Pacific Yearly Meeting
of the Religious Society of Friends

Youth Coordinator Proposal
from
PYM Ministry and Oversight
to
2009 Pacific Yearly Meeting

Appendices

July 22, 2009
Table of Contents:

Appendix A.1..........................................................................................................................................................5
Summaries & Notes from Visits & Listening Meetings with Monthly Meetings & Worship Groups
a. Berkeley MM & Strawberry Creek MM.........................................................................................................5
b. Chico MM..........................................................................................................................................................7
c. Claremont MM..................................................................................................................................................10
d. Davis MM.......................................................................................................................................................11
e. Grass Valley MM...........................................................................................................................................13
f. Humboldt MM..................................................................................................................................................15
g. Inland Valley MM............................................................................................................................................16
h. La Jolla MM (host) & San Diego MM...............................................................................................................18
i. Las Vegas WG................................................................................................................................................20
j. Orange County MM........................................................................................................................................21
k. Orange Grove MM........................................................................................................................................23
l. Redwood Forest MM (host) & Apple Seed MM,
   Friends House WG, Lake County WG & Ukiah WG....................................................................................24
m. Reno MM.......................................................................................................................................................26
n. Sacramento MM (host) & Delta........................................................................................................................28
o. Santa Barbara MM........................................................................................................................................31
p. Santa Monica MM........................................................................................................................................32

Appendix A.2...................................................................................................................................................33
Business Meeting Reports & Letters from Monthly Meetings
a. Central Coast MM................................................................................................................................................33
b. Davis MM..........................................................................................................................................................34
c. Honolulu MM..................................................................................................................................................34
d. Monterey Peninsula MM..................................................................................................................................36
e. Orange County MM.........................................................................................................................................37
f. Palo Alto MM..................................................................................................................................................38
   g. Redding MM................................................................................................................................................39
   h. San Francisco MM........................................................................................................................................41
   i. Santa Barbara MM.......................................................................................................................................42
   j. Santa Cruz MM............................................................................................................................................43
   k. Strawberry Creek MM.................................................................................................................................43

Appendix A.3...................................................................................................................................................46
Visits to and reports from Quarterly Meetings & Representatives Committee
a. College Park Quarterly Meeting......................................................................................................................46
b. Southern California Quarterly Meeting..........................................................................................................47
c. PYM Representatives Committee..................................................................................................................48
Appendix A.4 ........................................................................................................................................................50
Outgoing Written Correspondence to PYM Community-at-Large

a. PYM Junior Yearly Meeting ......................................................................................................................50
b. PYM Young Friends ..................................................................................................................................51
c. PYM Monthly Meeting Clerks & Representatives & Quarterly Meeting Email List-Serves ..............52
d. Facebook Group ........................................................................................................................................53

Appendix A.5 ........................................................................................................................................................54
Outreach to PYM Committees, Individuals, and related Organizations

a. Dorothy Henderson (SFC Head of School), and Jacob Stone and Greta Stone (BLQC Directors) ....54
b. Gary Wolff (PYM Treasurer) .....................................................................................................................55
c. Kathy Hyzy (Western Friend Editor) .........................................................................................................55
d. Lanny Jay ..................................................................................................................................................57
e. Others ........................................................................................................................................................57

Appendix A.6 ........................................................................................................................................................58
Incoming Written Correspondence from PYM Committees

a. PYM Children’s Religious Education Committee ..................................................................................58

Appendix A.7 ........................................................................................................................................................59
Incoming Written Correspondence from Individuals

a. Becky Newman ...........................................................................................................................................59
b. Carl Anderson ...........................................................................................................................................61
c. Carl Magruder ...........................................................................................................................................63
d. Chris Mohr ...............................................................................................................................................64
e. Clarke Dixon-Moses ..................................................................................................................................66
f. Cody Lowry ...............................................................................................................................................67
g. Elizabeth Boardman ...................................................................................................................................68
h. Emelyn Buskirk .........................................................................................................................................69
i. Kathy Runyon ............................................................................................................................................70
j. Kim Lacey ...................................................................................................................................................72
k. Lee Knutsen ...............................................................................................................................................74
l. Nate Secrest ...............................................................................................................................................74
m. Sandy & Tom Farley .................................................................................................................................75
n. Sheri Sisson ...............................................................................................................................................82
o. Shirley Price .............................................................................................................................................83
Appendix B.1. Summaries of Research into Other Yearly Meetings Youth Coordinators & Programs

a. Baltimore YM.................................................................85
b. Canada YM.................................................................86
c. Illinois YM.................................................................88
d. New England YM.....................................................89
e. New York YM.............................................................93
f. North Carolina YM....................................................96
g. Northwest YM..........................................................98
h. Ohio Valley YM.........................................................100
i. Philadelphia YM.........................................................101

Appendix B.2. Additional Resources

a. Program Content & Curriculum Ideas & Samples..............106
b. Employee Manuals from Friends Organizations..................106
c. Sample Budgets from Friends Organizations.....................106
d. Friends Organizations Contact List....................................107
e. Supplemental Historical Documentation (Minutes & Epistles)....108
Appendix A.1. Summaries & Notes from Visits & Listening Meetings with Monthly Meetings & Worship Groups

a. Group(s): Berkeley MM & Strawberry Creek MM
Date: 2/12/2009
Report by: Joe Magruder

14 Friends, 3 from Berkeley, 11 from Strawberry Creek.

Would person also assist bolster teen programs in monthly meetings – problem that there isn’t a critical mass of teens in most meetings?

How would this person encourage participation on the part of teens?

People would like numbers about number of youth participating in Yearly Meeting and Quarterly Meeting youth programs.

A means that would make participation in the wider Quaker world more open, comfortable, inviting for those not now participating.

Bringing youth to annual meetings of FCNL business meetings helped changed tenor and structure in positive way.

To send a clear message to young people that we care about the, trying to find ways to support their connections to each other, their connection with the wider Quaker community, provide opportunities to explore spiritual, moral, ethical questions in the manner of Friends.

A continuity to youth activities in Yearly Meetings, Monthly Meetings so we wouldn’t lose cohorts of teens who have the bad luck of coming of age when nobody willing to [work with them].

Could help kids focus and relate to him or herself better, relate to others better – or with greater intimacy. Kids don’t relate well to adults, or to each other. Putting kids in touch with each other would be quite a victory for this coordinator. Success would be if the kids are inspired and motivated by Quaker principles, faith and practice. A hard job when kids don’t want to be told what to do – but to be told how to explore options that are healthy.

We need to come to our own consensus about what we want for our kids. This won’t solve that problem for us – can’t expect miracles.

Concern (from others) because of the kind of supervision being offered, especially at Quarterly Meetings.

There are two parts to program – the container and the contents. Not really separate. Building community is not enough. That is the container. We have much more to offer – Friends practice, Friends witness in the world go beyond that. What is the content, the program? We hear more about the container. If that is what we communicate to young people that we are about, that is what they will take away. (Harks back to AFSC high school programs that had lots of content.)
One Friend wrote up discussion at the Strawberry Creek listening meeting. One area not in Meeting’s write up, which this Friend started from was a comparison of what portion of youth at various times are now involved with Friends. For example, of the 50 or so at the 1978 New Years gathering, 15 or so are not involved. Succeeding cohorts have not done as well. There was adult support in that time, the tail end of 60s optimism, the intense feminist activities of the time. How do we create a culture where people don’t push too hard on others’ boundaries? How could a youth coordinator improve our success? How could he/she improve participation by other adults, who have other priorities.

Zac’s work with Koinenea and Shalom projects, which he carried over to YALD project at Pendle Hill. That’s her vision of what should be done. Adults who really wanted to share their excitement about what it means to be a Quaker. Adult support coupled with freedom and creativity.

There seems to have been more focus on job description and process than on program content. Is part of the problem our lack of a common language as adults? We do bring different needs, background. It takes time to find that larger piece that we have together.

Paid clergy? It is an awful lot to ask of a volunteer. We have plenty of precedent for paid staff – teachers, childcare. (Strawberry pays teens to do childcare – way of keeping them connected.) Charisma isn’t part of job description. Is person to provide framework? Who is responsible for content – staff person, the youth? Providing content is not the same thing as clergy. Declining availability of people to do volunteer work.

Change of role to include being a service organization: This is fulfilling the Yearly Meeting’s mission of spiritual nurturing. But, the Yearly Meeting has started initiatives in the past (e.g., Earthlight, PFOS) that haven’t continued. Worried that expectations of youth tied up in this – nervous that we keep scope narrow enough that we can sustain it over time. But, we have to risk something. Some Committees have made strong efforts to be of service to meetings (e.g., Ministry and Oversight, Children’s Religious Education). The AFSC won’t do this, and if they do anything for youth, it won’t be for Quaker youth. It is something for Yearly Meeting to do – there are many areas in which monthly meetings can benefit from joining resources – this is one that can be particularly useful.

Can the youth coordinator help young people to know what limits are? Joining a monthly meeting is joining the Yearly Meeting. Friends have differing views of this.

Friends want access to current proposal. Is the youth coordinator position the best way to bring our hopes to fruition? Thoughts that can be shared more.

How will this person address the concerns of parents who don’t encourage their children to attend Yearly Meeting? Is trust building part of role of Youth Coordinator?

There is appeal in service to monthly meetings.

Note that it isn’t only parents who discourage children from attending Yearly Meeting, but kids who attend and find that it doesn’t work for them. (Argument for content – when it is all relationship based it is harder to join in.)
b. Group: Chico MM
Date: 6/7/2009
Report by: Kathy Runyan & Alyssa Nelson

Here are the notes from Sunday's discussion in Chico. A few comments to highlight:
-- YC should be a Member of the RSOF, not just "familiar" (or whatever the job description currently reads)
-- The thought that maybe the YC position would be better supported and more successful if the quarterly meeting (CPQM) were to do it instead of PYM. (An issue of scale and familiarity among Friends, not an issue of distrust for YM individuals.) -Alyssa

Guest: Alyssa Nelson-Representative from PYM M&O subcommittee exploring the prospect of hiring a youth coordinator.

(1 teen, 1 young adult, 10 other adults)

Notes by Kathy Runyan, with minor edits by Alyssa Nelson

❖ Introduction
  o Summary of this discussion will be sent back to PYM M&O
  o Alyssa is a member of Davis MM and came to Friends about 10 years ago
    ▪ Enjoyed having the peer group of Young Friends especially because there are so few among us in this age group
    ▪ Has carried the concern of this type of support for young people
    ▪ Was hired by PYM in summer 2008 to organize a Young Friends gathering prior to PYM and then was a resource and support for the JYM at the annual session.

❖ Proposal for hiring a Youth Coordinator came to the YM plenary in 2008
  o Was approved in principle
  o Subcommittee was appointed to explore this possibility by visiting Monthly Meetings and share information and gather feedback

❖ Summary of Chico Friends Meeting to inform Alyssa
  o About a dozen kids in the 0-11 age group
    ▪ Significant group of 10 year olds
  o In the 12-18 age group there are only 2 who are regularly involved
    ▪ 2 teens from a CFM family are paid to do child care
    ▪ Have tried to have a youth club but didn’t get momentum.
  o 19-25 year olds
    ▪ One or two who come to meeting once in a while
  o 26-39 year olds
    ▪ A couple of singles/childless and a few families. (Interesting to note that we often think of these similarly aged people in different categories.)
  o 40 to 59 year olds: acknowledge that we don’t really know the ages but guessing about 20
  o 60 +: maybe 15 or so
  o Enrolled Members: 16 total
PYM Representative is Linda Rowell, Jim Anderson is the Alternate Rep.

- When you think about CFM what do you think of first?
  - Singing
  - Lots of discussion
  - Meetinghouse
  - Community
  - Jim and Janet
  - The people who turn up for Meeting for Worship and Meeting for Business and do the foundational work
  - Trees
  - Challenging work
  - Meetinghouse

- What do we think the Youth Coordinator position is all about? (Alyssa: I asked this question to test the level of knowledge as well as to discover any misconceptions due to rumor or to the fact that the proposal has changed over time.)
  - That PYM would hire someone to work with those in PYM age 13 to 35
  - That the annual budget would be around $50K which would effectively double the assessment for each Meeting member
  - There is to be a supervisor and an elder appointed for oversight and support respectively
  - That there would be 2 gatherings in California for both Southern Quarter and CPQM and that others would be for just each Quarter
  - Won’t be serving HI, MX, or Guatemala at first. Can we even realistically consider ever serving those locations?
  - Heard at PYM last August that the youth there were strongly in favor of hiring a Youth Coordinator
  - Read that there would be a 3 year trial for this position
  - There have been a lot of concerns about age range, safety, structure, etc.
  - This would be the first hired person for PYM and thus raises the question of what the nature of the Yearly Meeting is.
  - Has been a tremendous amount of time and effort put into this
  - A support committee will be appointed for oversight and support, including a member of Young Friends
  - Idea first came up 8 years ago but last PYM is the first time an actual proposal came to PYM
  - Subcommittee members have been visiting Meetings for feedback and to answer questions

- What are our questions and concerns?
  - The youth coordinator is a solution to a problem and a need that has not been clearly identified.
  - Can this job can be done by one person?
    - This person would be the organizer and liaison but not responsible to do all the work by him/herself.
  - Are there going to be scholarships available for young people to attend gatherings?
  - What would a typical day/week/month look like?
  - Would people start to think, “the coordinator is doing this work so we don’t have to”?
  - Is this a good direction for PYM? Three related concerns:
    - The work of PYM will increase not decrease with this role
- Cost to Monthly Meetings and the additional costs of hiring and what are the benefits to the Monthly Meetings. Seems that MM’s would be putting in money so that things can happen far away.
- PYM proposal seems nothing like any other YM’s proposal in terms of trying to serve this age range of 18-35. Is any YM doing this the way PYM is proposing? How has it worked out for them?
  o Why are we trying to have this position serve young adults over the age of 21?
    o Seems that the 13 to 18 and maybe to 21 year olds are in a transitional period and need support
    o Seems to marginalize young adults and say that they are not fit to be part of the “adult” PYM
    o Another Friend believes we do need to do something to support the 21 to 35 year olds
  o Concern about large geographic area to be served by one person
  ❖ Young Adults in Philadelphia a while back started a coffee house called “The Back Bench.”
  ❖ Has the committee addressed the content of the curriculum or program?
    o Yes and no. Working on a skeleton to be filled in jointly by the YC, the JYM committees, Quarterly Meetings, Monthly Meetings, etc. if the proposal is approved.
  ❖ Is there to be some sort of formal role for the Quarterly meetings? Have the Quarters been formally asked?
  ❖ Is this being seen as a permanent role or as a trial?
    o Yes as a full time job. All the YC’s they have interviewed believe it is more than a full time job and some even feel exploited. Salary is proposed to be at $40,000 plus benefits to make this a “real job.”
  ❖ Concern about the geographical size of the yearly meeting and our ability to function at these great distances. The concern is partly environmental and partly of scale
  ❖ Size of the yearly meeting and its work pulls energy away from the Quarterly and Monthly Meetings
  ❖ There are 1500 members of PYM. The annual gathering pulls 400 members and attenders combined and it doesn’t necessarily represent the views of the members and attenders of Monthly Meetings because those in attendance are not there as representatives.
  ❖ Concern that we are confused as adults in how we relate to young people and worries that this confusion and issues will be passed on to the YC to deal with.
    ▪ YC position might be one way to deal with this but the question remains about whether this is the best way to move forward and it does not lie in the purview of the YC subcommittee.
  ❖ How much more will this cost Chico FM? $35 per member more than we pay now. About $560 ($35 x 16 Members). How much could we do with that money here at CFM for our own youth?
  ❖ Is there going to be some sort of process for how we hold our youth in general? The system we have for FAPs currently is nebulous and the people who come to PYM to approve this proposal, or not, are the ones that are generally okay with the current system and those who don’t bring their children for reasons of safety are not there to be heard.
  ❖ Seems that we’re reinventing JYM every year and it’s self-perpetuating because the people who are okay with it are those who are there to keep it going.
    ▪ YC Sub-Committee has sent concerns of this nature on to the JYM committee and they are looking at better FAP descriptions, a JYM handbook and how the youth are held.
  ❖ Believe that having more regional gatherings closer to outlying Meetings would be more plausible and serve those who can’t make it to the Quarterly and Yearly Meetings
  ❖ Young adults who have attended New Years gatherings have found that it helps to maintain their connection and identity with Friends
  ❖ Why are we not looking at the Illinois Yearly Meeting model of serving high school kids?
Many YC position models were considered. More so than what is up on the PYM website. The direction of the committee is actually quite similar to the Illinois YM as you have explained it.
[Note from Alyssa: I don’t actually know much about IYM’s structure.]

- The Youth Coordinator should be a Member of the Religious Society of Friends.
- Like the idea that this person is a “Coordinator” and not the supervisor. Believes that it should be explicitly stated that they are not to be FAPs or run meetings, etc. so that the YC doesn’t get exploited and so that other Friends stay engaged in the issue of how we hold our young Friends as a community.
- Not understand why money (the cost) seems to be such a salient issue.
  - When people don’t trust that the money will be spent effectively, the money becomes an issue.
  - When class issues are not explicitly addressed they seem to balloon.
  - Alyssa has heard that some small Meetings who have no teens and few financial resources and don’t go to YM anyway because “they can’t afford it” to attend such an expensive retreat. So they have no representation and don’t see the benefits for their own.
  - Feeling of competition for money among a variety of Friends groups and other worth causes. Question of “abundance and scarcity” as spiritual issues.
  - How the costs are framed makes a psychological difference (e.g., doubling the assessment, or increasing the entire meeting budget by x%)
- Could this money be better invested (i.e., a better solution to the issue the YC position is supposedly trying to address)? Probably, but will it take another 8 years to come up with an alternative solution and get approval?

Alyssa has heard many of our concerns about age range. Right now it seems that the majority of the energy would be focused on teenagers and as a liaison into and out of that age group.

Not sure if there will be regional gatherings just yet but will help to connect the Quarters and Monthly Meetings. YC will most likely be working intensely with the Quarterly Meeting youth; CPQM committees and individuals have informally expressed a need for support. CPQM focused the spring 2009 meeting on the issues of youth. Alyssa isn’t sure whether or not the Quarters have been formally asked.

Youth Coordinator Committee has noted the issues around whether this is the right direction for the Yearly Meeting in terms of work efficiency.

Some Chico Friends feel that this might be a better position for CPQM to take on rather than PYM and CPQM could invite the youth of SCQM to join the gatherings. (i.e., CPQM could consider employing a Youth Coordinator or alternative solution). At what level and scale can we as Friends operate most effectively?

c. **Group:** Claremont MM  
**Date:** 5/10/2009  
**Report by:** Maia Wolff & Sarah Rose House

- Opportunities for connections between youth
- Personal correspondence to invite youth of all ages.
- Mentoring of 11 to 13-year-olds by older teenagers and Young Friends. Personally invite these into the junior high transition group to catch them before they fall through the cracks.
- Lookup Quaker Quest as a possible model or group to work with.
• I would like to see activity is all year long. There's no more AFSC/SCQM youth coordinator to work with children in Southern California may be. You could join with Heal the Bay and stay at a meeting house. This would build community and promote awareness of Quaker ways.

• I'm delighted and thrilled about the professionalism of the proposal. It is nice to see a good proposal. Having the youth coordinator be tech savvy is very important. The position should be full time because time is needed to get stuff done. ¾ time would be minimum. We should pay them as much money as we can afford.

• The youth coordinator should communicate with us and with kids. They should be "Quaker with them". Check out the peace Center in San Diego, and the interfaith project in LA, mutual projects with other religions, could be considered.

• The youth coordinator needs to be grounded in Quaker faith. However, you don't have to reinvent the wheel to pass on that core possibly connect with the Church of the Brethren.

• I think service projects in college are very important. When I was young the AFSC was the project I worked on. AmeriCorps is something today's youth have. Ideals are very important and action comes out of worship: demonstrations, ongoing service once a quarter. We need to transform the idealism into practice. A monthly meeting should designate people to pass on information, be a liaison between youth coordinator and the meeting.

• The budget should include communications, postage, e-mail. We need the wherewithal to carry out the plan.

• Mentoring. Young Friends to Junior Yearly Meeting Friends. The goal should be to keep the young fired up about Quakerism and share Quakers with younger people they see as a role model.

• Guilford College provides leadership for Quakers and develops Quaker leaders youth coordinator should be in touch with other yearly meetings. An idea for a weekend retreat could be to study classic Quaker literature and history (about 8-12 people). Financing -- Pym should make a substantial financial commitment with monthly meetings picking up the slack. It is a corporate responsibility.

• How do we keep the 11 and 12-year-olds? Have 15-year-olds come and talk. If their peers (or those slightly older) come and talk to them about their experiences, it would inspire them to come back or be more interested.

