

Y'S  
MEN  
INTERNATIONAL



# New Member Orientation Manual





For administrative, training, social and service purposes, Y's Men's Clubs are organised into Districts (led by a District Governor). A number of Districts form a Region (led by a Regional Director). The Regions are combined into Areas, of which there are eight in the international organisation (Africa, Asia, Canada, Europe, India, Latin America/Caribbean, South Pacific and United States), each led by an Area President.

The international organisation is governed by the International Council, composed of 21 voting members (the 8 Area Presidents and 13 other Council Members from the Areas, based upon the number of club members) and the International Executive Officers (International President, Immediate Past International President, International President-Elect, International Treasurer and International Secretary General).

More information about Y's Men International is to be found in the booklet *ABC of Y's Men International* which is available from Regional Offices or from International Headquarters.

## NEW MEMBERS - vital to the survival of your Y's Men's Club

Constant membership growth is the lifeblood of your Club. Not only is it the only means of physical survival for the Club, but it actually makes the Club better — better in service, better in fellowship and better in knowledge.

- A dynamic expansion of membership broadens the base of the Club in the community. And when performance improves, the Club's stature in the community improves with it.
- The experience of new members added to the pool of knowledge already accumulated makes the Club increasingly capable of meeting the community's needs — and also of making membership even more stimulating and interesting.
- New members bring fresh ideas and potential future leadership.

## A “How To” Manual for the Membership Committee



WHAT'S IT LIKE  
TO BE LOOKING  
IN FROM THE  
OUTSIDE ?

***WILL HE SEE . . . . .***

- Fellowship and fun
- Personal development
- New leadership skills development
- Feeling of giving
- Sharing of talents with others
- Sharing of wealth with others
- Involvement
- Feeling of self worth
- Good feeling
- People serving people
- Personal satisfaction

***. . . . . IF SO, HE MIGHT . . . . .***

**Y's Men International**

The International Association of Y's Men's Clubs is an organisation composed of over 1,500 local Y's Men's Clubs in 70 nations throughout the world. The intent of each club is to provide service to its local YMCA and community while promoting the purposes and programmes of the YMCA. So a Y's Man is a world-minded, service-oriented person who looks beyond personal gratification toward consideration of others.

As part of an international brotherhood Y's Men participate in the following world-wide programmes to further cultural understanding and individual well-being.

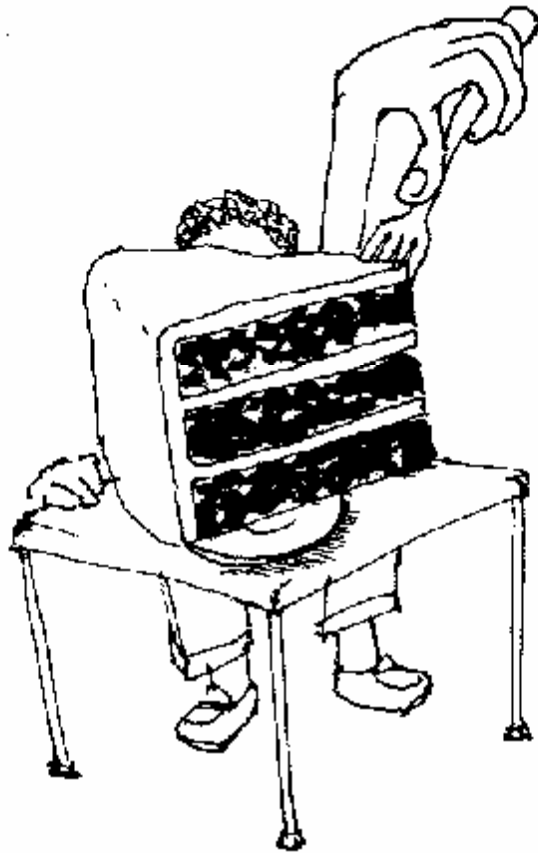
**Time of Fast:** Time of Fast is a programme in which Y's Men fast for one meal and contribute the cost of that meal to an international fund. This money is then spent in support of selected projects related to building a peaceful future. Through fasting Y's Men gain some small understanding of the human crises throughout the world and by donating the cost of the skipped meal (as well as money raised through other efforts) they contribute towards the solution of these crises.

