

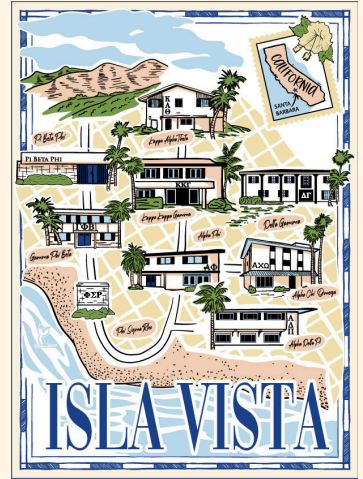


UCSB PANHELLENIC  
2024

# PNM *Panhellenic* HANDBOOK



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# A LETTER FROM OUR PRESIDENT

Dear potential new member,

I am excited to see you take this next step in possibly joining the Panhellenic community here at UCSB. Our community offers many incredible ways to get involved and gain a sense of belonging that will follow with you throughout this recruitment process, as a member, and beyond your graduation. Being a part of the largest women's organization on campus, you will constantly be surrounded by strong, driven, and supportive individuals. Whether it's the bonds you create with other members, the leadership skills you build upon, the service or activism you engage in, the change you help ignite, or the responsibilities you learn, we hope your experience in Panhellenic will be a meaningful one. I know that the recruitment, or joining, process can be daunting and overwhelming. I can assure you we have all been in your shoes and there are plenty of people ready to stand by your side as you navigate this next chapter of your life.



In the days and weeks leading up to recruitment, I urge you to think about what you hope to gain out of your sorority experience. What are your values? What are your goals during your time at UCSB? Take some time to reflect as these will help you throughout recruitment when meeting all of our amazing chapters. Joining a Panhellenic chapter means joining more than just one organization, but rather an entire community with individuals from all backgrounds ready to help you be the best and most successful version of yourself. I can't wait to see all that you accomplish and wish you the best of luck during this process!

Leili Delorme

# A LETTER FROM OUR VPS RECRUITMENT

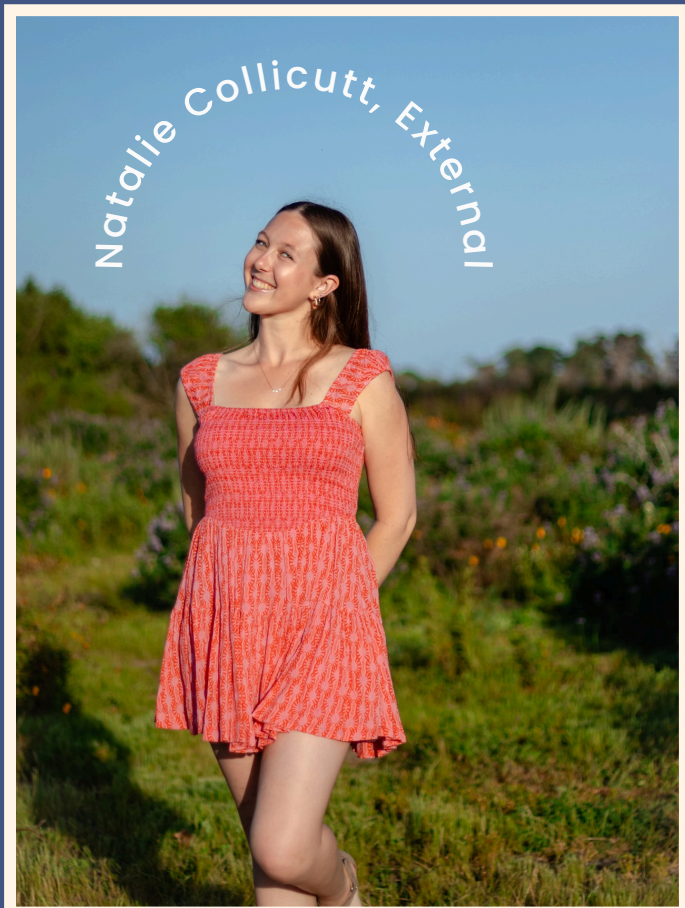
Hi everyone!

Thank you so much for looking into our Panhellenic community and all that it has to offer. I remember being in your position three years ago and feeling excited yet unsure about what my college and sorority experience would bring. Since joining Panhellenic, I have found a vibrant and engaged community, grown as a leader and person, and made priceless memories with my forever friends. I can't wait to see you shape your own journey through Panhellenic, and I am here to support you along the way! Stay true to yourself and your values, and I wish you a fulfilling and empowering 2024 Primary Recruitment!



