



THE THREE PERCENTERS

- ORIGINAL -

National By-Laws

A guide to being a Three Percenter



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Revision History

Version	Date of Change	Reason for Change
1.0	10-24-2016	Initial
1.1	10-17-2016	Grammatical edits, contextual clarity, added disclaimer and copyright page.
1.2	10-28-2017	Disciplinary Action section added.
2.0	01-23-2018	New logos added, changed document name, new table of contents with page numbers, added National Council section, added Regional Strategic Planning Officer role, updated Training Officer role, added more Regional tier roles, added State Chaplain role, added Communications section, added Trademark section, added mental illnesses section, added advanced vetting suggestions, added stolen valor as 2nd degree offense, added Administrative Leave section, updated events and meetings section to cover mandatory training, addressed leaders with joint Facebook accounts, clarified parentheses usage for display name on forum, added Appendix C: National Disaster Response Team SOP, added Appendix D: National Signal Operation Instruction, added Appendix E: Monthly State Report Template, added Appendix F: Monthly Regional Report Template, added Appendix G: State Chapter 501c Formation SOP, added Appendix H: National Training SOP
2.1	02-05-2018	Added performance reviews as fourth purpose of National Council, adapted by-law language for the Forum
3.0	09-11-2018	Grammatical edits, disciplinary action section updated, performance review section updated, administrative leave section updated, appendices have been removed and added to a separate document called "Operations Manual", 501c for states has been removed, updated about us section for clarity, removed NTO position, deleted monthly reporting, added standardized admin permissions for online platforms, added Blacklisted Organizations section, updated Trademark section
3.1	01-26-2019	Added Vision, Mission, and Values sections, deleted Our Goals section, deleted National Council probationary period, added admin



		powers for more titles on forum, added note for Admins to not change privacy settings on Facebook groups, changed National Council Communication Tree graphic, updated National Vetting Standard and Procedure, added note that forum accounts older than one year old will be deleted, created and updated Who We Are section, added Region and State Policy section, updated Titles and Duties section
3.2	02-04-2020	Further defined interim leader, Added Leave of Absence section, removed commanding verbiage by leaders from by-laws, Added new secretarial position under NDP, Changed State Communications Officer role to meet minimum HAM licensing standards found in the NSOI, Added Illicit Use of Controlled Substance as 2nd Degree Offense, Grammatical edits
3.3	10-03-2020	Administration Changes: Replaced Discord with Element in Communications section and removed Signal, fixed grammatical errors

(Revisions apply to public releases only)



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ABOUT US

VISION

The Three Percenters – Original is an organization focused on creating a national network that strengthens and aids communities and individuals, and helps shape the future by preserving, protecting, and defending our country’s founding principles, including our God-given rights to Life, Liberty, and the pursuit of Happiness.

MISSION

Our Mission to accomplish our Vision includes:

1. Providing a framework to grow our organization with national recruitment campaigns, increased organizational communications and membership incentives.
2. Providing a focus on the education of ourselves and others regarding the Constitution, political arena, local laws, preparation, and self preservation.
3. Increased involvement in community outreach events - in disaster preparedness and response, for Veterans, elderly, and other people in need.

VALUES

Integrity - We are accountable for our actions and always act with the highest level of integrity.

Balance - We understand the foundations of family are the reason for everything we do, family always comes first.

Teamwork - We are driven to work cohesively with a common purpose, as “One team - One Mission”.

Courtesy, Dignity, and Respect - We hold all whom we volunteer and communicate with to the highest standards of courtesy, dignity, and respect.



WHO WE ARE

'The Three Percenters - Original' is a national 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 legal means of fundraising. Operational costs (Website hosting, forum, domains, store, etc) are paid for privately by the National President with aid from proceeds from the online store. Mostly, we are an "open source community" meaning, we help each other and try not to rely on third 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 failsafes put in place by this country's founders to rein 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 that has been spread to label 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 even then should only be defensive in nature.

Our website can be found at www.thethreepcenters.org.
Our National Facebook page is at www.facebook.com/threepcenters/

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".

3 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.

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 three principles of a Three Percenter: have moral strength, be physically ready, and no first use of force."

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.



ORGANIZATIONAL CONSTRUCT

NATIONAL COUNCIL

The National Council is composed of all National Officers and Regional Leaders. The National Council primarily exists for three purposes. The first is to amend, add to, or delete from our organization's by-laws. The second is to ensure proper conduct of Leadership, and when appropriate, pass sentence through a disciplinary review. The third is to review performance issues with leaders on the National and Regional levels. Regional Councils are to be constructed after the previously mentioned manner and should conduct performance reviews and pass disciplinary actions on State Tier Leaders. States are to form their own State Council as well to hold performance reviews and disciplinary actions for leaders and members within their state.

The following will describe the procedures to be followed for each function:

By-laws additions, revisions, or repeals:

- The National Council will meet annually to consider modifications to the by-laws. The National President can at any time call a special session for emergency reasons, or the adoption of things such as Standard Operating Procedures, as they become necessary when new programs come into being.
- Each suggested modification must have a sponsor and three co-sponsors to be added to the docket for consideration.
- All modifications must receive a unanimous vote in order to be adopted.
- All new policy additions or modifications to existing policy must receive a unanimous vote to be adopted.
- Administrative modifications to the by-laws do not require a vote.

Disciplinary Review:

- Any Member of the National Council may initiate the process when they feel a legitimate issue has arisen with a leader that is either inconsistent with the values of our organization, in direct violation of our by-laws, or is harmful to our cause or public image as a whole. The Council Member should make their concerns known to the National President or National Vice President in writing along with all applicable details pertaining to the situation.
- The National President and/or National Vice President will initiate an investigation into the matter. This will either be done personally or by members appointed by them. Upon reviewing the evidence collected a decision will be made on whether or not to proceed with convening the council to preside over the matter.
- If needed, the National Council will be convened and the evidence will be presented. Disciplinary action will be taken if 2/3 of the Council finds wrongdoing. Disciplinary action will be in accordance with the policy laid out in 'Disciplinary Action' section of the by-laws.

Performance Review:

- Any Member of the National Council may initiate the process of a performance review when they feel such a review is in order for a leader (Regional Tier and above) whose



performance has been lacking. The Council Member should make their concerns known to the National President or National Vice President in writing along with all applicable details pertaining to the situation.

- The National President and/or National Vice President will initiate and review the performance and decide whether or not to proceed with convening the council to preside over the review.
- If needed, the National Council will convene and a review will take place. Evidence against the accused will be presented. The accused will have 12 hours after notification of the review to present a rebuttal in writing to ensure both sides of the story have been heard. Action will be taken if 2/3 of the Council finds performance has been lacking. Action can consist of initiating a probationary period (length will be determined by the National Council) with additional counsel given, or immediate removal of leadership position. The accused will receive a form notifying them of the council's decision and their right to appeal. If the review has been conducted on the Regional or State level a report will be submitted to the National Council informing them of the details and outcome of the trial.

The main tier leader (i.e. National President for the National Council, Regional Leader for the Regional Council, State Leader for the State Council) is in charge of overseeing reviews and conducting all official meetings and discussions with the council of that tier. This leader has the power to call the council to order if council members become unruly, and to remove a problematic council member from any meeting if necessary. This leader will also serve as the liaison between the person on trial and the council. They will ask the person on trial for their rebuttal and any further questions the council has, and in the end inform the person on trial of the council's decision by giving them the final report that will also inform them of their right to appeal and the process to do so. Council members will not communicate with the accused during this process. After the trial, council members are not to discuss how council members voted nor disclose details and information that was discussed during the trial. Breach of this rule will be treated as maliciousness and a 2nd degree offense.

