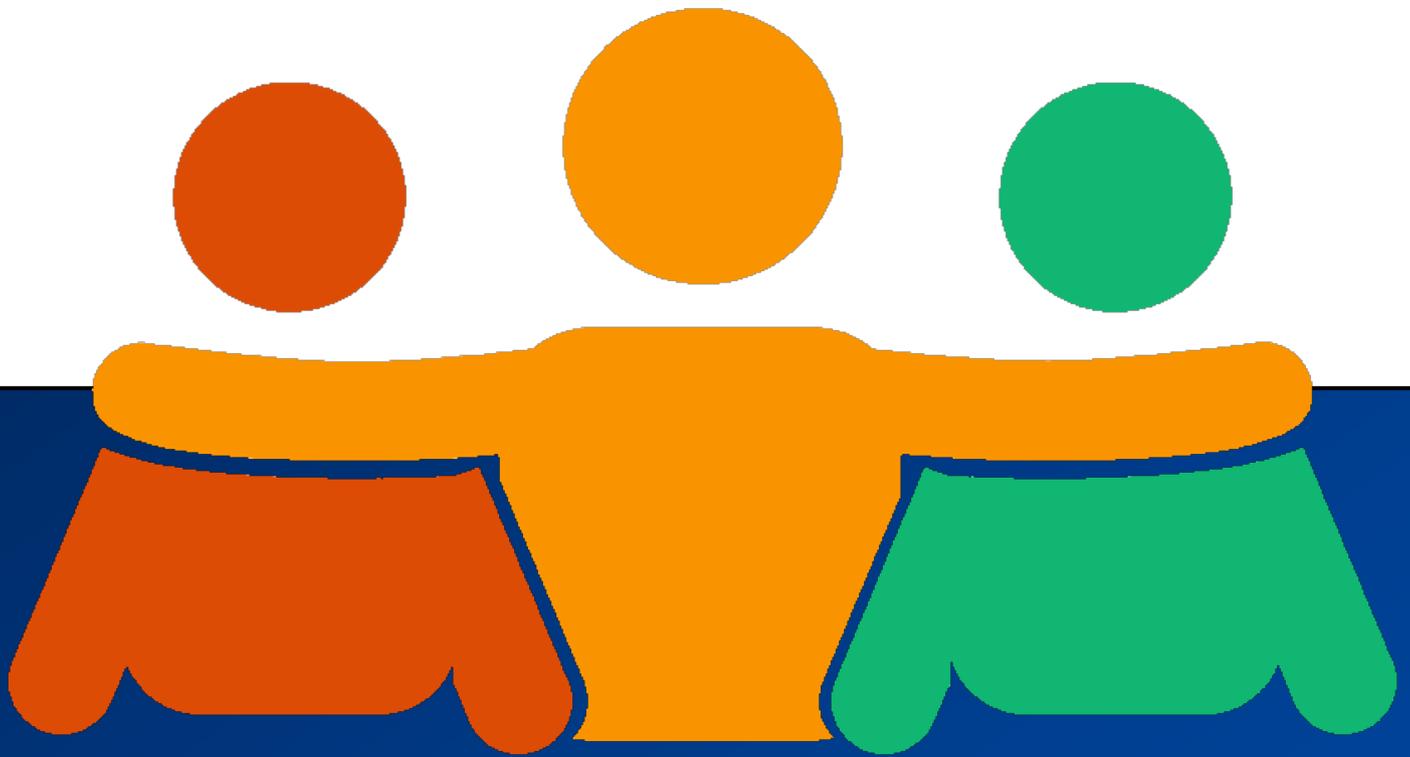




GUIDE
2021



MEMBER ORIENTATION



MEMBER INDUCTION CHARTER

of the International Association of Y's Men's Clubs

In joining *Club Name*, chartered by and having affiliation to the International Association of Y's Men's Clubs, headquartered in Geneva, Switzerland, you accept to:

- **Honour our motto:** *"To acknowledge the duty that accompanies every right"*
- **Join our mission:** *To strive through active service to develop, encourage and provide leadership to build a better world for all humankind*
- **Share our vision:** *To be recognised globally as a service organisation promoting cultural awareness, striving to enhance human values, with special focus on youth development*

If you agree, say "YES".