Hey potential new members!

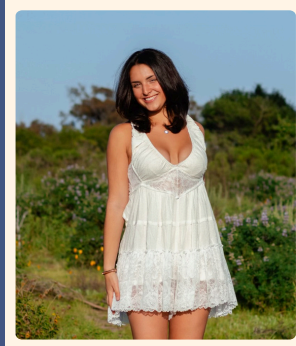
I am so excited for you all to be starting your journey into the Panhellenic community! I know that when I decided to go through recruitment, I had no idea what to fully expect. I knew that this was a community full of amazing people, but after joining, I truly found a home away from home and amazing opportunities to grow and develop as an individual and leader. This community is my rock. These members empower me everyday to be the best version of myself. When I joined my chapter, I trusted that I could be authentically me and that I was joining a group that aligned with my core values. I know that this is an intimidating process, but my recruitment counselor and this community always encouraged me to go with my gut and follow my heart. This is truly a special community and it is okay to feel all the emotions that come with recruitment. My advice is to stay true to yourself and it will work out for the best! Please reach out if you ever have any questions. There is no one else out there exactly like you, so really embrace all that comes with your individual awesomeness! All my love for Fall 2024 Panhellenic Recruitment!



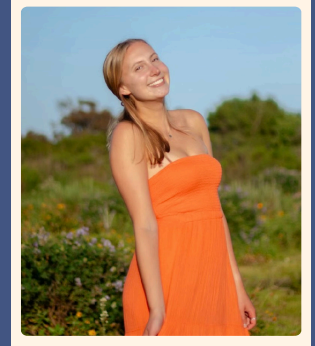
# MEET THE PANHELLENIC EXECUTIVE COUNCIL

## About us:

Our executive council is composed of 7 individuals with the overarching purpose of progressing the sorority experience for everyone involved. With each new member of our community, we find new perspectives, new voices, and new ideas. We hope to open up a wide range of opportunities for leadership, mentorship, friendship, and a sense of belonging. The Collegiate Panhellenic Council (CPC) is the governing body for the 9 Panhellenic sororities that reside at the University of California, Santa Barbara. The CPC, as well as the Chapter Presidents, Delegate Board, and Panhellenic Sorority Advisors, meet weekly to discuss the betterment and growth of our community. The Panhellenic Council is here to answer any questions you may have throughout your Panhellenic sorority experience and guide you through the recruitment process. Feel free to contact us at any point during your recruitment process, our emails are on pg. 22.



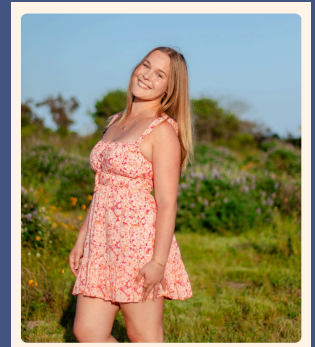
Leili Delorme  
*President*



Lily Ulrich  
*VP Operations*



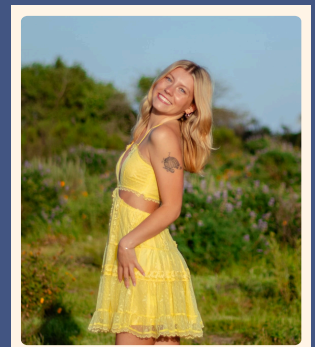
Simran Singh  
*VP Education*



Natalie Beary  
*VP Recruitment  
Internal*



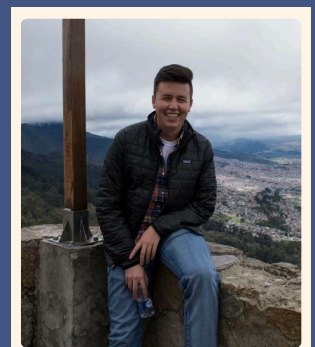
Natalie Collicutt  
*VP Recruitment  
External*



