

DA: August 24, 2013
TO: All 2013 RGV Great Debaters and All Returning RGVYLC Staff
FM: Paco Gonzales, Project Administrator
RE: 2014 RGV Great Debate Requirements to be invited back as staff (version 14-003)

Poicy Memorandum

The RGV Great Debate staff has always stood for excellence. Our staff is among the most respected and hardest working in the NHI.

Members of the RGV Great Debate 2013 class: you're now RGV Great Debate-JFL Fellows Candidates. You must go through a series of qualifying trials to earn your invitation. This memorandum sets out what is expected of you and what you must do to earn your way on the RGV Great Debate Staff. Note that the list contains tests of the skills you learned in Great Debate (such as management and persuasion) when you recruit; tests of dedication, responsibility and endurance; time management; and academic and character requirements.

- Understand that you have certain duties and obligations to NHI and to the region. This organization believes in youth. Although you are young, you are expected to comport yourself with maturity and professionalism. By being in this organization, you have certain rights but those rights come with obligations and duties.
- Attend and be on time to all meetings as scheduled. Now that you've completed the Spring/Summer training phase of the program, postcards will no longer be sent. **You're responsible for knowing when meetings are.** Meetings will be posted regularly on the webpage www.rgvylc.org, Facebook and Twitter (add Paco at Facebook: paco.gonzales or Twitter: PacoGonzales). If you have a doubt, email Greg at gskoneri@gmail.com or facebook him at greg.koneri. If you can't attend a meeting or you're going to be tardy, let Greg know. The Meeting Dates and times are (all meetings are in the MAGC Building): Sept. 8, 3:30-6; Sept. 22, 3:30-6; Oct. 6, 3:30-6; Oct. 20, 3:30-6; Nov. 10, 3:30-6; Nov. 24, 3:30-6. Dec. 8, 3-6:30 (Staff Selection I); December 15 (Staff Selection 2).
- Sign up for and attend LDZ (sophomores) or CWS (juniors).
- Recruit. Recruit. Recruit!!! Recruiting information and materials will be distributed in September. By applicant, we mean a filled-in application with application fee and report card. All Application due Sept. 8. To be on staff, everyone must recruit 3 (possibly 4). Furthermore, you are responsible for your recruits. You are responsible to see that they follow through. If they do not follow through, you are expected to find someone to replace them.
- Assist in recruiting: talk to kids at your school and community; collect names of prospective applicants; help in follow-ups on potential applicants; assist in mail-outs; assist at in-school recruiting meetings and night recruiting sessions.

- Maintain the minimum 3.2/88 NHI-required weighted GPA and take the top college bound courses at your school.
- Participate in required activities and in fundraising.
- Never complain about assignments. Always relay a positive, can-do attitude.
- Understand that you should not expect a position or a place on the Sherman or Austin roster because you fulfill these requirements. In the end, positions and trips don't amount to much. What matters is the impact that you have on the lives of others.
- Read Ernesto Nieto's book, *Third Reality*. This book is quickly becoming the basis of NHI's training curriculum. To be an effective member, you must be familiar with the book.
- Learn and internalize the principles of the RGV Great Debate Staff:
 - **Selflessness.** We do not do this for our self interests and ambitions. We participate on our staff not for our personal agenda or for resume padding, etc. We do this because we have a deep interest in seeing others in our community succeed and because we want to give others the same or better experience that we had.
 - **No one is indispensable.** Everyone's name is written in pencil and no one is larger than the mission.
 - **Do your job.** We have our assignments. Concentrate and put everything into it.
 - **Respect everyone else's job.** We are a team. Everyone plays a role. Do not belittle people's jobs or positions.
 - **Trust everyone else to do their job.** Don't go around doing other people's jobs for them. Trust that they will do it and that they know how to do it. Worry about your job.
 - **Radical Responsibility.** Each person on the staff is responsible for everything that occurs under his/her watch that is within his/her control. ("It's my fault."). We make no excuses. To paraphrase the old saying: we go down with our ship.
 - **We train everyone.** We make adjustments for each participant. We leave no one behind. We don't rely on the Bell Curve.

NOTE: After today, you are responsible for knowing the time and location of meetings. CALENDARS WILL BE POSTED ON THE WEB PAGE, www.rgvylc.org. Constantly check the webpage. Postcards will not be sent. You might or might not receive an email or a Facebook bulletin about meetings. You are expected to be responsible and know the time and location of meetings.

For updates, check out our web page: www.rgvylc.org.