Regional and State Councils should follow the format and design of the National Council as described in this section when deciding its council members as well as how to perform disciplinary and performance reviews.

In the event that a review is needed for a tier that has not been established yet or is unavailable the case will go up to the next tier. In the case of former national and regional officers, the National Council reserves the right to claim jurisdiction to conduct these disciplinary reviews.

Main Tier Leaders can remove leaders from their roles in tiers directly below them for lack of performance without a formal performance review if deemed necessary.



REGION AND STATE POLICY

Due to each Region and State having a wide array of differing interests and concerns, it is permissible for both tiers to draft specific tier level policies. These policies must never be in conflict with the by-laws and should be kept to a minimal number as to not become burdensome to the members. In order for a state to have a policy that is official and one that's enforceable on the National level, the policy must first be drafted and voted on by the State Council. This vote requires 100% of the vote within 72 hours once the State Leader has called for a vote. State Council members who fail to vote within the 72 hour time period will be marked absent and will therefore forfeit their vote. The State Council will then submit the policy to the Regional Leader for review. If approved by the Regional Leader, the Regional Leader then submits the policy to the National Director of Personnel (NDP) for a final review. The NDP consults with the National President and National Vice President to ensure the policy adheres to the by-laws, this organization's mission, and is of sound principle. Once this has been done, the NDP files the policy in the state's operational folder. If at any point during this process faults are found in the policy, the Regional Leader and the NPD are permitted to ask the State Leader for a revision. The State Leader must receive word from the NDP that the policy has been filed before the policy takes effect. If State Councils wish to change a policy that has already been approved, they are to follow this format to change said policy. Regions are to follow suit with this process, with the Regional Council voting 100% for regional tier policy and then submitting it to the NDP for review.

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 National Leaders death or incapacitation.

In the event the National President becomes incapacitated, the National Vice President will assume all authority, duties and responsibility, but not assume the title until such time as there is no reasonable expectation of the National President being able to resume responsibility. In the event of the National President's death, the National Vice President will immediately assume the National President's role. Should the National Vice President's position be vacant at the time of National President's death/incapacitation, the National Director of Personnel will convene and preside over the National Council, which will choose a new National President.

LEAVE OF ABSENCE

A leave of absence may be requested for valid reasons with approval of the first line leader. An interim replacement may be appointed if necessary.



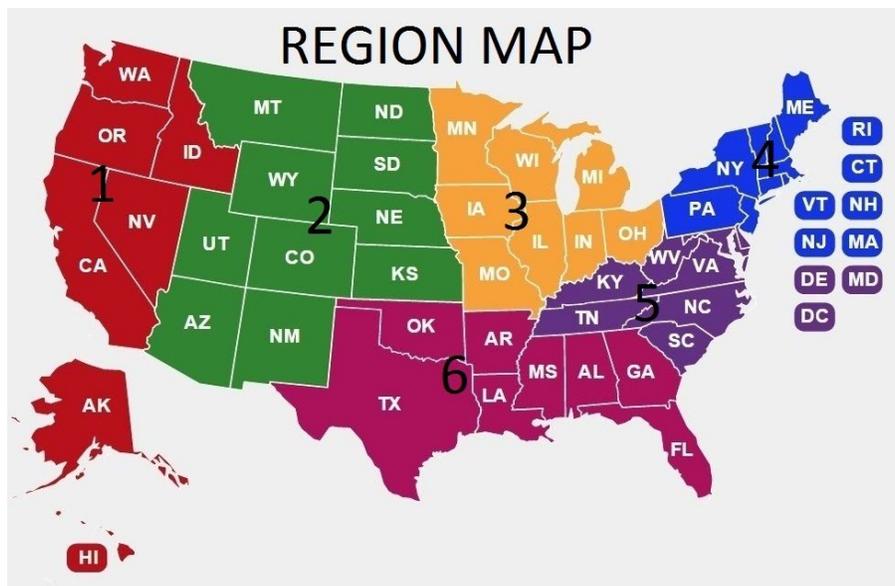
TIERS

This organization has 6 tiers. Though not all 6 tiers are activated at this time for every state, they will be as membership increases. Each tier is expressly designed to be a support for the tier leaders and members in the tier directly beneath them. The tiers are as follows:

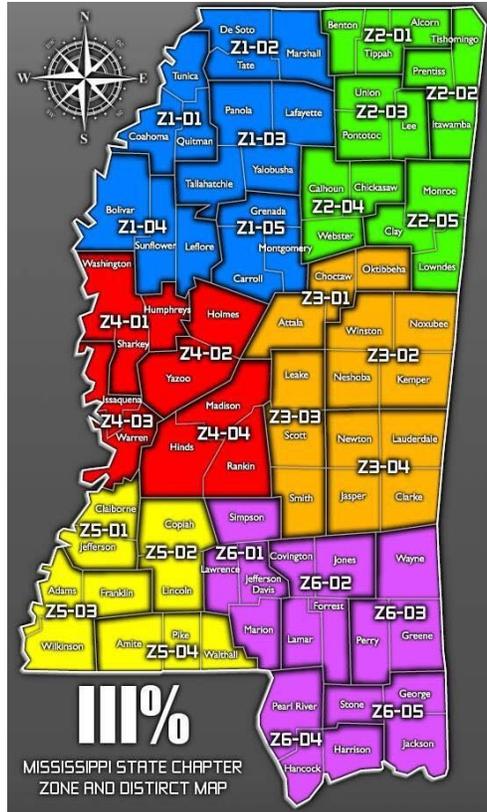
- National
- Regional
- State
- Zone
- District
- County

National Tier - Contains 6 Regions.

Regional Tier - Each Region is made up of multiple States. This tier is purely administrative and was created to help establish and provide continuing assistance to State leadership. See Region map below:



State Tier - Contains multiple Zones. Each State will have a map that depicts the Zones, Districts, and Counties. The following map is the current Mississippi Chapter map. All States should pattern their maps after this map. (Bold lines to outline Zones, fill color to represent Zones, names on all zones/districts as well as counties).



Zone Tier - Contains multiple Districts.

District Tier - Contains multiple Counties. This tier can be omitted in smaller states if necessary.

County Tier - Contains 1 County.

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.

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 position within the organization:

National Tier

National President (NP)

Is responsible for overseeing and ensuring the overall health of the entire organization through operations, development, management, and public relations. The National President serves as the head of the National Council and is in charge of all proceedings within. Specific responsibilities include overseeing and administering the organization's server, website, forum, store, and all social media accounts that represent this organization, to include all Facebook pages and groups. Other duties include maintaining the By-Laws and Operations Manual. The National President has sole rights to the organization's trademarked logo. This is a position that requires participation and voting in Council proceedings.

National Vice President (NVP)

Oversees operations for The Three Percenter - Original. Specific responsibilities include oversight of Regions Leaders, as well as the Directors of Intelligence and Strategic Planning. In addition to this the National Vice President consults with, and advises, the National President on matters of operations. It is Ultimately the responsibility of the National Vice President to ensure that the operational goals set by the National President are achieved. The National Vice President serves solely at the pleasure of the National President. This is a position that requires participation and voting in Council proceedings.