Emma Herold  
*VP Programming*



Bobbie Fletcher  
*VP Marketing*

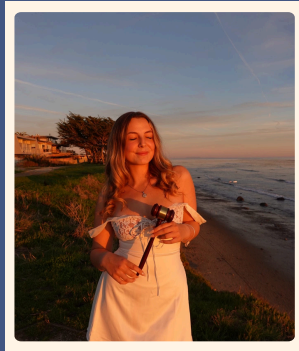


Jonathan Ng  
*FSL Advisor*

# MEET OUR CHAPTERS & PRESIDENTS



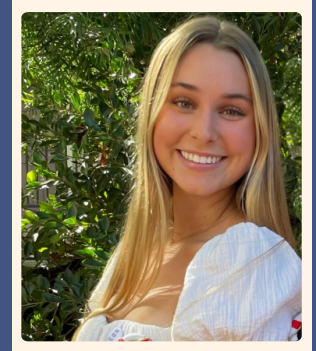
Cameron Stettler  
*Alpha Chi Omega*



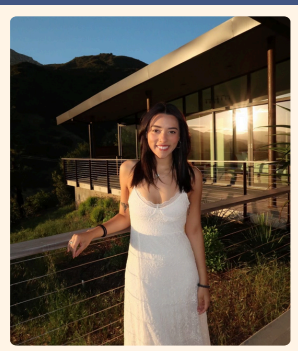
Jasmine Belflower  
*Alpha Delta Pi*



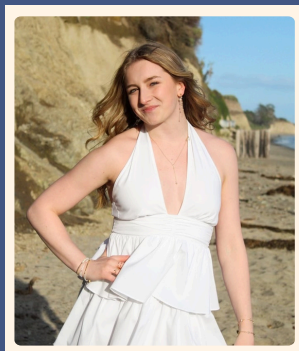
Eva Grunburg  
*Alpha Phi*



Ava Sutherland  
*Delta Gamma*



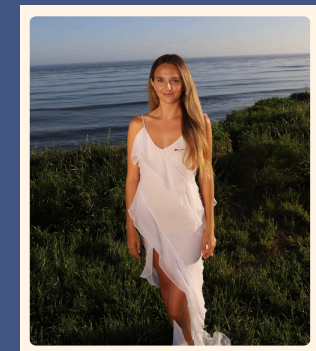
Emilee Casey  
*Gamma Phi Beta*



Sasha Heinemann  
*Kappa Kappa  
Gamma*



Kelley Flanagan  
*Kappa Alpha  
Theta*



Gabby Hayes  
*Pi Beta Phi*



Samantha Crowley  
*Phi Sigma Rho\**

Α	Β	Γ	Δ	Ε	Ζ	Η	Θ
Άλφα Alpha	Βήτα Beta	Γάμμα Gamma	Δέλτα Delta	Έψιλον Epsilon	Ζήτα Zeta	Έτα Eta	Θήτα Theta
Ι	Κ	Λ	Μ	Ν	Ξ	Ο	Π
Ιότα Iota	Κάππα Kappa	Λάμβδα Lambda	Μι Mu	Νι Nu	Ξι Xi	Όμικρον Omicron	Πι Pi
Ρ	Σ	Τ	Υ	Φ	Χ	Ψ	Ω
Ρο Rho	Σίγμα Sigma	Ταυ Tau	Ύψιλον Upsilon	Φι Phi	Χι Chi	Ψι Psi	Ωμέγα Omega

\*Phi Sigma Rho Sorority is an associate member of the UCSB Collegiate Panhellenic Council and will not participate in the formal recruitment process. Phi Sigma Rho is specific to STEM majors and holds their recruitment process the week after primary recruitment. For more information about joining Phi Sigma Rho - Alpha Xi Chapter, please visit their [website](#) or please fill out their interest form in your recruitment registration confirmation email! The interest form is also available on our website.

# FRATERNITY & SORORITY TERMINOLOGY

**Active:** A sorority member currently in college who has been formally initiated by their chapter

**Alumni/Alumnae:** A member of the organization who has graduated from college and continues to stay active within the organization through a graduate or alumni chapter

**Bid:** A formal invitation to join a fraternity or sorority

**Big:** A nickname for an “older sibling” figure; a mentor assigned to each new member

**Collegiate Panhellenic Council (CPC):** The undergraduate council representing all of the National Panhellenic Conference sorority chapters on campus. This council serves as the governing body for all NPC chapters on campus and organizes the recruitment process. Each chapter chooses a delegate to sit in on weekly CPC meetings to communicate chapter updates.

