Develop a physical fitness/physical preparedness plan (maintain awareness of personal limitations and personal improvement)

- Basic First Aid/Advanced First Aid (develop advanced medical personnel/field medics). The American Red Cross has lots of info on these topics and even holds classes.
- Develop basic understanding of land navigation/GPS/Topographical maps and ability to use a compass

In addition to these skills, all Three Percenters should know and understand the Constitution in its entirety, especially your rights and your limitations. It is highly recommended to study The Federalist Papers, which describe the context and intent of the Constitution and why each of the articles are important. For legality sake, all members should be familiar with Federal, State, and Local laws for where they work, live, and interact. It is expected that you defend ALL rights of 'We The People', regardless of Race/Religion/Creed. The hardest part about protecting freedom, is protecting the freedoms of those with which we do not agree.

AMENDMENTS AND CHANGES TO THESE BYLAWS

These bylaws may be changed by two thirds vote of elected state and zone leaders. Any attempt to change these bylaws without this process will result in the immediate banishment of any and all parties involved.

STANDARD OPERATING PROCEDURES WILL BE ADDED AFTER THEY ARE DEVELOPED BY STATE OFFICERS. THESE BYLAWS WILL BE AMENDED WITH THEM AS APPEDIX A – Z, AS NEEDED.