National Director of Personnel (NDP)

Is responsible for development, management and execution of all personnel plans, programs and policies throughout the entire organization. As the principal human relations entity of the organization it is dedicated to supporting and empowering members and Leaders alike. As such the office oversees recruiting, retention and sustainment of high quality volunteer members through innovative and effective training programs. The primary objective of the office is to ensure readiness of its personnel to serve the needs of the organization as a whole across the full spectrum of its operations. The position is a National Council level position, and reports directly to the National President, requiring participation and voting in Council proceedings.

National Intelligence and Communications Director (NICD)

Provides guidance and support for the National Council in both intelligence and communications matters. The NICD produces intelligence reports for both the membership as well as other intelligence reports as required by current events or upon request of the National Council to support contingency plans and operations. The NICD is also responsible for communications protocols and interoperability throughout the organization. The NICD will provide support to the Regional and State Intelligence Officers and Communications Officers as needed. This is a position that requires participation and voting in Council proceedings.

National Public Relations Director (NPRD)

Plans and directs public relations programs designed to create and maintain a favorable public image for the organization. As a point of contact for media outlets, the National Public Relations Director concisely conveys the organizational point of view in all interviews. A



confident speaker with exceptional writing skills, the NPRD aids the Regions and States when organizing public events by contacting the media. The NPRD is timely in documenting and disseminating events that occur nationally with our member community. This is a position that requires participation and voting in Council proceedings.

National Executive Secretary/Operations Secretary/Director of Personnel Secretary(NES/NOS/NDPS)

These secretary positions work directly with the National President, National Vice President, and National Director of Personnel performing administrative tasks pertaining to the organization. These Secretary positions are not voting members of the National Council.

Regional Tier

Regional Leader (RL)

Oversees the operations and policies of each state that is in their region. The Region Lead identifies and selects State Leaders for their region, should the state not have a current leader. Region Leaders should be prior military with an honorable discharge or prior law enforcement, although this is not required. Setting the example for State Leaders, the Region Leader should possess the skills and competencies of a respected member of his or her community. This is a position that requires participation and voting in Council proceedings.

Regional Assistant Leader (RAL)

Assists the Region Leader with the operations and policies of each state that is in the region. Region Assistant Leaders should be prior military with an honorable discharge or prior law enforcement, although this is not required. Setting the example for State Leaders, the RAL should possess the skills and competencies of a respected member of his or her community. This is a position that requires participation and voting in Council proceedings.

Regional Communications Officer (RCO)

Provides support for the State Communications Officers as well as ensuring that there is interoperability both internally and externally with the states in their Region. They also provide assistance where needed in support of disaster response and relief to incidences within their Region, or in support of incidents in other Regions. They also ensure that each state within their Region has a state Signal Operating Instruction and it is in agreement with the National Signal Operating Instruction. They will also promote the goal of all members having at a minimum a Technician class Amateur Radio License as well as promoting the Skywarn program, if applicable, in their states. This is a position that requires participation and voting in Council proceedings.

Regional Training Officer (RTO)

Assists the Region Leader develop a training plan (materials can be found on our forums) for their tier and tiers below. Focus should be preparing in all definitions of the word, with special emphasis on communications. The RTO analyzes, organizes, and oversees civil unrest events. Must have a military/law enforcement background. This is a position that requires participation and voting in Council proceedings.

Regional Vetting Officer (RVO)

Works with the State Vetting Officers to ensure National Vetting policies are adhered to and assist inactives states or State Leaders without current state vetting officers. RVO will also



assist new state vetting officers learn and understand vetting policies and procedures. This is a position that requires participation and voting in Council proceedings.

Regional Public Relations Officer (RPRO)

Works with the NPRD to disseminate public relations programs for their respective region. A confident speaker with exceptional writing skills, the NPRD aids the states when organizing public events by contacting the media. The RPRO is timely in documenting and disseminating events that occur regionally, with our member community. This is a position that requires participation and voting in Council proceedings.

Regional Strategic Planning Officer (RSPO)

Works with the Region Leader to Identify, coordinate and respond to regional natural and manmade disasters. The RSPO works with, helps, aids, and supports state roles when a disaster affects more than one state. Regional role works with, helps, aids, and supports the State Chaplains when a disaster affects more than one state within the Region. This is a position that requires participation and voting in Council proceedings.

Regional Intelligence Officer (RIO)

Provides guidance and support for the states in their region on Intelligence matters. The RIO oversees the State Intelligence Officers and ensures coordination between the states in regards to intelligence matters. The RIO also facilitates communication between the State Intelligence Officers and the National Intelligence & Communications Director. The RIO also assigns tasking to the State Intelligence Officers based on requests from Regional or National Leadership. This is a position that requires participation and voting in Council proceedings.

State Tier

State Leader (SL)

Provides direction for the state they are responsible for, including state operations, planning, vetting and training. They should be prior military with an honorable discharge, or prior law enforcement, although these prior positions are not a requirement, organizational and excellent social skills are a must. This is a position that requires participation and voting in Council proceedings.

State Assistant Leader (SAL)

Aids and assists the State leader in all their responsibilities, including state operations, planning, vetting and training. They should be prior military with an honorable discharge, or prior law enforcement, although these prior positions are not a requirement, organizational and excellent social skills are a must. This is a position that requires participation and voting in Council proceedings.

State Secretary (SS)

Works directly for the State leader and performs administrative tasks pertaining to operations of the state.

State Communications Officer (SCO)

A requirement for this role is to meet the minimum licensing standards as set forth in the National Signal Operating Instruction (SOI). They are also responsible for creating and maintaining a State Signal Operating Instruction as well as providing communications



support to the state membership. They will also act as the point of coordination for the Zone based Skywarn program initiative. They will also promote the goal of having all state members getting a Technician class Amateur Radio license at a minimum. They will also plan and support communications exercises in their State. This is a position that requires participation and voting in Council proceedings.

State Public Relations Officer (SPRO)

Works with the State Lead and NPRD to disseminate public relations programs for their respective State. A confident speaker with exceptional writing skills, the SPRO aids the states when organizing public events by contacting the media. The SPRO is timely in documenting and disseminating events that occur within the state, with our member community. This is a position that requires participation and voting in Council proceedings.

State Training Officer (STO)

Collaborates with the State Leader to develop, plan, and train members based on state and zone needs. Must have excellent documentation, communications and training skills with previous class facilitation experience. This is a position that requires participation and voting in Council proceedings.

State Vetting Officer (SVO)

Works with the zone vetting officers to ensure National vetting policies are adhered to and assist inactives zones or zone leaders without current state vetting officers. SVO will also assist new zone vetting officers learn and understand vetting policies and procedures. This is a position that requires participation and voting in Council proceedings.

State Chaplain (SC)

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 by disasters to give physical, spiritual, and emotional aid. Must be an active or prior ordained minister.

State Strategic Planning Officer (SSPO)

Works with the State Leader to Identify, coordinate and respond to state natural and manmade disasters. The SSPO works with, helps, aids, and supports state roles when a disaster affects more than one state. SSPO works with, helps, aids, and supports the State Chaplain when a disaster occurs. This is a position that requires participation and voting in Council proceedings.

State Intelligence Officer (SIO)

Provides Intelligence support to the State Leadership and will be the primary point of contact within the state for all intelligence matters. They will be responsible for monitoring State and Local legislative initiatives that may be of interest to, or impact upon the membership in their state. They will also be the primary collection points for information regarding direct and indirect threats to their membership or to the Republic. This is a position that requires participation and voting in Council proceedings.