**Continuous Open Bidding (COB):** The informal recruitment opportunities that Panhellenic chapters participate in if eligible. Chapters are not required to participate in informal recruitment, and CPC does not oversee the COB process. If chapters are eligible and choose to participate, they will typically hold a few events at the beginning of the quarter to meet potential new members.

**Initiation:** A ceremony that brings a new member into full membership status of a sorority or fraternity. Once you are initiated into an NPC sorority, you are ineligible for membership in any other chapter.

**Single Intentional Preference:** When a PNM attends more than one preference event but limits their membership selections by not listing both options on the MRABA. In the past, this has sometimes been referred to as a “suicide bid”, however, please do not refer to this as “suicide bidding” out of respect to those who have been affected by suicide.

# FRATERNITY & SORORITY TERMINOLOGY

**Interfraternity Council (IFC):** The undergraduate council that is the governing body of the North American Interfraternity Conference organizations on campus. On some campuses, local fraternities are housed under IFC. UCSB currently has 8 active IFC chapters.

**National Pan-Hellenic Council (NPHC):** Not to be confused with National Panhellenic Conference, NPHC is the governing body for the 9 internationally recognized historically African-American & Black Greek-lettered fraternities and sororities, known as the "Divine 9." UCSB currently has 3 active NPHC chapters.

**New Member:** an individual who has accepted a bid from a sorority or fraternity but has not yet been initiated and therefore is not an active member yet

**Philanthropy:** Charitable events organized by fraternities & sororities to raise funds to donate

**Potential New Member (PNM):** Anyone going through a recruitment process interested in joining a sorority or fraternity

**Primary Recruitment:** A formal process organized by Panhellenic where PNMs visit all of the chapters and engage in a mutual selection process to narrow down their options. In the past, this has sometimes been referred to as "rush"; however, we no longer use this term.

**Rho Gamma:** A sorority member who is disaffiliated from their sorority to serve as a recruitment guide. Each PNM will be assigned a Rho Gamma during primary recruitment.

**Themed Gathering (TG):** A social event, typically cohosted with an IFC fraternity or sports team, with a theme for the event

**United Sorority and Fraternity Council (USFC):** The governing body for cultural and identity-based sororities and fraternities on campus. Each culturally-based chapter has a specific cultural basis, which is the defining quality of USFC. UCSB currently has 9 sororities and 4 fraternities.



# RECRUITMENT REGISTRATION CHECKLIST



## **Register for Fall 2024 Panhellenic Sorority Recruitment:**

Register online on the Panhellenic website no later than Thursday, September 26th at 11:59pm.

## **Pay the \$57 registration fee:**

Not sure if you made your payment? Please don't fill out another registration form. Simply email CPC VP Recruitment External, Natalie Collicutt, to confirm your registration was received.



## **Complete the PNM Orientation Online:**

Please complete this by Friday, September 27th at 11:59pm. Please note: You will only be permitted to participate in the recruitment process if you have completed the online orientation by the stated deadline.



## **Discuss the financial and time commitment with your family and friends:**

Lean on your support systems to make sure this is something you're ready for. Financial and time commitments must be considered before signing your Membership Recruitment Acceptance Binding Agreement (MRABA) on Preference Night. Find our 2024 Finance Breakdown [Here](#).



# PRIMARY RECRUITMENT SCHEDULE

## **PNM KICKOFF: WEDNESDAY, SEPTEMBER 25TH** **CAMPBELL HALL, EVENING (5:15-7:15pm)**

Welcome to Recruitment Week at UCSB! At this orientation, PNMs will learn about the recruitment process at UCSB. The Panhellenic Executive Board will talk about valuable information regarding the upcoming week and the community as a whole. After the presentations, PNMs will meet with their Rho Gamma, who will serve as their recruitment counselor and sounding board throughout the week.

## **ROUND 1: OPEN HOUSE DAY 1 - SATURDAY, SEPTEMBER 28TH (9:30AM)**

For this round, PNMs will be introduced to UCSB Panhellenic life. This is your chance to get a good idea of each chapter and see all the houses. PNMs will only visit half of the chapters on this day.

\*NOTE: PNMs will meet with their Rho Gammas at 9:00 am for schedule distributions.

## **ROUND 1: OPEN HOUSE DAY 2 - SUNDAY, SEPTEMBER 29TH (9:30AM)**

PNMs will visit the other half of the chapters on this day. After this round, PNMs will select 5 of their most preferred chapters and rank their three least preferred.