• Where is AFSC? What are they doing?

• We need to look at the really young. Youth bring liveliness to the old farts. What will we be when there are no youth?

• Most yearly meetings have paid staff and have a big assessment Philadelphia Yearly Meeting has a $200 assessment.

• Currently there is benign neglect of the youth in PYM. If we don't care for youth in our monthly meetings and yearly meeting, then we will die out. We should expand have schools. Eastern friends have lots, even rites of passage. We should put the money where our mouth is.

• What do the youth say they want?

• We should outline what we expect from the program from year to year, i.e., our goals for the number of attendees we expect.

• FAHE might be a good reference.

---

d. Group: Davis MM  
Date: 7/8/2009  
Report by: Alyssa Nelson  
In attendance: 7 adults from Davis Meeting including Alyssa Nelson (from the PYM Youth Coordinator subcommittee)
Summary of key points by Davis Friends and elaborated on by Alyssa:

- coordinator is not the one to "do" all the work by him/herself
  - we may be asked to do more rather than less
  - YC will network and facilitate connections
- it is a "real job": full time and salary of ~$40,000 plus benefits and expenses
- DFM cost would be less than 10% of our annual budget (~$1710 additional assessment to PYM by raising the annual assessment from $32/member to $70/member)
- facilitate currently planned 6 gatherings a year, but improved, more cohesive, consistent programs, not just "hanging out" -- consistent expectations and structures
- add 2 more gatherings each year for years 2 and 3 of position
- gatherings are either currently in QM budgets or would be self-financing: the YC is not a fund raiser
- "youth" range from those entering the Junior YM at 12 to those at the end of the "young Adult friends" range at 35 years. but the YC would focus on programs for teens, with added attention to helping children transition into the teen program, and teens to transition to the adult and/or young adult programs
- note: less than half the MM's have a teen program: the teens especially need help in finding others with the same values and experience - "soul mates" - and want to stay connected throughout the year
- approximately 350 so defined "Youth" in PYM, not counting Hawaii which would not contribute increased assessments and not be served the first 3 years
- this is basically a 3 year experiment - evaluation during and following those 3 years would determine whether to continue
- the proposal has well defined oversight, support, evaluation and an "elder"
- the main concept is to facilitate connections between young Friends and between monthly, quarterly and yearly meetings and Quaker Center and Sierra Friends Center and aid the individual's transition from one group to the next
- there is a large pool of potential applicants including Friends from PYM, graduates from Earlham, and experienced former YC's from other yearly meetings

Suggestions of those in attendance:

- approve this proposal as a well thought out process and a 3 year experiment
- need better definition of problem to address and goals of position:
  - vaguely - youth go away: how do we keep them or bring them back?
  - how do we train youth in organization and leadership skills if we have few youth in our own meeting?
  - how do kids (and their parents) navigate between elementary program, high school program and Young Friends and adult program?

Benefits of the discussion so far have been to raise the issues related to

- intergenerational connections
- relationship of MM to QM to PYM
- size of PYM and its large geographic spread
- how we serve and include youth in our community
- how we deal with age and equality issues
- what do youth mean when they talk about a "safe" place? What do adults mean?
1. Does PYM need a person to coordinate youth activities year round?
   - Youth Coordinator needed? YES
   - Not enough time for teens to coordinate
   - Distances are great between teens
   - There is a paid youth coordinator in Baltimore, they have more gatherings
   - Probably have a consensus in this meeting that we want a youth coordinator

2. How could a YC facilitate your Meeting’s desire to have teens active in your Meeting?
   - No answer to this query

3. What age group should the YC focus on?
   - Teens 13-18 definitely yes
   - Some Friends not comfortable with Young Adult Friends being included w/Youth Coordinator
   - Young Adult Coordinator working with preteens? maybe
   - Possibly Youth Coordinator could help Young Adults to work with preteens

4. How much are we willing to pay for salary, benefits and expenses for the YC?
   - Probably $50-60,000 per year for youth coordinator,
   - Call it a paid program, not just a salary for one person,
   - It is about having a program for youth, it is not about hiring a person,

5. Are we willing to increase MM assessments? How much?
   - Current assessment is $30.00 per person per year for Yearly Meeting
   - Youth Coordinator costs will double assessment to $60.00 per person per year
   - Most people were comfortable with that

6. Are there other sources of income, grants, and donations?
   - Possibly, but Youth Coordinator should not to be a grant writer
   - Research the other yearly meeting Youth Coordinator positions
   - people are willing to make donations

7. What should be in the YC job description?
   - This should be a full time, not part time, position
   - Work directly with teens,
   - NOT spending time writing grants,
   - Youth Coordinator should:
     - Call parents and have ideas of how parents can contribute
     - Organize events,
     - Create new events,
     - Organize rides,
     - Make sure that kids are safe at events, with adults present @ events,
     - Organize events around the state, but be realistic about long distances,
     - Stimulate communication with monthly meeting between teens and adults
- Support teens, be a good listener
- Assist transitions from group to group,
- Help create online connections

8. What are the hiring, oversight and firing processes?
- Need a strong supportive committee for Youth Coordinator

9. How much information do you want from M&O in order to approve a YC position?
- Most Friends would like a pretty clear proposal, with almost all the details covered

f. Group: Grass Valley MM
Date: 12/14/2008
Report by: Susan Hopkins

I said I would report on the discussion we had yesterday at meeting lead by 4 teens regarding the Youth Coordinator position. I will summarize the major points as I heard them, as well a some new ideas, at least to me.

I spoke, mentioning our committee, and addressed our concern with pre-teens leaving meetings, based upon the results of our surveys. I stated that our committee will be recommending that the youth coordinator address the needs of pre-teens as well as connecting teens to their monthly meetings.

That said, other comments included the following:

1. Overall enthusiasm for the concept of hiring a youth coordinator. It was pointed out that this is a no-brainer since our young people are our future. Part time employment was suggested and several Friends stated that part time means getting full time work out of an employee at at discount!

2. Costs of the position were discussed at $50,000 which would include the budget for the program, as it was presented to us. The assessment to meetings we were told would basically double from about $30.00 per member to about $60.00 per member, annually. Friends verbalized no concerns with the expense, stating that it seemed tiny for meeting the needs of our teens.

3. Several Friends suggested looking to other yearly meetings which have already done the work of job description, etc. No need to reinvent the wheel!

4. A new way, at least to me, to think about this concept: What about, instead of budgeting for the youth coordinator position, budgeting for a "PAID PROGRAM"? In other words, the $50,000 would be for the paid program and there would be a line item for the paid coordinator within the budget. Using this approach then the committee creates the program for the coordinator to implement. Also, the question of paying others for all the work they do for PYM came up and this concept of "paid program" versus "paid coordinator," (paid program versus paid person), sat well with Friends. I always love a shift in thinking, so found this idea intriguing.

All in all, great support for the concept and also for our committee recommendation of including the pre-teens.
f. Group: Humboldt MM  
Date: 2/22/2009  
Report by: Faith Eastwood

Here's the most recent proposal which has all the background information on the Youth Coordinator. Basically we've been opening up the discussions by giving a little bit of history (this is something M&C has been thinking about for some time, at PYM this last year we came to unity on hiring a youth coordinator in principal. committee was formed to investigate the logistics and talk with meetings. this listening session is part of that process). Basic queries we've used include:

1) What are the needs of your meeting? How connected are youth and teens?  
2) What would you most like to see a youth coordinator do?  
3) Should this be a full or part time position?  
4) How should the position be paid for? Dues vs fundraising, other ideas

- Doubling fees – for isolated meeting that doesn’t have teens, how would people get there?  
- Our meeting is less likely to benefit because of distance.  
- Maybe start out at half time position? Can we really fill a full time position?  
- Is the salary to high? “I don’t make that much”  
- High salary might enable us to get someone with experience?  
- Could we have a salary range based on experience?  
- Proposal doesn’t have enough money for travel  
- We need to have a trial program with a review process because this is so radically new.  
- General support for the hiring of a youth coordinator voiced by several.  
- Concern about the amount of responsibility that the supervisor committee. And also concern about the number of youth on the committee.  
- Could we work something out with one of existing Quaker organizations that could provide an office and a supervisor  
- Person needs to work out of home. Adds allot of extra work and expense to have an office.  
- Supervisor is a huge job, should maybe reimburse a little bit.  
- Overall budget big enough, maybe needs some line item adjustment.  
- Wanting the youth coordinator to travel to meetings. Help support individual monthly meetings teen programs. Especially isolated meetings.  
- Concern that people will get to bogged down with details to ever be able to put it in motion. Trial period. Need to give it a chance.
• If there aren’t enough duties for a full time position maybe you could fill out the position with supporting PYM adult program
• Needs to outreach to meetings and do weekend youth gatherings on site. Serve isolated meetings better. Would mean that people who don’t go to PYM would still benefit.
• Always has been to little effort and energy put into youth in Quaker communities. (unlike programmed Quaker meetings who drew alot of young families) Our meetings are not supporting the youth as we should. Even if this had little direct benefit to this meeting we should still do it.
• We need something wonderful to draw families into the meeting.
• Maybe model some of the programs after what the American friends service committee used to do.
• Need to reach critical mass for teenagers. If you have 2 teens soon you don’t have any
• Likes the idea of the coordinator passing down Quaker process and values to youth. (not just gathering Quaker youth together)
• A YC could provide support and share resources with monthly meetings teen programs.
• Possible online news letter to share ideas and resources?
• Add to responsibilities would help organize transportation of youth from isolated communities to gatherings
• Very important that gatherings and YC gatherings include strong spiritual component
• Humboldt youth have been heavily represented at teen gatherings sucha s PYM, QM, shalom etc….
• Very important for isolated young people to have gatherings to go to.
• Overall feeling was one of support for the youth coordinator

***

g. Group: Inland Valley MM
Date: 11/23/2008
Report by: Maia Wolff

Before the discussion there was a request from one attender to have PYM help monthly meetings start preschools. This would be in form of curriculum, business model, legal issues and sharing successes of other monthly meeting schools.

After rise of meeting and refreshments, I gave a short talk about the charge of the youth coordinator subcommittee and background information. Nine members and several children were present.

• A youth present asked how to become involved in the process
• Money to fund the position should come from youth fund raising and money from families.
• Look up “Law Burgades” as possible example of youth coordination.
• Develop a Vision of what youth coordination could do:
Help to let others know what is going on elsewhere in the Quaker community. IMYM doesn’t see Nor Cal as part of their wider group.

Send out a summary of what happened this year with Quaker youth and send around to different groups.

Send out a survey to youth to find out what they have been doing. Compile the responses to see what is happening. This would let PYM know if the goals of the youth coordinator are working.

Create a resource directory. Ask MM for information about who could provide which services to youth (drive, place to stay, food). Let members know how they can help.

Social networking. Provide central site for reporting on the generalities of your life (i.e., have you graduated, where are you living, etc.). Possibly in form of news group. Send out annual report which old people can read.

It is important that this need for a youth coordinator came from the youth; they should have the vision of what they need.

• [Implementation] is difficult.
• Find what others are doing.
• We don’t have a coming of age ritual to know when you have arrived at the next level.
• We need a paid person to help support youth, but youth should help support with fund raising.
• Allow youth to see and learn Quaker business process by being present and participating in Quarterly Meetings.
• Let knowledge of Friends work out into the world spread by the youth message.
• Use technology to let elders know what is going on with youth to promote communication and community.
• There are very few youth programs available to youth in Riverside and San Bernardino Counties. There is a need in these counties which Quakers could fill.
• Teens have time and should do stuff to help develop programs.
• The youth coordinator could act as a liaison between youth and monthly meetings/PYM.
• Linda Dunn offers her help with non-profit structure building.
• IVMM has a fund for scholarships so persons can attend conferences and other events.
  1. The person reports back to the MM on their experience.
  2. Somehow this fund is always replenished

  3. Let us provide what is easy: The old have money, the youth have time, energy and strength.
  4. The position should be full time.
  1. How much are we asking this person to do?
  2. How much time are we asking them to fund raise?
  3. How much time will be spent on publicizing events and recruiting youth?
  4. Part time is impossible.
  5. Possible fund raising idea: Making breakfast for SCQM.
  6. John Way trips:
     o Awesome experience including service, social justice and fellowship.
     o Bike ride around Southern California in summer, drive down to Mexico.
     o How were these trips planned?
     o How were they done in the past and how could this be extrapolated to the future?

• One benefit of a paid employee is they have societal permission to ask personal questions (i.e. Do you have a drivers license?)
• Have a goal for the youth coordinator (i.e., 15 youth participating in this event) and a way to evaluate the position (i.e. survey of activities) and report back to PYM and MM with this information so there is knowledge of how well it is working. That way the money will continue to flow.

• Even with the concerns for global warming, the youth coordinator could still travel in a car.

• Riverside is huge, and public transportation is difficult, if not impossible.

h. Group: La Jolla MM & San Diego MM

Date: 1/25/2009

Notes by: Michael Eastwood & Maia Wolff

Youth Coordinator Planning Subcommittee members present Michael Eastwood and Maia Wolff

Approximately 12 adults and five youth were present. We met at rise of meeting for approximately an hour and 15 minutes.

• JYM needs continuity from one year to the next. People should commit to work with JYM for two to three years.

• Is this the answer to the problem? What is the problem? This seems to be a disconnect between Quakerism, which the youths participate in and what happens in with wider Friends.

• If we paid for a youth coordinator for teens, there will be a disparity between pay for children’s program and the youth coordinator.

• Geography. California is to big for a youth coordinator to serve the whole of California.

• This program is asking for too much money. Maybe there are other programs which the money could be better spent on. One suggestion is sending youth to other countries to work in volunteer positions and have formative life-changing experiences.

• PYM doesn’t retain youth, if it did the yearly meeting would be growing. We need a transition for youth into the adult program so that they feel connected with the adults. In Southern California, we have some experience with youth coordinators and the good is mixed with the bad. PYM has no continuity for all of yearly meeting, and perhaps a general secretary for PYM is needed first before a youth coordinator. There is no support for the youth coordinator in place, and this is a concern. PYM only meets twice a year; there is a concern for how to supervise a youth coordinator during a crisis if the body only meets twice a year.

• We need a coordinator for PYM first. This person should work with everyone and youth too to meet everyone’s needs of continuity and support. It is not quite early to help only one part of the population and leave the other parts unserviced. The emotion felt by teens at PYM last year was an unhealthy emotion, serving only to polarize the youth and the adults in opposite directions. Why do we need interactions of youth with each other for short times? This is seen as unhelpful by this older adult. It was unfair to get the hopes of youth up so high, too big of dreams created for these teens, which will not be satisfied and then the adults will look like villains.
• In the old country team supported the old and felt good about it. They were engaged with picking up elders at their homes and bring them into monthly meeting. Teens are engaged in a more and don’t have any responsibility. Helping makes you feel good.

• JYM’ers feel separate from monthly meetings and PYM. Youth who don’t attend monthly meetings can’t feel the close contact, which is felt in worship with others. How can they feel close contact with monthly meeting worship if they aren’t here? This separation is not helping, teens should sit in meeting and participate.

• Very [small] numbers of teens come to monthly meeting because it takes money to get to meeting. If teens were feeling more involved with local monthly meetings this would allow them to convince adults to go to events outside of the local area. In San Diego, we used a caravan to PYM, we would drive North picking people up along the way until we have a large caravan arriving at PYM. This is a great opportunity for community building. How can a youth coordinator for the state do that?

• Thank you so much for the chance to have this dialogue continues through the year. I am so glad to have this opportunity. People from northern California show up much less to Southern California events, as an example PYM being in Redlands for two years. At this last PYM I got to see people from northern California, who I haven’t seen in a long time. I saw people returning to PYM with their kids, people I hadn’t seen for many years. I believe teens want to get together with local kids, maybe even kids from other faith traditions.

• A teen shared he doesn’t like feeling forced to come to meeting for worship. However, this teen misses worship.

• What are we trying to produce? More Quakers? Or are we trying to produce happier people, better people?

• A teen shared feelings of isolation. “No one talks to us when we are here. Only when we have left and come back do people ask us where we have been.” PYM means a lot to us, we see people only once a year and it is very powerful.

• How the idea of the youth coordinator came up is problematic and not following Quaker process. Parents feel a wall is put up between teens at JYM and parents. Issues parents might have about supervision at JYM are unheard by the JYM committee. Parents want to know what is going on before it is up for approval, parents want to feel a part of the planning process. Parents want their kids to participate but don’t feel safe or listen to about these concerns.

• A teen shared “I know about not being heard.”

• JYM is a place were kids are relatively safe. However, parents feel their needs are not respected and this is not healthy. The youth of PYM are not appreciated by adults. An idea permeates PYM: it is OK to not respect parents. The youth coordinator is not a panacea. There needs to be a willingness throughout the way am to recognize all of us as children of the Light, regardless of age.

• A teen shared he feels desperate to have more contact with others. He does not want isolation from adults, it is wrong.
• What is the goal of youth coordinator position? Isolation is a two-way street, and I feel separate from the youth just as they feel separate from me. Rites of passage are present in other cultures, and we need some here to help youth breakthrough to the other side and become adults. Helping our children become whole human beings is the goal. We need to hear youth in the monthly meetings and be listened to by youth in our local meetings. I also want to see the budget and more proposal.

• A sojourner from the East Coast shared her experience with youth programs there. She comforted us by saying it is never going to be easy. She shared the team programs are great, and in her experience very powerful. She was a volunteer on the youth programs committee, which helped develop programs which the paid youth coordinator then implemented. The yearly meeting also employed other employees including a general secretary. Knowing your kids are going to a safe place is important, and shows trust by parents in the program they leave their kids. When parents feel involved and teens feel they are equal. They can all feel good together, and this is what leads to a good program.

• Kids need to learn responsibility, reciprocal responsibility. Good parenting teaches giving something back in return for something given. What are teens going to give back to the greater PYM gathering and monthly meetings in return for the youth coordinator?

i. Group: Las Vegas WG  
Date: 9/21/2008  
Report by: Alyssa Nelson

Alyssa visited LVWG on 9/21. The small group present included one 19 year old who has participated in JYM, about 7 older adults, and 3 children. The WG has no high school teens (yet!). Most Friends there do not attend PYM. Alyssa perceives that many adult Friends do not understand the problems and needs that the proposed YC position is meant to address, perhaps because so many adult Friends were convinced and joined as adults, not having personal experience of the joys and challenges of being a young Friend. Presentations to meetings should include the vital information about the problem/need before jumping to the proposed solution.

Friends at LVWG also asked questions such as why we would choose to focus on youth, rather than (or not in addition to) other sometimes-marginalized groups, such as Friends of color or those with disabilities. There was a lively discussion about power, privilege, and oppression in the RSOF (admittedly instigated by Alyssa), and the intersections of these in terms of many identities, such as age, ethnicity, language, ability, sexual preference. There was some support for the YC idea, including an expression of willingness to contribute money, but many questions, too. Because this is a worship group, those who are enrolled members have their assessments paid by their home meetings.

Friends present suggested that a 1-page summary would have been helpful to the discussion. The summary and presentation need to include foundational information such as:
  • What are the problems and needs we’re trying to address?
  • What is our proposed solution, and why?
Two members of the subcommittee attended the discussion at the rise of meeting. One additional member of PYM M&O also present.

The session began with silence. Sarah Rose shared some background information while speaking from her personal experience to provide some context for the discussion. Shayne spoke about some of the work the committee has been doing so far, and reviewed the handouts (the job description and one page summary). The session was then opened up to questions, further silence, and responses to the queries. The following statements summarize what Friends had to say:

- I have children who were involved as Young Friends and then they left after that. We should nourish the young community. We should keep bringing living water into our midst.

- I support it as a good idea. The problem is living in a monstrous state, and in trying to transfer an east coast structure to the west coast region. How do we maintain a sense of community? Networking is more than physical, more than email. We need to experiment. We could use video conferencing as a way around logistics.

- You’re not thinking big enough. You should consider hiring a coordinator for the entire yearly meeting. During the first three years the person could focus on young people. Old people have similar needs.

- When my husband and I became Friends, we did not even know about young friends or that the range was up to 35. We lose Quakers earlier than we think. I am reminded of a book that talked about when children have spiritual experiences with God and don’t know how to process them. Younger Friends ages 8-12 might need more help if they don't have a spiritual practice to help foster that connection.

- Where's the budget?

- What would the person do with Meetings? We have enough trouble doing what we're doing now. We don't need an additional burden.

- Connecting with young people has always been an issue. I'm more concerned about the young people who don't go to yearly meeting. I would like to see a service component as well as a spiritual one.

- Focusing on middle school is a great idea. I'm a little confused about the other end of the spectrum. What about young people who haven't grown up in yearly meeting?