The International Constitution of our organisation outlines six objectives for all our affiliated clubs, and by extension, our membership. These are:

1. To function primarily in service to the YMCA
2. To support other worthy organisations
3. To encourage justice in civic and international affairs, abstaining always from party politics
4. To keep members informed on and actively involved in religious, civic, economic, social and international matters
5. To cultivate good fellowship
6. To support International, Area and Regional projects of the Association.

If you are ready and willing to actively contribute your personal efforts to these six objectives: say "YES".

Having made this public declaration, I am pleased to pronounce you a member of *Club Name* and welcome you to our global service family. Congratulations.

Club President _____

New Member _____

Date _____

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SECTION I – YMI SNAPSHOT

Who Are We?

The heart of Y's Men International (YMI) beats through its club members, those dedicated people who share a passion for supporting the YMCA, providing community service, and developing genuine and lasting international friendships. At club meetings in communities across the world, they come together to strengthen their connections to friends, and neighbours and put into action their commitment to making a difference in the lives of others.

Mission, Vision, Motto and Purpose

Our Mission

- To strive through active service to develop, encourage and provide leadership to build a better world

Our Vision

- To be recognised globally as a service organisation promoting cultural awareness leading to brotherhood and world peace

Our Motto:

- "To acknowledge the duty that accompanies every right"

Objectives of the Association

- To encourage, promote and foster the organisation and maintenance of affiliated clubs throughout the world
- To provide common purpose through the establishment of collective goals (with the tools and motivation to achieve them), as well as the development and operation of meaningful international programmes
- To foster personal development and self-fulfilment through selfless service to the less fortunate and building leadership skills

Objectives of Affiliated Clubs

- To function primarily as service clubs for the YMCA (**where there is no local YMCA, the primary objective becomes service to the community*)
- To support other worthy organisations
- To encourage justice in civic and international affairs, abstaining always from party politics
- To keep members informed on and actively involved in religious, civic, economic, social, and international matters
- To cultivate good fellowship
- To support International, Area and Regional projects of the Association

YMI Principles

Club members are expected to speak and behave with uncompromising integrity, upholding the principles of the organisation in both YMI and private life. In this context, we ask you:

- To bear in mind always, your obligations as a global citizen and to reflect them through your words and deeds
- To hold friendship as an end and not a means, being genuine, open, and sincere in all endeavours and relationships
- To be always careful with criticism and liberal with praise, to build up and not destroy

What Do We Do?

Simply, YMI works to:





Locally

Many YMI clubs have a slogan 'Service in Action' and their main purpose is "to serve the local community". This is achieved by:

- **Undertaking both one-off and ongoing projects which address (or help to address) an immediate and important need** (food and shelter for the homeless, school supplies for the children of poor families, relief goods in times of natural disaster, etc.)
- **Building solidarity and spirit through fun and inclusive events**, such as neighbourhood barbecues, fairs, concerts
- **Fundraising to support local initiatives that reflect the mission of YMI** and ideally actively cooperating with the organisations and people who run them.



Globally

All clubs are united under the umbrella of the international association and contribute to its core goals by:

- Making financial contributions to the various international programmes annually
- Participating actively in all global campaigns
- Developing the leadership skills of their members and keeping them apprised of key association matters to help ensure the availability of effective international leaders, and thus safeguarding our future.

Worldwide, club members are a human and financial resource to struggling societies, giving thousands of hours of voluntary service annually and making personal monetary donations as they are able.



SECTION II – YMI THEN & NOW

How Have We Grown?

Founding

Y's Men International was founded by lawyer, Paul William Alexander, in Ohio, USA in 1922. It developed from a single, luncheon club (Tolymca) which he had initiated to support the Toledo YMCA two years earlier. In 1923, the first club outside US borders was established in Nova Scotia, Canada. Other countries became involved shortly afterwards – China (1924), Australia (1926), Japan (1928), Estonia (1929) and Sri Lanka (1930).

It was Alexander's thinking that the YMCA could better serve the needs of society if it became more inclusive, and he saw YMI as increasing the impact of the YMCA by providing new avenues for engagement. For him, YMI was a service organisation of and for the YMCA.