\*NOTE: PNMs will meet with their Rho Gammas at 9:00 am for schedule distributions.\*

## **ROUND 2: IMPACT - SATURDAY, OCTOBER 5TH (9:30AM)**

During this round, PNMs will visit up to 5 chapters. It is completely normal for PNMs to return to less than 5 chapters. Chapters will highlight their philanthropy work, community service on campus and in larger communities, and the impact the chapter has had on its members. After this round, PNMs will select their two most preferred chapters visited and rank the remaining ones.

\*NOTE: PNMs will meet with their Rho Gammas at 9:00am for schedule distributions.\*

## **ROUND 3: PREFERENCE - SUNDAY, OCTOBER 6TH (9:00AM)**

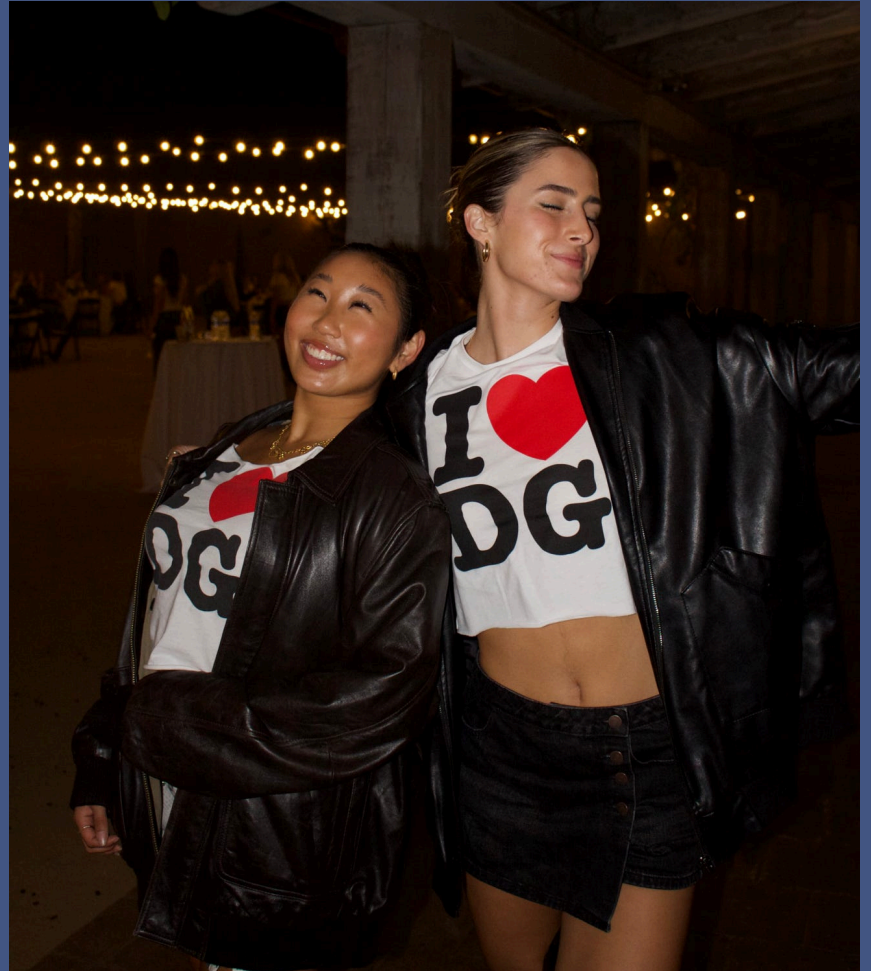
This is the final round of primary recruitment. Preference round focuses on how connection among members unites the chapters. After this round, PNMs will "preference" the chapter(s) they attended and sign the Membership Recruitment Acceptance Binding Agreement (MRABA), which will be explained during selections.

\*NOTE: PNMs will meet with their Rho Gammas at 8:30am for schedule distributions.

# BID

Sunday, October 6th  
Evening (6pm)

# DISTRIBUTION!



**PNMs will meet up with their Rho Gamma and receive their bids to join their new home away from home. Each chapter will host activities to help the new members get to know each other and the rest of the chapter!**

# FINANCIAL INFORMATION

## FINANCIAL REQUIREMENTS FOR MEMBERSHIP

As you consider membership in one of UCSB's Panhellenic Sororities, please make sure to discuss the financial commitment with friends and family first. Keeping up with required fees and payments is a requirement for membership in each of our chapters. Keep in mind that membership is most expensive during your first quarter as a New Member because there are many one-time fees. Membership dues are assessed quarterly at UCSB, and each chapter charges slightly different amounts for New Member dues, active member dues, and dues for those members who live in the sorority house.



