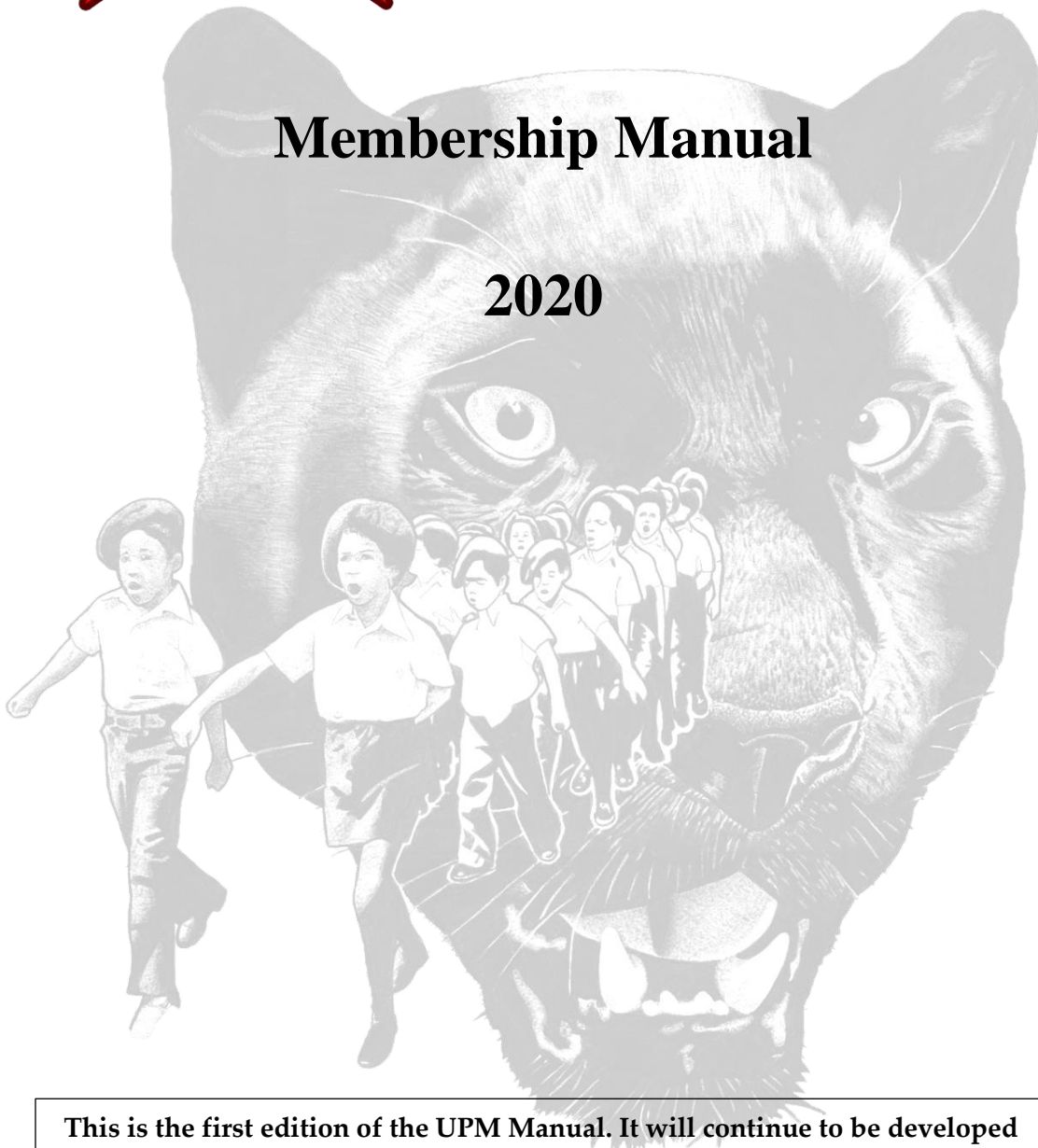




UNITED PANTHER MOVEMENT

Membership Manual

2020



This is the first edition of the UPM Manual. It will continue to be developed through struggle and practice, revised and renewed as time progresses.

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What is the United Panther Movement?