As a new member, it is important not just to have a general understanding of the movement's development but also to be aware of your club's past to feel like you really belong.

Your orientation trainer will help by giving you the complete history of your club. If you happen to be a charter member, you will be a significant part of the early history of your club.

Current Profile

Today, YMI is a fully independent, non-governmental organisation (NGO) with consultative status in the UN-Economic and Social Council (ECOSOC) since 2006.

Club members of YMI are people from all backgrounds, young adults to active seniors, connected by a common commitment to work 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, to fulfil YMI's overlying mission, per Article II, Section I of our International Constitution.

The clubs are diverse, as each is as unique as the community it serves. But all are united by a shared belief system in which humanitarian action, leadership development and fellowship are key in the context of club life.

ARTICLE II - PURPOSE AND OBJECTIVES

Section 1 - 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.

Structure of the Organisation

YMI has its headquarters in Geneva, Switzerland, with a satellite office in Chiang Mai, Thailand.

The structure of the organisation is based on five levels — club, District, Region, Area and international. There are, in 2021, over 25,000 club members in more than 1,400 clubs in almost 80 countries.



"... To be a Y's Man has never been predicated upon what a man believes but upon what he does... The virtue of unselfish service, which we insist shall be the hallmark of the Y's Man is an exemplification of love for one's fellow man..."

Judge Paul William Alexander, 1951

Districts

The District is typically your club's first connection to the wider world of YMI. (In places where membership is lower and more geographically distant, district-level leadership may not be very active and your club will communicate with the Region.) Five to ten clubs are grouped together and are managed by a District Governor (DG). The responsibilities of the DG are shared with the District team, which works together to supervise overall district operations, develop team strategies, and encourage membership growth and formation of new clubs. Some Districts are more formally organised than others, depending on the number of clubs and club members in the District and Region.

Regions

Regions comprise a number of Districts and ideally should have 300 or more club members. The Region is managed by a Regional Director (RD) together with the Regional Team, which supervises overall regional operations, reporting to the Area President.

Areas

YMI is currently divided into eight geographical areas. These are Africa, Asia Pacific, Canada/Caribbean, Europe, India, Korea, Latin America, and the United States. The number of Regions managed by Areas currently range from two to eleven. The Area is managed by an Area President (AP) together with an area team, including the AP Elect and the Immediate Past AP, who supervise overall area operations, reporting to the International President and International Council.