Another thing to keep in mind is that Panhellenic sororities often require members to live in their chapter house for at least one year of membership. Even upperclassmen who join can be held to this requirement. This is a good thing to ask about during the Open House round. Living in the house is an exceptional value, as the average cost of living (including room/board), dues, and meals can be less than living in UCSB residence halls and Isla Vista.

# FINANCIAL INFORMATION

Chapter fees differ by chapter and by quarter, depending on the requirements for each house. "New Member" fees are collected only in the first year of membership. These fees generally include one-time costs, such as the initiation fee, sorority badge fee, etc. Initiated members who do not live in their chapter house (usually older members who have already satisfied their live-in requirement) are charged less for Panhellenic sorority dues. These dues pay for the chapter dinners, sisterhood events, and more. Initiated members who live in their chapter facility ("live-in" members) pay the most in dues. These fees include everything out-of-house members pay, as well as room and board for the quarters they are living in the house.



## MEMBERSHIP FEES FOR THE 2024-2025 SCHOOL YEAR

Keep in mind that our chapters collect dues on a quarterly basis, with some having payment plan options for monthly or in-full.

If you have any questions about the financial commitment of joining a Panhellenic sorority, please get in touch with our VP Operations, Lily Ulrich, at [vpopoperations@ucsbpanhellenic.org](mailto:vpopoperations@ucsbpanhellenic.org)

# POLICIES & PROCEDURES



## Signing the Membership Recruitment Acceptance Binding Agreement (MRABA)

The preferential bidding system is a method in which PNMs' preferences are matched to sororities' preference lists. Following your last Preference Night Round, you will meet your Rho Gamma to sign the MRABA. On your MRABA, you will be asked to list the Panhellenic sorority/sororities you wish to join in order of preference. Then, you will sign your MRABA with the understanding that you are willing to accept a bid from either of the chapters listed in the agreement. If a bid is extended to you from one of your choices and you decide not to accept it, you will not be eligible to participate in Continuous Open Bidding (COB) hosted by Panhellenic chapters for one calendar year.

## Formal Recruitment Rules

Recruitment rules have been established to help active members and PNMs uphold the highest standards of conduct during the primary recruitment process. This process is designed to give each PNM every opportunity to become acquainted with as many Panhellenic sororities as possible, so they may make an informed and unbiased decision regarding their membership in one of these chapters. Primary recruitment also ensures that the chapters have equal opportunities in recruiting PNMs and conducting membership selection through this process.

# POLICIES & PROCEDURES

## Formal Recruitment Rules

All Panhellenic sorority members and PNMs will be expected to conform to the highest standard of conduct. Harmful and non-inclusive language, or chapters promising bids for membership violates the spirit of Panhellenic Membership and our process. If you experience any such behavior, please get in touch with your Rho Gamma or any member of the Panhellenic Executive Board (email: [vpopoperations@ucsbpanhellenic.org](mailto:vpopoperations@ucsbpanhellenic.org))



# PNM CODE OF ETHICS

## Potential New Member Code of Ethics and Agreement of Mutual Respect at University of California, Santa Barbara College Panhellenic

Being part of UC Santa Barbara's sorority recruitment is not only a great opportunity but a great privilege. Each of the sororities on campus have worked hard in preparation for primary recruitment. You are expected to act in accordance with the following rules, which also applies to both the active sorority members and Rho Gammas.

Potential new members (PNM) will abide by the following agreements:

