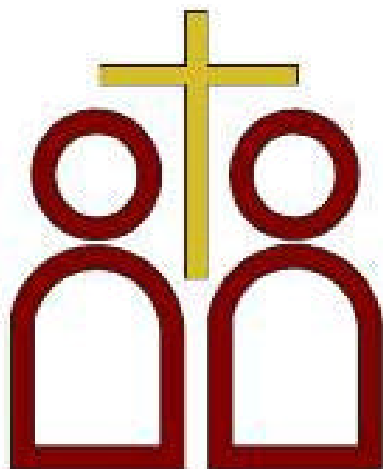


Society of St. Vincent de Paul
Toronto Central Council



Recruitment Chapter

FINAL DRAFT

October 2003

RECRUITMENT

Food for thought:

People can be divided into three groups – those that watch things happen, those that make things happen, and those who wonder what happened.

Nicholas Murray Butler

INTRODUCTION

If your Conference is thinking it would be a good idea to get some new members: **PLEASE WAIT!**

Let's not rush into this. Bringing new members into your Conference is a big decision and a big step. Let's think about it and consider the following with regard to the current situation in your Conference.

Analyzing the Status Quo

- Why do you really want new members?
- Are you and your Conference really **ready** for new members?
- Why would a parishioner want to join your Conference?
 - If **you** were coming to your first meeting at the Conference that currently exists in your parish, what would it be like?

would you feel welcome and valued?

would you feel “at home” and feel like you belonged

would you be inspired by the level of commitment and the depth of the members' spirituality?

would you enjoy the meetings?

would you like the other members?

would you want to come back?

Did you know? The average Conference in TCC has 9 members, of which 5 are women.

- 2002

- Knowing how to **attract** new members is one thing and is the easiest part of recruitment. **Keeping** them and helping them to become fully contributing, growing, committed, long-term members is the most important and the toughest part.

We strongly recommend that you and your Conference be confident that you are willing and able to handle the tough part of keeping Conference members before embarking on the easier part of recruiting new ones.

1) **Do you NEED new members?**

- Before taking on the task of recruiting, welcoming, orienting, supervising and training new members, we recommend that you **be sure you need them**. The president, individual members, or the Conference as a whole (recommended) could try the enclosed tool:

- Conference Self-Evaluation
Step #1 - Need New Members?
Appendix #1

Although there is no scoring, the items listed should lead to some very interesting and productive discussion and reflection in your Conference.

2) **Are you READY for new members?**

- If the Step #1 self-evaluation discussion resulted in your Conference feeling that new members are needed, we now ask the tougher question – **are you ready?**
- As with Step #1, work together through:

Conference Evaluation
Step #2 – Ready For New Members?
Appendix #2

- As with Step #1, there is no scoring but the items should raise some interesting and important questions for consideration by all the members of your Conference.

Did you know? At least one of our Conferences in Toronto Central Council has only two members and at least one has 23.

YOUR RECRUITMENT PLAN

Note: *The following suggestions assume that a Conference currently exists in the parish and that the remaining members are willing, with assistance, to take on the task of recruiting new members. If, on the other hand, the pastor or Particular Council President or other person is creating a new Conference, there are some additional considerations. The main difference is that someone with experience and commitment needs to take on the task of leading the recruitment drive and then guiding the new Conference through the first few months of their existence. In most cases, this support and assistance will come from the Particular Council or surrounding Conferences.*

1. Forming a recruitment team in established Conferences

Did you know? Our Conferences report that by far the most effective way to get new members is to have current members invite people they know (or are familiar with) and respect to come to one meeting. Organizing a recruitment program is the next best approach.

- a. Although this team may be the same members as the Executive, in larger Conferences three or four members may agree to take on this important function.
- b. Once the team is formed, they should work carefully through the following steps, as they develop and implement their plan.

2. What type of members are you looking for?

The attached sample talk from the pulpit and bulletin items need to be modified to communicate the message your Conference wants to send.

- i. Are you mainly looking for younger (or much younger) members? (see p. 9)
- ii. Are you mainly hoping to attract more females?
- iii. Are you hoping to attract members that are more representative of the diversity within your parish? Do you need members with specific skills/experience (e.g. finances, immigration, etc.)

Did you know?

2/3 of the Conferences that responded to our survey felt their membership did not adequately represent the diversity of their community.

