

## **If a Person's Best Efforts Are Wanted**

- ❖ They need to know what is going to happen to them as persons; what will be expected of them; how they will contribute and how this contribution will fit into the group; and what, if any, are the limitations of their actions.
- ❖ They need a sense of belonging in the organization, a feeling that no one objects to their presence, a feeling that they are sincerely welcome, a feeling that they are honestly needed for their total self, not just for their hands or body; a feeling that they are expected to carry purposes forward as reflected by formation, orientation and education.
- ❖ They need to have a share in planning the group's goals in a general climate of freedom. (Their needs will be satisfied only when they feel that their ideas have had a fair hearing.)
- ❖ They need to feel that the goals are within reach, and make sense to them.
- ❖ They need to feel that what they are doing does contribute to the welfare of people – that it extends in purpose beyond the group itself.
- ❖ They need to share in making the rules of the group, the rules by which, together, the group shall live and work toward their goals.
- ❖ They need to know in some clear detail just what is expected of them so that they can work confidently.
- ❖ They need to have responsibilities delegated to them that challenge, that are within the range of their abilities, and that contribute toward reaching the group goals.
- ❖ They need to see that progress is being made toward the goal that the group has set.
- ❖ They need to have confidence in the leadership of the group. This confidence will be based finally upon their assurance of consistent, fair treatment from the person in charge of the group, of recognition when it is due, and trust that loyalty will bring an increased measure of security.
- ❖ They need at any given time to conclude: "This situation makes sense to me."

[from Empowering Volunteers for Youth Ministry, J. Roberto et al]