

## SUGGESTED RECRUITING PROCEDURE

The success of the Freedom Christmas Project depends on volunteer time spent by a number of persons to publicize the need, aims, and procedures of the program. Without this effort, it will be impossible to recruit the necessary number of volunteers.

If you can assist in recruiting, you should begin immediately by contacting as many people as possible. Talk to them about the program, see what their responses and questions are, and give them one of the enclosed information forms. **IMMEDIATELY FILL OUT ONE OF THESE FORMS YOURSELF AND RETURN IT TO FREEDOM CHRISTMAS HEADQUARTERS.** A second mailing will be sent to you in a few days. It will include posters, application forms, a discussion of the Freedom Christmas Project and its relationship to the Voting Rights Act of 1965, a discussion of the southern political forum and the 1966 elections, and full voter registration figures for the South. In order to properly fill your needs on the second mailing, we must have your returned forms immediately.

### OTHER THINGS WHICH CAN BE DONE

- \* In the interim between the first and second mailings, present the idea of Christmas volunteer work in voter registration to student groups, student leaders, personal contacts, and past civil rights workers. Make up an information sheet (or duplicate the enclosed sheets) and put them in the mail boxes of those people whom you cannot contact. Try to mobilize other persons and groups (Friends of SNCC, SDS, CORE chapters, etc.) to begin recruiting volunteers. If it is necessary, tell persons with questions you cannot answer to call us collect at 202 DU7-5100 (ask for Steve Arons or Tim Correll). It is essential that as many people as possible know about the possibility of volunteer work in the South in time to make arrangements.
- \* After you have received the second mailing, you will be ready to begin a full-fledged campaign.

**PUBLICITY** The publicity for the recruiting should peak in the week immediately following Thanksgiving. Put notices or ads in campus or local newspapers, and take press releases (provided in the second mailing) to papers and radio stations. Mimeograph flyers or information sheets with your name and phone number and distribute them on campus (dorms, frats, etc.) so that interested persons will know about the project and whom to contact for application forms. Make use of campus bulletin boards and newsletters.

**CAMPUS CONTACTS** Personal contact is the most important method of recruiting. You should already have contacted persons you think might volunteer and campus organizations which might have potential volunteers. These contacts should be sent to us in Washington. Booths should be set up in the student union. Questions should be answered, applications distributed (they must be returned by December 5). You should report your progress to us from time to time.

**FORMER CIVIL RIGHTS WORKERS** Students who have been in the South previously on civil rights projects are the most desirable people to recruit. Although volunteering is by no means limited to these people, emphasis should be placed on recruiting them.

**BAIL FUNDS** You will note that one of the things required of volunteers is that they be able to provide bond IF it is necessary. One of the most important tasks of recruiters will be to contact local possibilities for bail-bond funds. In the past many local labor groups, civil rights chapters, church groups, and political groups have sponsored civil rights volunteers. You should contact these groups in your area and see if they are willing to establish bail funds for students from your area. **THINK BIG!** Talk to all of these groups, explain the need, explain the program. Be sure to emphasize the fact that they probably will never need to put up the money, but that the money must be available. Emphasize that these funds are returned when the bailee appears in court. Finally, if a particular group likes the idea of Freedom Christmas but is opposed to the ideas of sit-ins, et cetera, explain that Freedom Christmas is a voter registration project only. Again, it is unlikely that bail funds will ever be used, but it is absolutely necessary that a minimum bond of \$500 be available for each student going South.

Once bail funds are assured, assign students who are unable to provide their own bond to these bail-bond contacts at the rate of one volunteer per \$500 bond. **IF A STUDENT IS ABLE TO PROVIDE HIS OWN BOND, DO NOT ASSIGN HIM TO A BAIL FUND. REMAINING BAIL FUNDS MAY BE USABLE BY OTHER VOLUNTEERS.** Notify Freedom Christmas of left-over funds, and we will contact the sponsor to ask if these funds can be assigned to a volunteer from another area. Finally, notify Freedom Christmas of the provisions made for each volunteer. For every volunteer who goes South, we should have the name, address, and phone number of a bail contact.

**FOR YOUR INFORMATION** Try to have a good grasp on the material which is sent to you. Familiarize yourself with the facts of voter registration and on this project in order to answer the questions which people will undoubtedly have. In case you or any other person has questions not answered by the printed material, **CALL COLLECT TO 202 DU7-5100** and ask for Tim Correll or Steve Arons. If we are busy we will call you back shortly. Be sure to leave a number at which you can be reached.