- We could place an emphasis on technology as something young friends could help facilitate on behalf of monthly meetings. We could foster leadership skills where youth could help MM's "connect".
• First day school teachers have a hard time. There are little resources for programs. Sometime we look to FGC. What about having a unified First Day School Program that young people could connect about online? We could use someone who could help with spiritual development using technology. Maybe if we had a unified curriculum, it wouldn't seem so monumental.

• You said you didn't want to hear supportive comments, but if this thing doesn't move forward a lot of people will feel betrayed. We don't want to make everyone else struggle like we have struggled to keep the faith and keep coming back. We talk about outreach and we have a group in our community crying out for outreach.

• I agree that we should be caring for our youth, but as treasurer, I don't see how we could meet a raise in the assessment.

• We might consider asking for special gifts. We could also have an assessment part, but its going to be a problem if we say that everyone must do it. Assessments should be raised on a volunteer basis. What about having a special development committee for fundraising for this person? The hired person shouldn't have to do it, neither should a supervisory or planning committee.

• I believe in supporting youth but when my child became a teen, we were charged full price for her registration to PYM annual session. Could we find a way to price our teens as kids?

• What are the expectations for the position? Won't meetings want a return for their money? There should be an evaluation process.

• Some meetings are already struggling to meet the assessments. How will they manage to pay double what they're paying now?

• I work at a community college as a guidance counselor. Some groups do fund raising as part of a demonstration project, which starts small before it gets adapted into a cost center. Once people see it as valuable, i.e., new membership, etc., they might be more willing to contribute to the cause.

• This is mostly unrelated, but I'm just so concerned that Mike Grey's program was cut at AFSC. I wish we could tap into AFSC more.

• Parents want something to do, too, especially if they're driving their kids to a project.

• Parents wouldn't always have to drive if they didn't want to. Part of the YC's responsibilities could be to find a volunteer to take a mini-bus to pick people up on the way to an event.

• There is nothing more important to spend my money on, even though I may not have much money now, especially since my husband is retiring - well, being laid off and forced into retirement. I do agree that we should keep the focus on middle school, Jr. high and high school groups. Young Friends have more of a choice. I do think that moving forward on this is essential. It's so hard for youth, even when they grow up in a meeting, to have community.

• After the discussion, two friends approached the facilitators with these comments:
• There have been efforts in the past that have required fund raising or have been run informally by particularly motivated individuals. For example, a scholarship fund for PYM youth to attend FGC was initiated in partnership with MM, but when those who started the idea ran out of steam, the concept seemed to fall by the wayside. Also, when Earthlight magazine was dependent solely on fund raising, rather than assessments, it changed dramatically. This is why this YC position and program should be funded by assessments, which would provide a more stable funding structure.

• If Hawaii is left out, we won’t have their assessments, and there are a lot of people there. Also, if this is presented for approval at RepComm instead of at PYM, this would be leaving people out, and it seems like the proposal would be incomplete and that there is not enough time for meetings to season it, even if it were distributed a month before RepComm. It seems unfair and not good order and would inspire me and others not to return.

k. Group: Orange Grove Monthly Meeting  
Date: 12/7/2008  
Report by: Maia Wolff

Four members of the M &O subcommittee were present and 13 members and attenders of Orange Grove and Orange County were present.

• A youth shared his experience of fellowship which was present on the joint AFSC/SCQM youth service projects. This fellowship has been an integral part of his connection to his community.

• There is no steady state of continuity.

• The sheer geographic size of California is prohibitive to creating community. How are personal relationships developed between a youth coordinator and youth over such a large area? It is this personal relationship which can be a key element in deepening a young person’s connection to Quakerism.

• The youth coordinator hopefully could bring the two quarterly meetings together by bringing teens from one area to the other.

• Service and fellowship are both important to give to youth.

• Find a way to release someone financially to do this work. Small baby steps are a safer way of going in the beginning. The youth coordinator can provide service to teens and then the position could grow to incorporate older and younger ages. One day there might be a paid adult coordinator.

• Teens are very busy on Sunday mornings as well as other times in their daily lives. A youth coordinator may not solve all the problems, may not be able to create community with youth who can’t show up because of other commitments.
1. **Group(s):** Redwood Forest MM, Apple Seed MM, Friends House WG, Lake County WG & Ukiah WG. (at Redwood Forest Meetinghouse)

**Date:** 11/23/2008  
**Report by:** Paul Harris

Maggie, Nate and Iris and I responded to questions. I gave a very brief opening explaining who we were. We agreed I would clerk and take notes. This kept some space between comments so I could write them down. It could be divided up between presenters. I called on people rather than letting them speak out of the silence as some wanted to speak often, and others needed encouragement. Everyone had a chance to speak. It started off with questions. After the second one, both of which we couldn’t answer, I said we were not really there to answer specific questions, as we probably didn’t know the answers. The purpose of the discussion was to get comments, criticism and queries so M&O could more fully be prepared with a detailed report at RepComm. After that most questions stopped and the comments flowed freely. These are the queries I created to help the discussion. It was a Quaker Dialog format. We went down the list of queries. It took 90 minutes. There were about 20 in attendance. [PWH]

1. **Does PYM need a person to coordinate youth activities year round?**
   - PYM needs youth to stay alive and grow. We need to support our youth. If a YC best provides that support, then it’s the right thing to do.
   - My most significant spiritual growth was as a teen in a church youth group facilitated by an adult committed to the youth in my church.
   - Teens need spiritual nourishment. When we only get together once a year or maybe at Quarterly’s, we spend all our time reacquainting ourselves with each other, our spiritual needs are not met. We want spiritual nourishment but the current long passages of time between events makes it hard to get to that.
   - There is a need for regional friendship. Travel makes it hard for statewide activities.
   - Need to include Reno and Las Vegas in the beginning.

2. **How could a full time or 3/4 time YC facilitate your Meetings desire to have teens active in your Meeting?**
   - Meetings don’t know how to include teens. YC needs to help the adults.
   - We want teens in Quakerdom, but we don’t know how to keep them. We need help.
   - Organize different events for different meetings, based on need.
   - How about a once on month e-newspaper and include meetings without youth too.
   - YC needs to visit Meetings, engage W/Gs and MM, especially those Meetings that don’t have any youth.
   - Meetings have to make a commitment to the youth, i.e.: provide rides to events for those that can’t or don’t drive.
   - Need to invite teens to a fun event before they are invited to Meeting for Worship.
   - Need special outreach to meetings with no teens.
   - YC should help stop the back door military drafting of the poor.

3. **What age group would the YC focus on?**
   - The age group should be 13 – 25.

4. **What should be in the YC job description?**
   - There is 20 years of experience with other YMs having paid staff. Have you talked to any of them?
   - Discuss salary issues and hiring/firing with Friends Churches. They have lots of experience.
   - The most important work will be networking and building community.
- A YC would do the organizing of events the teens create. The teens are great at thinking up activities to do, but cannot organize themselves to pull them off.
- It’s important to keep volunteers involved so as the position evolves, we don’t step back from our responsibilities and leave everything in the hands of the YC.
- The YC must know our standards so drugs and marijuana use doesn’t ruin the process like it did with AFSC work camps many years ago.
- The current 3-4 yearly teen activities are not enough to generate spiritual nourishment.
- The Job description needs to be flexible so as to work with younger children too, and connect with all west coast Friends schools.
- Want the YC to organize topical seminars, work camps, network with the youth and other organizations like FCL, AFSC, etc.
- It’s important to organize events that for a large group, that is how teens create community.
- This process needs to start at the local level in MMs. Then it can grow at the regional and statewide level.
- Don’t put what events to organize into the job description. Focus on goals or fostering community.
- First year, work ½ time to get organized, and then expand to full time as the job becomes clearer.
- Start out full time the first year to create the relationships and set the patterns for the future.
- YC should be a coordinator of the activities not the organizer.
- YC should attend Quaker Quest.
- YC should attend FWC, FGC, as part of job.
- There should be 1 weekend a month of planned activities for the youth.
- Meetings that don’t have any youth need to be included in the activities.
- The process should develop leadership skills among the youth so after 3 years, one of our youth can apply for and take the job.
- The YC should serve the whole yearly meeting, even those meetings at great distance.
- If the youth don’t come up with activities, the YC needs to have the skills to create activities that will attract youth.

5. **What are the hiring, oversight and firing processes?**
- The YC ultimately serves at the pleasure of M&O.
- Hiring and firing should be done by a subcommittee under M&O
- When you have a professional ministry (YC), opinions of the YC tend to hold sway over opinions of the congregation. Need strong subcommittee to guide YC and need clear goals and objectives.
- Need to include a 3-year assessment. Is it working? Are youth more involved in Quakerdom with this expenditure of time and money? If not, then stop and reassess, find another solution.
- Since PYM has no history of hiring staff, could the same results be achieved by having the YC on the pay role of another organization, BLQC or SFC, with PYM hires, oversees, fires and provides the funds for wages, travel & benefits?
- Since BLQC has a paid person that organizes the youth work camps, can that person’s job be expanded to include year around work of a YC?
- Youth should be on the YC oversight committee
- The YC support group should include the Qtrly meetings youth coordinators, clerks of YF and JYM and the JYM teen and adult coordinators.

6. **How much are we willing to pay for salary, benefits and travel expenses for the YC?**
- Need to pay a living wage for hours worked. Look at other organizations.
  We don’t want burn out.
- Don’t pay half time for full time work.
- Must have health benefits. Can this be networked with other like-minded organizations?
- Don’t low ball don’t want burnout.
- Scholarships needed for youth to attend events.
- There needs to be a travel fund for the youth as well as travel expenses for the YC.
- It feels like we are going to impose a tax on Friends. Concern about the economic times and whether we have or will have -the resources in the future.

7. Are we willing to increase MM assessments? How much?
   - Committed to doubling our assessment in order to have a YC.
   - Ukiah WG of 9-10 supports YC and is willing to contribute.
   - Ask for pledges for the 1st year. If the program is successful, then the assessment kicks in on the 2nd year.

8. Are there other sources of income, grants, and donations?
   - Don’t force the YC to fund raise for their own salary.
   - Create a pledge list of those who want to support the YC financially.
   - Donations should go to scholarships, travel expenses for youth etc but not the cost of the YC. YC salary, etc should come from assessments.

9. How much information do you want from M&O in order to approve a YC position? (This query was created in the moment after a few comments on process)
   - M&O has the support to do its work without PYM dotting all the i(s) and crossing all the t(s).
   - M&O needs to bring their proposal to PYM so we can dot all the i(s) and cross all the t(s).
   - M&O should create a detailed report, email it to all MMAs and WGs before their February business meetings, so MMAs and WGs can review and send feedback with those attending RepComm and so RepComm can make a decision.
   - Waiting for the summer session to season this is delaying it too long.
   - Bringing something to RepComm without review will not work.

m. Group: Reno MM  
Date: 7/19/2009  
Report by: Alyssa Nelson

Present: 8 adults from Reno Friends Meeting (including Reno’s Rep to PYM, Beth McCleary), and Alyssa Nelson, representative from PYM M&O subcommittee exploring the prospect of hiring a youth coordinator.

Notes by Alyssa Nelson, sent to Reno Meeting and PYM YC subcommittee

Alyssa introduced herself, giving some background about her experience first coming to Friends as a young adult in her 20s. She gave an overview of the history of the Youth Coordinator proposal and the discernment process of the subcommittee over the past year. We reviewed the key points from the latest (July 1, 2009) version of the Youth Coordinator proposal. The proposal will be presented for discernment at the PYM annual gathering later this month.

Discussion about Money:
- “There seems to be a lot of support for the idea. But where will we get the money?”
  - Make this item a priority
o “When people can envision what they want to do, the money comes.” (e.g., buildings)

o eScrip cards as fundraiser

o Rent out the Cottage

o Ask Friends to consider what in their own personal budgets they might be willing to give up in order to collectively find the funds (for the YC item as well as for the Reno Meeting budget in general).

o Seek guidance together in a Meeting for Worship on the Occasion of Business in the faith that Way will open.

o Ask Quarterly Meeting’s M&O for help in discernment regarding the meeting budget.

- Reno has 25 members, so the increase in assessment of $38 extra/member would mean an additional $950/year.

- Some members are inactive or have moved away. What might the Meeting do to have accurate numbers? (e.g., encourage transfers)

- Are there attenders for whom it might be the right time to consider membership?

- Concern that those present at this discussion are the ones who are in favor of the idea, and that other viewpoints aren’t able to be included today.

Some concerns and questions:

- Is the territory too large to be covered by one YC?

- Will PYM provide a car?

- How much travel will be necessary?

- Is Reno intended to be included? The proposal mentions California in a number of places, but not Nevada. Because of Reno’s distance, could it be seen as similar to Hawaii, i.e., to be included at a later time)?

- Is the scope of work feasible?

- Worry about finding the money, but a goal of having the YC is to grow the Religious Society of Friends (RSOF), or at least to keep it from disappearing.

- It’s a fallacy to focus too much on growth of the RSOF as a goal – just the experience for youth and adults is valuable in itself.

- Are we a RSOF now where young people are squarely part of the community? No! [Implication was that this is a problem.]

Alternative ideas to the existing YC proposal:

- 2 part time YC’s instead of 1 full time. (To be more effective, to appeal to candidates who might prefer a half-time job, and/or perhaps to lower costs of benefits).

  - 1 YC for each quarter,

  - Or: 2 YC’s coordinate efforts together and divide labor of both quarters as seems fit

- Volunteer system instead of paid?

  - Alyssa response: the subcommittee discussed the fact that the current volunteer system isn’t working as well as we’d like, and that there is a psychology about a paid position that might help overcome this (e.g., Alyssa and JYM’s experience last year when Alyssa played a temporary role as YC). It’s important to note that the proposal does not, however, advocate for replacing the existing volunteer system, rather for augmenting it with a hired-hand (who will have support systems in place to prevent the paid position from being over-exploited).

- Could the assessment be proportional to the number of youth in the meeting at a particular time?

  - Alyssa response: Perhaps, but a key component of the proposal is that this position should be supported by the entire yearly meeting because the YC should serve the entire yearly meeting, including adults, youth, and children; including the local, quarterly, and yearly meetings; and
including other related organizations (e.g., Sierra Friends Center, Quaker Center, AFSC service project).

Additional suggestions for the existing YC proposal:

- Advertise the position with FGC, Friends schools, and at Friends Meetings (newsletters, bulletin boards)
- Talk to other churches to find out what makes a vibrant youth program.
- Move away from the idea of having a parallel “youth program” to an intergenerational program that also creates time within the overall program for affinity groups (e.g., age-based, race/ethnicity-based, sexuality, etc.).

Other topics:
(In addition to discussion specifically about the YC proposal, Friends engaged in a lively conversation about the life of Reno Meeting.)

- What is our vision for our Meeting, intergenerationally speaking?
  o What activities do we do now that could be more intergenerational?
  o What activities could we revive (e.g., games night)?
  o How do we deal with differing needs in the meeting? (e.g., Could the book group continue to have occasional all-ages book choices? Or, could the book group be adults-only?)
- Following Gospel Order. Suggestion that Quarterly Meeting’s M&O pair meetings to support each other in learning and practicing Gospel Order.
- Over the past couple years, Reno has tried something similar to the YC idea by having paid youth workers. Has this been effective? How would we define “effective”?

n. Group: Sacramento MM and Delta MM (at Sacramento Meetinghouse)
Date: 1/18/2009
Report by: Alyssa Nelson

In attendance: Alyssa (discussion facilitator), 14 from Sacramento, 2 from Delta. All were adults.

Reflections by Alyssa:
There was much enthusiasm for finding a way to better support and understand the needs of young Quakers, as well as to attract new young people to the RSOF. While there was a lot of excitement about the YC position, there were many questions as well as some suggestions for alternative solutions.

Throughout the discussion, it became apparent that there are lots of larger issues at play here that the YC position brings up. They are not unrelated to the YC issue, but could use specific attention of their own. Whenever these issues arose, I paraphrased what I heard, acknowledged that it was related to the YC issue, and asked Friends to set it aside for the moment and to engage these issues in other venues. I assured them that I would, however, pass them on the subcommittee.

- The relationship between monthly meetings and yearly meeting.
- Power and oppression in the RSOF in general: ageism is but one form. We also need to address race, class, gender, etc. We need to see how these issues are interlinked.
- Friends’ attitudes about money

Some ideas of note that we haven’t heard before or talked much about:
- Instead of (or in addition to) paying a YC, make more scholarship money available for youth to attend existing events and to participate in committee work.
• Could the assessments be different amounts for small and large meetings?
• The YC could teach young people how to raise money for themselves, such as for service projects. (But basic funds like salary should be already covered.)

The Discussion:
About half the attenders had heard something about the YC previously (including quite a few of them at PYM 2008), and the others had little to no previous awareness.

I asked the group to state what they thought they already knew:
• It has been taking a long time.
• It took a lot of time at yearly meeting. It is important but it took time away from discussing our peace concerns.
• I was at PYM this summer so I heard all about it.
• This is the first I’ve heard about it.

I encouraged participants to open their minds because some of the details have changed, such as the position being full-time with a professional salary, and the broader concept of the YC serving the whole yearly meeting, not just young people. I explained that I was there to present background, answer any questions I could, bring any other questions back to committee, and collect the diversity of thought about this from those present. I responded to many of the questions, but did not record my responses in these notes; please trust that my responses were in line with the current thinking of the subcommittee :). I also encouraged people to keep in mind that there were no young people in the room and to try to avoid creating an us/them dichotomy or talking about creating something “for Them.” Rather, I asked folks to speak from their experience as to how the YC could address the needs of themselves, their meetings, and the RSOF.
• I highly endorse the concept, whatever the cost, because if we don’t have young people….
• It’s time we hired someone like the other yearly meetings do.
• We’re paying too much attention to the details and not to the bigger questions of “hiring clergy,” and we need to be careful, especially with our youth: it’s not our [adult Friends] practice with ourselves to hire people for this type of work. [Later I asked for elaboration on this: this Friend did not have a personal concern about the issue, but had heard from others who did and who were upset that that this issue hadn’t been discussed enough.]
• Delta Meeting currently has no children, though it has in the past. How would a meeting like Delta (small, with no children) connect with the YC position?
• Concern about so many people having a closed mind about the YC. Why?
• Small meetings might benefit the most: young people in those meetings know very few others and need to be brought into the whole group.
• Otherwise, families will go where the children are, which might be another church.
• Why does my [adult?] daughter now choose to go to another church? I think it’s because she is missing what it means to “be your own priest.” We need to teach this to young Quakers.
• People go where they see people like themselves. We have a new generation of young Quakers who share our values of spirituality and good works.
• We’re never going to be a big group like [other denominations], but I’d like us to have more people.
• Alyssa commented that the subcommittee has been interviewing other yearly meetings that have youth coordinators or youth ministry programs. Reactions:
  o If we hire a “Youth Minister,” whose religion would they be teaching?
  o You could interview other denominations and religions as well and learn from them.
• It could be more than a full time job and the job of more than one person.
• Increasing the assessment such as 2x is too much for Delta. A budget would need to include help for small meetings.
Could the assessments be different amounts for small and large meetings?

- Don’t see PYM as meeting any needs of our meeting. They keep saying they’ll visit us but don’t.
- Quakers don’t spend much money on ourselves. It’s a wonder we even exist. These are hard times, but to continue to exist we need to spend some money.
- A YC needs to help people cultivate and not confuse the concept that no one person is closer to god than any other. This is not an intellectual exercise, but a spiritual one.
- Leadership by the YC needs to be as service to all, not top down.
- The YC needs to cultivate authentic leadership among Friends, especially youth leadership.
- Youth are energetic and passionate: we need them.
- [Unprogrammed] Quakers _do_ have paid professional ministry positions: AFSC, FCL, etc.
- Will young people and their families be able to afford to attend youth events?
- Instead of paying a YC, PYM could use the money to make sure everyone who wants to can attend existing events. For example, young people could be members of committees more easily if all the costs of participation were covered.
- We have opened up quite a can of worms. This might make us a different organization, which needs to happen anyway if we are to continue to exist. Quakerism seems like the religion of the future. We need to be prepared to change and grow.
- Youth at PYM were enthusiastic about the YC and disappointed that it wasn’t approved. The youth weren’t treated with respect at times. For example, the young people asked for extended silence during PYM 2008 at lunch one day. An adult Friend in an important role didn’t stay silent.
- PYM needs paid staff. PYM might function better in general if it had MORE paid staff. It doesn’t work to always rely on volunteers.
- How will PYM create the administrative structure for having a paid YC? (Financial oversight, benefits, hiring and firing, performance evaluation, background checks.)
- College Park Quarterly Meeting seems to have a strong teen program. Maybe that is the more appropriate place for youth-coordination to happen.
- CPQM’s teen program isn’t always as strong as it might look. And CPQM does little about actively including young adult Friends.
- How have youth been engaged in this YC process? We shouldn’t do this _for_ them, but _with_ them. We need to listen to what the young people say.
- We adults should get out of the picture: support the youth with money and give the thing a chance without the elders butting in.
- I didn’t quite understand until now why this needs to be a priority. Now I see: young people are a minority among Quakers, and it sucks to be underrepresented. A minority should not have to ask a majority for its right to exist. If we believe in equality….
- The YC could do fundraising. [Met with emphatic “No”s.]
- The YC shouldn’t do fundraising. The YC’s salary should be covered. However, the YC could be a person with fundraising experience who could teach the young people how to raise money for program costs (such as for service projects), like Waldorf students do.
- Adults greatly underestimate what young people can do. Young Quakers have led important initiatives.
- The YC could help youth learn to access existing scholarships at the monthly, quarterly, and yearly levels.
• The scholarship funds might be inadequate. For example, the CPQM K-12 education fund barely has anything in it.