- A potential new member shall complete the LaunchPoint PNM Orientation module, attend PNM Kickoff, and attend all membership recruitment events for which they receive invitations.
- Respect for the membership recruitment process is expected at all times. This includes respect toward chapter members, Rho Gammas, Panhellenic officers, faculty and staff, chapter members and other potential new members. Verbal disrespect towards a recruiter or towards another chapter/member of the Panhellenic community as well as nonverbal disrespect, such as eye rolling, scoffing, one word answers, etc will not be tolerated and may result in the removal of a PNM from the recruitment process.
- Potential new members must refrain from sexist, homophobic, racist or otherwise abhorrent or offensive conversations. This is a strict policy and violations may be grounds for removal from the recruitment process.
- Potential new members agree to be attentive and engaged during all parties and violations such as being on one's phone may result in warnings and/or removal from the recruitment process.
- Potential new members agree to not discuss their opinion of any sorority participating in recruitment with active recruiters. Potential new members should also not discuss their opinion of any other sorority with other potential new members, even if the intention is not to sway opinions or chapter decisions.
- Potential new members should refrain from revealing a known affiliation of any Rho Gamma or Panhellenic Exec member with other potential new members.
- Potential new members understand their rights under the PNM Bill of Rights and if they experience discrimination or a violation from a recruiting chapter, they know how to report it to the College Panhellenic using report forms.
- Membership recruitment is a substance-free process. PNMs and active members may not use or be in the presence of drugs and alcohol during membership recruitment events. Potential new members may also not be in attendance of social/fraternal parties during the membership recruitment period. Violation of this rule can result in immediate removal from the membership recruitment process.
- Potential new members should be fully aware of the financial obligations of membership before accepting a bid. It is to the PNM's advantage to ask questions during recruitment events if there are questions about finances and review the Financial Transparency resources.
- Potential new members understand that if they sign a Membership Recruitment Acceptance Binding Agreement (MRABA) after preference round, they are bound to that document and the chapter that extends them a bid. This means that the PNM is ineligible for an invitation to membership from another NPC organization until the next primary recruitment on that campus.

Failure to abide by the expectations stated above will result in the review of your status as a potential new member. The first offense will be evaluated on a case by case basis, by the Collegiate Panhellenic Council. PNMs may be notified of these incidents in order to discuss the situation. Repeated offenses can result in immediate release from the Panhellenic Recruitment process. If the first offense is determined to



# FAQS

## How do I know if my registration was received?

You will know your registration was received when you get a confirmation email from Campus Director and are automatically directed to our payment site and prompted to pay the \$57 fee. If you are concerned your payment or registration did not go through, please DO NOT submit another registration form. Instead, email CPC VP Recruitment External, Natalie, to confirm your registration and payment were received. Remember, you won't be completely done with registration until you finish the PNM Orientation through LaunchPoint.

\*([vprecruitmentexternal@ucsbpanhellenic.org](mailto:vprecruitmentexternal@ucsbpanhellenic.org))



## Am I eligible to participate?

*I am an international student:*

Yes. As long as you are a fully enrolled, regularly matriculated student at UCSB, you are eligible to participate in Panhellenic recruitment.

*I am a non-traditional undergraduate student, transfer student, or upperclassman:*

Yes, we welcome all regularly matriculated, full-time undergraduate students.

*I identify as non-binary:*

Yes, we welcome all non-male identifying students.

*I am a UCSB Extension, graduate student, or SBCC student:*

No, only non-male identifying students who are currently matriculated at UCSB are eligible.



## Who will help me navigate this process prior to and during primary recruitment?

Rho Gammas (Recruitment Counselors) are Panhellenic members who temporarily "disaffiliate" from their chapter to provide unbiased advice during the recruitment experience for every potential new member. As registrations are processed, PNMs will be placed in a Rho Gamma group. Leading up to recruitment week, Rho Gammas will reach out via email and/or phone number provided in the PNM registration to begin building relationships and sharing important information. During the week of primary recruitment, your Rho Gamma will continue to guide you through the process and be your confidential sounding board.

# FAQS

## How can I learn more?

As we and the chapters continue planning and finalizing the details of Panhellenic sorority operations for both recruitment and beyond, we will continue to update our Instagram and website with pertinent information. There is also a fraternity and sorority life session during summer orientation that can help give a broad overview of some of the benefits of the sorority experience. After registering for Panhellenic sorority recruitment, potential new members will also complete an online module, where you will learn more specifically about Panhellenic

life and the recruitment process. The Panhellenic executive board will host a PNM Kickoff event on Wednesday of Week of Welcome, which will help you learn about and understand the recruitment process at UCSB, along with all the information needed to know about the upcoming week and the next 4 years of college.

If you have any specific questions or concerns about recruitment, please do not hesitate to email our President, Leili, OR our VPs Recruitment, Natalie and Natalie!

