

## MOTION FORM FOR SI GA 2018      EXC-016

### 1. Heading for motion (No more than 10 words)

Develop procedures for recruitment of new Servas individual members

### 2. Member Group(s) proposing motion (note that only SI Exco and Member Groups may propose motions)

SI Exco President, Vice President, Peace Secretary, Treasurer and Host List Coordinator

### 3. Exact wording of the motion to be voted on

SI General Assembly 2018 decides that a team should be appointed to explore methods, in coordination with the national groups in charge of interviews, for handling applications from people who would like to become members of Servas as travellers, hosts and day hosts.

Budget: 200 CHF per year

### 4. Background information and reasons for proposing the motion

The current SI Handbook states: “Hosts and travellers are the essential parts of Servas. People who want to be a member of Servas are interviewed to inform them about the purpose and structure of the organization, and to confirm that their interests align with those of Servas.”

The rapid development of communication tools has opened up new possibilities to perform the procedure when:

- a) a prospective member of Servas receives the information needed to make an informed decision to either apply for a membership or to decide that Servas isn't the kind of organization she or he had pictured.
- b) a current Servas member gives the person who is inquiring about membership the required information and in dialogue with the prospective member finds out if her/his and Servas interests are matching.

The development team should collect experiences and knowledge from Servas Sweden, Servas Taiwan and other Servas member/country groups that have innovated different technical solutions of procedure when the prospective member and the experienced member communicate about the possible membership.

Use of smart mobile phone, web based video calls and chats that according to experiences and documented evidence have proved to be efficient, safe and cost effective for member recruitment should be briefly described in the chapter about interviews in the SI Handbook. This chapter should become a manual for Best practice for member recruitment.

The word “interview” should gradually be replaced with the words “informative dialogue” to make sure that the recruitment process is described as a dialogue between individuals that are seeking to

reach a common understanding rather than a Servas member who is “approving” a membership of a new member.

SI Member Recruitment Development Team should have as a long term goal to develop a global support function for recruitment.

The global support function will:

- a) work in cooperation with the national recruitment function in member and country groups.
- b) work like the current so called distant interviewers
- c) be available for persons who would like to become Servas members, but live in countries where there are not member groups and where member groups are dysfunctional.
- d) Support Servas officers in member groups that need information about best practice for the recruitment procedures.

A team of 3 or 5 people should be appointed by SI Exco to be responsible for developing and describing the best available solutions for attracting and approving new members. The group should have the name “SI Member Recruitment Development Team”. The descriptions should, after approval of SI Exco, be included in an updated text in the SI Handbook on world wide web here:

[https://servas.org/sites/default/files/uploads/handbook/2017/SI\\_Handbook\\_20170615.pdf](https://servas.org/sites/default/files/uploads/handbook/2017/SI_Handbook_20170615.pdf)

#### **5. Who is responsible for accomplishing the results of the motion?**

SI Exco, which will delegate the responsibility to an appointed team of 3 or 5 persons (SI Member Recruitment Development Team).

#### **6. Benefits for SI**

The knowledge about the best technical methods and procedures (best practice) for recruitment interview, informative communication and dialogue between prospective members and experienced members will be disseminated and easily accessible for all Servas officers in the Servas community. With an easy, efficient and secure procedure for member recruitment Servas will be viewed internally and externally as a flexible, friendly and open organisation.

#### **7. Resource needs - time, human resources and specialist expertise**

The SI Member Recruitment Development Team need to have access to communication tools for web based meetings every three months. These communication tools are available at no cost or low cost. If there's a cost SI should reimburse the members of the SI Member Recruitment Development Team.

#### **8. Budget implications**

200 CHF per year during 2019-2021 for communication software for the members of the SI Member Recruitment Development Team.

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<b>9. Does it affect the SI statutes?</b>
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No.
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<b>10. What is the impact if the motion is not passed?</b>
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A number of Servas members will continue to view Servas as a too bureaucratic organisation which for no good and acceptable reasons make it difficult for interested persons to become members. The number of members will either stagnate, decrease or continue to grow at a slow pace that doesn't allow for Servas to receive revenue that make it possible for the organisation to develop.
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**For Minute Taker Use Only:**

<b>Amendments (Passed or defeated)</b>

<b>Final Motion (Passed or defeated)</b>