Zone Tier

Zone Leader (ZL)

Aids and assists the State Assistant leader and is responsible for the zone they have been appointed to. Responsibilities of a zone lead include; planning regular meeting and training events, updating zone rosters and assisting the State Leadership as needed. They should be prior military with an honorable discharge, or prior law enforcement, these prior positions are not a requirement, organizational and excellent social skills are a must.

Zone Assistant Leader (ZAL)

Aids and assists the Zone leader and is responsible for the zone they have been appointed to. Responsibilities of a zone asst. lead include; planning regular meeting and training events, updating zone rosters and assisting the zone leadership as needed. They should be prior military with an honorable discharge, or prior law enforcement, these prior positions are not a requirement, organizational and excellent social skills are a must.

Zone Secretary (ZS)

Works directly for the Zone leader and performs administrative tasks pertaining to operations of the zone .

Zone Communications Officer (ZCO)

Responsible for ensuring that all communications within the zone are in agreement with the National Signal Operating Instruction to ensure interoperability between Zones. They are also responsible for creating and maintaining a State Signal Operating Instruction as well as providing communications support to the state membership. They will also act as the point of coordination for the Zone based Skywarn program initiative. They will also promote the goal of having all state members getting a Technician class Amateur Radio license at a minimum. They will also plan and support communications exercises in their State.

Zone Public Relations Officer (ZPRO)

Works with the Zone Lead and SPRO to disseminate public relations programs for their respective State. A confident speaker with exceptional writing skills, the ZPRO aids the zone when organizing public events by contacting the media. The ZPRO is timely in documenting and disseminating events that occur within the zone, with our member community.

Zone Training Officer (ZTO)

Collaborates with the Zone Leader to develop, plan, and train members based on state and zone needs. Must have excellent documentation, communications and training skills with previous class facilitation experience.

Zone Vetting Officer (ZVO)

Works with the Zone Leader to ensure National vetting policies are adhered to and assist inactive members.

Zone Chaplain (ZC)

Tends to the physical, spiritual, and emotional welfare of zone and community members. The Zone Chaplain is a DRT second responder and is expected to deploy to areas affected by disasters to give physical, spiritual, and emotional aid. Must be an active or prior ordained minister.



Zone Strategic Planning Officer (ZSPO)

Works with the Zone Leader to Identify, coordinate and respond to state natural and manmade disasters. The ZSPO works with, helps, aids, and supports state roles when a disaster affects more than one zone. ZSPO works with, helps, aids, and supports the Zone Chaplain when a disaster occurs.

Zone Intelligence Officer (ZIO)

Provides Intelligence support to the Zone Leadership and will be the primary point of contact within the zone for all intelligence matters. They will be responsible for monitoring zone and Local legislative initiatives that may be of interest to, or impact upon the membership in their zone. They will also be the primary collection points for information regarding direct and indirect threats to their membership or to the Republic.

(District and County titles can be found below and the descriptions will mimic those found on the Zone level.)

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

There are certain circumstances that warrant the need for an interim leader to be called. This leadership role is not meant to be permanent. All Interim titles and duties can be made and assigned as needed, but such titles will not be recognized on the National level, nor on the forum.

On the National Tier the titles are as follows:

National President
National Vice President
National Director of Personnel
National Public Relations Director
National Strategic Planning Director
National Intelligence and Communications Director

The Regional Tier has the following titles:

Region # Leader (with # being replaced with the Region number they are over)
Region # Assistant Leader
Region # Secretary
Region # Communications Officer
Region # Training Officer
Region # Vetting Officer
Region # Public Relations Officer
Region # Strategic Planning Officer



Region # Intel Officer

The following are the leadership titles for the State Tier:

State Leader
State Assistant Leader
State Secretary
State Communications Officer
State Public Relations Officer
State Training Officer
State Vetting Officer
State Chaplain
State Strategic Planning Officer
State Intel Officer

The following are the leadership titles for the Zone Tier (In this example, this is a Zone with 3 Districts)

Zone 1 Leader
Zone 1 Assistant Leader
Zone 1 Vetting Officer
Zone 1 Secretary
Zone 1 Training Officer
Zone 1 Public Relations Officer
Zone 1 Comms Officer
Zone 1 District 1 Leader
Zone 1 District 2 Leader
Zone 1 District 3 Leader

The following are the leadership titles for the District Tier. (In this example, this is a District with 3 Counties.)

District 1 Leader
District 1 Assistant Leader
District 1 Comms Officer
District 1 Franklin County Leader
District 1 Davis County Leader
District 1 Moore County Leader

The following are the leadership titles for the County Tier.

Franklin County Leader
Franklin County Assistant Leader
Franklin County Comms Officer

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



State Leader

State Assistant Leader

State Secretary

State Communications Officer

State Training Officer

State Vetting Officer

State Chaplain

State Intel Officer

State Strategic Planning Officer

State Public Relations Officer

Zone 1 Leader

Zone 1 Assistant Leader

Zone 1 Secretary

Zone 1 Vetting Officer

Zone 1 Training Officer

Zone 1 Public Relations Officer

Zone 1 Comms Officer

District 1 Leader

District 1 Assistant Leader

District 1 Comms Officer

Franklin County Leader

Franklin County Assistant Leader

Franklin County Comms Officer

Davis County Leader

Davis County Assistant Leader

Davis County Comms Officer

Moore County Leader

Moore County Assistant Leader

Moore County Comms Officer

District 2 Leader

...(same format above for every District)

_____ County Leader

...(same format above for every County)

Zone 2 Leader

...(Same format above for every Zone)



District 1 Leader

...(same format above for every District)

_____ County Leader

...(same format above for every County)

COMMUNICATIONS

PRIMARY AND SECONDARY COMMUNICATION METHODS

The primary method of communications between all levels will be with the use of the forum located at www.thethreepercenters.org/. Once members have been vetted and approved, they will be given access to their state chapter and zone on the forum. Additionally, three applications have been authorized for use: Zello and Element. Channel and password information will be provided as needed to individual members.

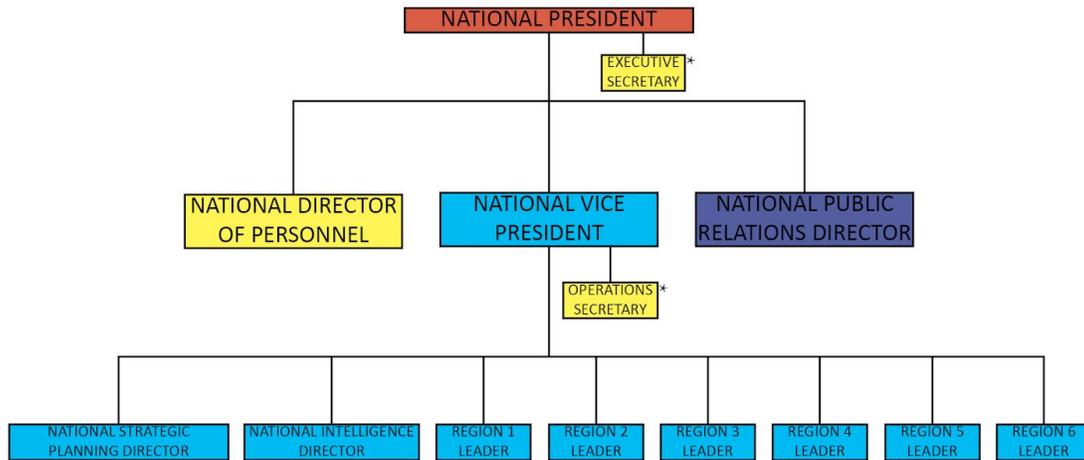
The secondary method of communications will be via radio frequency links in the High Frequency, Very High Frequency, and Ultra High Frequency bands. Use of these frequencies may require the user to have a valid Amateur Radio license issued by the FCC.