• Why does PYM have so much money in savings? Some of that money could be used for the YC, or other things!

• I need to see that the money is truly going to good use. This is an area of trust to build, because of things like what happened with the PYM permanent site issue.

• The youth program needs to include learning about and practicing war resistance.

• There could be a connection with Sierra Friends Center.

• I’d like to see a revival of the trips that John Way used to lead before yearly meeting.

• Will the YC help monthly meetings attract more young people (new attenders)?

---

o. Group: Santa Barbara Monthly Meeting
Date: 11/16/2008
Report by: Maia Wolff

We met after rise of meeting with 6 members and attenders of Santa Barbara present. I gave a short talk on the background of the youth coordinator position and then asked for comments on the queries.

· Two youth from Central Coast Monthly Meeting were present and shared their thoughts as well. They said they would like help with getting stuff done. “There is interest in doing things but it is hard to get adults to get to do stuff for us.”

· In JYM the teens do all the work. Alyssa could call to find out about the bus because she was financially released to do that work. This freed the teens and the adult committee members to do other work. The teens would like support with logistics, and youth might be retained if the logistics were easier.

· In SBMM we have lost children just before they become teenagers and would welcome help. What do we offer to our teens?

· Suggestion to get information on salary/benefits/supervision from other groups, not necessarily Quaker groups, could ask advice from other religious organizations. Let the work of others guide the process, so the wheel is not reinvented. Do not define the position so tightly that there is no room for creativity, rather, let the person hired be creative similar to the AFSC work camps of old.

· The youth coordinator should create activities and relationships between teens, within Quakers and greater society. We would be offering a service which others may want to benefit from.

· Please distribute reports of successful activities from youth services in the East so we can see what it looks like.

· Cost of getting teens to activities should be funded by the monthly meeting.

· Rename position to be “Quaker Youth Coordinator”. This would be more inclusive and broader based, possibly to include youth from other religions or kinds of Quakers. Should not be “PYM Youth Coordinator”.

Page 31 of 110
· The youth coordinator should have technology and computer knowledge so they can communicate with teens electronically.

· The person hired needs to have charisma to connect with teens and get them really excited about the activities. They should have administration skills, and have skills for connecting with older folks too.

· There is a huge geographic area in PYM, and we need to worry about the carbon footprint of transportation for participants and the coordinator.

· SBMM has interest in the youth coordinator planning process and would like to be kept in the loop with what progress the subcommittee is making.

p. Group: Santa Monica Monthly Meeting
Date: 11/23/2008
Report by: Michael Eastwood

[Three subcommittee members were present with a few members of SMMM]

− Friends felt that it was hard to maintain a strong teen program with all volunteers and that at SMMM in particular there were not enough teens to constitute a viable group on their own. The meeting has a number of younger children at this point and friends were excited about the possibility of having a stronger youth program in place for them by the time they get to their teen age years. A friend commented that we don't even have time hardly to wash the dishes these days, emphasizing how important it is that the position be paid.

− Friends were excited that the proposal for a youth coordinator was coming from the youth and felt that it is important that the youth continue to be involved in shaping the position. One friend recalled how the AFSC teen service trips were created at the request of teens many years ago and how powerful those trips were for all the participants.

− The theme of social action drawing youth and adults to be involved with Quakers was brought up by several friends. These friends felt it would be very important for the YC to be involved in planning service projects as well as gatherings.

− Friends also emphasized the need for fellowship among younger friends. One friend observed that in a society in which the dominant norms are so different from our own it is important for friends to have the opportunity to spend time with others who share their values and beliefs.

− Friends were also concerned about the lack of support for parents in the meeting and questioned how this could be changed.

− A friend mentioned that it would be important for the YC to assist the youth with arranging for transportation to gatherings.
A. 2. Business Meeting Reports & Letters from Monthly Meetings

a. Group:   Central Coast Friends Meeting  
Date:  6/14/2009  
Report by:  Sue Torrey

Sarah, Attached are the minutes of the June Meeting for Worship for Business of the Central Coast Monthly Meeting in which we minuted our support for the Youth Coordinator Position (a minute which was brought to us by our teen business meeting). Best to you, Sue

Excerpt:

YB@M Report - Laura Adair read a Minute that Teen Meeting for business had developed, that asked Central Coast Friends meeting to consider for presenting to Pacific Yearly Meeting.

Central Coast Friends Meeting supports and recommends to Pacific Yearly Meeting that a Youth Coordinator be hired.

Ian Adair read the job description developed over many months with other meetings. Emily Howard, youth facilitator, discussed the financial resources to accompany this position and the impact on the yearly assessment to monthly meetings by Pacific Yearly Meeting. She pointed to at least seventy pages of discussion from many meetings on this proposal to be found on the internet. The ages of population to be served ranges from 12 to 35, with emphasis on middle and senior high school youth.

The Pacific Yearly Meeting will assess each member monthly meeting $67.00 per year, which is about double the current assessment. The youth recognize the great cost, but are certain that the youth in Yearly Meeting and their teachers, parents, and meetings will greatly benefit the youth and adult presence in each meeting, increase continuity, and expand Friends presence in meetings and communities. Ian pointed out that Central Coast meeting has had proportionately a greater number of youth than many other meetings. The coordinator can develop a broader base of youth throughout Friends meetings within California. Laura described how PYM youth have developed internet, text messaging, and Face Book connections, but through a Youth Coordinator, these can become greater in scope and depth and expand the youth and intergenerational paths of communication.

When asked how the salary and benefits compared to other non-profits organizations, Emily said that this was well researched and used in the proposal. Friends must be in integrity and not hire someone for part time, and then expect them to work full time.

The meeting approved the minute as presented by the youth. Clerk, Sue Torrey will forward the minute to Pacific Yearly Meeting.

Minute 2009-6A: Central Coast Friends Meeting supports and recommends to Pacific Yearly Meeting that a Youth Coordinator be hired.
b. Group: Davis MM  
Date: 7/12/2009  
Report by: Alyssa Nelson

The follow excerpt from the July 12, 2009 Business Meeting Minutes of Davis Friend's Meeting was received by Alyssa Nelson:

PACIFIC YEARLY MEETING YOUTH COORDINATOR PROPOSAL: Presented by Julie Harlow (See Alyssa Nelson report – Attachment C.) Question – what does this do to Yearly Meeting budget? We don’t know. Is there a plan for assessing the impact on outreach over the initial 3 years? Yes. The proposal was discussed.

Minute 2009-27: Meeting supports the PYM proposal to hire a Youth Coordinator.

c. Group: Honolulu MM  
Date: 5/16/09  
Report by: John Whalen, Clerk

Aloha Friends,

Thank you for the email contact for your subcommittee. Attached are comments on the most recent PYM Youth Coordinator proposal that I sent to Joe Franko prior to the RepCom meeting. I am forwarding them again to you in case they haven’t reached you.

As noted in the attached letter, we had not received the revised proposal in sufficient time to consider at our Meeting for Business prior to the RepCom meeting. However, after I read the letter at the following month’s Meeting for Business, our members concurred that the questions and comments in the letter were appropriate and spoke their mind.

John Whalen, Clerk  
Honolulu Monthly Meeting

HONOLULU FRIENDS MEETING

February 19, 2009

Joe Franko, Presiding Clerk  
Pacific Yearly Meeting

Dear Joe Franko,

This letter is intended for all members of the Pacific Yearly Meeting (PYM), but particularly those who attend the Representative Committee meeting on March 6-7, 2009, at which a decision may be made on the proposal to hire a Youth Coordinator for PYM.

Honolulu Friends Meeting considered this proposal at our recent Meeting for Worship on the
Occasion of Business on February 8th. We did not attempt to reach unity on whether or not to support this proposal because we realized that we had too little information about its specifics to discern how it might affect our Meeting, in either a beneficial or potentially adverse way. Perhaps this best expresses the sense of our Meeting at the present time – that we are uncertain about how this proposal affects us and are concerned that PYM may decide on this matter before we have had an opportunity to learn more about it.

Last week I received via email the February 2009 draft of the PYM Ministry and Oversight Committee’s proposal for the Youth Coordinator position. Since this draft was not available prior to the discussion at our Meeting for Business, the comments below are only my own. But they are based on questions and issues raised by our members at our Meeting for Business, so I hope they will be helpful to PYM when considering whether the Youth Coordinator program should be extended to Hawaii.

1. The current proposal recommends that Youth Coordinator activities be confined to the contiguous U.S., in the beginning and later expanded to Hawaii, Mexico and Guatemala. It is unclear when expanded activities would occur and whether Hawaii and the other two meetings would be consulted before this happens.

2. It is also unclear whether the increased assessment will apply to Hawaii, Mexico and Guatemala, even if our meetings are not covered by the Youth Coordinator program. As described on page 3 of the proposal, the assessment would not apply if Option A is selected. Option B, however, suggests that Honolulu Monthly Meeting and the Big Island Monthly Meeting would need to appeal to the Finance Committee for a reduced assessment. Given the choice, I believe members of Honolulu Monthly Meeting would prefer Option A.

3. On page 8, the estimate stated for the number of teens and youth residing in the Hawaiian Islands is at least twice the amount that the preparer of our Directory and I count after we deduct the number of children under 12 years of age and add the young adults we believe are 35 years or younger. Several young people associated with our Meeting are in boarding schools, colleges and graduate schools in the U.S. mainland, even though our Directory may imply that they live in Hawaii. Sadly, many remain on the mainland into their early adulthood (i.e., up to 35 years of age) due to the high cost of living in Hawaii and other factors that discourage them from returning to the Islands.

4. As pointed out above, we don’t have many Quaker teens and youth in Hawaii and they are spread out among the Islands, so it is difficult to organize group activities for them. For a while we held an annual Youth Camp to which young Quakers from throughout the Islands were invited, but we laid down this activity several years ago because of logistical and financial challenges and a generally low level of participation. It would be very useful to hear the accounts of the people who were involved in the Youth Camp program about their experiences and perspectives before deciding how and if a PYM Youth Coordinator might be helpful to youth in Hawaii, especially if visits by the Coordinator are infrequent.

5. In recent years we have offered young people an opportunity for exposure to youth-oriented programs at PYM and the wider Quaker community on the U.S. mainland by providing financial assistance for travel and registration fees. We acknowledge with
gratitude that PYM provides financial assistance for our PYM representatives to travel to the RepCom and Yearly Meeting, but this does not cover all travel expenses. To enable younger members a chance to attend PYM, we need to supplement this allowance with funds from our own Meeting. This year, for example, both our PYM representative and alternate representative are within the age group defined as “teen and youth” in the PYM Youth Coordinator proposal, but neither could afford to attend without financial assistance. We also provide support for other types of Quaker experiences. Last year we gave financial assistance to two teens to attend the youth summer camp at Ben Lomond and to another pre-teen to attend a Friends music camp in Ohio. We would like to continue this type of support, but are concerned that a significant increase in the PYM assessment may make this difficult.

As stated earlier, these comments are not meant to express opposition to the PYM Youth Coordinator proposal, but to raise caution about extending this program and related assessments to Hawaii.

In Peace,
John Whalen, Clerk
Honolulu Friends Meeting

d. Group: Monterey Peninsula MM
   Date: 6/17/2009
   Report by: Lee Knutsen, Clerk

The following is an email sent to Joe Franko, Laura Magnani, Shayne Lightner & Sarah Rose House regarding the PYM Youth Coordinator and SFVM Trust proceeds

Dear all,

I thought you would be interested in Monterey Peninsula Meeting's Minute related to the PYM Youth Coordinator, and the related Minute re application for funds from the San Fernando Valley Meetinghouse Proceeds Trust. Both are contained in the text (below) of the letter we sent Lanny Jay [PYM Holding Committee Clerk].

LK

Dear Lanny,

At Meeting for Business on June 14, Monterey Peninsula Friends Meeting welcomed the opportunity to apply for $816.00 from the San Fernando Valley Meetinghouse Proceeds Trust (SFVMPT). We agreed to use the monies to help meet what is expected to be an additional assessment by Pacific Yearly Meeting that would allow the hiring of a Youth Coordinator.

We understand that the Coordinator position will be for a three-year trial period, and have already Minuted our support of this endeavor. The $816.00 request reflects 1/2 of the additional $35 per Meeting-member assessment for the three-year period of the PYM Youth Coordinator proposal.
Although we have no youth in our small Meeting of 16 members, 14 of whom are on fixed income, we are avidly in favor of supporting the healthy growth of our youth, which we believe would be enhanced by the hiring of a Youth Coordinator. We are therefore committing to pay the other half of the extra assessment from our limited Meeting funds.

Additionally, Monterey Peninsula Friends Meeting Minuted a suggestion to you and to the PYM M&O Youth Coordinator Subcommittee that each Meeting within PYM demonstrate their caring for the spiritual community of our youth by paying at least half of the extra assessment, if at all possible, and apply for monies from the SFVMPT to make up for the extra needed.

At this late date, it might be difficult to find out if Meetings would approve the above proposal. So perhaps, as Holding Company Clerk, you could reserve the equivalent of three times 1/2 of the extra assessment per member ($17 per person) for this purpose until a decision is made by each Monthly Meeting regarding this proposal.

As PYM Statistical Clerk, and using last year's numbers, I calculate that amount would be $74,919 (17(1469 x 3)) excluding Big Island, Guatemala, and Mexico City from the additional assessment, as has already been proposed.

In Peace,

Lee Knutsen, Clerk, Monterey Peninsula Monthly Meeting

e. Group: Orange County MM
Date: 7/19/2009
Report by: Dee Abrahamse

Orange County Friends Meeting has discussed the proposal for a Youth Coordinator position for several months. At its Meeting for Business on July 12, the following minute was approved:

200907-009: Orange County Friends do not support the Pacific Yearly Meeting proposal for the youth coordinator in its present form. While we support providing a service to youth in the Yearly Meeting, we believe that this proposal does not adequately address the ages most in need of support in monthly meetings, from ten through twenty-two.

We recognize that some members of our meeting are strongly in support of this proposal, appreciate the work that has gone into it, and wish to emphasize that we recognize and agree with the need for services to youth. However, the feeling in the meeting was that the proposal needs to emphasize programs for middle school (10-13), as well as high school, youth rather than college and post-college age.

Dee Abrahamse
Email from Terry Kenyon

Dear Friends,

Attached is a report from Palo Alto Friends Meeting regarding the Youth Coordinator proposal that will be considered at our annual gathering this summer. There has been much discussion regarding the proposal both formally and informally for several months. There was great appreciation for the work done by PYM Ministry and Oversight. Many Friends felt the July 1 revised proposal provided more clarity in several areas. We are grateful for the Friends who have done this work.

As we send this report we will continue to hold in the Light all members and attenders of Pacific Yearly Meeting as they gather and further worship together on the call regarding our work with youth. Friends from Palo Alto have agreed the attached report reflects the place(s) we are currently at and pray that the Spirit will lend it guidance to further deliberation.

With peace,

Talley Kenyon
Clerk, Ad-hoc Committee on YC proposal

An ad-hoc committee held a well-attended open committee meeting in May, 2009 and a worshipfully led discernment period in Sixth Month Meeting for Business. This report describes the sense of the Meeting as of June 12, 2009. The revised proposal dated July 1, 2009 was read by most members and attenders but did not lead to changes.

- We were in unity that the teen years matter deeply and are a time when experiences shape the adult person. We want to provide our youth with opportunities to experience challenges to their spiritual, physical and emotional growth in a safe environment.

- We were in unity that Pacific Yearly Meeting and all Meetings within Pacific Yearly Meeting need to work more actively with our youth and support those who are called to pursue this work.

- There were questions on whether there is a need for more active work for adults in their mid-20s to mid-30s.

- There were a range of concerns about the size of the proposed budget and the proposed options for funding it. The thoughts expressed varied from feeling the cost per day is very small and manageable, that the proposed budget amount would prove inadequate, that it was not clear whether Palo Alto
Monthly Meeting could come to unity to pay the assessment increase and whether the increase is financially prudent at this time.

- During worship other interesting ideas for increasing and improving our work with youth arose. We left worship feeling such ideas deserve serious discernment.
- Because of the concerns, questions and possibilities raised we were not clear about hiring a full-time staff person.

ADDENDUM: Some of the ideas heard are listed below.

1. PYM establish a budget line to support work done by volunteer coordinators.
2. Work with adults in Monthly Meetings to improve their abilities to work with youth and adults.
3. Is it possible to have part time coordinators - one for CPQM and one for SCQM? This reduces the need for travel and provides 2 people who could come together for youth work at PYM.
4. Can changes be made to worship to make it more active to help youth engage?
5. Can we release a Friend who is called to this work to go forth as proposed and find out what this work may be?

Response from Shayne Lightner

Dear Talley,

On behalf of the PYM Youth Coordinator subcommittee of Ministry & Oversight, I want to thank you and all Friends of Palo Alto Monthly Meeting for your care and discernment of this. I, for one, am touched by the effort you put into this.

May we have your approval to include this document in our appendices (which includes all such documents we've received from Monthly Meetings)?

In the meantime, thanks again and we greatly appreciate being held in the Light as we gather in Walker Creek.

In peace,
Shayne Lightner
Clerk, PYM Youth Coordinator subcommittee
of Ministry & Oversight

g. Group: Redding MM
Date: 2/1/2009
Report by: Emails from Friends from Redding MM

Hi Paul. Sorry to be late responding. We have not reached a consensus in Redding Friends Meeting regarding the youth coordinator position, but I will forward you some individual comments of Friends.
First note the e-mail below from Tom and Susie Morehouse. They are quite concerned about the dramatic increase in PYM fees. Redding is a small meeting. Several of our members are in a low income category. They are suggesting a half time outreach position with all age groups as the focus (including adults). They would like to see "justification and accountability" before expanding a youth coordinator position to full time. In other words start at half time, evaluate the outcomes, and expand program if expectations have been met and there is a clear need.

One other retired member on a fixed income expressed dismay at the prospect of doubling the PYM fees. The word she used was "ridiculous". There wasn't time to explore what she might suggest as an alternative.

Doug Milhous point of view: I recognize the importance of building community as Quakers among our youth. It does seem that leaving the job of planning youth activities to volunteers is a "hit and miss" proposition. Our youth are too important for the quality of their program left to the chance that we will have a strong and wise leader in charge of their programs. Ultimately we hope that a significant percentage of Quaker youth will grow up to be Quaker adults. This is critical for the health of the Society of Friends in the future. It seems to me that this proposal for a Youth Coordinator goes a long way towards the goal of raising Quaker youth with strong Quaker values and a strong sense of community who grow up to be active adult Friends. I therefore support the Youth Coordinator position. Yes, I support the position as a full time position. It seems that even if the PYM fees go up to $60 per year per member, that is only $5.00 per month.

I am glad to see that there is a supervisor for the position. Quality control will be very important! I did not see "policies and procedures" as part of the job description. For instance CPQM has a teen handbook which establishes procedure and expectations for the teen program. I suspect PYM has something like this also. It seems that the youth coordinator should have a role in this area, working with teen committees and M&O committees.

Peace and Goodwill,  

Tom and Susie  

Date: Sunday, January 18, 2009, 9:09 PM

Tom and I agree that a full time youth coordinator is not warranted given the dramatic expense increase to monthly meetings and the single focus on youth. We may have the funds now because of the benevolence of the UMC but if that changed we would barely be able to financially support our own small meeting (remember that struggle?).