Note: *In all cases you will be looking for members who are willing to serve those in need and who wish to respond to Christ's call to serve. By targeting specific experience or skills, you might also catch the attention of some who may not have considered this type of service.*

3. Appealing for members – Delivering the Message

a) Deciding on the content of the message

The sample talk enclosed (Appendix # 3) may not get the message across the way you feel it needs to. You may want to make some changes to it or you might decide to start from scratch.

Once you've got a draft talk, try it out on a few members and non-members. Ask for their honest reaction. If they were sitting in the church listening to this appeal, how might they react?

- Would they be inspired or intrigued enough to want to learn more?
- Would they be a little better informed about the work of the Society?
- Would they have a fairly clear sense of how challenging and rewarding this type of service can be?
- Would the message likely appeal to the type of new member you're looking for?

b) Getting the message out

We have assumed that your main appeal will be from the pulpit. In addition to this (or instead of), your Conference might decide to:

- Develop recruitment posters for the church foyer bulletin board or other locations
- Place an item or insert in the Church Bulletin
- Have your team members distribute a flyer after each mass on the chosen weekend.
- Other ideas?

c) Writing the script

An effective message (whether as a commercial on television or a talk from the pulpit) always has two components

- a well-crafted message that accurately targets the intended audience;
- an interesting and convincing delivery

Although we might not want to think of our recruitment message in the same category as a commercial, the fact is that we are trying to get people's attention (which is becoming increasingly difficult) long enough to have them give serious consideration to what we are offering.

Even the best written presentation is likely to result in few new members if it is delivered in a boring, insincere manner. You probably want many of the parishioners reacting to the talk by saying to themselves:



“I’ll have to think about whether the Society is for me, but I really like what they’re about and the work they’re doing. That person obviously

In order to achieve this you need:

- a carefully crafted message
- a dedicated, experienced, confident Vincentian to deliver it.

Note: *Support Teams are being created to assist Conferences with recruitment efforts. If you require assistance with your recruitment efforts, contact your Particular Council President*

If you choose to include an item or insert in the bulletin, it should be carefully worded to accomplish in a few lines what the 5 minute talk from the pulpit did. You may find the enclosed sample useful (see Appendix #4).

d. Delivering the message:

The pulpit talk will likely be delivered at each of the masses on the chosen weekend.



- Ideally, this should be done by the same person each time, especially if that person is a very experienced Vincentian and effective speaker.
-
- The president, or the Conference members, or the team need to select the speaker very carefully. While you want to be respectful of each other and sensitive to feelings, you also want to get your message across effectively. If the person who volunteers to deliver the talk is not nearly as effective a speaker as they think they are, or if the person generally has a reputation in the parish that will get in the way of the message, find an appropriate way to **select someone else**. It won't be easy but it's essential.

Tip: Practice the talk in front of someone who will give honest feedback. Also, practice the timing.

Obviously, the team will need to get support and permission from the pastor many weeks earlier. You may even want to consider having the pastor as a member of the Team. The pastor can be very helpful in shaping the message and suggesting the best ways to get through to the parishioners.

4. After mass follow-up - Part I: The Personal Contact

You've achieved your first goal. Your message has caught the attention and interest of 5 or 25 or 75 parishioners. They're thinking about it and wondering about and, perhaps, talking with family about it as they leave the church. **If you don't follow up immediately with personal contact and written information, you'll likely lose them.** They'll leave the church and get busy with family, work, and leisure and the seed of the idea of checking out the Society will not germinate.

Have your team members available and visible at the back of the church after each of those masses.

- a. Each team member should be wearing a badge that clearly identifies them by name and as members of the Society of St. Vincent de Paul.

- b. They will want to smile at and greet each parishioner as they leave. If anyone comments on the talk or shows interest of any kind, the team member should:
- chat a little with the person;
 - get some written information into their hands; (**Information Folders** are available from Central Office. Be sure to write in a contact name and phone number on each folder)
 - try to get them to leave their name and phone number.

