

ATTRACTING NEW MEMBERS TO A PAN AMERICAN ROUND TABLE

Members are the most important part of any organization. Without them, their Table would not exist.

In order to maintain a latent interest and to ensure a continuous wish among the Members, make sure to assign a position to the Members in a strategic manner, that is, that she feels that her services are a valuable contribution. If they are placed in a place not desired, this may annul her interest in the Table and the effectiveness of her work.

Members make the organization. Each one has a definite place in the organization's structure. Each one makes a special contribution. Each one requires special attention.

Make a democracy of your Table with equal opportunities for each active Member.

It is recommended to develop an orientation guide which includes the following:

1. Table purpose.
2. How their Work Program is drawn up.
3. Table History, outstanding points of past achievements.
4. Officers, how they are elected, office duration.
5. Actual number of Members.
6. Finances, how money is collected and what it is used for.
7. Everything each Member can do to promote the work in their Table.

The number of Members of a Table is the responsibility of all, not just of the Director or its Board.

Tips to achieve the desired number of Members.

- Publicize the Table, have leaflets or documents on hand that relate its history, objectives and work.
- When you have a contact, do not abandon her, be persistent.
- Be honest when describing the time and money necessary in order to join a Table.
- Extend invitations to possible candidates to attend a monthly meeting.

- Organize teas or social reunions, giving brief orientation on the Pan American Movement and invite possible candidates. Request Table members to list relatives and friends that reside in other cities where there is a Table and invite them to attend a meeting.
- Examine the geographical structure of your community, to learn the areas where recruiting may be done for new members. There is a younger generation, recent graduates.
- Never let age be a barrier for increasing the number of Members.
- Dedicate a moment during the meeting to inform the Members present of the need for new members and for forming new Tables, asking their help with ideas, suggestions and specific actions.
- Invite the Members to meet socially for the purpose of promoting friendship and getting to know each other better.
- Remind them that good programs contribute to a greater attendance by Members and that the quality of those programs can determine the success of the Table.
- Make the Members see the importance of being well informed on the objectives and goals of our institution.
- Prepare leaflets and triptychs with Pan American ideas to distribute among the candidates to be Members.
- Give Pan American information to student groups with specific dates such as Pan American Day, Discovery of America.
- It is necessary that the Members feel wanted and loved as soon as possible. It is good to give them a Welcome letter.
- It is good that the new Members immediately involve themselves in Table activities; this creates interest.
- Members that have lapsed in paying their dues may be contacted by means of a telephone call or personally if necessary. Let them know that they have been missed. This action will possibly stimulate them to return.
- It is possible that active Members that have drifted away may be persuaded to be active again by a telephone call to ask them to do a specific job.

- Form an active telephone committee to call and remind the Members of the day, time and place of the meetings and make arrangements for transportation with other members, if necessary.
- Appoint a hostess for each new member for the purpose that at each first meetings, she will have someone to chat with.
- Recommend reading of state, national and Alliance bulletins. This will help to learn about Pan American Round Tables.
- Identify each member and guest with a label with their name located on a visible place of their clothing; this will help to initiate friendship.
- Recognize members who bring candidates for membership to a meeting.
- Invite possible members to attend a National or Alliance Convention in order to capture the Pan American spirit.

COMMITMENT OF A TABLE MEMBER

- Represent a country of America. Perform special work as requested.
- Attend the Business Meetings.
- Participate at least in one Committee.
- Collaborate in the annual benefit.
- Help to form new Tables.
- Learn the Constitution and Bylaws of her Table, National Association and Alliance.
- Attend Seminars, Trainings, Convivencias, National and International Conventions.
- Be aware of the commitment assumed.
- Train to become an Officer of her Table, National Association or the Alliance.
- Creativity, Initiative.
- Capacity to know oneself.
- Responsibility.
- Determination for improvement.

Upon joining a Pan American Table, a new Member must comply with some requirements.

- ✓ Attend some meetings as a spectator or listener.
- ✓ Train in the Pan Americanism that the Table must offer in each Business Session.

- ✓ Learn the Organization's strengths/weak points.
- ✓
- ✓ At the end of her training she must:
- ✓
- ✓ Fill out a Form, which when signed, commits her to be a Pan American.
- ✓
- ✓ Take an oath at a solemn Ceremony before the highest authority of the country.
- ✓
- ✓ Present required works (countries, authors)
- ✓
- ✓ Attend Training Seminars, National Workshop reunions (Convivencias), Forums, and Alliance International Conventions.

Peruvian poet César Vallejos said "Sisters, there is much to do and may it all be for good".

Let us remember the words of our Founder Florence Terry Griswold:
"We will be a melting pot in which the different nations will merge with the precedence of the Christian woman, exhibit of our civilization".

ONE FOR ALL AND ALL FOR ONE

Nhury Gutiérrez Vilches
Alliance Ex Officio Director General

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