

| STEPS: JOINING P-CoC Inc

Step 1: Express Your Interest in P-CoC Inc

If you are interested in becoming a part of P-CoC Inc, please initiate the process by sending an email, stating your interest to board@p-coc.org

Step 2: Introduction and Confirmation

Subsequently, a P-CoC Inc staff will reach out to you and provide you with a piece of comprehensive information about P-CoC, including details about the general participant demographics, participation requirements, and focused operations, additionally highlighting the benefits and opportunities of joining our organization. This step will also serve to confirm your continued interest.

Step 3: Welcome Letter

Following the initial discussion, you will receive a formal Welcome Letter from the Governing Board Secretary, officially welcoming you to P-CoC Inc.

Step 4: Discussion with the Executive Director

P-CoC Inc.'s Executive Director will then connect with the confirmed participant to have a conversation to explore the various participation opportunities available, including:

- **Advisory Board/Council Committee Participants:** These individuals actively serve on committees, attend meetings, and stay current on their dues payments.
- **Advisory Board/Council Supporters:** These members may attend the annual advisory board meeting and stay current on their dues payments.
- **Sponsors:** Sponsors are exclusive, non-social activism, and non-political financial supporters of P-CoC Inc, with exclusive benefits based on the agreed-upon terms of support.
- **Patrons:** Patrons may or may not be Advisory participants; they are exclusive financial supporters of P-CoC Inc, with benefits aligned with the terms of agreed-upon support.
- **Partners:** Partners may or may not be Advisory participants; they provide services that benefit a need in P-CoC. Partners must be within the confines of P-CoC's focused operational ethos within its mission.
- **Affiliates:** Affiliates may or may not be Advisory participants; they focus on providing support related to race, color, ethnicity, culture, humanitarian efforts, and education for people of color. Affiliations must be within the confines of P-CoC's focused operational ethos within its mission.

Step 5: Connection to Point Contacts

Upon determining your desired role within P-CoC Inc, we will facilitate your connection with the appropriate point person, whether it be Committee Officers or Advisory Liaisons. With these steps completed, you will be fully prepared and equipped to engage in and with P-CoC Inc.

Step 6: Yearly Commitment to Pay Dues

All P-CoC Advisory Participants, Directors, and Consultants must pay dues of \$0.25 per day (\$91.25 annually).

Step 7: Acquiring the Certificate of Recognition as a Participant in P-CoC Inc:

Please be mindful that achieving official recognition within our organization, in any capacity, requires a minimum of three years of continuous commitment, dedicated service, or sustained active engagement while maintaining good standing in your respective role within P-CoC Inc. Upon successfully completing this three-year commitment milestone, participants will be honored with a certificate bearing the organization's seal.

This recognition will commence from the date of your initial receipt of the Welcome Letter.