Caution: *Try to avoid the tendency to get into a long discussion with one parishioner. While you're doing this, hundreds of other potential members may be walking by, reluctant to interrupt your conversation. Ideally, you should have the team members make an initial contact and give the written info, and then direct anyone who is even curious over to a table where they can leave their contact information and chat with a team member. While they might be willing to wait a few minutes at the table, they won't be willing to stand in the doorway waiting for a chance to ask you some questions.*

5. After mass follow-up - Part II: The Telephone Contact

- a) So, you've given out some information, chatted with some people that seem very interested, and obtained some names and phone numbers. While one or two of those that took the information but didn't leave their name might eventually contact you, your real hope is with those who left their name.
- b) Even though they've shown some curiosity or interest and have left their name and phone number, they are not likely to make the next move. **You need to take the next important step.**
- c) One of the members of you team needs to call them within two days.
- d) Sample questions on the phone:

Did you have a chance to read the information we gave you?

What was your reaction? Was it what you were expecting?

Are there any questions I could try to answer?

(And, if the person continues to show some interest) We're having a meeting with those who expressed some interest in learning more about the Society. We'd love to have you join us. It's on Wednesday evening, October 15, from 7:00-8:00 at the parish hall.

- If you have any questions before then, my name and number are _____.

Food for thought:
When people say "no" (when asked to volunteer), they usually mean "not now".

Wendy Evans

- e) This phone call and the conversation that results will either encourage people to find out more **or** will indicate that membership in the Society is really not for them. In either case, the conversation has been very productive.

6. First meeting

The Executive and team need to decide if it's more appropriate to have a separate meeting for interested candidates or to invite them to a regular meeting. If you have three or more interested candidates, it might be best to have a separate meeting. If you have one or two, it would probably make sense to invite them to the next regular Conference meeting.

Caution: *If your regular meetings are fraternal, spiritual, productive and enjoyable, interested candidates should experience this. If this is not the case, you may wish to consider making some improvements before inviting new members to a regular meeting. (see the chapter on Meetings and the Are You Ready for Members survey)*

If you are having a separate meeting for new candidates, we would suggest an agenda similar to the following:

Agenda (Explanation)

Welcome

Opening prayer (Vincentian prayer)

Reflection (carefully chosen to be appropriate to the situation – see sample enclosed)

Sharing

- the current members (Team members) talk about how and why they became members. They share some of the benefits and the challenges, using actual examples from their experience.
- Candidates are encouraged to share their experiences with volunteer work and talk about what attracted them to the Society. What are they hoping to give to and get out of this type of service?

Membership

- Explain the process involved in becoming a member, including police records check, interview and reference checks.
- To those still interested, give them the Applicant Folder that contains all the information and forms.
- Make it clear that your Conference and the Society are not just looking for new members. You are looking for the **right** new members. Not everyone is willing or able to serve those in need in this way.

Next step- Next Meeting

They should be informed of the next meeting

- Again, you need to decide whether it should be a separate meeting or a regular Conference meeting. *In most cases it would be most appropriate to include them in the regular Conference meeting.*

Closing Prayer (Vincentian Prayer)

Social Activity. Some time to chat over coffee/juice and cookies

7. **After first meeting**

Once again, a phone call to each candidate is very important.
Thank you for coming to the meeting. What was your reaction?
What inspired or excited you the most?
Was there anything that disappointed or concerned you?
Do you have any questions?
Are you planning to join us for the next meeting?
Great! I look forward to seeing you there. If you need to contact me, my name and number are _____.

8. **Home visitation**

- a) Generally, soon after the first meeting interested candidates should accompany an experienced Vincentian on at least one home visitation.

Food for thought:
If you make a
mistake, make a
new one each time.
Dale Carnegie

- b) Since this is a very important part of the screening process, the person accompanying and supervising the new candidate on the home visitation should observe the candidate carefully. The experienced Vincentian should give the president a verbal report on how the candidate conducted themselves on the visit and should make a recommendation to the president regarding the candidate's suitability as a member.

Note: *A large percentage of Vincentians believe that mentoring/partnering is the most appropriate and effective way to train new members. They want new members to learn from listening to and observing experienced, committed members. It is essential, however, that this mentoring be done in a planned, deliberate manner to ensure the new member is acquiring the attitudes, knowledge and skill that you believe a new member should have.*

9. **Second meeting**

- a) If they show up for a second meeting, you've obviously done things well. They are likely to follow through and become members (if the president feels they are appropriate).

- b) If they didn't return for a second meeting, it could mean:
 - i) they didn't feel that this was the right type of service for them;
 - ii) they are not ready right now (but might follow through when they have more time available) or
 - iii) they were put off by someone or some aspect of the process.
- c) the phone call after the first meeting should indicate which of the above is the case.
- d) A special effort should be made (through planning) to ensure that the candidates are helped to feel welcome and valued by the Conference at this meeting. These first few meetings will make a lasting impression on them (**for better or worse**).