We could support the idea of a half time outreach coordinator who has a broader focus including both adult and youth. Why is the focus just on youth? Is the future of the Quaker faith just solely in the hands of youth? We dont think so. What about outreach to adults to help those who are members, attenders and potential members and attenders. We would support this broader outreach approach but dont support a full time youth coordinator. If only a youth coordinator position is advanced then we support it being half time only at least until sufficient time has progressed to produce evidence of justification and accountability. How many youth in the 13-25 year age group are there in PYM vs the number of adults who have no paid position providing support?
h. **Group:** San Francisco MM 12th Month Meeting for Business  
**Date:** 12/8/08  
**Report by:** Chris Mohr, clerk, SFFM

San Francisco Meeting discussed the Youth Coordinator position during our meeting for business in Twelfth month. Friends were generally amenable to the idea, and did not feel the need to have a separate session to discuss it. The draft minutes follow.

Clerk’s report

*Clerk Chris Mohr reported...He requested feedback on the Pacific Yearly Meeting’s consideration of hiring a paid children’s program staff member. The person would primarily be concerned with youth activities during and just before the yearly meeting session, and perhaps at other times in the year. One Friend relayed that it was suggested at Quarterly Meeting that perhaps the staff member could also help with Quarterly Meeting youth activities. One Friend relayed that teens in another yearly meeting were disturbed about their lack of input in selecting the staff. Another Friend noted that there are advantages of having a staff member, but that a job description should be created first (so that the person is not set up to fail), and that we need to be aware that our annual assessment would double in order to fund the position. Friends were generally positive about the proposal.

---

**Group:** San Francisco MM  
**Date:** 6/14/2009  
**Report by:** Chris Mohr, clerk, SFFM

San Francisco Monthly Meeting  
Minutes from Meeting for Business, 6/14/2009

**Discernment on Pacific Yearly Meeting Youth Coordinator position**—Chris read a letter from the Youth Coordinator Subcommittee of PYM Ministry & Oversight. The letter concerned the history of the development of the proposal: “…PYM united in principal on hiring a Youth Coordinator at the last annual session….The proposal…was then presented to Representative Committee in March. Friends’ feedback was supportive and helpful and we were asked to continue to explore several issues before this comes up for final consideration at Pacific Yearly Meeting this summer.” The full text of the proposal is available at [http://pacificyearlymeeting.org/rep-com/YCProposalRevisedFeb09.pdf](http://pacificyearlymeeting.org/rep-com/YCProposalRevisedFeb09.pdf)

Several paper copies were available. Chris noted that there will be programmatic and financial implications for the monthly meeting if the proposal is adopted. He estimated that the current annual assessment to PYM is $3400, so it would increase to $6800 under the proposal.

Friends held an extended discussion and expressed a variety of viewpoints: It was pointed out that this is a big change, from the yearly meeting’s having no employees to having one employee, with all that that entails. We of course want to retain the participation of young people as they move from childhood to teen and young adult years. One concern was that the people supporting the proposal are imagining different things from one another, with each person seeing it as a solution to a different problem. It would be easy to expect too much. Another had trouble knowing how such a job would work, when the yearly plus quarterly meetings gather for a total of 1 week plus 5 weekends per year. One Friend observed that programming for those gatherings has proved to be beyond the strength and light of all-volunteer committees. Several Friends expressed a desire to go ahead and
try this. One encouraged us not to make a decision based on fears of what having one employee would lead to in the future, and another a desire not to get entirely lost in details. Concerns were expressed that we fell far short of expected individual donations in 2008, and that the cost of this needs to be considered, including what other expenses of our meeting we might be willing to cut in order to meet the new expense. It was noted that some small meetings might be able to be exempted by the yearly meeting from the increased assessment. The clerk drafted a minute recording where we reached in our considerations, and we will continue at the next business meeting.

6-7. San Francisco Monthly Meeting wishes to support the inclusion of young people in our community, from children whose footsteps we are hearing upstairs today, to teens and young adults. The meeting supports programming for the youth in PYM. We recommend PYM adopt modest, realistic expectations for the Youth Coordinator, if hired, especially in the first year. We recognize approval of the Youth Coordinator may cause us to make choices in the uses of our own funds. We ask Property and Finance to study how this would impact our budget and report in July.

i. Group: Santa Barbara MM  
Date: 2/3/2009  
Report by: Nancy Rowan, Ministry & Care Committee Clerk, SBMM

Dear Maia:

We thank you for your visit to our Santa Barbara Monthly Meeting on November 16, 2008, and we appreciated your presentation to us of the proposal for a PYM youth coordinator to minister to the needs of PYM Quaker youth, (JYM, and YF). At the present time our meeting does not have any teenagers; however, we do have a few elementary school age children whom we hope will still be with us when they are teenagers.

At our Meeting for Business on January 11, 2009, we approved the general idea of a PYM youth coordinator on a trial basis, e.g. a four or five year experiment to see if this position is effective in ministering to the needs of PYM Quaker youth as the proposal outlined.

We would like to be kept informed of any significant changes in the job description and progress on the overall proposal and plans for funding it. We would be open to considering an increase in our PYM assessment if this were needed for a trial period, although we would want to know more about the funding process before we committed to a specific amount.

At the present time we do not have a PYM representative, so we don't know if Santa Barbara will be represented at RepCom in Visalia in March when this proposal will be brought forward. Please relay our input to your committee.

In the Light,

Nancy Rowan  
Ministry & Care Committee, Clerk  
Santa Barbara Friends Meeting
Group: Santa Barbara MM  
Date: 6/15/2009  
Report by: Nancy Rowan, Ministry & Care Committee Clerk, SBMM

Dear Maia and the Committee on PYM Youth Coordinator:

At our meeting for business on 6/14/09 Santa Barbara Monthly Meeting affirmed our earlier support of the proposal to provide a PYM Youth Coordinator for a 3-year trial period. We understand that this would increase the annual PYM assessment to monthly meetings, probably even doubling the assessment, and we approved and are prepared to accept this outcome if approved by PYM at the annual gathering this summer. We want to encourage more opportunities for PYM Quaker youth to gather for fellowship, education and practice in Quaker process, and service.

At this time we do not have a PYM representative for Santa Barbara MM. In case we do not have a representative by the annual gathering, please accept this as our approval and support of the PYM Youth Coordinator proposal.

In the Light,

Nan Rowan  
Ministry & Care Committee Clerk  
Santa Barbara Friends Meeting

---

Group: Santa Cruz MM  
Date: 2/2009

Proposed Minute for PYM Representative Committee  
Youth Coordinator Position

Santa Cruz Monthly Meeting wholeheartedly urges the hiring of a Youth Coordinator for Pacific Yearly Meeting, to enable year-round programming for our youth, augmenting their once-a-year experience of PYM. We believe that it takes larger numbers of young people together to create the vitality needed to experience Quakerism. Our Meeting itself does not have enough young people to create this community, even though we are one of the larger Meetings in our Yearly meeting. Therefore, we would be willing to contribute our fair share towards funding this proposed commitment.

The Youth coordinator will act as a thread to help bind our youth together, and to help them create several gatherings per year, connecting them with the larger community of Friends. If we act now, we can hopefully make a difference in the lives of our young people and in the future of our Yearly Meeting.

We urge that either Representative Committee or the Yearly Meeting consider utilizing multiple strategies for funding this commitment so that the burden is not borne solely by increased assessments of Monthly Meetings. We also encourage the establishment and recordation of some benchmarks for the program, by which its success may be measured.

---

Group: Strawberry Creek MM  
Date: 1/22/2009

From: Charles Blanchard, co-clerk, Care of Meeting Committee, SCMM
Ms. Laura Magnani, clerk  
Ministry and Counsel Committee  
Pacific Yearly Meeting

Dear Laura,

Ministry and Counsel Committee has asked monthly meetings for input on several questions pertaining to the implementation plan for a youth coordinator position within Pacific Yearly Meeting. I’d like to let you know how Strawberry Creek Monthly Meeting is responding to this request.

On December 7, 2008, seventeen Friends, including two from Berkeley Monthly Meeting, gathered to discuss nine questions that had been distributed to monthly meetings by the PYM Ministry and Counsel ad hoc committee on the youth coordinator. Many issues were raised and discussed. Some Friends expressed concerns about the supervision and safety of children and teens, some Friends raised questions about whether the proposed position is the best way to meet the needs of young Friends, and others expressed concerns about hiring paid staff.

At Strawberry Creek’s Meeting for Business on December 14, the Meeting asked the Care of the Meeting Committee to develop a discernment process. Care of the Meeting Committee met on December 21 to consider how to proceed. The committee reviewed the background material provided by PYM to determine which decisions have already been made, and which remain to be made. We read that “PYM united on the idea of hiring a Youth Coordinator to provide year-round organizational leadership for both teens and young adults in the Yearly Meeting, and appointed a sub-committee of M&O to assemble a potential implementation plan for presentation at RepComm in March 2009.” Yet, the breadth and depth of questions raised by Friends at both the December 7 listening meeting and the December 14 Meeting for Business were of concern to us. At our committee meeting, we found ourselves formulating new queries, wondering if the paid position would be the best way to support the need, and asking if the required funding would be the best use of financial resources.

The Care of Meeting Committee is clear that Strawberry Creek Monthly Meeting will not be able to discuss questions about how to fund the youth coordinator position until our monthly meeting has developed greater clarity about the position itself: are Friends convinced that hiring a youth coordinator is the best way to engage youth, support their spiritual and social development, and nurture their expressions of Quaker ideals and values?
Our committee would like to respond to your question about information needs. We would like to learn more about the types of youth programs that other yearly meetings operate, and any available information would be helpful.

Our next step is to schedule a second listening meeting. We will try to schedule it as soon as possible, and we would welcome the presence of members of Ministry and Counsel Committee and other Friends to answer questions that may arise. The meeting is tentatively to be held jointly with Berkeley Monthly Meeting during the week of February 8.

The committee’s considerations and recommendations were reported to Strawberry Creek Monthly Meeting for Business on January 11.

We thank you for asking for our input. It will take time for Strawberry Creek Monthly Meeting to season the questions that have been posed and to unite on responses to them.

In Friendship,

Charles Blanchard, co-clerk
Care of Meeting Committee
Strawberry Creek Monthly Meeting

Cc:

Katherine Youngmeister, clerk
Strawberry Creek Monthly Meeting

Paul Harris
Ministry and Counsel Committee, PYM

Stephen McNeil, PYM representative
Strawberry Creek Monthly Meeting
Appendix A.3. Visits to and reports from Quarterly Meetings & Representatives Committee

a. Group: College Park Quarterly Meeting, Interest Group  
   Date: 1/18/2009  
   Report by: Joe Magruder

The CPQM meeting today include an interest group on "youth programs." The purpose was not well defined - nobody knew how it got on the interest group list - but before the interest group time Eric Sabelman asked people from our committee to attend. In the end 18 people attended the interest group. It was a listening meeting and we went around the circle with people expressing their concerns and support. There was a lot of the latter. There were at least three threads of concern.

Several Friends (included Friends who had attended the listening meeting at Strawberry Creek) were concerned about the level of supervision of youth at Yearly Meeting. Specifically, they did not bring their children, especially daughters, because of the coed sleeping arrangements and the associated unwanted "male attention." This is viewed as a safety issue. (And people were not without examples, both here and in NPYM, of serious problems.) The subtext is a questioning of providing financial support to programs that they don't find suitable for their children, programs where the content is determined by those who they see as the most permissive parents.

A few Friends from small meetings felt their meetings couldn't afford an increased assessment, especially for a service they don't use.

The third concern was about the relationship between Yearly, Quarterly and Monthly Meetings. How is responsibility shared between these three levels? Is this only adding to a Yearly Meeting superstructure that already is irrelevant to most Friends?

There were other concerns about the need for a clear job description, of not trying to be all things to all people. There was some concern about program content.

As I noted at the start, there were many positive comments. Most understand the need for critical mass and that Monthly Meetings, even the urban ones, don't provide this. There was also the general understanding that the job requires more than a volunteer can be expected to do. One Friend, Benj Thomas, who is from Ukiah but is a member of Baltimore Yearly Meeting, spoke of the Baltimore Yearly Meeting being one of the most positive experiences his kids had as teens. He noted that the feeling in that Yearly Meeting is that it results in many more of their teens remaining (or becoming) Friends (although his children have never been Friends).
The following is an excerpt from the CPQM minutes:

Minute: We have labored on the question of our youth and programs... We confess our own shortcomings on this issue as a Quarterly Meeting. We yearn for a vibrant, intergenerational Society of Friends. We ask Monthly Meetings to labor on this issue in advance of Pacific Yearly Meeting annual sessions. We pray for divine guidance in this matter.

b. Group: Southern California Quarterly Meeting

Date: 11/8/2008

Report by: Excerpt from Plenary II Minutes

Robin Durant (co-clerk of the Youth Coordinator Planning Committee) and Sarah Rose House presented the report.

The committee has been researching the needs of PYM with respect to hiring a Youth Coordinator. They have put together a job description and a summary of the background behind the proposal of the Youth Coordinator position and the reasons for the creation of this position. Last summer, the youth of PYM spoke with great passion about their desire that this position be created. Maintaining the relationships among the youth of PYM will have a long term benefit for the future of our Yearly Meeting.

Sarah Rose House provided some of the history behind the proposal for a Youth Coordinator. In the past, Young Friends have tried to organize and create opportunities to gather outside of Yearly Meeting. Their busy lives and schedules made it difficult to coordinate the logistical and financial aspects. There is a need for someone whose job it is to coordinate these activities.

Members of the committee will be visiting monthly meetings in order to provide Friends with information on this matter and to gather input as to how the position of Youth Coordinator would work out with the Monthly Meetings. Even those meetings that do not have many young people will be impacted by the decision to implement a Youth Coordinator position.

At PYM, the idea of hiring a Youth Coordinator was approved in principal, but Friends felt that more concrete information and details would be required before making a definite decision. The Youth Coordinator Planning Committee will be presenting a position description, budget and supervisory model at RepCom in 2009.
Sarah Rose House, member of the PYM ad hoc committee to explore the possible hiring of a PYM Youth Coordinator presented the report.

Several meetings have been visited by members of the ad hoc committee to gather information on Friends' feelings and ideas about the proposed position. The committee presented a proposal to Rep Com. The ad hoc committee is working to provide a revised proposal to meetings in a timely manner prior to this year's yearly meeting, so that Friends have the information needed to consider this issue at PYM. Friends who would like to help by either joining the committee or providing consultation are invited to contact Sarah Rose House.

A Friend asked that the teens who were present share their views on this matter. One young Friend spoke of the importance of the Junior Yearly Meeting and how the teens would like to be able to see one other more than once a year. The relationships that they are building now will strengthen the work that they hope to be doing as Quakers when they are adults.

c. Group: PYM Representative Committee

Report by: Excerpt from Minutes

[Excerpt from Ministry & Oversight Report to Representatives Committee]

Report from the Youth Coordinator Subcommittee – Proposal for a Youth Coordinator Position

Seventeen monthly meetings in both quarters have been visited, and research has been done on similar positions that have been established by other Friends’ organizations. A copy of the 17-page Youth Coordinator Proposal has been provided to each monthly meeting’s representative, and it is available on the PYM website. A 42-page appendix, with a report on each visit to a monthly meeting, is also now available on the PYM website. (http://pacificyearlymeeting.org/)

With the Ministry and Oversight Committee’s approval, the subcommittee has recommended that we establish a full-time position for a Youth Coordinator who would begin following our 2009 annual gathering. A detailed job description is included in the proposal. The subcommittee recommended that the position be funded by an increase in our per-member assessment (which would approximately double, to $67.00). A budget of about $50,000 per year is anticipated for the Youth Coordinator’s program. Recognizing that some monthly meetings cannot easily afford the full increase, there is intent to seek ways to off-set the increase where that is necessary. The subcommittee concluded that seeking funds from special contributions and grants is not desirable, advising especially that the Youth Coordinator’s job should not include fundraising. The proposal includes provisions for an oversight committee and a designated supervisor, plus a support committee without an oversight role. The Youth Coordinator’s mission would be to gather Friends aged from about 12 through the mid thirties, beginning with our existing gatherings (PYM annual gathering, quarterly meetings, etc.) and an intensive group experience that would probably occur just before or after our annual gathering. We would expect our Youth Coordinator to be a person thoroughly grounded in and able to interpret Quaker...
Friends brought us concerns, expressions of appreciation and optimism, and questions on issues that ranged widely on both topics and levels of detail, from major aspects of the position (for example, that the recommendation is for a full-time rather than a part-time position) to procedures for evaluating the program’s effectiveness, proposed membership on the oversight and support committees, the specific content of the work to be done, and how the program will coordinate with youth work in the quarterly meetings. The expected cost, recommended funding by assessment, and specific purposes of the position were prominent in our discussion. Subcommittee members and other involved Friends responded with clarification and elaboration on Laura Magnani’s concise presentation of the proposal’s central features. The current proposal is clearly designated as a draft, Laura Magnani emphasized, and many Friends are continuing to explore both practical and conceptual issues. Alternatives to some provisions of the proposal were suggested, such as constituting a standing committee to oversee this program rather than to manage it by subcommittees under Ministry and Oversight. One Friend counseled that we are unlikely to succeed in working out unresolved details at Representative Committee or in a plenary session at our annual gathering; instead, we would do well to form the supervisory committee and trust its members to work faithfully on our behalf. We heard a request for additional program visioning, which could lead to ideas for program-generated income such as fees for participation in events and underwriting by other Friends’ organizations whose needs may be met by our programs.

From young Friends, we heard anxiety that our discussion on the proposal may go on for years without a position being created, and also assurance that among young Friends there are so many ideas for youth activities that PYM is not in danger of under-utilizing a full-time position. A Friend spoke from her lifetime of experience in PYM, from childhood through adulthood, about the difficulty this yearly meeting has long had in effectively addressing the challenges our youth face at our gatherings, including drug abuse and sexual harassment. We cannot expect one person to single-handedly transform the conditions that have led some Friends to avoid our gatherings and made it difficult for others to persist. We must remain engaged as a community.

Many important points that have been raised today are addressed in the proposal, we were told, and Friends were asked to read it with care, preparing for well-informed discernment at our annual gathering. The Clerk invited guidance from Friends with ideas on how our search for unity might be facilitated. The Subcommittee on the Youth Coordinator proposal needs and requests active involvement by Friends throughout the Yearly Meeting as the process of seasoning continues. Our Presiding Clerk underscored the need for broad participation in the development of the Youth Coordinator position, including development of the ideas that were brought forward today. The subcommittee cannot carry out all of the work required. Friends were asked to think not only about our concerns, but also about how those concerns may be addressed.
Appendix A.4
Outgoing Written Correspondence to PYM Community-at-Large

a. Group: PYM Junior Yearly Meeting
   Date: 5/7/2009

The following letter was sent to the JYM community on 5/7/2009.

To: Clerk(s) of PYM JYM Committee, Youth Clerk(s) of JYM program, Members of JYM M&O, Members of JYM adult committee, JYM list-serves, etc. [and posted on YC Facebook group]

Dear Friends,

We're writing to tell you a little bit about our work so far, and to invite you to help us in this process.

After this subcommittee was formed in August of 2008, we met via conference call, reflected on the past work that had been done at PYM Annual Session and Representatives Committee around this idea, and made some plans. We visited monthly meetings and worship groups to hold listening sessions, and gave reports at both College Park and Southern California Quarterly Meetings. Many of you attended these sessions and contributed greatly by being there and participating. We also consulted with Youth Coordinators from other Yearly Meetings.

We eventually came up with a job description and budget which we included in our proposal to RepComm where we were asked to polish this proposal and continue the visits and correspondence, develop program content, refine the hiring and supervisory structures of the position, and figure out a few other legal and financial issues. This is a lot of work to be done before August, Friends.

Some JYM youth have been involved with this committee in the fall, but they must be relieved of this work this spring due to other commitments. Thank you for your service, Nora, Gabe and Marc and good luck this Spring!

To complete our mission of fully exploring the possibility of hiring a youth coordinator for PYM (and considering alternatives), we know we must continue to work together and want to continue to engage each other throughout this process. For some of us, PYM is more than a week-long gathering in the summer, and this kind of work is one way that the spirit can continue to move among us in our daily lives.

To try to make a long story short, WE NEED HELP! We realize that joining a committee may not be a good fit for some Friends who'd like to help, but we could use lots of volunteers on special projects between now and Annual Session:

* Here are a few things we need help with:

  attending visits/listening/information sessions to monthly meetings (an adult committee member or volunteer would also be present)

  facilitating these discussions

  note-taking at these discussions
helping to engage other young volunteers, and

helping with other committee tasks according to your skills and interests.

* The committee would commit to:

accommodating your schedule as much as possible in the scheduling of the visits

coordinating transportation help if needed, and

helping familiarize you with where we are with our work.

If you are interested in volunteering with us in one of the ways described above, or even just have some ideas, questions or concerns, please contact Sarah Rose House. Her email address is sarahrosehouse@hotmail.com and she's also on Facebook. You can also contact any other member of the subcommittee or its clerk, Shayne Lightner at lightneris@earthlink.net.