The use of Facebook pages should only be used for non-sensitive postings or to alert members to a posting on the forum. Usage of other social media platforms should also follow this procedure.

For further instruction on our National Communications methods and procedures, please refer to our Operations Manual.

NATIONAL COMMUNICATION TREE

Communications on the National tier will flow as illustrated in the following diagram:



*Not a member of the National Council.

VIDEO CONFERENCE CALLS

To aid with communications and to establish rapport within our organization, the National President may host a video conference call on the first Tuesday of the month at 8:00 pm CST as needed. 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, all Regional roles, and all National roles ONLY. All video conference calls will be recorded and released at a later date along with the talking points.

We highly encourage all regions, 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.

TRADEMARK

This organization has applied for a trademark with the United States Patent and Trademark Office (USPTO). The logo that is trademarked, along with all variations, can be seen here:



Characteristics of this trademark that are protected include the roman numerals, 13 stars in circular formation, and 1776 (everything that is white in the logo above). Variations of this trademark can include color, texture, outline shape, and surrounding text. This trademark (known as this organization's logo) is free to be used by everyone free of charge when promoting our organization when using it on documents, letterheads, profile pictures, and sharing across social media. ONLY state chapters within this organization that have received written permission from the National President are allowed to use this trademark for making products and for financial gain, including but not limited to: patches, stickers, shirts, hoodies, and memorabilia.

MEMBERSHIP AND PARTICIPATION

POTENTIAL MEMBERS

Potential members must first fill out a questionnaire and go through a vetting process. 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 the State Leader, State Assistant Leader, or State Vetting Officer. 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.



AGE REQUIREMENT

'The Three Percenters - Original' 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 regards 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 leader and the tier training officer that will be conducting the training. It is suggested that if the member wishes their child to participate in the training 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.

FELONS

Those with non-violent felonies are allowed to participate with us, however, must declare they are such to their State Leader, Zone Leader, District Leader, and County Leader. They are not allowed to participate in any meeting where firearms are present. We HIGHLY encourage each felon to seek to get their felony expunged. Felons are not allowed to hold any leadership position in this organization. They especially are not allowed to talk to any news outlet or to represent this organization in any fashion.

MENTAL ILLNESS

The Three Percenters - Original, as an organization, hold physical and mental fitness as being one of the most important things that a member must maintain at all times. With that being said, we are well aware that some 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 The Three Percenters - Original events. Just like any other medical condition, we hold that it is important to work towards establishing and maintaining 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 (i.e., anything involving weapons) and/or serving in leadership roles. This shall be done 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 in this organization. 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 way 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

State Leaders, State Assistant Leaders, and State Vetting Officers have full discretion to accept or reject any applicant for this organization. State Vetting Officers should only accept applicants who they feel are upstanding, law-abiding citizens who will benefit their state and the movement as a whole.

Applicants must be fully vetted before being accepted into their State Chapter Space on the Forum. Applicants need to be sure to send an invite to join their State Chapter Space (found in the Directory on the navigation bar on the Forum), on top of completing their state's vetting form. Typically applicants should be vetted within 7 calendar days, however, with states that have no leadership in place the process could take longer. The following is the standardized vetting process:

1. State Leader (SL) or State Vetting Officer (SVO) reviews pending applications on the State Chapter Space and send applicants the link to the state's vetting form if they



have not yet filled it out. The applicant has 72 hours to complete the vetting form once they have asked to join the State Chapter Space on the Forum or the request will be denied. SL or SVO reviews the submitted documentation and determines the applicant's eligibility for membership.

2. SL or SVO performs an initial fitness evaluation by reviewing any available social media platforms and by using any other legal means of determining the applicants fitness for membership.

- a) Site 1: www.intelius.com (search name for previous addresses)
- b) Site 2: <http://www.iowacourts.state.ia.us> Iowa used as example, use whatever local court system is available if any (criminal history check)
- c) Site 3: <https://dockets.justia.com> (Federal case search)
- d) Site 4: Simple google.com search of NAME + DOB
- e) Site 5: Facebook profile (group affiliations, or anything that would raise concerns)
(Or, if not on Facebook, in place of e):
- f) Applicant must submit to a criminal background check. If a fee is required it will be the responsibility of the applicant to incur this cost. This background check is to be conducted by the SL or SVO.

3. SL or SVO contacts the applicant and puts them in contact with their Zone Leader (ZL) or Zone Vetting Officer (ZVO) to conduct a face-to-face or video conference call interview.

4. If applicant passes the face-to-face or video conference call interview, the ZL or ZVO ensures the applicant is added to the appropriate communication platforms and notifies the SVO to add applicant to State Chapter Space, respective Zone Space, and the state roster. The applicant is now considered a full member of The Three Percenters - Original organization.

Additional information and instruction can be found in the Operations Manual which includes links to all the state vetting forms.

INVALIDATED PERSONS

Anyone who claims to be a Three Percenter but does not abide by or follow the '3 Principles of a Three Percenter' should cease to be called such. Any member who lies during the vetting process, any felon that 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.

BLACKLISTED ORGANIZATIONS

This organization recognizes the reality that internal threats can be just as much if not more damaging than threats posed to us from an external source. For the purpose of this by-law amendment external threats can be defined as 'those threats and forces that originate from an individual or organization that does not identify nor ever has identified themselves as belonging to the patriot movement and have aligned themselves in staunch opposition of The Three Percenters Original or our affiliates and allies and have through direct action and behavior sought to harm, damage and defame our members or this organization and allies or affiliates'. Examples of such organizations would be 'ANTIFA' and 'The Southern Poverty Law Center'. For the purpose of this by-law amendment internal threats can be defined as 'those threats and forces that originate from an individual or organization that has or have in the past identified themselves as belonging to the patriot movement and have aligned themselves in staunch opposition of The Three Percenters Original or our affiliates and allies and have through direct action and behavior sought to harm, damage and defame our members or this organization and allies or affiliates'.

Internal threats, over the course of our organization's existence, have inflicted more damage, caused more division, discord and chaos than any external threat ever has to date. As such, the National Council has approved through our by-law amendment process measures that will serve to safeguard and preserve the solidarity and stability of The Three Percenters Original. The approved method of combating this epidemic is through and by the use and enforcement of a formal 'BLACKLIST'. This BLACKLIST will contain within organizations who have clearly met the standards of an internal or external threat as defined above. In order for an organization to be placed on our BLACKLIST a 51% majority vote must be reached by the National Council. For an organization to be removed a 51% majority must vote 'yes' to place them on a (90) day probationary period. At the conclusion of this probationary period a minimum of 51% majority must vote 'yes' in agreement that the BLACKLISTED organization was successful in the attainment of the following:

- Has demonstrated that the organization's purpose and intentions of defaming and damaging The Three Percenters - Original organization and our members has been wholly condemned by their leadership and members.
- Has demonstrated for no less than (90) days through interaction in public and in private to our National Council the above mentioned intentions and purposes are no longer taking place and a positive line of communication and constructive diplomacy exists and has been maintained.

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: The leader deletes the member's offending post. The leader makes a statement regarding the offense of the 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
- Refusal to leave blacklisted organizations
- Illicit use of controlled substances
- 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) then 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 the decision by contacting the leader over their first-line leader, at which point the disciplinary action taken will undergo a review.