The United Panther Movement (UPM) is the continuation of the Rainbow Coalition started by Chairman Fred Hampton and the Chicago Chapter of the Black Panther Party on April 4th, 1969. There have been many attempts at forming Rainbow Coalitions, especially in non-revolutionary, reformist ways, but Chairman Fred Hampton's coalition was the first. Led by the BPP, the Rainbow Coalition included many groups organized around nationalities: The Young Lords, Young Patriots Organization, Students for a Democratic Society, Brown Berets, the American Indian Movement, the Red Guard Party, and more. This was a way to organize many races into a formalized and organized structure to build power against the enemy: capitalist-imperialism.

The UPM intends on reviving this coalition with a new generation, but towards the same enemy. Although started by the New Afrikan Black Panther Party, the UPM will make its own decisions and have a life of its own. The UPM is not an extension of the NABPP, it does not operate under its democratic centralism, or is subordinate to NABPP's central committee.

UPM is a term used in two ways. First, it is the umbrella term to describe the entire Panther movement, the Vanguard party and mass organizations. Second, it is the name of the *main* mass organization, which serves as the backbone of our movement and all other mass organizations that either currently exist or will exist in the future. Being that we reside in the belly of the beast known as Amerika, we have a specific role to play in the Worldwide United Front in the World Proletarian Socialist Revolution. We must include the struggles of other people outside the belly of the beast, avoiding a US-centric analysis. We must not only be international; we must be intercommunal.

An organization like the UPM is necessary because the capitalist-imperialist system brings with it the toxic ideas and institutionalized structures of white supremacy, patriarchy, colonialism, neo-colonialism, class division, and constant warfare against our comrades across the world and inside our own communities here at home. This is why we center our organizing with the proletariat class inside of poor and oppressed communities, who have proven to be the most revolutionary class. The proletariat must be the leaders of the revolution!

We are organizing on a class-basis. Capitalist societies are based on the division of classes, mainly: bourgeoisie, petty bourgeoisie, labor aristocracy, proletariat, and lumpen-proletariat. With the proletariat leading the movement, we strive to incorporate elements of the lumpen-proletariat and petty bourgeoisie, and win over as many of the labor aristocracy as possible. Using dialectical materialism, we understand everything is in constant motion and we will adapt to each situation accordingly. Having this class analysis is imperative to making change in society.

All human struggles require science. Not only do we use it, we demand it every day without question. Science is completely woven into the fabric of our reality; therefore, we will use it in the realm of revolution! History is a process, and so too is revolution. We have hundreds, even thousands, of years of revolution to study from, learn from, and apply to our conditions today.

***THE STRUGGLE FOR WOMEN'S LIBERATION CANNOT BE SUCCESSFUL IN ISOLATION
FROM THE STRUGGLE TO OVERTHROW THE IMPERIALIST SYSTEM ITSELF.***

Anuradha Ghandy

Our organization will rely on legal and aboveground work with a strong emphasis on Serve The People (STP) Programs and Political Education. It should be based everywhere there are concentrations of poor and oppressed people, primarily in the urban centers and the oppressed communities around them. This doesn't rule out rural poverty pockets like Appalachia, but our main constituency is the urban poor.

The UPM should be a big umbrella with diverse elements within it to include every faction within the oppressed communities: religious groups, lumpen street organizations, cultural groups, wimyn's groups, student groups etc.

People should primarily see the UPM in terms of its community service and its political analysis, which comes from the Party at its core. In waging a protracted struggle, it must endure and avoid being suckered into premature showdowns with the imperialists' armed agents of repression.

In this it must emulate the turtle who wins the race by steady perseverance and never losing sight of the goal. The important thing is to keep growing and spreading to more communities linking them together intercommunally, to sink deep roots among the masses and win their loyal support and identification with and as Panthers.