In closing, planning for and hiring a youth coordinator is just one idea for fostering and supporting community. This year, PYM may or may not be led to go this route. We should all continue to be open to the spirit, and consider any alternative or supplemental ways to achieve the goals we share.

Please contact us if you're led and please hold us in the Light.

Thank you,
The PYM M&O Subcommittee on a Youth Coordinator

b. Group: PYM Young Friends

Date: 2/27/2009

Email to PYM YF Email List-serve from Sarah Rose House

Hi PYM Young Friends,

I'm not sure if you have received this so sorry for any overlaps...

Just wanted to be sure you all are aware of the the draft of the youth coordinator proposal, which is now up at the Pacific Yearly Meeting website at this link:


It will be presented at RepComm as a draft for review, with the intention that RepComm be used a springboard for work on this topic leading up to Annual Session in the summer. If you can't make it to RepComm or Yearly Meeting but have concerns about this (positive or negative), please take a look and send us your feedback if you'd like.

Also, please stay attentive to your local monthly meeting business meeting agendas and event calendars so that
if a discussion comes up about this, you may participate if you're interested.

I hope you all are doing well...

Love & Light,
Sarah Rose

**Group: PYM Young Friends**
**Date: 6/30/2009**

Alyssa Nelson sent an email to the PYM YF Email List-serve notifying Friends that the revised proposal had been posted. It included a copy of the proposal with Laura Magnani's cover letter as attachments.

c. **Group: PYM Monthly Meeting Clerks & Representatives, Clerks of Quarterly Meetings & QM Email List-Serves**
**Date: 5/15/2009**

**Update Letter from PYM Youth Coordinator Subcommittee**

Formatted version can be downloaded from this link...

To: Monthly Meeting & Worship Group Representatives to PYM,
Clerks of Monthly Meetings & Worship Groups,
Clerks of Quarterly Meetings,
Quarterly Meeting List-Serves
From: PYM Youth Coordinator Subcommittee
Date: 5/15/2009

Dear Friends,

We hope this finds you well.

We wanted to update you on our work as we continue to explore the many aspects of hiring a Youth Coordinator.

To begin, if you haven't already, we encourage you all to familiarize yourselves with the proposal in its current form on the PYM website at this link:

The appendices are also available at this direct link:

If you recall, PYM united in principal on hiring a Youth Coordinator at the last annual session (as a reminder, this is envisioned as a three-year experiment).

The proposal above was then presented to Representative Committee in March. Friends' feedback was
supportive and helpful and we were asked to continue to explore several issues before this comes up for final consideration at Pacific Yearly Meeting this summer.

Specifically, our charge from Ministry and Oversight includes the following:
- Clarify Supervision Structure
- Program Curriculum/Content
- Financial/Legal Ramifications And Options
- Benchmarks For Success
- Youth Safety
- Continued Visits/Dialogue With Monthly Meetings/Worship Groups/Other Yearly Meetings

Thus we want to invite and ask you to help us.

This is a corporate discernment process and your input is vital. We will continue to reach out to many of you between now and July, but if we can provide you with additional information, or if you would like us to visit your Monthly Meeting/Worship Group (whether or not you have already been visited or contacted), please do not hesitate to contact us at pymycsubcmte@gmail.com

In addition, if you are interested in volunteering in one of the areas described above, please let us know. We welcome your insight and energy!

Most importantly, since this will come up for a final decision either way at PYM this summer, we encourage you to continue to familiarize yourself and your meeting with these issues. Now is the time for us to integrate your thoughts into our work and consider every issue we can with respect to this effort, which is so vital to our community.

Thank you so much for your time, attention, and care, and for holding us in the Light.

Yours In The Spirit That Unites Us All,
The PYM Youth Coordinator Subcommittee of Ministry and Oversight

d. Group: PYM Community and F/friends who are on Facebook
   Date: 5/2009
   Report by: Sarah Rose House

In early May 2009, the subcommittee established a group on the online social networking site, Facebook. We hoped to utilize this tool to provide a forum for discussing our work in progress, and to receive feedback. Here is how we described our group:

A Facebook group, moderated by the subcommittee itself, to share updated information, announce volunteer opportunities and to hear and respond to your ideas, questions and concerns about our evolving proposal to hire a youth coordinator for PYM.

We then posted the following information:

Our subcommittee was formed in August 2008 to to serve the yearly meeting in further developing the proposal to hire a youth coordinator.
We were asked to engage in more active and consistent dialog with Friends across the yearly meeting to hear concerns and ideas, and to work towards a comprehensive job description and budget. We fully engaged ourselves in that work, as well as consulting with other yearly meetings.

In March 2009, PYM Ministry and Oversight endorsed our new proposal and presented it to Representative Committee, where we were asked to continue our work leading up to Annual Session and to also answer to further programmatic, legal and financial concerns.

We're continuing our work of corresponding with Monthly Meetings and Worship Groups, Quarterly Meetings, other Yearly Meetings, other Friends organizations, Friends with particular expertise about related issues, and YOU, in an effort to finalize a comprehensive proposal for Annual Session.

We welcome your insight and energy!

Although there was little traffic in the public sections of this group, there were 97 members who had an additional means of communicating with each other about this work. Please see section A.7. to see one of the posts, by Nate Secrest.

Appendix A. 5. Outreach to PYM Committees, Individuals, and related Organizations

a. Individuals: Dorothy Henderson (SFC Head of School), and Jacob Stone and Greta Stone (BLQC Directors)

Date: 7/14/09
Report by: Alyssa Nelson

[Alyssa Nelson consulted with these individuals and centers over the course of the year. Her email below reflected on that correspondence, informed these groups of the subcommittee's recommendation in the current proposal and invites and encourages further communication on this topic between our organizations].

Dear Dorothy Henderson (SFC Head of School), and Jacob Stone and Greta Stone (BLQC Directors)

cc: Alice Dueker (CPFEA Clerk, SFC), Brian Vura-Weiss (BLQC Clerk), Youth Coordinator Subcomittee

I'm writing to thank you for your input over the course of this year into the discernment process about the proposal to hire a Youth Coordinator for PYM. I personally spoke to Dorothy and Jacob a number of times, in person and/or over the phone, in passing and specifically about this proposal. I did not pursue the issue with clerks of boards because it seemed premature, but am cc'ing them here to make sure they are aware of this communication.

In particular, thank you for offering your responses to our subcommittee's query as to whether payroll and benefits administration could be managed by one of the centers. This email is intended as an update to those conversations. Below is an excerpt from the July 1, 2009 version of the YC proposal that explains why the subcommittee is currently recommending that PYM be responsible for the payroll and benefits administration, instead of running it through one of the centers.
But as we all know, the technicality of payroll and benefits administration is actually the least interesting part. The proposal mentions in a number of places that the YC and committee would be charged with networking all the various relevant youth program folks. The proposal as-is does not go into detail about this; it is intended that such in-depth discussions (with the centers, quarterly meetings, monthly meetings, and so on) would begin once the YC is in place. I suspect that that could be a very exciting conversation, whether it is organized by a paid YC or through some other means.

Please feel free to contact me or the subcommittee if you have any thoughts to offer or need any clarification about what I've written here.

Our subcommittee clerk, Shane Lightener, speaks my mind: "...it's my sense that we as a committee are not wedded to any particular outcome. We have been extremely careful not to advocate this, but rather to engage in a discernment process based on the information gathered and our personal experiences. Personally I am not coming to Yearly Meeting with any vested interest in an outcome or leaning in any particular way. In fact, the only thing I care about is that we have a deep Meeting for Worship on this."

Thanks again. Looking forward to seeing many of you soon.

Alyssa Nelson
[Alyssa then pasted an excerpt starting at page 16 of the proposal. Please see Section 5.IV.A-D. of the proposal date July 1, 2009.]

b. Individual:  Gary Wolff (PYM Treasurer)
   Date:  6/20/2009
   Report by:  Shayne Lightner

[Gary Wolff joined a number of subcommittee conference calls. He also sent the following email to Shayne Lightner, pertaining to some of the research he conducted].
Hi Shayne,

See the attached message that I had sent to Robin. Please add $500 per year for increase in liability insurance including coverage for Directors and Officers Liability, Employment Practices Liability, and Employee Benefits Liability.

Please indicate that I contacted Priority Pay Payroll, Paychex, Inc., SurePayroll, and Centerpointe Payroll Services.

Thank you. Your support makes me feel satisfied that all has been done to address the needs of PYM. I would be grateful to have to child involved in this program.

Gary

c. Individual:  Kathy Hyzy (Western Friend Editor)
   Date:  6/3/2009
   Report by:  Shayne Lightner
Shayne Lightner consulted with Kathy Hyzy about various issues around her employment as editor of Western Friend. He spoke to her about advertising deadlines, hiring processes, hours, payroll administration and finance, supervision, benefits & expenses, and other office expenses. His verbal report about this consultation assisted the subcommittee in discerning related elements of the proposal. A detailed written report of this conversation was shared with and slightly modified by Kathy and is documented below.

WESTERN FRIEND
DISCUSSION NOTES

Report by: Shayne Lightner
Staff Person: Kathy Hyzy
Position: Editor
Organization: Western Friend
Date: June 3, 2009

Advertising Deadlines:
Originally, I called Kathy Hyzy to talk about advertising deadlines for a youth coordinator job listing should we move forward with it after Annual Session. She indicated that we would be able to get something into the September issue if we got them information right after PYM. If not, we would get it into the October issue. The deadline would be September 1.

Hiring Process:
I then talked to Kathy about her hiring process and time-line. She indicated that for Western Friend the applications were due at the end of October. However, she did not hear back until February. She then participated in a phone interview. Then they brought three final candidates to the Western Friend board meeting in Portland. Kathy herself lives in Portland so she did not travel, but the other two candidates were both from California and they were reimbursed for their travel. However, they stayed with Quakers in the area. She does not recall that they did a background check, but they did take the standard three references.

Hours:
I then talked to Kathy about whether he job was a full time job or not. She indicated that on paper, she is paid for 24 hours a week.

Payroll Administration & Finances:
Western Friend has a bookkeeper which costs them $225/month. Kathy receives a monthly paycheck via direct deposit. She submits expenses to the bookkeeper. The bookkeeper does payroll taxes (federal, state, quarterly). The bookkeeper maintains a QuickBooks account and is an independent set of eyes reviewing the books. The bookkeeper handles how much is spent against line items in the budget. The bookkeeper receives from Kathy information about checks written and deposits made. She also has the ability to review the accounts online. Their finance committee meets monthly.

Supervision:
Kathy hasn't yet done a performance review, but she identifies goals, develops a business plan and presents it to the board. The plan is tied closely to the budget, thus there are clear, measurable outcomes. Though she calls on different board members, she talks more to Stephen Matchett who is clerk. A personnel committee is just beginning to formulate policies and procedures such as a performance review.

Benefits & Expenses:
They have workers compensation insurance which costs them approximately $1000/year. They have a
$4500/year line item for health insurance. Kathy purchases individual insurance and Western Friend reimburses her. She believes that that arrangement saves the organization money verses a group account. She indicated that there is something called “Health Savings Accounts” or HSAs, which is low cost to the organization and no cost to the individual.

Other Office Expenses:
They have a budget item of $800/year for postage and other miscellaneous supplies. She uses her own computer equipment, which the organization rents from her for $1000/yr, however she indicated that if we go this route, we should know that the individual will receive a 1099 tax form for miscellaneous income and will have to pay taxes on that as an individual. She has an office outside her home which they rent for her for $260/month. However the previous editor worked out of his house. They paid him for the use of his home office, which was higher than what they currently pay. She also indicated that if we pay someone for their own home office, if the person owns their home, and they do this for five or more years, when it comes time to sell the home, it can create issues the homeowner may have to deal with.

In summary, Kathy indicated that there is approximately $41,000 in budgeted costs related to the editor including salary, office/equipment rental, health insurance, etc. She indicated that she would send us the Western Friend budget and employee manual.

d. Individual: Lanny Jay (PYM Holding Committee Clerk)
   Date: 6/4/2009
   Report by: Shayne Lightner

Shayne Lightner inquired with Lanny Jay as to whether PYM's bylaws permit it to hire a full-time employee, and Lanny indicated that they do.

e. Others

1. Some members of the PYM Finance Committee, including its clerk on at least one occasion participated in several YC subcommittee conference calls to share information and provide feedback.

2. The subcommittee informed nominating committee clerk about what we were recommending in terms of the supervisory structure.

3. In addition, the design of the subcommittee required that many members of the subcommittee were members of other yearly meeting committees and groups. Religious Education for Children, Children's Program, Junior Yearly Meeting, Young Friends, and Ministry and Oversight were represented. Both Quarterly Meetings were also well represented in the subcommittee.

4. Katherine Youngmeister was also consulted by Shayne Lightner for research purposes regarding their knowledge and ideas around supervisory issues (of employees) on 6/10/2009, as we were informed these Friends had experience in these areas.
Appendix A.6. Incoming Written Correspondence from PYM Committees

a. Individual: Gail Eastwood, Clerk, PYM Children's Religious Education Committee
   Format: Email
   Date: 11/23/2008

[This letter is from Gail Eastwood, Clerk of PYM Children's Religious Education Committee, writing on behalf of the PYMCRE Committee. Dated 11/23/08. Sent again by Tom Farley on 7/11/09.]

Dear Robin and other Youth Coordinator Subcommittee members,

The PYM Religious Education for Children Committee met for our fall retreat last weekend. This committee has in the past advocated for a paid staff position to support our young people and those who work with them, and it's satisfying to see this planning process moving forward.

We have two thoughts to contribute to this discussion, and framed this minute around our thoughts:

Based on the results of our survey of monthly meetings it is clear meetings sense a need for greater connection with and among teens. Many meetings seem unaware of the gifts of the young people among them. Some meetings have no teens and lose their kids at age 11 or 12. Therefore, we think that the youth coordinator should also take on some programs open to middle school aged kids. We see the job description as focused highly on regional gatherings and we feel there is a need for someone to facilitate the growth of spiritual connections between young people and their monthly meetings as well.

Both this year's survey and the last survey (2000-2001) revealed the fact that while most meetings (75-80%) have at least a skeletal program for elementary age children, a much smaller minority offer anything for teens. In fact, "teen" age may not be the appropriate boundary, since children most typically drop out of showing up at meeting (first day school or whatever is offered to them) around 11 or 12 years of age; by 13 they are, in most meetings, long gone.

One of the most common concerns expressed to us in this year's survey centered on this reality. "How can we connect with our teenagers?" "We lose them by age 12." "How can we keep them involved when we don't have 'critical mass' for a teen program." It seems clear to us that the youth programs need to swoop these young people in at this age when first day school seems to fail them, and our suggestion to you is to make sure the youth coordinator's position does not get narrowed to "teen coordinator."

In our discussion last weekend, we noted that meetings may easily be unaware of the involvement of their young people in JYM, teen quarterly meeting, and other Quaker programs for young people like Quaker Camp. The teens are gaining skills in running their program using Quaker meeting for business process, and are developing deep spiritual friendships in the safety of worship sharing. But the meetings may not be enriched by this development. Equally, the teens may be missing out on treasures they could be receiving from their meetings. Certainly, the our respondents from the minority of meetings who report teen involvement tell us enthusiastically of the vitality the young people bring to the meeting. And on the other hand, how do the teens feel about their meetings? What might they yearn for from the monthly meetings (...if they hadn't given up on us...)?

We'd like to see the youth coordinator looking at this disconnect between teens and their monthly meetings, and helping, if possible, to bridge the gap.
Our committee would be pleased to participate in the visioning of this important position. We had a sneak preview of the draft job description. Perhaps we could all have it in hand to discuss at our December phone conference?

Thank you all for your efforts!

Blessings
Gail Eastwood
Clerk, PYM CRE

Appendix A.7. Incoming Written Correspondence from Individuals

Note: The PYM YC Subcommittee & PYM's M&O Committee received individuals statements which were distributed to committee members for their review and discussed at committee meetings. Those written statements are only included in this document if the committee believes that have permission to share those statements with the Yearly Meeting.

a. Individual: Becky Layfield Newman
   Format: E-mail
   Date: 5/16/2009

Dear Friends,

I am a Friend not presently active in either Pacific Yearly Meeting or my own Monthly Meeting (Orange County), as I am presently living in the State of Washington and, prior to living here, was in an excessively busy period in my career for about 8 years.

However, in the past I was very active in both, and also fairly active in the Southern California Quarter. Among other things, with Brian Vura-Weis I was Co-Clerk of the JYM Committee for a time in the early 1990s; my two kids also attended PYM for a number of years, into their teens (early-80s – early 90s).

I would love for them to have had a wider and deeper experience of Quakerism and deeply value my own first experience with Quakers, which was at an AFSC weekend retreat in San Francisco in the 1960s; my late first husband had his first encounter when he sought counseling as a CO, again, from the AFSC. Our daughter is now a member of Cambridge Friends Meeting and she and her family are regular, active participants; their girls clearly benefit from the breadth of Quaker activities available in the East. Our son has no Meeting – or other religious – affiliation, but his values were clearly informed by his Quaker experience.

I have been aware of the proposal to hire a full-time Youth Program Coordinator, but today, thanks to the fine Update from your Committee – and the fact that I have time to devote – I read through both the Rep Com. Draft Proposal and the Appendices mentioned in your update. Thank you for the extensive reporting.
Here are some additional thoughts to consider. They are offered not as obstacles, but, rather, because this is so important that it deserves full seasoning and to be done well; inadequate preparation might contribute to an unacceptable experience that would set the effort back for years.

Age Range: 12 – 35 is a very large span and may contribute to the concerns of parents and others about safety. When I was 35 I had teenagers of my own and had already served as Clerk of my Meeting.

Numbers: For purposes of context, would it be helpful to also report (and consider) any or all of the following figures?

- Number of Friends who attend PYM as a proportion of all Friends in the YM; and
- Ditto for grades 7-8; 9-12; and ages 18-25; and 25-35.

One might also look at which MMs are represented by PYM attendees.

Safety: Would it be instructive to consult with some of the folks in similar positions in other YMs as to the rules, living arrangements and so on in place for their gatherings – and to explore how they were developed? It would probably also be helpful to seek input on how unaffiliated youth are handled – this can be a thorny issue and is one with which the Committee will want to grapple, in any event.

Financing: While I agree with Friends’ expressions concerning the importance of finding a way to better be present to our Youth, and understand M & O’s emphasis on the importance of YM & MMs’ acceptance of responsibility for this project, I share the doubts expressed by some others about the capacity of many meetings (not just small ones) to handle a doubling of the Assessment. That said, the requisite funds may well be available, if a more complex funding mechanism could be developed.

This might include – among other sources:

- Some increase in the Assessment;
- Some charge to participants on a voluntary basis (let folks know what things actually cost and ask for free-will donations);
- Some specific fund-raising; and
- Simply asking Friends to contribute as individuals – something we would certainly do in our family.

Program Content: It seems to me that the most problematic issues revolve around the geographic extent of PYM and the very loose-coupling between MMs and the YM. The Committee may wish to devote considerable thought to how to make the work of a Youth Program present to many meetings.

An example: Each year, develop a “Youth Event-in-a-Box” or two which could occur in any community with the support of a local committee and an “Out-of-Town-Facilitator,” if necessary. One job of the Coordinator/Committee/Youth would be to develop detailed plans for such events.

A quick mini-example might include the following elements:

- Dinner Saturday through lunch Sunday;
• Team-building activities;
• Something fun to do;
• A thought-provoking movie and associated discussion (or some other lead-in/set-up for a discussion);
• Shared meal and snack-preparation;
• Worship-Fellowship Sunday morning; and
• A cool Facilitator.

Some Meetings might be able to provide their own Facilitator (who would have prompts for Worship-Fellowship and the Discussion), but Youth Gatherings could also be used to train Facilitators – including teams of Youth Facilitators – to specifically support these activities.

Meetings with no Youth – or few Youth – might need to partner with a local United Church of Christ or Unitarian-Universalist group or . . . ?

These plans could also be used for some of the Quarterly gatherings, but in an On-the-Road format for distant (or non-participating) Meetings.

This is just me brainstorming quickly – more folks (including Youth) would come up with much better ideas, but you get the picture.

Hopefully yours,
Becky Layfield Newman

We will be in Richland through March or April, 2010; then, hopefully, on a cross-country bike trip to Mid-October, 2010. After that we will return to Orange County. If there is some way in which I can be helpful from here, I would be willing to try.

b. Individual: Carl Anderson

Format: Notes
Date: 3/7/2009

The following notes from Carl Anderson regarding previous youth programs were received by the subcommittee at Rep Comm 2009.