ADMINISTRATIVE LEAVE

Administrative leave is temporarily suspending a leader's authority/administrative privileges on the forum and on Facebook groups in situations 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. 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. It does not apply to public comments in a public forum where a leader has openly and/or deliberately violated the by-laws (2nd degree offense).

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 their state officers on administrative leave, but is required to notify the state's Regional Leader. After notification, the Regional Leader can choose further investigation of said complaint or allow the State Leader to continue the investigation.

For incidents involving State Leader level position and above, the National Council process, as outlined within the organizational construct, will be invoked. In these incidents the National President or National Vice President 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 National Council find the complaints invalid, administrative leave is to be immediately rescinded, and privileges reinstated.

Should a second infraction occur while the person in question is on administrative leave that person will be removed from the forum and all Facebook groups until the conclusion of the review.

LEADERSHIP DEFECTION

While we strive to give our leaders the freedom to be innovative and build their state chapters in a manner that best suits their members, we are a National organization and will protect the integrity of such. Defection by a State or group of States will not be tolerated. The suspension of all administrative rights on Facebook and in the Forums will be



immediately forthcoming upon detection of any defection in progress or being planned. This will include all administrators whether implicated or not. This will neutralize further damage to the organization as a whole while the process of administrative leave, investigation, and council review proceeds. Upon completion of the process, should the parties accused be exonerated or found to have no connection to the defection, administrative privileges will be restored. In cases where the State Leader has been removed then all administrative privileges will be restored upon appointment of a new State Leader.

EVENTS AND MEETINGS

Events and meetings are what unify and build 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 a 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

District - Monthly or Quarterly

County - Monthly, Biweekly, or Weekly

THREE PERCENTERS - ONLINE

As an organization, we have many avenues of electronic participation. As such, and to uphold the professionalist expectation, we have set some ground rules that apply to our group universally. As you work within our AO and represent our organization, we ask that you abide by the following standards:



- Be nice to your fellow Three Percenters. No name calling, insulting, and attacking other members. Doing such will result in disenfranchisement from the organization.
- Trolls will not be tolerated and removed immediately.
- Keep language civil. Please find ways to express yourself without the use of profanity.
- Spam is not tolerated here under any circumstance.
- OPSEC (Operational Security) is a must. The information on our online resources are for Three Percenters members only and should not be shared with the world. (Reminder: Anything can get hacked these days. Do not put anything on the forum that can come back to bite you one day.)
- Ensure that your interaction is relevant to the forum being used. (example: trade requests belong on the trading post space).
- Do not openly argue with a leader, admin, or moderator. Contact them or another leader, admin, moderator via a private message to address grievances. Public shaming or condemnation is not acceptable.
- Do not share your account. Forum accounts are intended for the use by one person.
- Leaders in our organization are not allowed to hold joint Facebook accounts due to privileged information and OPSEC. This rule also prevents the problem of not knowing which person is commenting/posting.
- Do not create alternate, backup, or have multiple accounts.
- Every aspect of our image is at risk every time we post, comment, say, do, or allow without recourse, anything that is unprofessional. This does not mean that we do not respect the rights of our members, but that we recognize the threat of a biased public and media. We must not provide our opposition, those that would see us fail, with ammunition to use against us. We must take precautions to restore and maintain our image as a constitutional and civil rights movement. In defense of our image, we must conduct ourselves at all times as if we are being openly monitored by those who would slay us at the altar of public shame. As such, on any medium that represents our organization, the following topics are strictly off limits, including in external links:
 - Porn, unnecessarily graphic images or comments, or anything else not safe for work
 - Threats of violence or harassment, even as a joke
 - Talk of overthrowing the government
 - Posting copyrighted material
 - Soliciting, advertising, referrals
 - Racism, discrimination
 - Drugs, alcohol

Report Post to the Moderators:

Should you observe a fellow forum member breaking these rules please bring it to the attention of your leadership ASAP. On the forum you are able to report posts and an admin will see the notification. Do not report things to Facebook directly unless it is an intentional violation of Facebook policies (ie, porn spam, bot posts, etc). We police our own and are not interested in getting our members suspended from the information we share.



FORUM

Our organization utilizes a forum for communication and operations. The forum can be found at <https://forum.thethreepcenters.org> or via our website at www.thethreepcenters.org. We also have an app called HumHub that you can download for Android systems. All are welcome to join so long as you wish to be part of our organization. All accounts that have not logged into the Forum within 1 year will be deleted.

Titles next to display names on the forum are for our organization only. Vetting is required to be done by the State Vetting Officer or State Leader if you wish to join the state chapter space that corresponds to the state in which you live, work, or frequently visit. Training materials and a plethora of knowledge is found throughout the forum. We ask that all members use it and also contribute to it to help the entire organization learn from each other.

The State Vetting Officer or State Leader will not accept any member into their state chapter space until the member has been fully vetted. After being accepted into the state chapter space the SVO or SL will invite the new members into their corresponding Zone space.

For leaders in this organization ONLY:

Once you've signed up on the Forum, click on the drop down arrow at the top right next to your profile picture, then click 'My Profile', then click the blue 'Edit Account' button to the right. In the 'Last Name' field type your last name and then your state and leader abbreviation in parentheses. Type this in the following format:

(** %L) for Leader
(** %AL) for Assistant Leader
(** %CO) for Communications Officer
(** %TO) for Training Officer
(** %VO) for Vetting Officer
(** %S) for Secretary
(** %PRO) for Public Relations Officer
(** %C) for Chaplain
(** %SPO) for Strategic Planning Officer
(** %IO) for Intel Officer

Replace ** with your state's two letter abbreviation.

Replace % with your tier level and a number or name if available (N for National, R for Region, S for State, Z for Zone, D for District, C for County)

So for example, if I was a Zone Training Officer for Washington in Zone 6, in the "Display Name" field I would type in the 'Display Name' field:

John Doe (WA Z6TO)

Another example: If I was an Assistant Leader for Florida, in the "Display Name" field I would type in the 'Display Name' field:



John Doe (FL SAL)

One more: If I was a County Leader for Greene County in Mississippi in Zone 6, District 3, in the "Last Name" field I would type in the 'Display Name' field:

John Doe (MS Z6D3GreeneCL)

Members should not put their zone numbers in the parentheses. Again, this is only for LEADERS in OUR organization.

SOCIAL MEDIA

State Chapters have been set up on Facebook to help with recruiting efforts. All traffic and posts on these sites should be focused on driving potential members to the forum where they will officially become a member by asking to join their state chapter space and going through the vetting process. Social media is a great way to keep members motivated, boost morale, and disseminate information. However, the State is the only Tier authorized to operate a Facebook Page that has been set up by the National President. Diluting our activity on Facebook over multiple Zone and District pages does not accomplish the goals stated above. We encourage our leaders to utilize the state spaces that have separate zone and district spaces located within the forum. Admin and moderator powers for Facebook groups are as follows:

Admins: NL, NAL, NS, RL, RAL, SL

Moderators: Remaining State Officers & All Zone Leaders

Admin and moderator powers for State Chapter Spaces on the Forum are as follows:

Admins: NL, NAL, NS, RL, RAL, SL, SAL, SVO

Moderators: Remaining State Officers & All Zone Leaders

Admins are not allowed to change the privacy setting on the Facebook Groups.

ORGANIZATIONAL FOCUS AREAS

TRAINING AND EDUCATION

Members 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 members 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.

Our organization has Training Officers and a National Training SOP that all state chapters should follow. This SOP is designed to give members within our organization top quality training by qualified and knowledgeable instructors and to ensure safety at all training events. For our training guidelines and standard operating procedures please refer to our Operations Manual available in the files section in your state chapter spaces on the forum.