Our Basic Strategy:

**Transform the Razor Wire Plantations into Schools of Liberation!
Transform our Oppressed Communities into Base Areas of Cultural,
Social, and Political Revolution in the Context of Building a Worldwide United Front
Against Capitalist-Imperialism and Repression!**

Our Basic Slogan:

**Build A Worldwide United Front Against
Capitalist-Imperialism, Racism and Repression!**

Article 1. Basis of Unity

10 Point Program and Platform

The Ten Point platform first conceptualized by Huey P. Newton and Bobby Seale of the Black Panther Party for Self-Defense in 1966. It was established as a means for reaching out to the people on their own terms. Today, we have a few Ten Point Programs & Platforms associated with the various Panther organizations which serve the same purpose of bringing the people into political life. There is a 10-point program and platforms for the NABPP, the Brown Panther Organization and the Marilyn Buck Brigade. The Ten Point Programs are used to develop a large basis of unity, raise the class consciousness of the masses, and provide a way for Panthers to engage with communities across the continent. [Download all of the posters here.](#)

The primary Ten Point Program with which the United Panther Movement should concern itself with is the New Afrikan Black Panther Party Ten Point Program because this is the foundation of all other Ten Point programs and inclusive to all oppressed people with an emphasis on the Black and oppressed communities. This program is as follows:

The 10-Point Program and Platform of the New Afrikan Black Panther Party

1. We want the freedom and power to determine the destiny of our Black and oppressed communities!
2. We want full employment for our people!
3. We want an end to the robbery by the capitalists of our Black and oppressed communities!
4. We want decent housing fit for the shelter of human beings!
5. We want decent education for our people that exposes the true nature of this decadent American society: an education that teaches us our true history and our role in present day society!
6. We want completely free healthcare for all Black and oppressed people!
7. We want an immediate end to police brutality & murder of Black people, other people of color, and all oppressed people inside the United States!
8. We want an immediate end to all wars of aggression!
9. We want freedom for all Black and oppressed people now held in U.S. Federal, State, County, City, & Military Prisons and Jails; furthermore, we want trials by a jury of our peers for all persons charged with so-called crimes under the laws of this country!
10. We want land, bread, housing, education, clothing, justice, peace, & people's community control of modern technology!

Rules and Regulations of the United Panther Movement

Basis of Unity

1. FULL SUPPORT FOR THE BLACK PANTHER PARTY 10 POINT PROGRAM

The principal basis of unity of the United Panther Movement (UPM) is to continue the legacy of the original Black Panther Party and its affiliated organizations as outlined in the BPP 10 Point Program, upholding its spirit and applying its principles creatively to the struggle of today. Members should study and commit this to memory and be able to explain it to others.

2. THE GUIDING IDEOLOGICAL-POLITICAL LINE OF THE UPM IS PANTHERISM aka REVOLUTIONARY INTERCOMMUNALISM

We are inspired by Huey P. Newton's Theory of Revolutionary Intercommunalism as interpreted and applied by the New Afrikan Black Panther Party (Founded in 2005 in the prison slave plantations of Amerika). Pantherism is illuminated by the revolutionary science of Marxism-Leninism-Maoism and the ideological and practical contributions of the original BPP and allied formations.

3. THE UPM IS A DEMOCRATIC ORGANIZATION BASED UPON MAJORITY RULE AND VOLUNTARY PARTICIPATION

The UPM is a mass organization with a life of its own, and every participating member has an equal voice and vote in decision making. It is not an arm of the NABPP or under its democratic centralism. Party members will vote as individuals and will follow the *1/3 rule* of not having Party members constituting more than one-third of the members of any decision-making body of the UPM to safeguard the independent life of the UPM as a democratic organization.

4. THE NABPP WILL RECRUIT ITS MEMBERSHIP ENTIRELY THROUGH THE UPM

Candidates for recruitment into the Party will first demonstrate their abilities as organizers and their dedication to the principles of Pantherism by their participation in the UPM or

mass struggle. Units of the UPM may recommend those they believe to have shown their worthiness for recruitment into the Party, though the Party has the final say in who is recruited.

5. THE UPM IS AN ANTI-RACIST AND ANTI-SEXIST ORGANIZATION AND NO ONE WILL BE DISCRIMINATED AGAINST ON THE BASES OF THEIR RACE, ETHNICITY, GENDER OR SEXUAL ORIENTATION

Particular emphasis will be placed on encouraging the full participation of women at every level of the organization as well as other oppressed groups within society. Some affiliated groups and sections of the UPM may have a restricted membership, such as an all-Black, or all-Latino, or a women's organization. This is quite alright so long as they uphold the principle of revolutionary intercommunal solidarity in their practice. The UPM must be an umbrella inclusive of diverse individuals and groups within different communities.