Notes on Previous Youth Programs 1975-1990
Draft, 2/11/09

When considering a possible youth coordinator for Pacific Yearly Meeting, we can draw on the experience of previous youth programs. The experiences are largely but not entirely positive, and both positive and negative aspects can teach us.
Think about two general periods:
1. About 1975-1980

It seems to me that youth programs were more successful in the earlier of these periods. I have some suggestive data supporting this, and will mention the implications.

### 1975-1980 Period

A sample comes from the New Year’s Gathering of 1977-78. I have a list of 50 names who attended. Of those 50, I recognize at least a dozen who I’ve seen at Quaker events in the past several years, and 5 more who (I think) are active in Friends, but outside Pacific YM.

How can we tell if a youth program is successful? One measure is how many folks later wound up as adult Quakers. I think this period qualifies.

### 1985-1990 Period

Carl Magruder has mentioned that he and Carin Anderson were the only folks from their age group who remained active in PYM Quakerism. Both were born in 1969, which puts them in their late teens about 1985-1990. By the same criterion, the youth programs were less successful in that era. (Note: Carin and I are not related.)

### Some Possible Explanations

1. More Adult Support

During the 1975-80 period, teenagers benefited from volunteer adult support, notably Tom and Sandy Farley, and John Way.

2. Countercultural Optimism

During the 1960’s and early 1970’s, the wider culture had a lot of hope of creating a different, more loving world. This was fading by the mid-1970’s outside Quakerism, but perhaps lasted longer among Friends.

3. Feminist Activity

I was at the 1977-78 New Year’s Gathering, and I found it so significant that later, when I found the epistle and attenders’ list from that gathering, I typed them into my computer. At this gathering, the young women (typically late teens) compared experiences with each other. It seems that several of them were feeling too much sexual pressure, so they decided to speak up, collectively. This led to a very intense discussion involving the whole gathering, which benefited the youth culture for several years thereafter.

I have one later data point. That’s the experience of [redacted], who spoke once at Quarterly Meeting about her experience growing up Quaker. [redacted] mentioned that she had felt that undesired sexual energy directed at her. Here’s a possible explanation for the lower rate of people becoming Quakers. I infer that others may have experienced the same thing as Carin, but without a correction similar to the one at the 1977-78 New Year’s Gathering.
Implications

Some Friends in Strawberry Creek have discouraged or banned their teenagers from participation in events like New Year’s Gathering. This is not a course I would recommend. However, those Friends can reply that I’m not the one who would have the parental responsibility.

How do we create a culture in which people don’t push too hard on each other’s boundaries?

How do we allow people to figure out the importance of these boundaries, and where they are? Some degree of error is inevitable in learning.

How might a youth coordinator improve our success in this area? Full success can’t be guaranteed, but even partial success is worth something.

How might a youth coordinator facilitate participation by other adults in youth programs, toward this end?

To what extent can we expect more adults to participate in youth programs? Consider myself as an example. I have other interests and responsibilities, so I don’t expect to participate very much. However, I did more than my usual within the past year. Nominating committees have difficulty filling the relevant positions.

Appendix: Western Young Friends New Year’s Gathering, 1977-78

Western Young Friend's Retreat, New Year's-1977-1978

Address List and Epistle

We began as circles-of men and women-in which we spoke, between silences, of our joys and feelings of being men, of being women, and also of our fears and anxieties. A bond of love, trust and freely expressed closeness was born in these groups which brought a kind of unity and warmth to the whole time we spent together. Later, we each spoke our piece, circle within circle. Each one held the ring or the bracelet and spoke, all listened and savored each word, as we realized how alike we all are. It seemed to us later, upon reflection, that our words had grown out of the silence of the New Year's worship, and somehow the beauty and strength of our sharing would not end at Harlow Lodge.

-Epistle Committee: Kate Connell, Ross McKinney [sic] and Jeff Stewart

The address list has 50 names. Of those, I recognize about 12 who are still active in a PYM meeting, and 5 more who are still active Quakers but outside PYM. There may be others.

Carl Anderson [I was 27 then, sort of an elder in the group]
Julia Bazar
Kate Connell
Tom and Sandy Farley [you can think of them as adult volunteers]
Lisa Hubbell
Melissa Lovett [Lovett-Adair]
Ross McKinney [Mackinney]
Eric Moon
Jim [Diego] Navarro
Sarah Tyrell [Tyrrell]
Margaret Willits

And still active in Quakers but outside PYM area:

Kerri Hamilton [Hamilton-Warner]
Paul Jolly
Laura Martin [I think]
Pan Tangible [I think]
Jay Thatcher

c. Individual: Carl Magruder
   Format: E-mail
   Date: 6/20/2009

[Email from Carl Magruder 6/20/09 in response to an email from Sarah Rose House inquiring about Carl's perspective on the program content component. An excerpt from the proposal, Section 2.III was provided.]

Sarah-

I feel that I have been out of this loop for a while. I read the description below, and it seems quite adequate to me. What I wanted was for the Youth Coordinator to be a catalyst for a vital and compelling exploration of the Quaker faith for our young folks. In my time in PYM, the nurturing of JYM was done by YAFs when I was a teen. This was a mixed bag, as the YAFS were a lot of pot smoking hippies, and it wasn't clear to us whether being a pot smoking hippie was what was cool, or if being a Quaker was what was cool, or if Quakers were just cool because they tolerated pot smoking hippies. But the YAFs did take our nurturance very seriously, and a lot of straight talk about life went on, which was very valuable. Good examples of gender equality and acceptance of homosexuality. A powerful sense of acceptance enabled many of us to bloom into who we authentically were meant to be.

Then it was time for my generation to be the YAFs and there just weren't enough of us to do the job, and we freaked the adult meeting out with some sex drugs and rock-n-roll talk, and it was handed over to the adults. Then an era ensued among young Friends where teens were told that there were no rules to Quakerism, that doing whatever they wanted is the soul of Quaker belief, and there was a general time of "PYM provides a safe-ish environment for young folks to experiment with sex and drugs." This empowered teens but did not deal with them entirely honestly. A powerful sense of acceptance enabled many of these kids to bloom into who they were authentically meant to be.

Bottom line: During my whole life the youth program has not helped young people to grow up to be Quakers. I don't mind if they don't, but I feel like they never get the chance to, either, because we don't really let them in on the faith. I would like this youth coordinator to be in the business of helping folks to fully explore their Quaker spirituality, religion, history, activism, community, and if they then decide that they are really Catholic, that's fine. At the same time, I recognize that Quakerism itself doesn't have a clue what it is meant to be in this post-modern time. We need the kids in on that conversation.

I think that it is fair to say that this is a minority perspective, and that it may be old fashioned and unrealistic. So, I'll be easy with what the community decides.
On a side note, I have now been in D.C. for a year, and what I can tell you unequivocally is that solutions to the world's problems that don't involve helping the rich get richer will not be forthcoming from D.C., Obama or not. Therefore, quite possibly before our high schoolers graduate college, the world will change radically. The economy is on intense life support, but it is a terminal case, necessitating perpetual growth based on a finite resource base. We are at or near peak oil, peak coal, peak fish, peak water, peak uranium, peak copper, etc. These kids are going to need real skills to make their world a wonderful place. We should be about giving them those skills. To the extent that this involves people from the generations that benefitted from the greatest exploitation of resources the world has ever known, (WWII and Baby Boomers), those folks should be willing to put money that will disappear in the market and retirement funds before it does them any good anyway, into our young people, an investment that will pay dividends.

So, I'm good with the work of the committee. Impressed with how the youth have stuck with it, and I hope to hear about a great outcome at PYM!

Thanks for keeping me in the loop!
-Carl

Individual: Carl Magruder
Format: Follow-up E-mail
Date: 6/22/2009

I did think of another thing, which is about the "coordinator' thing. And that is putting together "guest lecturers" for the youth. So, Eric Moon can come talk about what the Testimonies really are. Krista Bernard and Bruce Folsom or Stephen Matchett can come and talk about how they are sustained by Jesus and by scripture. Margaret Mossman on clerking. Laura Magnani on mysticism and activism. Chris Moore-Bachman and Carin Anderson on nonviolence. That kind of thing. That is how the Shalom Project worked, and it was very good, and tied the community together more, and got the kids fired up and seeing how they could be adult Quakers! -Carl

d. Individual: Chris Mohr
Format: E-mail
Date: 5/28/2009

Dear Friends,

Thank you for circulating the extensive, detailed youth coordinator proposal which was presented to Rep Comm. It was discussed at some length at the spring session of College Park Quarter, where our guest was Emily Stewart, Youth Ministries Coordinator for FGC. But you probably all know that by now.

I understand that a revised version of the proposal is due to come out in advance of PYM annual session. I have a few individual comments that I hope will help. These are based on the February 2009 version brought to Rep Comm.

Section 1. Overview.
- Introduction: Several people have pointed out that the editor of Friends Bulletin used to be an employee of PYM, back when what are now IMYM and NPYM were still part of PYM. So you might want to reword, "first employee of PYM since Friends Bulletin was spun off as an independent organization" or the like.
- Item 5: I hope that the YC will work "on behalf of every member of YM and every MM/WG." The person will work "for" the Supervisor and the Supervisory Committee. This seems like a subtle but important distinction.

Section 3. Qualifications
I ask you to make membership in the Religious Society of Friends a requirement. If we want our youth and young adults to consider joining, then the YC should be a member of a monthly meeting.

Section 4. Supervision
In B, I would separate out Responsibilities from Term of Service, and make them two different lettered items in the list.

In D, I think "the committee" should not be the custodian of files. How about the clerk of the committee ensures recordkeeping? (The clerk could store the files herself or assign that task to someone with space in his garage, for example, but the clerk is still in charge of knowing who has what and where it is.) However, I strongly believe the Treasurer should keep bookkeeping and payroll files.

Section 5. Budget
B. Home office expenses
Boy, as a nonprofit manager who organizes community meetings, I can say that lumping "materials and supplies" together with "food for gatherings" doesn't make sense. They should be two separate line items. I also think you have underbudgeted significantly in this area. If the YC has to organize two weeklong gatherings, that alone will use up $680!! This could come back to haunt us, if the actual expenses end up being way over budget, and the assessments have to go up after the fact.

In peace and friendship,
Chris Mohr
Member, San Francisco Monthly Meeting

e. Individual: Clarke Dixon-Moses

Format: Email
Date: 2/24/2009

Dear Sue [Torrey]-

Thanks for this information; I have only had time to scan it. I strongly favor the hiring of a Youth Coordinator - we must try to do it. I see it still proposes funding by placing the burden entirely on the MM assessments. I think this unwise and a probable obstacle to reaching unity, especially for the smaller meetings, which are many. Therefore I propose an alternative, which I hope will be seriously considered at RepCom.

I am no expert about PYM finances or financial politics, but I can read a balance sheet and income statement. For PYM Session acct, as of 7/31/08 (prior to last PYM) there were $51K in reserves, $17K of which accrued from 2007 session, and 8K from 2006 session - i.e. half in the last 2 years, excluding 2008 PYM. And in the General Account, there were reserves of $118K, which have grown 45K in the last 4 years - an average of $11K/year, again, excluding 2008 PYM Session. It seems to me that even if we look only at the last 2 yrs growth in these funds, they offer substantial resources to include in the proposed financial base for this project, without threatening anyone's sense of security.
I propose something like allocating 1/3 of the 50K budget proposed for Youth Coord to each of the reserve funds, and 1/3 to the assessment. This would boost assessment by about $10/head, a much more tolerable figure than doubling it. Thereafter it might be possible to phase in a 5 year increase in the assessment to bring it's share to 50 or 60% of the budget cost, funding the balance of annual cost from reserves. This could be implemented on a trial basis with a change in the percentages as fiscal developments indicate. Oh, and The Proposal should allow for acceptance of generosity from individual friends who wish to contribute in an earmarked fashion to the YC - I sensed a major outpouring was available, as I listened last August. This more nuanced thinking is not too complex to understand, yet lightens everyone's burden considerably and provides out kids with necessary nurture, and us with more future Quakers - a major benefit, in times like these.

If there is interest, I can format this more simply between now and 3/7 for presentation at RepCom.

I'm hoping to see you all there with every good wish for easy agreement on a fundraising plan for the Youth Coordinator, and forward movement with implementation.

Faithfully,
Clarke Dixon-Moses, Clerk
Santa Cruz MM

f. Individual: Cody Lowry
Format: Personal Statement/Letter
Date: 12/7/2008

[Read aloud at Orange Grove MM visit and sent to committee at a later date].

Growing up as a fatherless child was difficult. I felt a lot of anger and wanted to escape. At first, going on the Youth Service Projects did that for me. It allowed me, for a couple of days, to leave my pain at home to unite with really cool and interesting kids my age from around the West Coast.

We went to San Diego, Catalina Island and Mexico. We were informed and educated on the lesser popular truths of society: that many people, even in our home towns, had a lot more suffering and pain to deal with than we did. People like the homeless in San Diego and Pasadena, and those living in Maclovio Rojas, a shanty town in Baja California.

It gave me compassion for others, a new humility and gratitude for what I did have; and a group of peers who were on the same level of open mindedness and tolerance for discussing and processing all of these important issues.

Plus it was really fun just hanging out with these new Friends I'd made. they were so, well, friendly and so much less closed off and frightened than many of my other school friends.

It was there I began to learn about Love Unconditional in a healthy, encouraging environment.

I experienced an "Ocean of Darkness" in my later teen years, and I lost a lot of hope; but then I was guided back to Life by the Holy Spirit and today have the Light always to comfort me.

Coming back after that experience this fellowship is all the more meaningful, and reuniting at PYM with all the young friends who have returned themselves is a pure joy.
But not all have returned and in discussion with another Young Friend we realized that it was those that hadn't been there for the service projects and gatherings between Quarterly and PYM who had not returned.

Some lost in their own darkness whom we can hold in the Light and pray they do return.

I don't know what the actual outcome of all this is but last year at PYM for the first time I felt the flow of the Spirit in a more clear and understanding way than ever before. It is a most beautiful thing to feel that in a group of Young Friends whom I've known for many years, the flow of that Spirit that brought me back to Life and the Love for it.

I cannot express how important it is to make this available to the next generation of Friends. That they may learn together compassion, Love. I want to help in giving them the opportunity to cultivate their connection to return again and again to share in that Light through which we all may come round right.

Today I know there is no escape, for everywhere I go there will be suffering whether it's the people, the animals, or the environment itself. But I have Friends today and together we light the way for a better living, a way to celebrate all of life as a harmonic song, one big family that grows in the Light.

I'm sorry if I got off topic but I think the point is that alone I don't stand much of a chance, for it is the group, the fellowship that gives me the courage to open and get back on the path. Simply put I'm here to give whatever I can because it's necessary for them, just like someone thought it was for me, to have this light available to "keep the glue sticky."

By light I mean the projects and events a Youth Coordinator will make available and by glue I mean fellowship, community.

Let's not get lost in the words for I have been lost, and know it is not a joyful place to be. I want to help make a lighthouse for those who need it to find their way back to the gatherings that I have grown to love very much.

g. Individual: Elizabeth Boardman
Format: E-Mail
Date: 7/14/2009

What an heroic work you and your committee have been doing, Michael Eastwood. Phew! Many thanks.

As the new clerk of the CPQM M&O committee, I have been taking a bit more responsibility about reading and pondering your YC proposal. Our committee will discuss it at a meeting this next Saturday, July 18.

Meanwhile, I would like to offer a couple of ideas of my own.

One, I am not in favor of continuing the pre-PYM immersion program. I believe the week of PYM itself is exhausting and overwhelming, and that engaging teens in a second week is asking for trouble, simply due to sleep deprivation. I much prefer the idea of winter gatherings where friendships can be renewed.

Two, I am glad you are planning better orientation for FAPs, and I look forward to being one sometime.
Three, regarding the controversial subject of sleeping space, I wonder if the teens could be comfortable about having girls and boys lay out their sleeping bags on opposite sides of a big room, and whether that small amount of segregation would allay the concerns that have been expressed by some Friends. (I assume a FAP is awake in the room all night.)

Four, most important, I hope very much that this whole process will lead to a renewal of the idea that prevailed thirty years ago, that teens are welcome and even expected at many of the adult events at Yearly and Quarterly gatherings: worship sharing, interest groups, interesting plenary sessions, pot-washing and other work projects. I believe that the current custom of segregating teens from adults almost completely is forfeiting for both adults and teens a vital opportunity for learning, exploring, and nurturing the growth of our faith community.

Keep up the good work.

Cheers.......................Elizabeth Boardman

h. Individual: Emelyn Buskirk
   Format: Email
   Date: 2/2/2009

Hi, everyone!

I hope you all share this with any young people you know.

I have a radical idea for funding the Youth Coordinator position. We could get the young people to help support by forgoing their first one or two years of college away at an expensive four year college, and attend a Junior College instead. Their families could donate some of the difference in cost to financially support the Youth Coordinator.

The main challenge to acceptance to this idea is that students and parents buy into The World's game of academic prestige. There is a belief that somehow a person can get a better education at a four year college. This has not been my experience. I have an AA degree in Early Childhood Education from Monterey Peninsula College. My daughter earned an AA degree from Mendocino College before transferring to Sonoma State. We both received wonderful educations at those institutions.

In some ways a college freshman or sophomore gets a better education at a Junior College. Professors in most four year colleges have to play the game of publish or perish. Professors in Junior College don't have to. They can concentrate on their teaching.

So, that's my idea. I strongly hope that people are willing to "think outside the box" and give it support.

Blessings, Emelyn Buskirk
Dear Laura and Diego,

Now that the 10th Woolman Semester is underway, I’m finally able to catch up a bit and write to the two of you about my ongoing concerns about PYM’s work with the JYM. I’ve been pondering some thoughts since the May Quarterly meeting and they rose up again at PYM during the JYM parent meeting (which by the way was the best JYM response I have ever had because not only did they offer a Q&A period but they responded with consideration and understanding). However, as good as that meeting was, I still have some concerns that I feel are more appropriate to bring to PYM M&O than to the JYM M&O. My concerns are around what I see as adult responsibilities that are not structured effectively.

1. **FAP’s:** I have long felt that the role of the FAP is ambiguous at best and actually heard from ___ at the JYM Parent Orientation that the FAP’s have “no authority”. I find this to be a very difficult and awkward position to put any adults in and I believe it does not create the container of safety that the teens need. For example, the last time we were at PYM at Mt. Madonna, one of the teens brought an R-rated movie and put it on for all the JYMers to see during free time. “Some of them, including my twins, were not quite 13 years old at the time. My husband walked in and expressed his concern to the FAP’s, who responded that they were just supposed to be a “presence”. I’m guessing that this is one of the reasons that so many parents I’ve met (at Chico Meeting in particular) have said they would never bring their teens to PYM.

   It is one of the main reasons we did not bring our twins to the previous two PYM’s. We did not feel they were ready for the level of freedom that PYM allows the JYM and the lack of adult responsibility taken to nurture our youth in integrity with our Testimonies. In past years, when I tried to talk with JYM clerks about it, I received a “don’t worry, we can trust them” sort of response. Well, I don’t trust that teens always have enough life experience and the developmental level of consideration it takes to make all choices they are faced with at PYM. And all of us need elders at one time or another, and that is as much a part of being a community as allowing teens the freedom to learn to make decisions. If this eldering component were to become an expectation, thus putting the adults in a more responsible role, I would like to suggest that a new role be used to describe this role—“Responsible Adult Elder”, which one Friend pointed out make the friendly acronym: RAE.

2. **Standards that create security:** I would like to see some of the agreements the teens made this past summer become standard for all PYM gatherings. Such as, if you’re in the program after dinner, you’re in for the night. The situation where the FAP’s went “off duty” at 2am—meaning that the parents were then responsible because there was no requirement that all the teens then go to the teen bunk room for the night, was just absurd. I would also like to see the after-dark buddy system for those who do need or want to leave the JYM program after dark, become standard. And also, the agreement they made that no sex was allowed at all. This last agreement was made because they acknowledged that none of them are in committed relationships and I would ask that the standard be: no one underage engage in sexual activity. This would meet needs for trust with parents, maintain community by encouraging group activities and meet needs for safety for the teens themselves.

I hope you understand that I am all for the teens creating their own program for the week and as part of that, having these standards talked through at each Yearly Meeting. I would like the teens to actively agree upon them, but I would like them all to be presented as standards that create security and nurture community to be agreed upon in some way.