POLITICAL ACTIVISM

Three Percenters have a voice, a very loud voice indeed, but that voice needs to be heard. However, if we do not take action, then our voice falls on deaf ears. The Constitution has been metaphorically shredded in many states, and our rights have become a mere shadow of what the Founding Fathers envisioned. We need to restore America to the Republic she once was and will become again with both effort and time.

Three Percenters never shoot first, so how can we work to take our country back peacefully?

Here are a few things you can do, to make a difference lawfully:

- Educate yourself on the Constitution. The entire document and all her amendments.
- Educate yourself on laws; current, past and future. Are there laws about to pass in your town that you are unaware of? Should they be passing without protest?
- Do not take someone's word for what laws or executive actions/orders may be coming down- research for yourself.
- Ensure that you search credible sites in order to get the true text in that law. Search www.WhiteHouse.Gov and choose the section Presidential Actions to read text on any action/order the president takes.
- Think a law/action/order is unconstitutional? Then start a We The People petition at www.WhiteHouse.Gov/Petitions. Work actively to get signatures and convince people why your cause matters to them.
- Actively participate in all elections that you have a voice in. Learn who your federal, state and local representatives are, and contact them regularly. What do they stand for and when is their term up?
- Know who is running for your next Sheriff, Mayor, Senator, etc. (Keep in mind your Sheriff is the supreme law of the land and has the power to kick the Feds out if



they're actions are unconstitutional.) Try attending meets they host so you can see for yourself what type of leader they will be within your community. Will these people represent your ideals?

- Protest and Counter-Protest; we are many in number and numbers speak loudly. If you see something happening in your community that is wrong, then use your constitutional rights to create and organize a rally for your cause, or a protest of your grievances. Invite, advertise, and share so you can have a show of force. Strength is in our numbers.
- Write your officials, call and email them with your thoughts. Don't just let them know that you are upset, explain to them why you're upset, why it is unjust and immoral and how it affects those in your community. Don't be afraid to meet them and discuss your grievances personally.
- March forward with an open mind but NEVER surrender. Fight to get your voice heard and fight for those who you vow to protect.

COMMUNITY OUTREACH

The Three Percenters; "We Are Everywhere". We have all heard that phrase but do we all realize that it represents more than just the brother/sisterhood we share? Three Percenters are not just you and I. They are our Sheriffs, Police Officers, Firefighters, Medics, Nurses, Teachers, Doctors, IT folks, librarians, grocers, farmers; they are in ALL professions. They are members of OUR community.

Part of being a member of a community, means contributing to it as a whole and knowing who we can count on when disaster strikes. We all have participated in assisting our community in one way or another; flood clean-up, sand-bagging, food donation and collection, tornado clean-up and even search and rescue. These are just a few ways we already contribute to our community. But does our community know that it is a Three Percenter who came to their aid in time of need? If not, they should be notified.

We must change the general public's perspective on who Three Percenters are. However, we cannot force them to accept our ideals. Our actions speak louder than any words we speak. In order to show the community that they can count on Three Percenters, we must take action. We must show them who we really are.

We are expected to:

- Be a dependable member of our community. Make sure your neighbors know you, a Three Percenter, will watch out for them. Lead a neighborhood watch program.
- Support local law enforcement by letting them know Three Percenters support them in Constitutional service.
- Volunteer when your schedule permits - schools, places of worship, community centers; many ways to help your fellow Americans.
- Assist local authorities when appropriate; anything from sandbagging efforts and disaster relief, to search and rescue operations.
- Be the change you want to see. Practice what you preach.



State Chapters in our organization now have the opportunity to volunteer as second responders for disasters with guidance from the National and Regional Strategic Planning Officers. This program was designed to aid communities that have been affected by man-made and natural disasters. This disaster response program is a way that we are giving back and supporting our local communities free of charge. Second responders will include all vetted members who are able and willing to help. The "Disaster Response Team: 2nd Responder Course" must be taken and passed prior to deployment. This course can be found on the forum under the e-courses section.

PUBLIC RELATIONS

As a Three Percenter you have likely been approached and asked: "What is a Three Percenter?" Maybe it was a decal on your vehicle or a flag you fly at home that prompted the curiosity. How did you reply? Did you go into detail or keep it short and sweet? What do they think about you and your cause once they hear what you have to say? What will they say when they tell others about you? Did you leave a lasting and positive impression on their hearts and minds? What about your appearance and demeanor? Were you easily approachable and willing to speak confidently? Or were you perceived as standoffish and closed-minded?

These are the things we need to keep in the front of our minds at all times. Being a Three Percenter is a full time job. It means representing the cause wherever you are and whenever you are. It's not just about how we think we act, it's part of situational awareness; how were we perceived. You may say to yourself that you don't care how others look at you. If this is the case, then you are doing the cause a disservice and turning away potential support.

Here are some things to remember when interacting with the public:

- Reference this guide and all PR broadcasts from Nationals to educate yourself on the best approach to these sometimes difficult questions. Talk to your State and Zone Leaders. Request a meeting with them or jump on call to clarify.
- Stand for the rights of all Americans; all races, all religions, all genders and creeds. There will be times we disagree with a value but if we are truly for the constitution then we stand for their rights as well.
- Dress appropriately. Wear clothes that are comfortable but that are clean and of the correct size. Dress for the occasion. Don't wear full battle-rattle when going to Wal-Mart. Maybe you have a permit to carry, but how will you be perceived?
- Carry everyday and everywhere you legally can (follow all laws and permit requirements). Be conscious of your surroundings and respectful of others beliefs. Would conceal carry be a better option? Do you feel that open carrying an AR is the best choice to persuade folks who already dislike guns?
- Carry a properly holstered sidearm that is clean and in good condition. Make sure your holster works with your belt. Inspect your firearm and ammo regularly.
- Be vigilant but be approachable for open dialogue. Avoid petty confrontations. Be the bigger man/woman and choose when to end the conversation if you feel it's going down the wrong path.



- Volunteer as stated above. We need to make sure the community knows that it was a Three Percenter who cut trees off their homes after a natural disaster.
- Be active in your Three Percenter group. Take initiative and ask leaders how you can step up and make a difference.
- Recruit new Three Percenters and work to unite other patriots who share our beliefs.
- Every move we make as an individual, every action we take reflects on the Three Percenters as a whole. We are united and as a unit our actions directly affect one another and our overall mission.

TOOLS FOR SUCCESS

As hard as we work to maintain a positive image, to follow all the laws and to do everything by the books, there will always be those that seek to destroy us, to dismantle our cause, and divide our brother/sisterhood. There are entities and individuals who outright hate our freedoms and our American values. These forces may or may not be foreign or domestic and could even be a natural/man-made disaster that threatens us. How do we prepare and how do we respond?

Three Percenters live by moral principles to help guide us in protecting our nation and our family. There are many things in the works to unite us patriots on a national level. Many discussions are taking place to gather data and consensus on initiating a united stance. While National Leaders work to disseminate intel and communication to our State Leaders and on down the organizational chain, there are some things we can do to plan and prepare for any attack/event.

Most importantly, arm yourself with information. There are numerous resources available on our forums to guide members in their quest for knowledge. Additionally, members should strive to meet minimum standards determined through analysis of typical configurations of patriot and preparedness group consensus. These standards include gear and supplies, as well as preparedness plans and ideas, which are more detailed in our Operations Manual.