10. New member orientation

At least twice each year Central will be offering an Orientation for new members. This session will help new members to know and appreciate the history and traditions of the Society of St. Vincent de Paul, with a particular emphasis on the Rule. Contact Central for information regarding the next session.

Did you know? Only ¼ of the Conferences responding to our survey have any orientation process for new members, other than a home visitation.

Did you know? Only 16% of our Conferences offer their members any type of training (such as speakers, videos, etc.)

11. Sources of support and assistance

- Contact your Particular Council in the early stages of planning your recruitment drive.
- If you have strong, effective Conferences in neighbouring parishes, your fellow Vincentians are sure to be willing to assist you in your efforts.
- Call Central Office for information regarding other resources.

Food for thought:
 Wisdom doesn't necessarily come with age. Sometimes, age just shows up all by itself.
Tom Wilson

Food for thought:
 Life's unfairness is not irrevocable. We can help balance the scales for others, if not always for ourselves.
Hubert H. Humphrey

RECRUITING YOUNGER PEOPLE

From sessions with our members and from the interview sheets, we are well aware that many Conferences are anxious to attract new members, especially young/younger ones. If by younger one means 50ish, any of the suggestions in this chapter apply. If a Conference hopes to attract teenage and young adult members, some tough questions need to be asked and answered first.

- Would young people likely feel comfortable and welcome in your Conference?
- Would they likely share the interests and views of most of your members?
- Are the young members likely to find the fun and peer relationships that they generally like to have in volunteer work?
- Do you feel the young people are likely to take the same home visitation schedules as the rest of the members?
- Are some of your members willing and able to carefully mentor the new, young members?

Unless your Conference, as a group, can confidently answer yes to these questions, you may want to hold off on any efforts to recruit teenagers or young adults as members.

(See also “Guidelines for New Members Under 18 Years of Age, available from Central Council)

Most members would agree, though, that it’s very appropriate for the young people and for the Society if they become involved with our work, **but as General Volunteers**. Young people that help out now with Bundle Weekends, Christmas packages, and other Conference events, may choose to become members when they get older. A number of Conferences have been very successful in getting young people very actively involved.

A few tips:

- (i) Have a plan for involving young people. Think and talk it through carefully. What **exactly** are they going to be doing? When? How? Where? If their involvement is not well organized and seems sloppy to them, it may be hard to get them back.
- (ii) Have one member of the Conference who relates well with young people be responsible for this aspect.
- (iii) Hook in with someone in the parish or local secondary school who supports the work of the Society and believes young people have a lot to offer. The person might be involved with the parish youth group, be a high school counsellor, chaplain, or religion teacher, or be an associate pastor. Generally, establishing a close working partnership with a high school or youth group is the way to go. You’ll need help and connections, so look carefully for a partner.

- (iv) You want the young people's experience with the work of your Conference to be a successful, satisfying, enjoyable one. Provide whatever training, supervision, support, encouragement and appreciation you feel is needed to ensure this happens. Your parish or school partner will be able to guide you in this regard.
- (v) Once you get some committed young people involved on a regular basis, you might want to start getting their input on how your Conference might go about attracting more young volunteers and young members. They'll have good ideas.

Summary of Key Points

- Recruiting new members is relatively easy. Attracting the **right** members and holding on to them is more challenging
- Be prepared – form a Team and develop a plan
- With those interested – follow up, follow up, follow up
- Draw on available support and resources – Particular Council, neighbouring Conferences, Central.
- Welcome, nourish, encourage, and mentor your new members – those first few months are critical.

Appendix 1

Conference Self-Evaluation

Step #1

Need New Members?

The following has been designed to assist your Conference in determining if it needs new members. It is meant only as a tool to assist you in your discussion, planning and decisions.

You may need to actively recruit additional members for your Conference if:

Service:

- The current members cannot keep up with the needs in your area
- Due to declining health/age, the current members are less able to make home visitations
- There's an interest in reaching out more to those in need but not enough members to handle any increase in home visitations
- The Conference doesn't do some of the activities it used to (e.g. Bundle Weekends) because the current members just find it too difficult
- There have been some complaints about the slowness in responding to requests for assistance.