**Leili:** [president@ucsbpanhellenic.org](mailto:president@ucsbpanhellenic.org)

**Natalie Beary:**

[vprecruitmentinternal@ucsbpanhellenic.org](mailto:vprecruitmentinternal@ucsbpanhellenic.org)

**Natalie Collicutt:**

[vprecruitmentexternal@ucsbpanhellenic.org](mailto:vprecruitmentexternal@ucsbpanhellenic.org)

## Am I guaranteed a membership?

By participating in Panhellenic Sorority Recruitment, PNMs acknowledge they are not guaranteed an invitation to join a Panhellenic sorority chapter. By following the recruitment schedule and attending all events, the chances of receiving an invitation to join participating chapters will increase.



## Will I be required to live in the house?

All members (including transfer students and upperclassmen) who join a Panhellenic sorority at UCSB may be required to sign a housing contract and live in the sorority house for at least one year of their undergraduate membership. Each chapter has their own house rules. Living in the house is an amazing opportunity to meet more chapter members and create lifelong memories.

# FAQS

## What can I expect as a new member?

Each Panhellenic member has the ability to maximize their sorority experience! We recommend each member be prepared to dedicate at least 5 hours a week during the first quarter for dinners, meetings, community service, sisterhoods, and more.

Additionally, every member is required to uphold Fraternity & Sorority Accreditation requirements. These include:

Attending the annual New Member Education Conference (2 hours)

Completing a minimum of 6 hours of community service per quarter (18 hours total over the three quarters)

Each chapter typically requires attendance at a weekly 1-hour meeting and quarterly philanthropy events (a variety of other events are usually offered throughout the quarter such as siblinghoods and social events)

Please keep these time commitments in mind during the recruitment process.

## Is there a GPA Requirement?

Academic excellence is very important to our collegiate chapters at UCSB. Panhellenic does not require a certain GPA to participate in recruitment, but most chapters have a minimum GPA requirement for membership, which varies by chapter. This is a great question to ask during the Open House Round.

# TIPS FOR RECRUITMENT



## Take Notes

You will be visiting many chapters during the week. Write down names, what you talked about, and anything else that will help you remember the chapters you visited. These notes will be useful when you are making your decisions at the end of each day.



## Make Your Own Decisions

Steer clear of any rumors you may hear about chapters so you're able to make a decision for yourself without external opinions. Most importantly, trust yourself and the feelings you have. All that matters is that YOU like the chapter.

## Ask Questions!

Not only does asking questions keep the conversation flowing, but it is also your chance to find out more about chapters and members.

## Be Careful With Your Words

Make sure to say only positive things about chapters when you are around other people. If you feel negatively about a chapter, please keep your thoughts private as other PMNs may love that chapter.

## Do your Research

Research the 8 chapters that are participating in primary recruitment at UCSB. Find out what they do for community service, the philanthropy they support, their members' involvement in other organizations, and other fun facts about their UCSB chapter and their national organization. Make sure you find this information from direct sources like our website and their social media pages.



## Keep an Open Mind

Don't rule out a chapter after talking to only a handful of members. Chapters have around 180 members. You may change your mind and end up liking the chapter later in the week after talking to more people, so stay positive. All chapters have great things to offer!

# TIPS FOR RECRUITMENT

## Utilize your Rho Gam

Your Rho Gamma has been trained to help you through recruitment and tackle almost any issue or concern you may have. They are your guide throughout the week. If you're stressed, conflicted, or just need someone to talk to, your Rho Gamma will help you.



## Trust your gut

Look for chapters that align with your values, personality, likes, and interests. Focus on chapters that you genuinely connect with.

## Take care of yourself

During recruitment, your days may be longer than you're used to and the extra commitment can be difficult during a transitional period. Please know the entire CPC board has been in your shoes and we understand taking care of yourself is the most important part to keeping a healthy lifestyle. Try to get as much sleep as you can during this week and do not hesitate to reach out to a CPC member or your rho gam if you need to talk through your feelings. We are here for you!

## Be Yourself

Chapters want to get to know the real you and you want to get to know the real them, so try to relax and show them the most authentic version of yourself. The people who make you feel most comfortable being yourself will be the ones you want to look out for.



## Have Fun!

Remember to enjoy yourself. Recruitment is such a fun time in itself where you get to meet so many new people and can start a new chapter of your life!

# CONTACT US:

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# RECRUITMENT GUIDE 101

2024 RECRUITMENT GUIDE  
FOR POTENTIAL NEW MEMBERS



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