MEMBER RESPONSIBILITIES

AREAS OF OPERATION

It is important for members to understand where their participation is most needed. As such, members should understand an ever expanding area in which they are responsible. This is called an Area of Operation (AO). However, it might be better understood as an "area of responsibility".

The very first level of an AO is the individual (You). In order to support others, you must be able to support yourself. The basics of this can include self defense, physical fitness, preparing for worst case situations, etc. You are the only person that is always with you, so



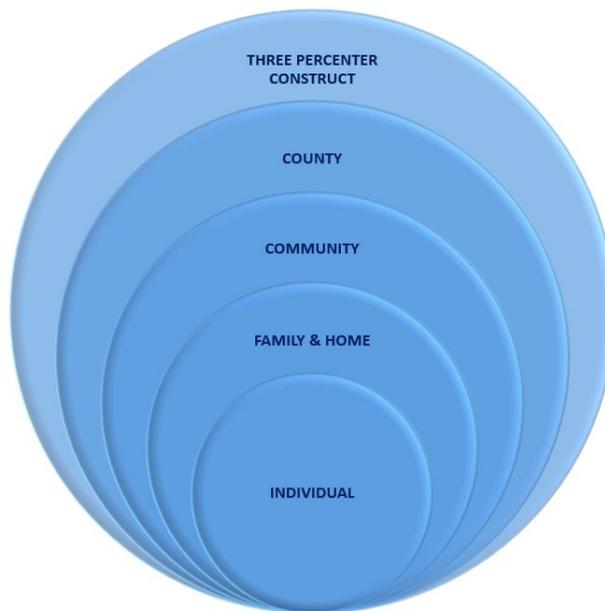
that is where you must start your responsibilities. Your individual AO is mobile, which means it goes where you go and is always changing.

Expanding your AO slightly would align with your family and home. You are responsible for ensuring the individual preparedness of your family members and working with them and guiding them in understanding and fulfilling the 3 Three Percenter principles. Your home is your fortress. Any issues that arise in the political climate will begin by targeting you, your family, and your home. You must make sure that it is adequate and can withstand all assaults, whether physical or metaphorical.

Another expansion of your AO is your neighborhood and community. We understand that not everyone is on the same page or even the same book as those who love freedom. But we have a responsibility to our communities to ensure that we are ready before and after a disaster. To promote public support and to improve the image of the organization, we must begin with our communities. Media can portray whatever they want on the news, but what people see every day in their community is what will be remembered. Our neighbors will still be our neighbors when the dust settles and we must be ready to embrace them as such if we are to have hope for a better tomorrow.

Another step outwards in your AO is your county, the lowest tier in the national construct. Many resources exist at the county level that can provide security at that tier. It is encouraged that all members get to know and work with their county sheriff. This is the lowest, federally recognized, elected position. It is the start of the building blocks to ensure we are acting as a people to preserve liberty.

As noted in this section, there are many fundamental areas that we as individuals must secure and nurture before we can expect to start being able to impact the scalability of our organization.



INDIVIDUAL AREAS OF OPERATION



INDIVIDUAL FOCUS AREAS

How people achieve success in the AOs below the organizational tiers is up to them. We recognize that people's situations are all unique and we cannot answer every person's needs individually. But we are providing a framework that all can adopt and still achieve success. This framework is based on the Minutemen construct. This is the ability for people to come to the aid of their community, their County, their District, their Zone, or their State at a moment's notice. This means that everyone should be working to do several things:

- Create a vastly scalable Areas of Operation.
 - Individual
 - Home and or family (each person's setup is different)
 - Neighborhood or local community
 - County

For the majority of people, this is where the focus should stop. But this is not where the scalability stops. This is where the organizational tiers start to take effect.

Counties can call upon each other for support, and the counties for a District, Zone, and/or State should be active in the political discussions at the voting districts and respective organizational levels. This scalability is critical as a Three Percenter because if members are not prepared as an individual, as a family, in their home, in their community, or in their county, then how can someone possibly be prepared or organize for more than that?

Our intent is to bring people together in the AOs they are working for and give them a way to be flexible as needs swell and shrink and their AO becomes bigger and smaller depending on the political climate.

- Build a network of people who are like minded that can be called on when in need, with whom people are happy to answer a call for aid, and that can help rebuild after a disaster. A disaster shouldn't be limited to a "revolution". The people in our community today are the same people that will be in our community after a disaster. Disaster can be floods, storms, fires, earthquakes, or even a death in the community. Remember, if it is someone's mindset that they will leave to go "fight a Revolution", it is their community that will bear the responsibility of looking after those who don't go, including their family. Make sure the community and family of the Three Percenter is as close knit as possible.
- Prepare for the zombie apocalypse. This sounds comical, but it has merit. While the FBI and DHS leverage Prepping and Hoarding as mental illnesses that should warrant further investigation, FEMA actually encourages hoarding survival supplies. A few years ago, FEMA used the zombie craze that swept social media, tv shows, movies, and the fantastical view and paranoia that people embraced, as a way to encourage people to be more prepared for an emergency. They even created a zombie apocalypse as a disaster template that people should prepare for. Not because they believe that zombies will rise and start consuming the brains of everyone on earth,



but because if someone is truly prepared for an event of such magnitude, they are prepared for just about anything. Plus, if an individual or family is preparing properly and for some reason they get a visit by the feds/law enforcement and questioned about stockpiling supplies, responding that it is preparation for the zombie outbreak is a quick way to get dismissed as a threat. In the event that a person or community needs to “answer the call for freedom”, they will not be scrambling at the last minute to obtain desperately needed supplies.

- Learn. Never stop learning. If taking a break from learning, teach. It may be learning/teaching the constitution, about politics, about marksmanship, about tactics, survival skills, woodworking, engineering, whatever. The point is, should a “revolution” or other catastrophic event ever happen that would require people to pick up arms and defend their AOs, however big or small, it will be those who know and are taught that will have to rebuild. There is no guarantee that Google, or Facebook, or Pinterest, or YouTube will be available after a catastrophe of that scale. We must always look to the end result and after. Without that, without a way to preserve our work and dedication for future generations, then we really aren’t doing anything positive.
- Maintain the moral high ground. Letting our passion overcome our logical thought processes is detrimental to our goals and the way we are perceived. We must be ever vigilant of how we allow ourselves to be perceived. This doesn’t mean we can’t express ourselves or our 1st amendment rights. It means that as a Three Percenter we must hold ourselves to a standard. The last thing the movement can afford is for its members to be publicized after a catastrophe (such as the Florida nightclub shooting), promoting hate and violence towards the family, friends, neighbors, etc of the aggressor. It is possible to have our opinions without publicly endorsing violence towards people who were not involved in horrible acts.

We must conduct ourselves with professionalism. Control our frustration, anger, rage, and never allow those who politically oppose us the satisfaction of defeating our control. We can lose an argument, we can lose political battles, we can lose legal battles, but we must never lose control. A loss of control on our part is ammunition for those who want to see us fail. And they will never let us forget it.

MOVING FORWARD

As individuals, we are the foundation of ensuring our freedom. This organization and framework is intended to put everyone on the same path with a common goal of ensuring liberty, and a universally acceptable way of reclaiming it. We hope that through this, people can find unity from the disarray and purpose from the chaos. It starts with us and we must be willing to step onto common ground. Every position in this organization was created to support, aid, and assist you. We are here to serve you and to help you prepare and succeed. Together we can accomplish anything. Together we are one. We are Everywhere. We are The Three Percent.

Sic Semper Tyrannis!