International

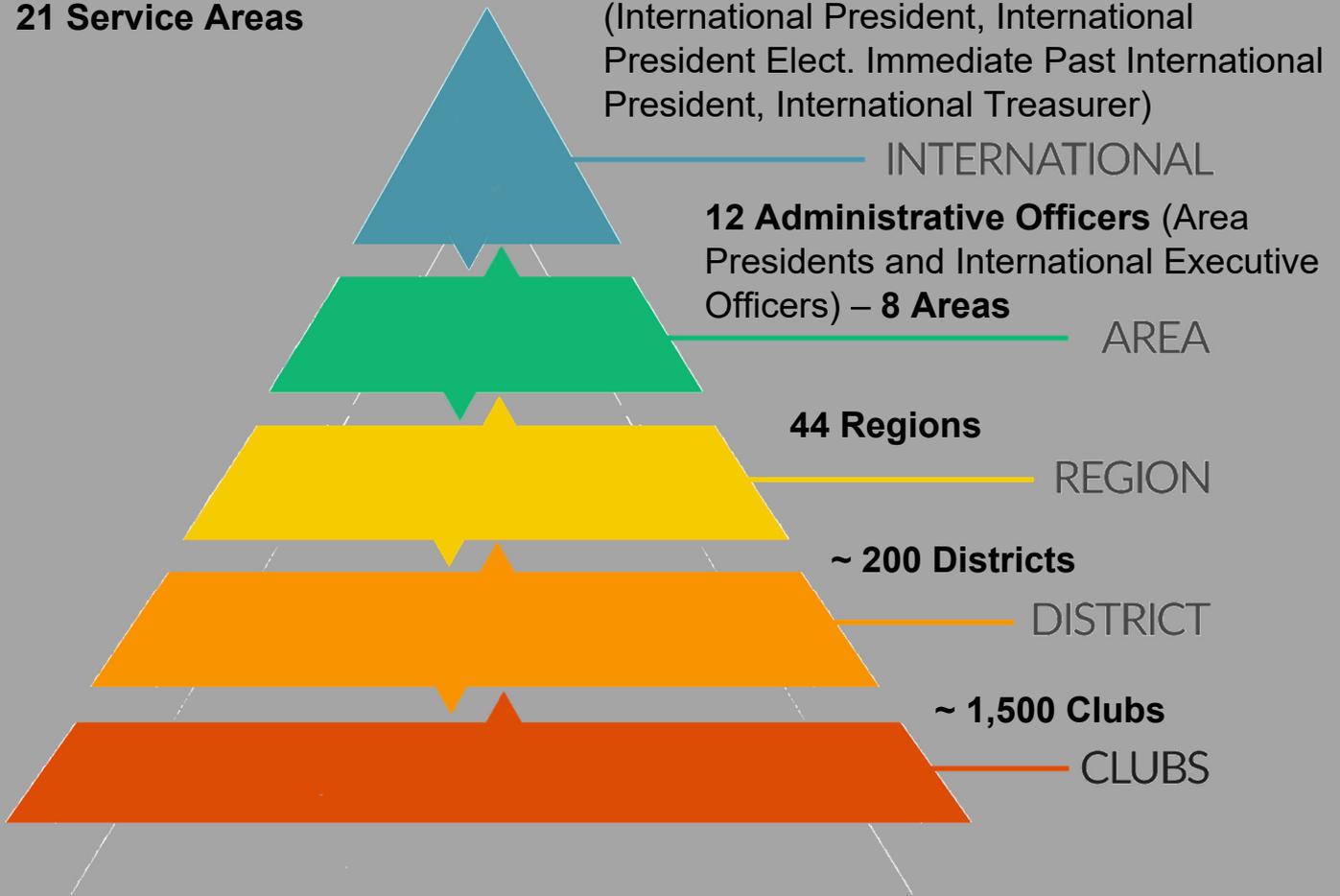
The 15-member International Council (IC) is the governing body with direction from the four International Executive Officers. The IC includes representation from each YMI Area, and its membership is determined according to the provisions outlined in Article IV, Section 2 of our International Constitution. Administration is assumed by the eight Area Presidents and the IEOs.

There are two main international meetings each year, the International Council Meeting, which transacts the business of the association and provides leadership to the organisation and the Mid-Year meeting which is convened annually for the purpose of performance review and future planning.

16 Standing Committees
21 Service Areas

15 International Council Members /
Legislative Officers

4 International Executive Officers
(International President, International
President Elect, Immediate Past International
President, International Treasurer)



Executive

Legislative

Administrative

Area

Regions

District

Club

EMPLOYED OFFICES

1 International Secretary
General (ISG)

Staff (currently 4)

SECTION III- MY YMI MEMBERSHIP

What We Offer Club Members?

Benefits:

YMI provides its club members with the chance to:

- Experience fun and fellowship (individual and inter-familial) while making a difference in the lives of others.
- Meet and work with other like-minded individuals in their communities and around the world.
- Obtain international reach and increase impact through strategic collaboration.
- Gain personal and professional skills to become inspired leaders and agents of change.
- Expand their cultural knowledge and form cross-border, sincere and enduring friendships.

Rights:

YMI affords every paid member:

- Access to our network of resources and tools
- Opportunity for exchange, travel, and skills development
- Invitation and entrance to our International Conventions.

- Complimentary access to all YMI publications and training materials
- Prospects to become leaders and policy makers within our movement.

What We Expect from Club Members?

We make few demands **BUT** our ability to make a real and lasting difference relies on enthusiasm, commitment, and action. Therefore, we maintain certain expectations of those who join us.

Obligations (Financial)

YMI imposes only one financial obligation upon its members.

- Payment of set dues

International dues are currently CHF 35, the currency our Geneva-based administration, per annum, payable in two instalments of CHF 17.50 in August and February.

Other fees in the form of Area, Regional and club levies also apply and are determined in each place at each respective level.

Persons unable to meet the monetary obligations may investigate partial subsidy through the club, District, Region or Area.