6. THE UPM UPHOLDS THE PRINCIPLE OF RELIGIOUS FREEDOM

We are a secular movement but religious-based groups may affiliate or become sections within the UPM. These groups may not however impinge on the rights of other groups or individuals to exercise their religious freedom. We shall all take up the cause of any groups or individual being oppressed because of their religious beliefs or anti-religious beliefs.

7. THE UPM IS BEING BUILT AS A LEGAL ABOVE-GROUND ORGANIZATION

All members will respect this and refrain from illegal activity that might expose the organization to risk of being labeled as a criminal group. There will be no use of alcohol or drugs while attending or participating in UPM activities.

8. THE FIRST DUTY OF A REVOLUTIONARY IS TO BE EDUCATED

Members will devote time to reading and participating in organized study to increase their grasp of revolutionary theory as well as history, current events and general knowledge. In turn, they will encourage the masses to become more knowledgeable and assist them in their study.

9. THE UPM EXISTS TO SERVE THE PEOPLE

Members will participate in programs to directly serve the people in their communities. We must "walk our talk", teach and lead by example.

RULES OF DISCIPLINE

A TRUE REVOLUTIONARY IS GUIDED BY GREAT FEELINGS OF LOVE.

Che Guevara

We recognize that all of us have been conditioned and socialized to be individual in both our actions and our thought. This is called liberalism. We will continually and actively strive to overcome these conditions and to ground ourselves completely and absolutely in the people. If the capitalist preaches hate and war, we must preach love and peace. We also recognize that conflicts will always persist and we commit to finding ways to resolve contradictions among our people in non-antagonistic ways.

1. Members will conduct themselves in a manner to bring credit to the organization and will treat others with respect and politeness.
2. Members will be sober when on organizational business and will not engage in any criminal activity while a member.
3. No member will engage in violence except in the extremity of self-defense.
4. Members will not gossip nor be divisive to the unity of the organization.
5. Members will not act as informers nor work against the purpose of the organization.

Article 2. UPM Membership

Anyone can join the United Panther Movement. The UPM is a mass organization made for the masses to join and contribute to.

Requirements to join are to uphold the 10-point program and platform of the NABPP. New comrades will fill out an interest form and be given a 30-day probationary period before becoming a member. This probationary period is to better ensure members have a good standing with the organization and the communities they organize in.

Monthly dues will be collected from every member of the UPM. We realized that some comrades will not be able to pay every month so we have a sliding scale of \$0-20 per month. Every monthly fee will be paid to the local UPM Collective they are a member of. If the comrade does not reside near a collective, their membership dues will go to the national headquarters.

Recruitment is done through two ways: national or local. The local collectives will have a duty to recruit members into their collective while the national headquarters will recruit comrades who do not reside near a collective. Local collectives have the priority to recruit, train and organize with their members on a local level. National headquarters have the priority to recruit, train and organize members who are isolated from other collectives.

Goals of the membership process will include providing an understanding of the 10-point program and platform, provide political education (in-person through collectives or online through national headquarters), train comrades how to organize serve the people programs and to conduct social investigation within their communities to seek what problems the community face and to build a program, campaign or projects around them.

Joining the UPM requires a 2-step process:

1. Fill out an Interest Form
2. Send the Interest Form to UPMmembers@protonmail.com

If a comrade resides near a UPM Collective, they can assist you in this process. If a comrade does not reside near a UPM Collective, they can fill out the form and email directly to the UPM membership email.

Article 3. Structure

Autonomy vs Centralization

A mass organization, its local collectives and members should have a wide degree of autonomy to act and organize as according to their local conditions while maintaining structure throughout the country. The conditions in Los Angeles may be different than the conditions in New York City, so each collective should operate accordingly. While the local conditions vary from place to place, the national leadership body is the central nervous system that keeps collectives connected. The principle enemy is US imperialism. The principle struggle is the class struggle. These principle struggles may play out different on the local level, but overall, they are similar.

National vs Local

Structurally, the UPM breaks down at two levels: National (Headquarters) and Local (Collective). Each will maintain different responsibilities. The National acts as the central nervous system while the local collectives act as the muscle (and the brain). Collectives are the immediately interface with communities, interacting with the communities, gathering information and developing serve the people (STP) programs based off of the interactions with the communities. The Collectives will raise their own funds, collect membership fees, and act with little oversight from the national body. Collectives will provide reports on a monthly basis to the national body on their activities, finances, and membership. Some local collectives may build coalitions with other organizations in their local area while the rest of the UPM may not have an official relationship with that particular organization. For example, the UPM-Philly Collective may have an official collaborative campaign with another local organization but the national or other UPM Collectives do not.