Members:

- No new members have joined for the past two years
- The few members in the Conference don't see much point in meeting regularly
- There are only two or three members but they like it that way
- There are only men (or women) in the Conference
- Your current members don't represent the diversity of your community
- The current members feel like they need new blood in the Conference
- The current members feel like they'd like some new ideas
- The current members are feeling burnt out and/or a little cynical

Meetings:

- Meetings tend to be rather boring and lacking in energy or enthusiasm
- Meetings tend to be too predictable in terms of what people will say

Other:

- The new president feels that there's a need for renewal
- The pastor has indicated he would like to see some new members
- (other)---

Appendix 2

Conference Evaluation Step #2 Ready For New Members?

The following has been designed to assist your Conference in determining if it is ready for new members. It is meant only as a tool to assist you in your planning and decisions.

You may be ready for new members if you can answer **YES** (check mark) to most of the following.

- The Conference is committed to finding and keeping some new members
- The Conference has discussed and come to agreement on how you will make new members feel welcome and needed.

- The current members are committed to assisting the new members as much as possible so that they will get off to a good, positive start

- Current members are open to changing some routines/practices to help accommodate new members

- The current members make a real effort to make Conference meetings Christ-centered, productive, interesting, informative, satisfying and enjoyable (even if they don't always succeed)

- The Conference members have discussed openly and frankly the strengths and short-comings of their Conference so that they have a more realistic sense of how a new member might view the Conference

- The Conference president has discussed the Conference's realities and needs with the Particular Council President

- The Conference has thought through/discussed a Recruitment Plan that details:
 - a. how appeal will be made?
 - b. who will make the appeal?
 - c. what material will be given to interested/curious people?
 - d. how will names be collected after each mass on the appeal weekend?
 - e. what will be the next few steps once you get some names?
 - f. is the pastor supportive? how will he assist?

- The members are committed to finding the right people for this challenging, important form of service, rather than just getting a few more bodies

- The current members are committed to service to those in need and want to ensure other members and leaders are available to carry on.
- The current members or president are not motivated by issues of power, control, or exclusiveness.

Appendix 3 Talk from Pulpit re. SVDP and Recruitment

Good morning. My name is _____

If you ask most Catholics, “What do you know about the Society of St. Vincent de Paul?” they’ll say something like “Well, I’m not sure what they do, exactly, but I know it’s a good organization and they help the poor or something”

One of the beliefs of Blessed Frederic Ozanam, the founder of the Society, was that members of the Society should go about their works of charity in a humble, anonymous manner. We’ve obviously succeeded. Even though there are 113 parishes in the Greater Toronto Area with groups, or what we call Conferences, and we have over 1000 members, we’ve managed to keep a pretty low profile. Obviously, it’s very appropriate for us to go quietly about our service to those in need. It only becomes a problem when parishioners don’t contribute to the poor box at the back of the church because they’re not sure where the money goes, or don’t become members because they aren’t sure who we are or what we do. I thank Fr. _____ for giving me five minutes to tell you a bit about us.

For over 150 years the work of the Society has been to use the money collected in the poor box to provide emergency food, clothing and basic furniture to those in need. Members of the Society, working in pairs, visit the homes of those who request assistance. In addition to the material assistance they are able to provide, the members try to bring a little hope and caring to the person. In many cases they will also provide the person with needed information related to immigration, addictions, mental health, budgeting, and eviction.

As members of the Society of St. Vincent de Paul, we are proud of our Society for a few reasons:

First, we are the only organization or agency that visits the poor and others in need **right in their homes.**

Second, we are proud of the fact that our Society runs 17 homes, shelters, and residences in the GTA. These homes serve women seeking shelter from abuse, men and women struggling with addictions, as well as adults with mental illness or developmental handicaps. A portion of the money you contribute to the poor box each week also helps to operate these programs.

Third, the Society runs Marygrove Camp for disadvantaged girls, ages 5-13. It is one of the finest anywhere.

Fourth, we run four stores where those who are struggling can purchase, at nominal cost, used clothing and other goods, either with vouchers we give on our visits, or with cash.

We are committed to serving those in need but we need help. Frankly, many members of the Society have served for 10, 20 or 30 years. Many are getting older and find it more difficult to serve in the way that they would like. We need more members. We need younger members.