Why We Ask You for Money?

Like any organisation, Y's Men International has certain administrative and operational costs which must be met. Our fees are among the lowest for similar service entities.

International dues are used in part to cover the rental of our international office, pay staff salaries, etc. but are primarily reserved for communicating with and keeping club members informed; supporting our international targets, building our volunteer leadership and making sure that we have the fiscal capability to implement approved strategies and reach our long-term goals.

Expectations

We hope that each club member will be a motivated and involved volunteer who will:

- Meet our primary and core objective which is to serve the YMCA and our local communities.
- Attend club meetings, participate fully in club activities and otherwise contribute to club life.
- Engage with other worthy, like-minded organisations through club activities.
- Contribute both time and money to local service projects (joining club committees and task forces to help ensure their proper development and execution).

- Donate to our international programmes.
- Support, encourage and inspire other club members across the movement.
- Work to bring in new people and form new clubs.
- Share skills and talents to the benefit of the club and organisation as a whole, contributing to the realisation of the YMI mission.
- Be consistently positive, open-minded and engaged.
- Cultivate good friendship and cooperation.

A perfect club member will be the one who not only joins but leads; the one who is interested not just in contributing to the governance of his/her club but motivated to eventually take on higher levels of leadership within the movement to direct, guide and secure a successful and long-term future.

How Can You Become an Active Member?

It is recommended that clubs meet regularly, and all members are expected to be regular attendees. This ensures a healthy club life and provides opportunities for members to contribute at different levels according to experience and abilities.

Many clubs have some traditions and signature projects that they participate

in every year. Your orientation trainer will tell you about those and how you can help.

In many clubs, members are encouraged to serve on a committee. Your assignment is an important part of your membership and deserves your best effort. Committees may focus on administrative matters, while others may focus on activities. Club projects and activities are organised and led by club committees under the direction of a committee chairperson.

How Can Your Family be Involved?

Depending on its structure, adult family members (18 or older) may also choose to become a full member of your YMI affiliated club. (Most YMI clubs have mixed membership welcoming both men and women equally, but some may be single sex.) Those aged 15-30 years of age may also consider joining associated Youth Clubs which currently have no dues obligations. A woman interested in supporting her community through an exclusively female structure may be interested in joining Y's Menettes, our partner organisation which works cooperatively but independently of YMI. The cost of this membership is CHF 2 per year.

Children and grandchildren of YMI and Y's Menettes members may be eligible to apply for a STEP (Short Term Exchange Programme) and other

exchange and development opportunities which offer short term stays in YMI members' homes in another country. Opportunities depend on available options in the different Areas.

What Mentoring Support is Available?

Mentoring support is available at a range of levels, first and foremost, the local club. New members will find that by becoming actively involved, leadership opportunities will present themselves. Long-serving club members will be only too willing to offer support and advice for those who would like to serve at a higher level.

There is a wide range of training materials available on the international website under ysmen.org/training/ for club and personal use. See in particular the [Active Membership Training Module](#).

