

Long-Distance Sponsorship

Occasionally an Altrusan will sponsor a friend or acquaintance as a new member in a Club that is not her own. That new member still needs mentoring, so take it upon yourself to research and recruit a stand-in mentor for your new member. Ask someone you already know—perhaps whom you met at District Conference—who is a member of that club to take the new member under her wing. If you don't know anyone in that club, call the president and ask who might be a good mentor, then call and ask. You'll make a new friend, and so will your new member.



New members are the future of Altrusa. They bring in fresh ideas to spark creativity, fresh perspectives to point out what might have been overlooked, and fresh hands to energize the rest of the Club. They increase your Club's opportunity to make a difference in the community, and they increase your Club members' chances of building lasting, meaningful friendships with one another.

As an Altrusan, one of your Responsibilities of Membership is, quite literally, to "recruit members." It doesn't stop once you've signed the Recommendation for Membership form, however. New members need nurturing if they are to bloom into fully developed Altrusans, and they will look to you as sponsor, mentor, and encyclopedia.

This pamphlet will explain how to make the most of your relationship with a new member you've sponsored into your Club.



SPONSOR'S GUIDE

Keep In Touch

Keep Involved

Keep an Open Mind

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Sponsoring a new member is as easy as remembering our brand drivers: **Clarity, Flexibility, and Inclusion.**

CLARITY: Keep In Touch

Communication is key in any relationship, and your mentorship of a new Altrusan is no different. Make a firm commitment to guide your new member through all the phases of orientation into the club. As you do, here are some key points to keep in mind.

- Take the time to explain new terms, give little history lessons on projects, and introduce all your club members.
- Include your new member as an active participant in conversations over dinner or at service projects.
- Accompany the new member to your Club's orientation events and be prepared to answer any questions she might have about what she experienced.
- Exercise your right to interject a point of order when the chair needs to be more clear for the benefit of newer members.
- Ask your new member if she's received the most recent Club newsletter, District service bulletin, and International Altrusan—and follow up until she's on all three mailing lists.
- If your club has an email distribution list, remind the coordinator to add the new member to the list.
- If your new member misses a meeting, give her a call to let her know what she missed and to let her know that she was missed.

Above all, pay special attention to your new member and make sure she is feeling welcome and included at all times.



Resources

If you find yourself looking for answers along the sponsorship road, call your District Membership Development Chair to talk it out. Most likely, you will get some new ideas and a new perspective.

INCLUSION: Keep Involved

Chances are your new member has a heart for service and expects to participate right out of the gate, so make sure your new member feels like part of the group.

- Ensure she is placed on a committee that interests her and that she feels her talents can be used. Ask the committee chair to get her involved quickly.
- Ask her to bring a friend to the next event!
- Educate her on International policies and local Club service and fund-raising projects.
- Be partners! If you're assigned to a Club task—anything from presenting an Accent at a meeting to chairing the Club's major fundraiser—ask your new member to help you out. Listen to her ideas and allow her to take the lead when possible.

The best encouragement you can give is to speak up, jump in, and stand out!

One of the best ways to get a new member's Altrusa heart beating is to take her to Altrusa events. Volunteer to drive to a service project, and suggest lunch or coffee afterward!

Make sure she attends District Conference and International Convention, because here is where she will see the true meaning of her membership in an international organization and further develop her leadership skills.

FLEXIBILITY: Keep an Open Mind

Many wonderful Altrusans have been turned off by Club members who refuse to allow a new member to implement a new project or improve an existing project. As a sponsor, keep an eye out for when your new member is ready to branch out, and support that effort 100 percent. Remember, nurturing new members is what fulfills them—and fulfilling them is what keeps them coming back!

First-Year Follow-up

Encourage your Club's Membership Development Committee to develop a first-year follow-up questionnaire to assess how well the Club's new members are being welcomed and included after their initiation. (See the *Club President's Handbook* for guidelines on creating a program like this.)

Avoid Burnout

Being a new Altrusan can be an exciting time, but too much excitement leads to burnout! Regularly gauge your new member's enthusiasm level and help her pull back if her new responsibilities become too much.