As you listened to who we are and what we do, did anything inside you say anything like “That sounds like the type of volunteer experience I’ve been looking for or thinking about” or “That’s the type of organization I’d like to be part of.” If so, would you take a moment after mass to say hello to me or one of our members in the foyer and take a brochure. The brochure tells you more about our Society and our work. Most of us come to a point in our life when we feel the need to act on our faith and beliefs by giving something back to our community – be it our faith community or the larger community. If you’ve already found a way that, for you, is meaningful and satisfying, I wish you all the very best in that volunteer work. If not, why not say hello to one of us on your way out. We may have something in common.

Thank you, Father, for giving us these few minutes, and thank you all for your attention.

***Note:** The above shouldn’t more than take five minutes. You may want to work in some local flavour at some point, especially when referring to the need for new members.*

Appendix 4 Sample Bulletin items

Sample 1

Society of St. Vincent de Paul
Tuning Concern Into Action-Around Our Community,
Around the World

We need: Your prayers, your hands and heart and your
financial support

We are seeking new members – parishioners who are
looking for the opportunity to put their faith into action.

Information meeting – (details of meeting)

Sample 2

Society of St. Vincent de Paul

We visit the poor and others in need in their homes.

We believe that we must put our faith into action.

We believe we have a responsibility to turn
our concern into action.

Looking for a meaningful form of service?

Information meeting: (details of meeting)

Appendix 5 Sample Readings for First or Second Meetings (taken from the Society of St. Vincent de Paul “Scottish Prayerbook”)

1) A Meeting

The Question:

Words, words, words—procedure-voting-motions and counter-motions-minutes and HOURS-report from sub-committee-plan for action-other competent business-words, words, WORDS.

The Answer:

The WORD was made flesh and dwelt among us. Words can be fine, especially when shot through with charity. Talking must come before planned action. Short, to-the-point prepared agendas , prepared interventions-POSITIVE and CHARITABLE and CONSTRUCTIVE help edify, build up. YOU are present, so exercise the Apostolate of the Presence. Chris is present to in Himself, in the others around you, in every word spoken and every decision made. Hold your meetings around Him. Let Him be the centre of all you say, then action will result.

The Prayer:

Lord Jesus Christ, the Word made flesh,
Teach us to speak the things that are wise and kind.
Be present at our meetings and inspire us with the right words to speak and the right decisions to take.
Our decisions will concern You,
They will concern You present in other people,
So be with us as we meet. Teach us when to speak and when to be silent,
Let us be kind in what we say.
Let our suggestions be constructive and for Your glory.
Prevent us from speaking to hear our own voices.
Be on our lips, in our words, guiding our minds to express what is right and for the general good.
And open our ears to hear what is said by others.
Defend us from uncharitable thoughts.
Enrich us by ideas and suggestions granted to others.
In times of difficulties-elections, decisions, financial problems-let us turn again to You for a moment to be enlightened and guided.
And help us to ACT in accord with what we say.
Lord Jesus, the Word made flesh,
Let Your presence Abound at this our meeting.

Kind and gentle St. Francis de Sales, teach us to use our power of speech worthily in the cause of Christ and for the benefit of the people of God.

2) From the Rule

a. (Schema I, Article 2)

Vincentian Spirituality

Vincentians strive, through prayer, meditation on the scriptures, fidelity to the teaching of the Church and in the various aspects of their daily lives, to bear witness to the love of Christ in their relationship with those most in need.

Commentaries: Through our faith...priestly role among us.

b. (Schema I, Article 3)

Poverty and the Vincentian

“You have the poor with you always” (Matt 26, 11). The Vincentian is at their service.

Commentaries: The Society of St. Vincent de Paul is...wipe them out completely.

3) Introduction taken from “The Mind and Heart of a Vincentian”

Some Conferences lose their way and devote themselves solely to material help, forgetting that our Society also had spiritual aims from the time of its birth. “They have neglected the spirituality which feeds them. They have lost their charism” (Franco de Barberis, an adviser to Council General). In such cases, the work is simply social work. In some other Conferences, the relationship of members with one another is polite and co-operative but lacks the warmth with which the members of the first Conference loved one another. We know of instances where new members have joined such Conferences. They found nothing to spiritually challenge them. They left.

Of course, not all members are explicitly looking for a spiritual challenge. Their motive for joining us may be simply to help those in need. The Society welcomes them warmly. We will attract very few members if we recruit only people who have strong spiritual life. But the Society nevertheless invites and encourages them to be open to the riches of our Vincentian spiritual heritage. We have tried in this book to set out our ideals.