SECTION IV- MY YMI LEADERSHIP

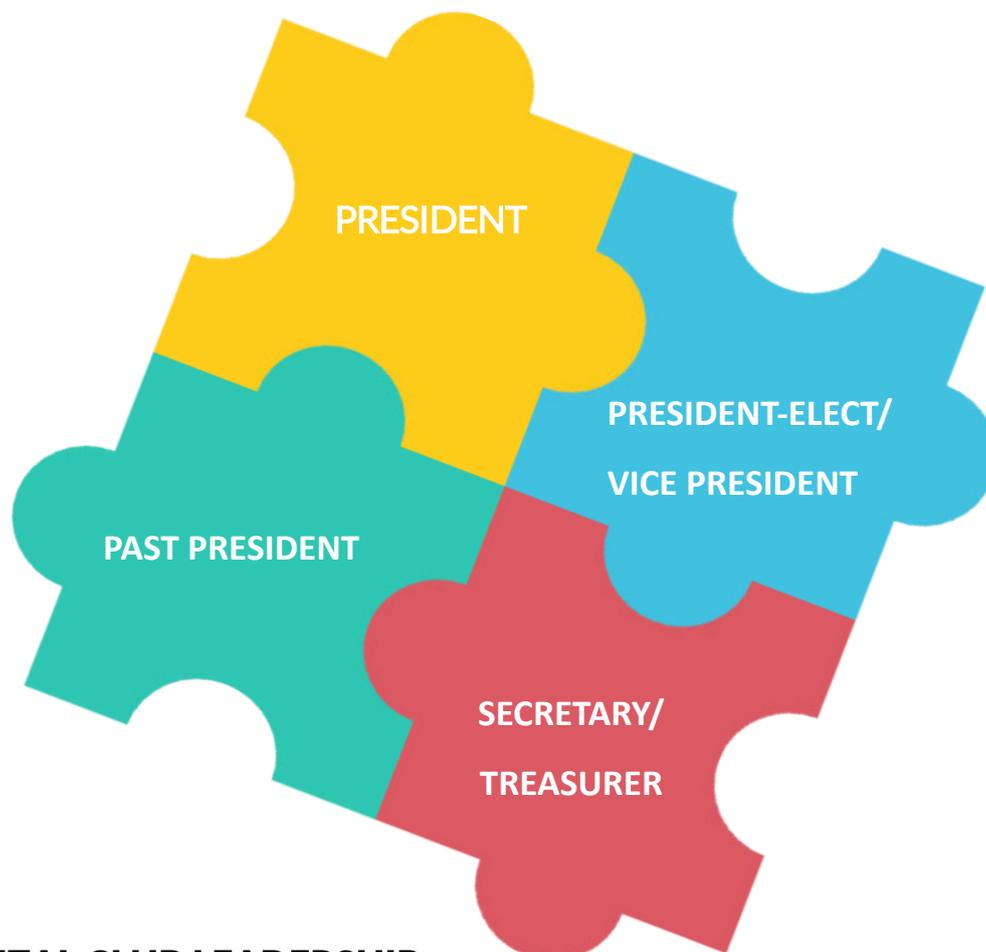
Who Leads the Clubs?

The officers of your club, also known as its executive officers, include the president, immediate past-president, vice-president, secretary, and treasurer.

The duties of club officers can be defined as leadership and management. These include establishing the objectives and direction of the club, as well as

performing the necessary routine functions of day-to-day operations.

Each club must have a club president (CP), responsible for overall club management and acting as the primary point of contact with other levels within the movement. The number of roles and people required may grow as the club develops and increases its membership and activities. Most work in well-established and functional clubs is organized through committees which are appointed by the president and/or the executive officers.



FUNDAMENTAL CLUB LEADERSHIP

President – The president serves as the club’s chief executive officer and presides at all meetings of the club and at board meetings. The president issues the call for regular and special meetings, plans the agenda, and ensures that the status of each committee activity is reported. It is also the responsibility of the president to see that regular elections are duly called, advertised, and held. The president cooperates with Regional and District leadership in order that goals and targets are achieved.

Immediate Past President – The immediate past-president assists and gives guidance to the current club president as needed.

Vice President (President Elect) – When a president is unable to perform the duties of office for any reason, the vice-president occupies the position and performs the duties with the same authority as the president. The vice-president under the direction of the president, oversees the functioning of various committees of the club. In this role, he/she ensures that training for members is identified and encouraged, leading toward membership satisfaction and retention.

Secretary – Under the supervision and direction of the president and the board, the secretary acts as a liaison officer between the club, District, Region and IHQ. Responsibilities of the secretary include submitting reports, maintaining club records, and

issuing financial statements to club members.

Treasurer – The treasurer is responsible for all club financial matters. Duties include receiving all money related to club activities and paying club obligations, maintaining financial records, preparing financial statements, and submitting financial reports.

Membership Chairperson – The membership chairperson is an important position for clubs. Duties include developing annual membership goals and action plans to recruit new members and increase satisfaction among current members, ensuring that effective orientation takes place for new members to ensure retention.

Service Chairperson – The service chairperson communicates and develops annual service goals that align with Regional and international aspirations. The service chairperson is also responsible for identifying community needs and helping the club to align itself with those needs.

Bulletin Editor – The bulletin editor is a member who is responsible for compiling club news and events in bulletin form and sharing that document with other clubs and leaders.