The national body is the coordinator, collector of information, and communicator. The national body coordinates nationwide campaigns, collects the reports from collectives, and communicates in places where collectives cannot.

Both the national and local bodies will structure their leadership bodies with secretaries. Local secretary bodies should be in frequent communication with other secretaries of the same category as well as with the national leadership. For example, the Secretary of Culture from all local collectives will stay in communication with each other while the Secretaries of Defense will stay in communication with each other. The entire secretary body of defense, education, etc. will maintain frequent meeting with each other, including the national secretary of that category.

The following is a list of secretary positions to fill.

Secretaries:

1. Culture
2. Defense
3. Education
4. Finance
5. Health and Welfare
6. Human Rights
7. Information
8. Justice
9. Labor

In addition to the 9 secretary positions, collectives and national leadership do require a **General Secretary** positions as well as a **Membership Coordinator** or committee. More information on these positions can be found in the article titled: [The Political Division of Labor: What are the roles and functions of the party's ministries?](#)

The UPM division of labor is modeled after the NABPP.

Local Collectives

To establish a local UPM Collective it requires a minimum 3 people. Local collectives are given autonomy to structure their collective as they see fit and in accordance to their local conditions. We do recommend to begin with the following positions:

- General Secretary
- Membership Coordinator
- Secretary of Finance

The general secretary is the lead coordinator of the collective; stays in contact with national headquarters and other collectives; types or proofreads letters, forms or reports; coordinates meetings; records minutes of meetings; and sets up communication for the collective.

The membership coordinator is the recruiter of the collective; collects and maintains interest and membership forms; establishes relationships with new recruits; develops campaigns to attract new comrades; provides materials such as political education or other resources necessary for new comrades; relays all documents and information to national headquarters in relation to membership; and collects criticism reports of the collective to relay to national headquarters.

The secretary of finance maintains financial records; collects and maintain receipts of all financial transactions; develops fundraising projects and sustainable economic development campaigns; provides monthly financial reports to national headquarters; ensure the safety of funds; works with the finance or fundraising committee to give transparency and accountability when needed; and provide annual financial reports on their collective.

Committees

Committees can be created in the event of an issue or project requires attention. Committees can be selected by leadership or nominated by membership. These committees are mostly temporary and serve a specific purpose, but some may exist for longer periods of time. Committees do not necessarily enforce decisions or make them, unless otherwise agreed upon by the leadership to do so.

Communications

Each UPM Collective should have its own email as the collective. For example, the UPM-New York City Collective will have upmnyc@gmail.com.

When directives are given from the national to the local, the national leadership body will set up communication lines to the local leadership body, then the local leadership body will relay that information to the local membership.

Local UPM Collectives will provide reports on a monthly basis of all their activities to the national leadership body. Members on the local level can submit their reports to local leadership. The local leadership will consolidate the reports and relay them over to the national leadership body.

If local members require communication with the national leadership body, they can simply send an email to the national leadership email channels, as according to the topic of interests. For example, if there is a complaint about the local leadership body, member can send their complaints and criticisms to the National Secretary of Justice, skipping the local leadership body.

Article 4. Practice

Serve the People Programs

The UPM is an organ of political power that is based in oppressed communities. The political power comes from the people within oppressed communities. Without them, there is no political power, at least no valid political power.

To build political power, we must interact with the masses by serving them. Go into the communities, investigate and collect the people's concerns. Internalize their concerns and develop programs, campaigns and projects based from them. This process builds trusting relationships with the oppressed communities and it attracts future revolutionaries. After some time, a strong local UPM Collective can be built, then, political power will begin to grow.

If we are not to base ourselves in these communities, then we become another oppressor telling the people what they should do. This only leads to oppression in different ways. The people themselves are the power. We must bring them into political life, provide political education, provide material assistance and serve the people! We must transform our oppressed communities into base areas of cultural, social, and political revolution in the context of building a worldwide united front against capitalist-imperialism and repression!