It is tempting to compromise and water everything down. But the truth is that we are called and committed to find God in the poor, to serve them with empathy and generosity, sharing their burdens and joys as true friends. In this way, we bear witness to the love of Christ for them, working in spirit of prayer.

We support and love one another in such a way that others too will be attracted to Christ. The Vincentian spirit implies creative imagination and originality, adaptation to new needs and strong and incisive action to help those who have been wounded by life. It leads us to surpass ourselves as we help the poor and the marginalised who are children of the Father and whose dignity derives from that fact. These ideals spring from the Gospel. There will always be an urgent need to realise that it is not just the service of the poor but the spirit in

which we serve them that is important.

No-one should look at these pages and feel that this is a mountain they have to try to climb. The truth is entirely the opposite. In the end, no-one should try to change themselves. It does not really work. Instead, a humble prayer to the Holy Spirit to lead us on our spiritual journey is all that is required. The spirit will lead us at a gentle pace, our own pace, and in time he will gradually change us. The journey is well worth while. It leads to fulfillment and joy. We also help each other on the journey, and those we visit also have a part to play in our spiritual growth. To new members who do not consider themselves at all 'spiritual', we can only say, "Don't worry. Nobody is going to try to change you - we are more than grateful for the time and the skills you bring and from which we can learn. Do your Vincentian work with a generous heart. Try to help those you visit as well as you can. But don't be surprised if some of these thoughts which were not on your wavelength suddenly makes sense. Pray in your own time and in your own words. Let the Holy Spirit be responsible for leading you where he will."

Appendix 6 Process for Applicants for Membership

- Give anyone who is even curious a copy of the Information Folder;
- If they are interested, give them a copy of the Applicant Package, which should include:
 1. Member Position Description
 2. Member Application
 3. Police Records Check application
 4. Police Records Check information sheet for your region.
- Invite them to at least one Conference meeting;
- If they are still interested, have them submit an Application and a Police Records Check application (with a cheque, where applicable);
- Have them accompany an experienced member on at least one home visitation;
- If they are still interested, check out their references (either by phone, using the Reference Form, or by mailing the Reference Form to each of the references listed on their Application);
- If you feel they could be a good member and once you've received an indication from the police that there is nothing on file, contact your New Member Interviewer (or Central Office) to arrange to have the applicant interviewed by you and the interviewer;
- If you feel they would be an asset to your Conference and to the Society, have them complete the Covenant form;
- Send the Member Application, Covenant, Reference letter or notes, Police letter (except in Toronto – it comes directly to Central) and Interview Form (which includes your recommendation) to Central Office; (in Toronto, the police letter comes directly to us).

Appendix 7

Why People Volunteer

(for any type of volunteer work)

- to feel needed
- to help someone
- to share skills
- for a change of pace
- to get to know a new community or neighbourhood
- because a family member or friend pressured them
- to gain leadership skills
- to get a change from being a leader
- to act out a fantasy
- to do their civic duty
- to earn academic credit
- to be with people who are different from themselves
- to keep busy
- the organization is geographically accessible
- to do something with a friend or family member
- to learn the truth
- to do one's share
- to see that resources are well allocated
- or recognition
- to make new friends
- to explore a career
- parenthood
- to demonstrate commitment to a cause or belief
- to help a family member
- as therapy
- to do something different than their daily job
- for fun!!!
- for religious reasons
- to keep skills alive
- to repay a debt
- as an excuse to do something they love
- to donate their professional skills
- to stand up and be counted
- as a family tradition
- to be able to criticize without personal jeopardy
- because there is no one else to do it
- to get the meals, transportation, or other benefits
- to assure progress
- to protect clients from an institution
- to feel good
- to have an impact
- because their boss expects it
- to be part of a team
- to learn something new
- to be an advocate
- to gain status
- to get out of the house
- to impress someone
- for freedom of schedule
- because they were asked
- because of who did the asking
- to test themselves
- for escape
- to become an "insider"
- to be an agent of change
- to build a resume
- because of their personal experience with a cause or problem
- guilt
- because of interest in or concern for the particular client group
- because of a faith commitment
- to gain access to services for themselves
- to be challenged
- to experiment with new ways of doing something
- as an alternative to giving money
- to be a watchdog
- to feel proud

From: "The Volunteer Recruitment Book" by Susan Ellis