**Brotherhood Fund:** Through the Brotherhood Fund, Y's Men travel throughout the world visiting Y's Men's Clubs, attending Regional, Area and International Conventions and spending short times in the homes of other Y's Men. To provide travel funds, each Y's Men's Club collects cancelled commemorative postage stamps which are sent to a centralised point for sale to stamp companies. In addition to collecting stamps, many Clubs contribute financial support.

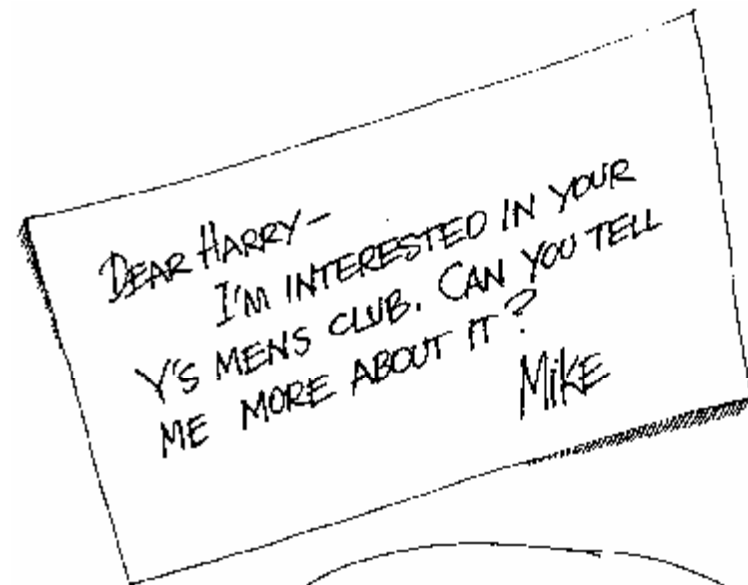
**Alexander Scholarship Fund:** Y's Men support the YMCA needs for professional staff through the Alexander Scholarship Fund. Named after the founder of Y's Men International, Judge Paul William Alexander, the ASF provides financial support to college students who are planning for YMCA careers and to current YMCA staff participating in development training. This financial support is provided both locally by individual clubs and on an international basis through funds submitted by clubs and by individuals.

**Youth Educational Exchange Programme and Short Term Exchange Programme:** Increased understanding of other cultures is accomplished through the Youth Educational Exchange Programme (YEPP). Children and grandchildren of Y's Men spend an entire school year in the homes of Y's Men in other countries, attending school and becoming a "member of the family." There is also a Short Term Exchange Programme (STEP) with the same aim.

**AS MEMBERS, Y'S MEN  
CAN BITE OFF AND  
ENJOY AS MUCH AS  
THEY WANT...**



**... AND WE'RE GLAD  
TO HAVE THEM!!!**



JIM, THIS IS HARRY.  
MIKE DROPPED ME A NOTE TODAY.  
WHAT SHOULD I DO?

HARRY, HERE ARE  
A FEW IDEAS.....  
TRY THESE....

- Invite potential members
- Bring them with you  
(More fun than coming alone)
- Share your feelings about Y's Men
- You're excited — Show them
- Introduce them to the YMCA staff
- Involve your new friends

***EACH MEMBER, NEW OR OLD, SHOULD FEEL IMPORTANT***

# THE MAKING OF A NEW MEMBER



The two major *ingredients* of an orientation programme are *INVOLVEMENT* and *UNDERSTANDING*. *Involvement* in the club's activities leads to a deeper *understanding* of the club's objectives, which in turn ensures active *involvement*. The two go hand in hand in any planned orientation programme.

Two phases are involved in "The Making of a New Member." The first involves advance preparation, prior to the induction, and the second includes putting together the different facets of Y'sdom to combine with the New Member after the induction. Following this recipe carefully will, without a doubt, result in a delightful gourmet product of a Y's Man who is sincerely committed to the true meaning of "To acknowledge the duty that accompanies every right."