Historian – The historian is a member who keeps records of significant club events, achievements, programmes, and important leadership appointments.

Elections and Appointments

Officers are generally elected annually for terms coinciding with the YMI administrative and fiscal year (1 July – 30 June). In most cases, around February, the club president appoints a nominating committee to discuss and select candidates for the various club offices to be voted upon by the club in April.

The club president or club board determines the membership of the committees, task forces and working groups that may be convened, and will also appoint persons to direct various services, such as bulletin editing, public relations, extension, etc.

Communications

Your club will use a variety of different methods to communicate with its members. Your orientation trainer will review various club communication mediums which may include but are not limited to:

- Club newsletters
- Club website, Facebook page or other social networking pages
- WhatsApp, Messenger or other chat or messaging applications

Training

There are opportunities for training at different levels according to need. At the club level it is usually organised by experienced club members or leaders from the District or Region.

A range of materials is available on the international website – ysmen.org/training/ - and includes PowerPoint presentations, videos, information sheets and self-quizzes.

SECTION V- INTERNATIONAL CONNECTIONS & OPPORTUNITIES

What are the Global Programmes?

The following are the key international programmes of YMI:

Alexander Scholarship Fund (ASF) – provides educational grants to existing YMCA professionals, those seeking to join its staff or in support of its collective training initiatives, such as the Change Agent programme.

Brotherhood Fund (BF) – provides a variety of grants in the interest of promoting cultural exchange and fellowship; as well as money for supporting newly chartered clubs in remote locations, for leadership development and youth activity.

Endowment Fund (EF) – provides financial stability for YMI's present and future purposes, objectives, programmes, and expansion through a personalised, medium-risk investment portfolio.

Time of Fast (TOF) – provides funds annually for YMI, YMCA or YMCA affiliated development projects, primarily in lesser-developed nations, which align with at least one of the United Nations Sustainable Development Goals (SDGs).

Roll Back Malaria (RBM) – Since 2010, YMI has been participating in the global fight against malaria through the Roll Back Malaria (RBM) Partnership and is now continuing its commitment by working with The Global Fund and the World YMCA to further our engagement, expand our impact and manner of advocacy.

Being Green – Y's Men
International is committed to becoming an environmentally responsible organisation. Since 2010, we have acknowledged and accepted the need to reduce our environmental footprint. It is our policy to act in such a way that protects, sustains, and restores our natural environment. We advocate for the reduction of greenhouse gas emissions; the sustainable use of land and water - including the adoption and promotion of water-efficient strategies; and seek environmentally responsible community leadership. Every year we commit to supporting YMI, YMCA or YMCA affiliate projects aimed at bringing about enduring reductions in carbon emissions.

How Can I Contribute?

During the YMI year, there are designated Emphasis Months, which focus on our international programmes and activities. Your club will endeavour to meet specific contribution targets for each programme (determined to align with the global goals set by the IP each year). Some clubs encourage personal donations from their members, while others organise fundraising events to provide a bucket of money from which they will allocate individual amounts to these causes. It is generally recommended that each club member contribute a minimum of CHF 5/programme each year, but participation is voluntary.

The details of each international programme are available on our website and direct donations are accepted via PayPal – www.ysmen.org/payments/.

International Conventions

International Conventions are held once every second even year, usually in different countries and Areas where possible. Area Conventions are usually held in the odd year between the International Conventions. The International Council Meeting coincides with the International Convention so that ICM members may attend the convention.

Attendance of club members at International Conventions is

encouraged highly, especially if it is a milestone event.

How Can I Connect with Members of Other Clubs?

Make the most of the opportunities which arise regarding Club Changeover Dinners, inter-club visits or exchanges and District or Regional conferences. Often, accommodation is provided for those travelling long distances. This is a great way to meet other club members from other places.

Offer to host for a BF or STEP delegate or visit a club member in another country. This helps aid international understanding and increases the value of club life. Learn more about the [International Brother Club programme](#) which links a local club with a club in another country.

Engage in social networking within the context of your club. International also has several social media accounts which you are also encouraged to use.



Are There Recognitions?

