

HI-Y MEMBERSHIP POLICY

HI-Y membership is open to all within the age group of the local HI-Y. HI-Y's membership policy seeks to include those who will be active, committed members.

This recommended membership policy includes several steps to becoming a member. The idea is that only those who are truly interested will complete all the steps.

Each HI-Y should appoint a standing membership committee whose chairman is the secretary. This committee should be responsible for implementing the membership policy. Certain fundamental principals should be kept in mind:

1. Membership is open to all who complete the membership policy regardless of race, creed, or economic status.
2. Under no circumstances should a HI-Y use any form of single-vote black-ball to restrict membership. This is contrary to the HI-Y purpose and everything for which HI-Y stands.

RECRUITING NEW MEMBERS

1. Announce HI-Y membership sign up in your school. Use bulletin boards and announcements to let everyone know to sign up. Potential members must motivate themselves to find time to sign their names.
2. The sign up list becomes a list of possible members. No one who signs up should be left out.
3. Send candidates for membership an invitation to the first activity.
4. The first meeting with the membership candidates is an activity that allows them to experience what HI-Y is. A meeting follows to explain the formal purpose of HI-Y programs, responsibilities of members, how a person benefits from membership, etc. Some who get an invitation will probably not come to the first activity. If they aren't motivated enough to attend after being invited, you can use that as a sign that they will not be a motivated member.
5. Sometime after the meeting (another day) ask candidates to submit an application and a pledge to the HI-Y purpose. You should ask each candidate to have three teachers give written references to the membership committee. The references should remain confidential.

By asking candidates to submit an application, pledge, and references, you make another step that the candidate must complete to be a member. It is also very

important to have a potential member's commitment to the HI-Y purpose in writing.

6. The membership committee should review the applications and decide who to accept as new members. The new members can then be contacted. If your HI-Y is coed every effort should be made to have an equal number of boys and girls.
7. After a probationary period to be determined by each HI-Y, the candidate is accepted into the HI-Y in a formal ceremony.
8. If an applicant is not accepted into membership, a written explanation, prepared by the membership committee and the advisor, should be delivered to the rejected candidate.

If candidates complete each of these steps, it is a good indication that they will be motivated members. Without a system of eliminating those who are truly interested from those who aren't, a HI-Y could get stuck with a membership which will not work, cannot be depended upon, and which will drag the HI-Y down.

KEEPING MEMBERS ACTIVE

Once members have gone through the membership recruitment program, you will need a system of keeping good members and eliminating "dead wood". To do this a HI-Y should require that each member, new and old, attend at least 75% of the local activities. The secretary would be responsible for keeping track of attendance.

If you have questions or comments you can write or call the HI-Y Leadership Center.

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