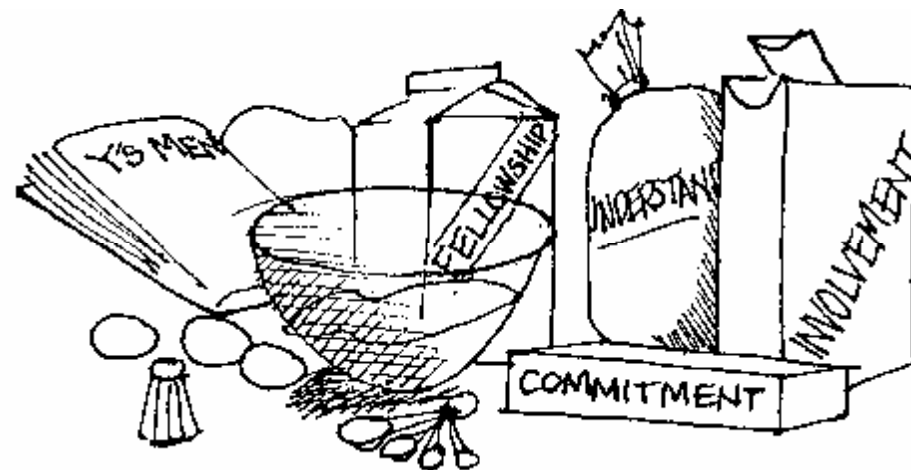
- LAYER #3** Some clubs make a point of having one member, every 4-6 weeks, tell his/her life story. Over a period of time this can create a very close fellowship.
- FILLING** Throughout the year attention should be paid to informing new members about District, Regional and International activities.
- LAYER #4** Have regular reports on extra-club activities at meetings and through bulletins.
- FILLING** Make full use of Regional Director and District Governor when they visit the club, not only to receive information but to allow members' concerns to be heard.
- LAYER #5** Have discussion periods on the club's responsibility to support the work of Y's Men beyond the club level.
- EVEN MORE FILLING...** Ensure that your meetings often feature some major service area at the local or International level.
- LAYER #6** Encourage attendance at inter-club meetings, District conferences and conventions. Financial support should be considered for first-time attenders.
- AND MORE FILLING...** Use the Emphasis Month Programme of International and add your own.
- TOP LAYER** Set up locally or encourage at the District level one-day or weekend sessions to cover personal and club development and leadership training. Send new members along.
- FROSTING ON THE CAKE...** Give new members an International experience as soon as possible through Brotherhood Fund Delegate visitations, YEPP, International Conventions, etc.

THE TASTY DELIGHT OF  
A Y'S MEN'S WAY OF LIFE...



...THAT'S WHAT Y'S MEN  
ARE ALL ABOUT!!!

# PUTTING IT ALL TOGETHER...



## WHILE STILL WARM, ASSEMBLE THE LAYERS AS FOLLOWS:

The first few months are critical in the life of a new member. Involvement in the work of a committee or project of interest is very important.

**LAYER #1** When there are a number of new members, or even just one, informal special sessions in a home setting should be considered, with the following possible items to emphasize local club activities. (Use the Membership Committee discussed earlier.)

- A group discussion on their interests and concerns and what they feel should be the objective of a service club. Refer to the aims and objectives outlined in the International Constitution.
- Members deeply involved in the club can share their experiences (what Y's Men mean to them) and answer questions.
- If there is not a particular service project that interests the new members, encourage them to develop their own for presentation to the club.

**FILLING** Give new members an early opportunity to serve on induction teams, introduce speakers, lead devotions, act as fine masters and chair meetings. (Help them to feel involved and needed.)

**LAYER #2** Have new members sit in on committee and executive meetings especially set up to be informative.

**FILLING** Involve the new members directly in goal setting and evaluation sessions, solicit their ideas and treat them seriously.

## INGREDIENTS (before induction)

- **ONE CUP** full of active membership committee to develop and oversee procedures for welcoming guests, follow-up, induction and orientation.
- **TWO CUPS** of prepared pamphlet on club activities to complement those of International and the Area. (This pamphlet should pertain to the local club and include major service and fund-raising projects, historical highlights, meeting place and schedule, name and telephone number of president and membership chairperson.)
- **ONE TABLESPOON** of slide/tape presentation on club history and activities.