Awards

Most volunteers believe that service is its own reward, but special accomplishments and milestones should be recognised and celebrated. You may think that awards and recognition are a long way off, but as a new YMI member, you can aspire to some awards almost immediately. Awards are presented for inviting new members to join a YMI club and for helping to form a new club, both of which you are eligible to do as soon as you join up. Other awards are presented for length of membership, outstanding service activities and excellence in leadership.

International Awards are available to members at the club level for service activity and membership initiatives, some of which include:

Booster Awards – given for increased membership or establishment of new clubs

Golden Book Entries – given to honour length or exceptional quality of service to the club or movement in general

Elmer Crowe Award – given to a limited number of District Governors for great and distinguished service in their Districts

Harry M. Ballantyne Award –

given by the International President to an individual for great and distinguished service to the International movement.

Many clubs also have their own award programs to recognise the outstanding achievements of their members.

Where Can I Find More Information?

Your Club

Leaders and long-serving club members are great sources of information for any queries that you might have. A great wealth of knowledge has been built up over the years, especially in clubs with long histories.

Your Region

Your Region will have even more sources of information that can be accessed and include in particular the regional website which provides data and promotion materials for clubs nearby.

Your Area

Your Area will have a long list of current and past leaders who can give advice, offer training, or just point you in the right direction. There should also be an Area website that will have up-to-date information for your needs.

International

Past international leaders offer inspiration and mentorship for many emerging leaders. YMI needs good leadership and new prospective leaders should be fostered at all steps of the YMI structure.

QUICK REFERENCES

Use the international website for a broad range of information that might be helpful for you, including news and important happenings within the movement at various levels. Follow Y's Men on our social media accounts.

Documents:

- [ABC of Y's Men Manual](#)
- [A Brief Introduction to YMI](#)
- [Active Member Training Module](#)
- [International Constitution](#)
- [International Programmes](#)
- [International Website](#)
- [YMI Resource Library](#)

Video:

- [Introduction to Y's Men International](#)
- [Time of Fast: Spirit of Y's Men](#)
- [Stepping Up the Fight Against Malaria with the Global Fund: a New Decade, a New Commitment](#)
- [Y's Men's Hymn](#)

COMMON ACRONYMS

- AP Area President (APE - AP Elect, IPAP - Immediate Past AP)
- AS Area Secretary
- ASF - Alexander Scholarship Fund
- AYR Area Youth Representative
- BF Brotherhood Fund
- CE Christian Emphasis
- CHF Swiss francs
- CP Club President (CPE - CP Elect, IPCC - Immediate Past CP)
- DG District Governor (DGE - DG Elect, IPDG - Immediate Past DG)
- EF - Endowment Fund
- EMC Extension & Membership Conservation
- GB Golden Book
- HC Host Committee
- HCC Host Committee Chairperson
- HI History
- HRM Honour Roll Member
- IBC International Brother Club
- IC International Convention or International Council
- ICC International Convention Committee
- ICCC International Convention Committee Chairperson
- ICM International Council Member or International Council Meeting
- ID International Director (for Y's Menettes)

COMMON ACRONYMNS (cont.)

IHQ International Headquarters
IP International President
IPE International President Elect
IPIP Immediate Past International President
ISD International Service Director
ISG International Secretary General
IT International Treasurer
ITC International Travel Coordinator
IYC International Youth Convocation
IYR International Youth Representative
LTOD Leadership Training & Organisational Development
PIP Past International President
PWA Paul William Alexander
PWAF Paul William Alexander Fellow (DPWAF - Double PWAF) RBM
Rollback Malaria
SU Supplies
RD Regional Director (RDE - RD Elect, IPRD - Immediate Past RD TOF Time of Fast
YIA Youth Involvement and Activities
YMI Y's Men International
YYC Y's Youth Club



CHART OF YMI A YMI CLUB MEMBER IS

- Idealistic - a positive but realistic individual
- Interested - instinctively interested in others and their well-being
- Industrious - a committed worker who cannot remain idle in the face of suffering or injustice
- Initiative - who is energetic, action-oriented, creative and pioneering.



CHART OF YMI A YMI CLUB MEMBER:

- Identifies a need and area for action primarily at the community level but with a global awareness
- Initiates a plan to address that need
- Implements the plan through a definitive course of steps
- Impacts positively his community and the world through his/her vision and work





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