Prison Organizing

An essential part of the UPM is to transform the razor wire plantations into schools of liberation. Slavery never ended in Amerika, it was altered. The modern-day plantations serve as a form of slavery. Our comrades who are forced by gun point into these prisons have revolutionary potential and we should organize them. The UPM serves as a platform to building connections between our comrades on the inside and our comrades on the outside.

The UPM currently has a Prison Committee who acts as an arm of our organization to coordinate with our comrades on the inside.

Article 5. Operational Security (OPSEC)

Each UPM Collective should have its own email as the collective. For example, the UPM-Philly Collective will have upmphilly@protonmail.com.

The National UPM will have its own email for each secretary, a general email, and an email for inquiries to join. For example, the national secretary of justice will have upmjusticesec@protonmail.com, the national general secretary will have upmgensec@protonmail.com, etc. The general national UPM email is unitedpanthersmovement@protonmail.com. To for inquiries to join, there is upmjoin@protonmail.com.

When directives are given from the national to the local, the national leadership body will send emails out to the local leadership body, then the local leadership body will relay that information to the local membership.

Local UPM Collectives will provide reports on a monthly basis of all their activities to the national leadership body. Members on the local level can submit their reports to local leadership. The local leadership will consolidate the reports and relay them over to the national leadership body.

If local members require communication with the national leadership body, they can simply send an email to the national leadership email channels, as according to the topic of interests. For example, if there is a complaint about the local leadership body, member can send their complaints and criticisms to the National Secretary of Justice, skipping the local leadership body.

We encourage comrades to be security-conscious while acting with initiative. The state and the capitalist parasites are always watching us but we must also use whatever means we have to continue to organize. Although we encourage comrades to use secured platforms, such as Signal, Protonmail, or Tutanota, we realize more security always comes at the sacrifice of efficiency. We will have to find a delicate balance between both. Organizing must be done, regardless of finding an encrypted application or not.

Article 6. Fundraising & Finance

Every UPM Collective, as well as the national headquarters, will maintain a secretary of finance. The secretary of finance will be aided and assisted by a committee who is well-trusted and responsible for the management of funds. Never allow only one person to manage the funds of any collective and give access and responsibility to 2 people at minimum.

Be as transparent as possible with fundraising and spending. Donations should have receipts attached. We must be accountable for all funds and spending. All transactions should be documented and ready to be made available in the case of an issue. Collectives may be accountable to the national headquarters for accountability of funds, spending or any other aspect of finance.

GENERAL BUDGET AND FUNDING GUIDELINES:

The [UPM FUNDING REQUEST.pdf](#) should be filled out when a member is requesting funds from the United Panther Movement. If the link does not work, you can download the [PDF here](#). This form must be submitted at least a week prior before the scheduled event. The following section provides guidelines for requesting funding.

Fundable items for events:

- a) Food
- b) Entertainment equipment
- c) Admission and registration fees
- d) 50 % of transportation costs
- e) 50% of lodging costs (Must be at a safe and reasonably priced venue)
- f) Conference participation must be intended to receive information to better the United Panther Movement and community as a whole

The UPM cannot fund the following:

- a) Personal loans
- b) Parking tickets
- c) Wages
- d) Alcoholic beverages and/or illegal substances

REIMBURSEMENTS

In an effort to “dispense with its inclination towards mechanical and bureaucratic formalisms,” Leaders in the field are able to make “on-the-spot” decisions without having to go up the organizational structure and getting approval from the finance committee.

In the event there is an “on-the-spot” purchase:

1. Reimbursement receipts must be submitted to upmfinance@protonmail.com as soon as possible, please detail the event in the subject line and which collective you are a part of.
2. When submitting receipts, the receipt must be itemized (not a copy of your bank statement). It is not permissible buy anything personal, unless it is for a travelling trip. For example, if you are buying supplies for a Black August event and add a pack of gum and/or one bottle of soda, you automatically voided the receipt. **Please make sure you make separate transactions for personal items and do not mix it with your supplies. **
3. Reimbursements without receipts are not guaranteed and will only be approved after a vote amongst the committee.

Article 7. Political Education

Why is Political Education Important?