**SIFT TOGETHER** an orientation team of three or four members. An informal orientation session after a club meeting or held in a member's home is a good way to help the new member understand the club and the commitment he/she has made.

**COMBINE** the following flavours and spices together when meeting with the new member:

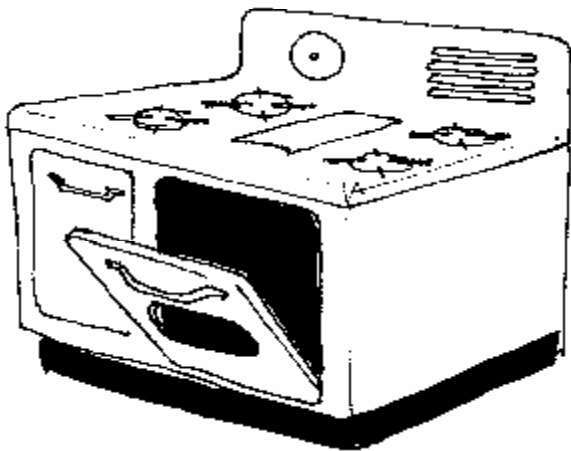
Club activities, club history, the club's committees and elected officers, the club's relation to the YMCA, the Y's Men's movement (include local, Area and International), the club's service and fund-raising projects, the club's committees and elected officers and a member's financial obligations. (Use some of the ingredients mentioned previously for visual aid — pamphlets or slide presentation, also information at the back of this pamphlet.)

A final ingredient should be a time for questions and answers.

**BLEND** an invitation to the prospective member to become a member of the Y's Men's Club (following about three visits to club functions) with the new member's acceptance of the invitation.

The product has now been masterfully prepared and is ready to be inducted into Y's Men. This should be done while the "ingredients are fresh."

**THE WARMTH OF THE INDUCTION  
CEREMONY... WHAT IT MEANS!**  
REMEMBER THAT SPECIAL FEELING?



**PRE-HEAT** — Prior to the induction, the new member should be prepared with a careful explanation of the ceremony and its purpose.

**SET TEMPERATURE CAREFULLY!** — The induction ceremony should be conducted imaginatively and with a lot of meaning so that it will be a high point to be remembered.

## WHAT IT MEANS TO BE A Y'S MAN

In joining the Y's Men's Club, you are told about the leadership development, service to the YMCA and community and social activities that this organisation strives to provide.

Our purpose finds expression in all that we do, for in it we say that:

"The International Association of Y's Men's Clubs is a worldwide fellowship of persons of all faiths working together in mutual respect and affection, based on the teachings of Jesus Christ, and with a common loyalty to the Young Men's Christian Association, striving through active service to develop, encourage and provide leadership to build a better world for all mankind."

You are joining a club which works, thinks and plays in an atmosphere of **SERVICE IN ACTION**..... Yes, it means something to be a Y's Man — at least five things:

First, it means to be an **idealist**. Unselfishness is a character that is most important as a member of Y's Men.

Second, it means to be **loyal** to the YMCA. It is an association of persons with the belief that individual effort can help to change the world. Service to youth is a prime concern.

Third, it means to be **world minded**. Around the world Y's Men are working quietly and earnestly towards a goal of international and interracial justice for all people.

Fourth, it means "**to acknowledge the duty that accompanies every right.**" Our motto is a constant challenge to us to pay less attention to the protection of our rights and more heed to the discovery and discharge of their corresponding duties.

Fifth, it means to be **enthusiastically active**. A Y's Man gives time and energy to the serious work of the club.

You are now entitled to wear the emblem of the Y's Men. This emblem consists first of a red triangle, the symbol long employed by the YMCA to denote its threefold programme of spirit, mind and body building. In the upper border of the triangle appears the word "International," indicative of the scope of our purposes. Within the triangle a golden star sheds rays of light on the name "Y's Men's Club." This star symbolises the Star of Bethlehem. Just as that star served as a guide to the Wise Men of the East, so shall this golden star, which also represents the ideals of our club, serve as a constant guide to the Y's Men of today and lead them to a true realisation of the nobility of unselfish service.

Y's Men — a club which works, thinks and plays in an atmosphere of **SERVICE IN ACTION**. A worldwide fellowship in which action speaks louder than words.