



Pennsylvania Immigration and Citizenship Coalition

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PICC Membership Agreement

The Pennsylvania Immigration and Citizenship Coalition (PICC) is a diverse coalition of over 50 member organizations and hundreds of individual supporters. Our membership includes community groups, social, health and legal service providers, advocacy organizations, labor unions, and faith communities. PICC plays a unique role as the only organization in Pennsylvania that brings together organizations and individuals representing different ethnicities, immigration statuses, faiths, and other backgrounds, to work collectively on immigrant rights in Pennsylvania. PICC seeks to establish mutually beneficial and transparent relationships with member organizations. This agreement lists our commitment to members, and what PICC needs from members to help set and achieve our collective goals.

PICC Mission

Our mission is to advance immigrants' rights and promote immigrants' full integration into society by advocating with a unified voice for greater public understanding and welcoming public policies throughout Pennsylvania.

PICC Values

PICC's work is guided by the following values:

- *Collaboration:* We are committed to broad-based coalition work and embrace the challenge of finding common ground and building positive working relationships between diverse groups and individuals.
- *Engaging Diversity:* We believe that by working together as diverse immigrant groups we increase our collective power and impact. We are committed to addressing diverse communities' identified needs, reflected within our advocacy, organizing, and program work, as well as within PICC's leadership.
- *Immigrant Leadership:* We support and facilitate the development of leadership within immigrant communities to ensure that immigrant communities are at the fore in defining and leading our work.
- *Collective Ownership:* Our work moves forward through the time, energy and commitment of our member organizations, community leaders, staff, and Board.

PICC Membership

PICC members are a broad base of organizations who share PICC's mission and values. Our members include: community groups, social, health, and legal service providers, unions, advocacy organizations, and faith communities. PICC seeks to ensure geographic, ethnic, and socioeconomic diversity among its organizational members. For-profit organizations may not be members of PICC but are invited to be PICC supporters. Elected officials and government representatives may participate in PICC activities and taskforces as guests; membership and Board participation will be evaluated on a case-by-case basis. Partisan organizations may not join PICC.

Benefits for PICC Organizational Members

- Opportunity to participate in coordinated campaigns and taskforces at the local, state and federal levels
- Ability to participate in setting PICC's advocacy and organizing priorities
- Ability to nominate and elect the Board of Directors
- Access to all PICC-led trainings and discount on training fees (discounts extend to all staff and community leaders of Member Organization)
- Acknowledgement as a coalition member on PICC's website, letterhead and advocacy materials (members may choose to opt out from public acknowledgement)
- Recognition, credit and promotion of organization's work and events
- Eligibility to apply for sub-grants and preference for joint funding opportunities
- Transportation to state and national advocacy and organizing events (as available)
- Access to meeting space in PICC's building (as available and according to building regulations)
- Networking with diverse members who share a commitment to PICC's mission and values

- Timely receipt of PICC position statements on current immigration issues and policy developments (in development)
- Access to an on-line library storing resource manuals, training and informational materials produced through PICC's campaigns and trainings (in development)

Responsibilities of PICC Organizational Members

- Uphold PICC's mission and values
- Actively promote PICC as a statewide voice; give credit and recognition to PICC, other member organizations, and funders in PICC-led or PICC-funded campaigns, taskforces or projects
- Pay annual dues based on a sliding-scale according to size of organization's operating budget
- Help nominate and elect the Board of Directors
- Participate in Annual Membership Meetings
- Respect the confidentiality of all PICC discussions, member information, and intellectual property
- Represent the needs and interests of the member organization's constituency or membership in PICC meetings, campaigns and taskforces
- Engage in one or more of PICC's issue advocacy and organizing campaigns or taskforces as able or appropriate
- Contact PICC and request the member's name be removed from any statement or action that the organization, for any reason, does not wish to publicly support

Responsibilities of PICC Staff/Board Members

- Ensure that PICC members have meaningful opportunities for input, feedback and participation on major strategic decisions that may arise.
- Actively recruit new members, with preference given to communities (geographically and/or ethnically based) that are underrepresented within PICC's membership.
- Share major organizational decisions, such as changes in mission, advocacy and program priorities, with member organizations.
- Make a financial and campaign/program report to members annually at the Annual Membership Meeting.
- Establish clear processes for membership benefits including forms for requests for meeting space, a sub grant application process, and a process for setting PICC's advocacy and organizing priorities.

Criteria and Process for Organizational Membership

- Agree with and support PICC's Mission and Values
- Schedule an interview with PICC's Executive Director
- Sign and return this membership application to PICC
- Pay annual dues based on a sliding-scale according to size of organization's operating budget

Membership Dues

Organizational membership dues are based on the size of the organization's annual operating budget. Our current membership dues scale is outlined here. If membership dues are a barrier, we welcome potential members to contact PICC to discuss alternatives.

Operating Budget	Annual Dues
< \$50,000	\$ 50
\$50,000 to \$150,000	\$ 100
\$150,000 to \$500,000	\$ 150
\$500,000 to \$1 million	\$ 200
\$1 to \$5 million	\$ 300
\$5 to \$10 million	\$ 500
> \$10 million	\$ 1000

PICC Membership Application

Organization _____

Mailing Address _____

City _____ State _____ Zip _____

Phone _____ Website _____

Facebook _____ Twitter _____

Primary Contact, Title _____

Email _____ Phone _____

Executive Director (if different) _____

Email _____ Phone _____

What is your Organizational Mission or Purpose?

Why would you like to be a member of PICC?

Are there any advocacy issues/campaigns your organization is particularly interested in supporting?

Membership Dues: \$ _____

CHECK: Please make payable to PICC

CREDIT CARD: Pay online at

Final Application Signature

On Behalf of _____ I, _____
hereby apply for membership in the Pennsylvania Immigration and Citizenship Coalition. I have read and agree
with PICC's mission and values and understand the membership terms.

Signature

Date

Return application to: Pennsylvania Immigration and Citizenship Coalition, 2100 Arch St. 4th Floor, Philadelphia PA 19103