The United Panther Movement, which is a revolutionary mass organization, can only be considered such, if it is actively transforming the masses into revolutionary leaders who can unite the broadest working-class coalition together against Enemy Number One; Capitalist-Imperialism. There are various factions and contradictions within every working-class community and it is the UPM's job to engage in unity-struggle-unity with the masses in order to reach a higher, more developed, stage of unity with the various opposing forces that compose each working-class community. However, this can only be done by prioritizing Political Education.

**"WITHOUT REVOLUTIONARY THEORY THERE CAN BE NO
REVOLUTIONARY MOVEMENT."**

V.I. Lenin

Some tendencies in the "revolutionary" movement like to downplay the importance of continually developing one's own revolutionary consciousness. However, it is important to understand that one cannot begin to change the world around them, if one does not know the true nature or reality that they are seeking to change. "Doing-work" is not enough. If it were, the Salvation Army and Red Cross would be leading the class-struggle right now. Thus, in order to develop past the liberal stage of charity, into a revolutionary mass organization, it is imperative that UPM develops and trains the masses to understand the nature and true culprit of their oppression and this can only be done by taking a scientific approach to analyzing societies political and material forces which perpetuate and maintain our exploitation.

However, just because we make Political Education a requirement for all members does not mean that we disregard the different levels of capacity and skill set within the broad working-class communities. Our Political Education strives to find the most appropriate and effective point of unity between the contradiction of being both accessible, yet, challenging for the purpose of growth and development.

Reading Materials

The national Secretary of Education will provide study sessions for any UPM member to participate, but mainly for the members who do not reside near a collective. These sessions are generally online with members from across the country.

The local UPM Collectives will hold their own political education sessions and can develop their own study courses, as long as it revolves around the NABPP 10-point program and platform. This leave a wide range of literature to choose from. We hope collectives are creating if providing political education. UPM Collectives are welcome to communicate with each other and share their literature, and possibly collaborate on sessions and different subjects.

If you would like a beginning study course, you may start with this [8-week political education course](#).

Article 8. Accountability & Disciplinary Measures

Unity-Criticism-Unity

TREAT THE ILLNESS IN ORDER TO SAVE THE PATIENT

Mao Zedong

Unity-Criticism-Unity is the formula of the democratic method of resolving contradictions among the people. This means to begin with the desire for unity and then to resolve contradictions through criticism or struggle so as to achieve a new unity on a new basis. This is the proper method of resolving contradictions among the people. Contradictions among the people are non-antagonistic. We realize some non-antagonistic contradictions may be transformed into antagonistic contradictions, but we must, with full effort, attempt to resolve contradictions among the people through non-antagonistic means. The UCU method is the general overall method of resolving contradictions within the UPM.

Criticism and Self-Criticism

Criticism and Self-Criticism is used to identify and correct mistakes in our organizing. It is imperative and cannot be stifled by subjectivity. We must be objective in how we correct our mistakes in order to progress to the next level. We must identify the mistakes properly, and move forward scientifically to resolve and confront any and all contradictions on the basis of this truth.

ONE OF THE HARDEST LESSONS WE HAD TO LEARN IS THAT REVOLUTIONARY STRUGGLE IS SCIENTIFIC RATHER THAN EMOTIONAL. I'M NOT SAYING THAT WE SHOULDN'T FEEL ANYTHING, BUT DECISIONS CAN'T BE BASED ON LOVE OR ON ANGER. THEY HAVE TO BE BASED ON THE OBJECTIVE CONDITIONS AND ON WHAT IS THE RATIONAL, UNEMOTIONAL THING TO DO.

Assata Shakur

CONTACT INFO

For any further assistance or questions about the United Panther Movement, please contact the following email addresses accordingly:

NEW AFRIKAN BLACK PANTHER PARTY

- Organization email: contactnabpp@protonmail.com

BROWN PANTHER ORGANIZING COMMITTEE

- Organization email: brownpanthers@protonmail.com

WHITE PANTHER ORGANIZATION

- Organization Email: WPOrecruitment@protonmail.com

MARILYN BUCK BRIGADE

- Organization email: MarilynBuckBrigade@protonmail.com

UNITED PANTHER MOVEMENT

- Organization email: unitedpanthermovement@protonmail.com
- Recruitment/Membership: UPMmembers@protonmail.com

UPM NEW YORK CITY

- upmnyc@gmail.com

UPM SALT LAKE CITY

- slcupm@tutanota.com