3. Finally I think that a lot of the safety issues that came up for parents this last PYM were due to the loose age limits for the JYM and the Young Friends. As I mentioned in the email I sent when the pre-PYM YF gathering was being planned, I attended NPYM the year that Kri Anderson, FGC’s Youth Coordinator, was there to help them address the breach of trust that occurred due to having an adult in his 20’s present at a gathering.
that also included young teens. I don’t think the details matter to us but one of the things Kri recommended matters to me and that is that kids don’t move up into the next age grouping until they have finished a year of school in that age group. So they join the High School group after they’ve completed 9th grade, not when they are about to enter it. Her reasoning was that they have not experienced high school culture until they have spent a year in it. This rule would alleviate many of the concerns the parents shared simply because the age gap wouldn’t be so wide. It would also lend support to parents like myself who wanted our sons to be in the middle school program but ended up in conflict with them all week because their same age friends had been allowed to move into the high school program and so they wanted to as well. That year PYM felt like a waste of $1200 because Bob and I were not able to fully participate in activities due to having to work through issues with our kids. And our kids were unhappy and in conflict with us until we finally gave in toward the end of the week and then worried that they were not in the most appropriate or safest situation (that was the year of the R-rated movie ). In addition, they were impossible to be with on the drive home because they were so sleep deprived. This was not an issue for us this year because they are now old enough to deal with their exhaustion more rationally. So this concern (brought up by several parents of younger teens at this year’s JYM parent talk) would also be mitigated by strict age limits imposed by PYM M&O for children and teen groups. And I would like to see the protocol for the move up into the Young Adult Friends group happen the summer after they have spent a year in college or at work rather than the summer after high school graduation. Of course those who are legally adults could decide for themselves but at least they’d still feel welcome at JYM if that’s where they felt more comfortable.

I appreciate all your work on these issues and hope you will share my concerns with the appropriate Friends.

Thank you,
Kathv Runvan
16 August 2007
Laura –

I understand that the M&O committee plans to discuss the JYM, and its relation to PYM, in the coming year, so I am writing to share some thoughts with you and the Committee(s) (JYM, too, if you want to pass it on).

To provide some context for others who you may share this with: I have attended PYM since I was in elementary school and, thus, was once a participant in JYM and now, at 50, find myself the parent of a JYMer.

In the week since leaving PYM I find myself pulled, at least stretched, by a dynamic tension between the aspect of Youth (Trusting the JYM to make decisions for itself and that God will move through them to create their community) and that of Adult/Parent (wanting to set some clear rules and guidelines and direct these kids - since we have experience and wisdom).

I had the distinct experience of being in the JYM in the late 60's and early 70's - a time of general hedonism in the s[S]ociety at large, as well as the JYM. I have come to believe that the larger Faith Community - the adult PYM - did me and my generation no favors by tolerating many of the behaviors we engaged in. So, I come with that baggage.

Nonetheless, I am concerned by the state of the JYM. I am concerned that we allow these young people to stay up to all hours and get little to no sleep. In particular - why do we pay FAPs to stay up to 2:00 a.m. to be present to these young people and when they then go to bed, we do not ask/require(!) the same of the JYMers? Why is it okay for them to continue to stay up, when they are already tired, and are at risk of engaging in risky behavior? In fact, that is when the whole pot-smoking incident occurred this year - between FAP bedtime and dawn. One disadvantage to a traditional dorm setting is that we have teens sleeping in rooms with closed doors and no FAPS. Larger dorms/shared spaces allow for adults to be present even in their sleep. Oh well, we have to work with the spaces we find ourselves in.

What other camp or conference allows teens to stay up unsupervised between 2:00 a.m. and 10:00 a.m.? What kind of adults would allow their children to go there? I really struggled with trying to maintain my nighttime guidelines with my 13 year old son, which were more conservative than the JYM's. I wish that our PYM community would make a clear statement that sleep deprivation is not a healthy practice and not much help in understanding God. And that my child may not be up wandering around (even within a dorm building) all through the night. When I was in JYM I used to stay up late and then all night the last night and understand it is considered a "tradition". I used to do it because it almost seemed expected. It also used to leave me completely and utterly frazzled. I also eventually figured this out for myself and learned to go to bed on time and I am still coming back to PYM years later - some of the "tension" of trust v. rules I mentioned earlier.

Another irony - year after year there is the use of alcohol or drugs in the JYM. I think I am correct in concluding that most families look to their Faith communities to be places that their children are really supported in Not using alcohol and drugs. No wonder there are families that choose not to let their children come back to PYM after they complete the elementary age program - it's not safe. I now two families that have stopped coming and several more of us who are Very concerned. Why do we say that this behavior will not be tolerated, yet it continues year after year? I say that we may be "allowing" it. Why did we not send the mis-behaving teens home? Can we let our yea be yea and our no, no? There have been years when everyone coming to PYM signed an agreement to some behavior guidelines. And there have been times we have sent people home. Clearly, those actions alone do not prevent the problems from recurring. Then again, we have not been consistent. Sorry, I don't have any easy answers for you.

Also, why do we not discuss these incidents more openly? I think that when someone has acted outside the acceptable guidelines - it is not a secret. (Of course, that statement assumes that there are shared guidelines.) Parents, in particular, of all ages of children need to be invited to hear about and discuss these episodes. I think this secrecy lends to the movement of some families of young children leaving PYM. As a parent of a teenager, I feel excluded when I am not informed of these
events (I knew about this year’s incident largely because it happened two doors from my room). I
understand that Quakers want to respect the individuals and not blow things out of proportion. I
agree that we do not need adult plenary time spent with everyone putting in their 2 cents worth, but
we’ve ended up making this secretive. As the 12-step programs say - “we are only as sick as our
secrets”. We need to report back to the larger community.

For many of my PYM years - Everyone came to the closing worship. We began the week altogether
went off in various directions during the week - and then drew back together as a whole community
before we left to go home. This seems like basic good sense in creating a safe vessel for the magic of
the week to take place. The final worship was a real coming together - always powerful and
wonderful - even when sleeping through it as a teenager. As a matter of fact, it was as a Young
Friend at the closing worship that I first felt truly joined in worship with another person - I could
physically feel that we were sharing the movement of the Spirit together. Perhaps most
importantly, it provides closure. Now, I notice, it is the practice of the JYM to come in, read their
epistle and leave. Gone, No Goodbyes, nothing. Let’s please bring them back to the final worship.

In fact, let’s bring them to worship every day! So what if they’re tired from staying up too late the
night before (of course, if they had a bedtime the night before, they might not be so tired at
Meeting for Worship, which is the heart of our gathering.) The JYM program did not begin until
10:00 a.m. - so why weren’t they expected to try to come to Meeting? We’ve got the youngest
children coming - let’s say and expect that this is a time for everyone.

I think it is Very important for teens and college aged Friends to practice their Quakerism amongst
themselves. It is a very safe way to grow the wings necessary to fly as an adult Quaker. But we need
to create the connection to adult Quakerism - and one way is to come practice worship with us every
day - as well as having a teens-only program. I think many of us this year experienced some
incredible worship in our morning worship hours. Friends spoke of experiencing a depth and a fire
that they rarely, if ever, get back at their monthly meetings. I want our teens to feel this with us!!
They might be awesomely surprised.

All the same - I came home from PYM to read the July 2007 Friends Journal about nurturing young
Friends and was especially touched by the Young Friend who spoke of the precious gift he received
from Young Friend / teen gatherings where the participants were trusted to create their own
guidelines and rules without adult interference. There is a real message of Spirit in this for me. I do
not know how to balance that with my concerns as a parent.

I think that part of the distinction for me is that PYM is not a JYM/Young Friends only event. Maybe
we need more youth-only opportunities, at other times, for them to create community together. I
am inclined to think that there are certain expectations we, as Quakers, ought to have regardless of
the event. But certainly PYM is about all ages. We need the active presence of Youth in our
gathering to keep us Fresh and infused with the Spirit. I pray for the M&O and JYM committees as
they work with these living questions.

In peace,
Kim Lacev
k. Individual: Lee Knutsen  
Format: Email  
Date: 6/10/2009

Sorry to be late with this, Sarah,

Shayne called me about the supervisory structure for the YC and asked my thoughts. I had suggested four people, one of them being a Weighty Friend, one of them being the direct supervisor (like Matchett for Western Friend), and one a current or retired School/Education Administrator (Ed Ad). An Ed Ad knows what is possible legally, and also has some experience with what activities might need more planning than the planning people think need to go into it. I had envisioned perhaps a situation where all of the youth wanted to do a particular activity/go a particular place, and the Ed Ad on the supervisory board would be helpful in letting the YC know what extra preparation should be made to best ensure a happy, safe time.

Shayne said some of the thinking of who should be on the supervisory board had been along the lines of a Weighty Friend, an Adult rep from JYM, a direct supervisor, a rep from each of the Quarterly Meetings, and a parent of a teen. If each of those were separate people, you would have a board of six. Speaking from my years in the business world, and the Quaker process world, I would love for you to keep the board lean and mean. So the weighty friend could also be the rep from one of the Quarterlies, the Adult rep from JYM or the parent of a teen be from the other quarterly, and either the direct supervisor or the parent of a teen have an Ed Ad background.

I also suggested that you not try to balance viewpoints in your selection of board members. Unlike the board for a publication like Western Friend, where differing viewpoints need to be balanced out, I think the supervisory board for the Youth Coordinator should all be wise youth advocates...if you can get them.

In Peace, Lee Knutsen, Clerk, Monterey Peninsula Meeting

l. Individual: Nate Secrest  
Format: Message posted in the Facebook group  
Date: 5/08/2008

Some Ideas for programs we could create.

1. bimonthly or monthly service projects rotationg around to different areas. These service projects would also need to be sometimes for middle schoolers, YF's or JYM and so sometimes there may be 3 service gatherings in one month if there is a different service gathering for different groups because if its an overnight stay which it may need to be since ppl need to get there then parents of middle schoolers might not feel comfortable but this issue could be resolved I think. over a certain weekend like:
   - Santa Rosa (could do a cop watch or immigrants rights service project here),
   - Santa Cruz (could do service at quaker center, or Grey Bears, or the watsonville slough etc here)
   - Grass Valley (could do service at Sierra Friends Center)
   - Lakeport (possibly integrated with the hot tub party and Walnut party to help glean walnut orchards for the local worship group)
   - Berkeley area (could link up with an organization and help advertise conservation and going green.)

there are many other options for places and organizations to volunteer for but you get the point.
2. Pre PYM Gathering this could be anywhere and now that I know what it is I'm eager to go this year since I missed out last year.

3: Camping trips and Backpacking trips in places like Yosemite, Yuba River, the Coast like Fort brag. we could do these during the summer or if it can be well coordinated we could do it during a Spring break that most ppl have

4: The Yearly El Salvador Trip during the summer. It does already exist but recently the planners have stepped down and moved on and there is still interest but there isn't anyone to plan it. The trip goes down to El salvador and works with Robert Broz to do service projects in the local communities.

5: An organized trip to Costa Rica to visit the local Monte Verde Community. This also could be done over the summer or during a spring Break

6: A gathering during Winter break possibly somewhere fairly in the middle of California for both South and North to get together almost like a "halfly" instead of quarterly.

7: Senior Camp: this wouldn't be only organized by the coordinator but support for the teens planning and running it would help keep the camp going when new generations start organizing it.

8: Special Events and fun activities like helping get ppl to go to woolman graduation and overall encouragement to participate in activites.

One thing I think that would change tremendously with a youth coordinator is there would be one person to help get the info out about all the already existing activities like Quaker Camp, Sierra Friends Camp, Work Camps, Quarterlies, Woolman Grad's, etc.

I would say that a having a support committee to help the coordinator and have possible candidates for the next coordinators in this committee so they could help be trained in as to how being a coordinator works. There also might need to be a stress relief committee if everyone else has as many ideas for programs as I put up.

Program Content needs to involve more worship for the people that wish to have it. But also keep a balance of service, fun and reconnection/community time. Almost like quarterlies I think it would be cool if the teens themselves had a big impact on the actual schedule. like we have a certain goals for this gathering set up for us and we figure out how to accomplish them all.

Well they could send out a Contact list fairly often like every year or 6 months of all the youth in PYM giving us a resource for us to organize ourselves and organize our own fun events like a spontaneous Beach Boardwalk trip.

m. Individual(s):  Tom & Sandy Farley
Format: Email
Date: 7/1/2009

Friends,
We are at FGC this week and don't know what has been reported to you from the ad hoc committee at Palo Alto Meeting that is charged with helping the meeting respond to the YPC proposal.

Page 75 of 110
When questions were raised there about why it didn't more clearly state program goals separately from the job description and what could still be done if funding a full-time staff person was not possible, Sandy and I drafted a program proposal based on the draft from your committee. We don't know if this got forwarded to you from PAFM. Drafts were circulated in PAFM last month. This is the 3rd or 4th revision of the proposals in it. The first page also contains our concerns with the process as of 6th month and our hope that PYM is not faced with a divisive situation.

Tom & Sandy Farley  
*Attachment from Tom and Sandy Farley, document dated 6/22/09. Received 7/1/2009*

We were surprised last summer that Friends working with PYM M&O to bring the youth program coordinator proposal to PYM hadn’t talked with institutions and people who have been doing successful preteen and teen programs around our yearly meeting. We expected that would change when PYM formed a new committee and charged it with getting input from meetings and Friends before reporting to RepCom. So far, it appears to us that this committee sees its charge as figuring out how to get PYM to hire one full-time Youth Program Coordinator. We have experienced little interest from the committee in involving Friends who do youth work independently or under the care other Quaker institutions.

The proposal as we heard it at RepCom and CPQM seems stuck in an all-or-nothing mode -- a full time coordinator, funded by assessing monthly meetings. It offers no other significant funding sources and little collaboration with Friends organizations. Friends in Palo Alto Meeting were uncomfortable with doubling our dues in a year when money is tight. Some find the current proposal unacceptable.

In response, we have developed a possible alternative based on the report to RepCom, our personal experience, and conversations with Friends who have served on boards or staff of Quaker organizations including the Stones at BLQC.

**We suggest focusing for at least one year on sponsoring and supporting new and existing programs while conducting a professionally managed needs assessment.** This means having an active committee vetting and sponsoring its own programs as well as supporting activities of other groups. The committee could hire staff to run short term events and to conduct the needs assessment.

**In short, we propose PYM consider first establishing a committee with both a line item in the budget and a project fund to underwrite events and compensate those willing to serve as needs assessors, coordinators, cooks, counselors, or FAPS.** By gradually expanding such a program over a couple of years, the role of a single coordinator might become clear, and by then more sustainable funding sources might be identified. There's a lot that we can do semi-volunteer, and we can begin doing that now.

We know that BLQC staff are interested in providing sponsorship and administrative support for this work. Quaker Center might be able to provide office space and serve as employer of record. It did this for the CORE environmental ed program.

For our part, we would be happy to organize one or two teen or pre-teen weekend events if we were supported as Released Friends for prep-time and leadership and could compensate Friends serving as cooks, counselors, or FAPs. We aren't the only folks who could do this sort of thing if there was a little committee support and funding behind it.

We also realize that it's fair to charge a fee for weekend retreats to cover costs, so that some of the compensation can come from participants--but PYM underwriting would help make programs accessible to all. PYM might have to subsidize around $2,000 for a retreat. Doing that four times or six times a year in various locations is no where near the budget for a full time coordinator.

Tom and Sandy Farley,  [A draft for a possible minute to accomplish this follows.]
Pacific YM Youth Programs Committee [draft proposal, 6/22/2009]

The Youth Programs Committee [YPC] is a standing committee composed of six general members appointed for overlapping three-year terms and ex-officio members appointed for one-year terms. The ex-officio members are: one member of the PYM M&O Committee appointed by that committee, one member of the PYM Religious Education for Children Committee appointed by that committee, one member of Young Friends appointed by YF, one adult member of the JYM Committee appointed by that committee, and one teen appointed by JYM. If no committee member is a parent or guardian of a preteen or teen, one may be appointed ex-officio by the Presiding Clerk. General members of the committee may not serve as such for more than six years consecutively and may concurrently fill an ex-officio position.

Youth Programs Committee Charge:
The YPC is charged with enhancing the spiritual development and nurture of PYM pre-teens, teens, and young adults. To this end, YPC will conduct a needs assessment within the community served by PYM, will sponsor events, will support programs under the care of monthly, quarterly, and yearly meetings and Quaker organizations, and will help Friends meetings in engaging their young people with each other and in intergenerational activities. In addition to funds budgeted by PYM, the PYM Treasurer is authorized to receive restricted donations for a YPC Project Fund which YPC may use for underwriting YPC-sponsored programs including compensating staff or for contracting with other Quaker organizations for program or administrative services.

Specific program responsibilities include:
A. YPC will sponsor and support gatherings between PYM sessions in Northern and Southern California and possibly in Nevada and Hawaii. These could be age-specific or intergenerational adventures in service, learning, and fun.

B. YPC will sponsor or support transition programs for youth moving from preteen to teen or from teen to young adult status. These could be pre- or post- YM immersion programs similar to Senior Camp or Shalom and Koinonia projects and include hands-on exposure to issues of concern among Friends such as social justice, care of the Earth, peacemaking, and what it means to be a Quaker.

C. For events under its care, YPC will contract with and oversee coordinators who will help plan and publicize programs, organize logistics, recruit and screen participants, and recruit, screen, train, and supervise Friendly Adult Presences (FAPs) and other staff. YPC will appoint Friends as elders or mentors to support staff as needed.

D. YPC will support and participate in youth programs at QM or other regional gatherings (currently two per year for SCQM and three per year for CPQM).

E. YPC will work with the Children’s Program Committee, JYM Committee, and Young Friends to support their programs at PYM sessions and in particular, help children transitioning into JYM and members of JYM transitioning into Young Friends.

F. YPC will work with Young Friends, PYM committees, MMs, and QMs to develop mechanisms to support year-round networking among Quaker youth and increased involvement of youth in local meetings.

G. YPC will facilitate coordination of PYM with other YMs and Quaker organizations in the development of service projects, workcamps, internships, intervisitation, and intergenerational or youth programs and events.
Hey Tom and Sandy,

Thanks for your email and I hope you're well!

I apologize for not responding to you sooner. I was on vacation last week when this arrived and am still catching up.

Regarding your alternative proposal below, thank you for sending it (I've copied our committee, as well as Laura and Joe). There's quite a lot in there and I'll do my best to respond.

Regarding your specific suggestions, informationally, I would just say that because PYM united in principle for a Youth Coordinator position, our committee was charged with exploring a proposal for this role. It's not that we weren't open to other variations of it--in fact, we were. But the feedback we've gotten from most (but not all) individuals and Monthly Meetings has been support for this role. And fyi, we did explore other funding possibilities as well.

Thus the unity our committee reached, and what is included and recommended in the proposal, was based on the feedback we were getting (from our collective efforts and information culled over from a wide variety of sources (including other Yearly Meetings) during approximately 9 months worth of work), not our own thoughts on what this should be.

That said, I really wished we could have had your thoughts earlier (your email was the first we had heard of your proposal)!

I recognize that perhaps this did not come to you until just recently but if it did come to you earlier, I hope you were aware that we actively sought input from everyone for months. Our resources prevented us from calling many people personally, but between our visits and contacts with every MM in PYM, presentations at Quarterly Meetings, presentation at RepComm and open letters to our Society actively seeking help and input, we did everything we were capable of to solicit the type of information you've included below.

What I personally appreciate about what you've attached is the spirit behind it. I sense it comes from a place of wanting to avoid divisiveness within PYM, and for that I'm grateful.

Thus, what I would recommend we do is include your proposal in our appendices, which we are trying to finish by July 15 (our work on the proposal was finished by July 1, in order for Friends to have enough time to consider it prior to annual session). The appendices include all of the correspondence we have received such as this, and will help document for PYM our process in exploring this endeavor.

Please let me know your thoughts on this when you can. And please don't hesitate to contact me with any questions or concerns.

In the meantime, thank you very much for putting the time and effort into this and caring about youth and PYM the way you do.
In peace,
Shayne Lightner
Clerk, PYM Youth Coordinator subcommittee of Ministry & Oversight

Individual(s):        Tom & Sandy Farley
Format:              Email response to Shayne Lightner
Date:                7/11/2009

Dear Shayne Lightner and committee,

We appreciate being contacted directly by someone on the committee. Until now, most of our information about the proposal has come at RepCom and CPQM and through the e-mail lists of Santa Barbara and San Jose meetings.

The alternative proposal from us is the result of a clearness process we have been involved recently within at Palo Alto Friends Meeting. When our finance committee brought a minute asking PAFM to minute disapproval of the proposal [the RepCom version] as fiscally imprudent, some Friends agreed while others wanted to review that reasoning, consider alternatives, or wait for an updated proposal. Our clerk called an ad-hoc committee including teens, parents, youth program planners, finance committee rep., etc. Several attended spring CPQM. This committee then held an open meeting on 5/24 and facilitated a threshing period at the 6th month business meeting. When it was clear that some Friends with long experience in Quaker finance and process were firm in their disapproval of the proposed increase in assessment, other Friends questioned what we might do to improve youth programming without that level of funding.

That is what led the two of us to go home and draft a proposal of what might be possible without funding for a full-time staff person. We started by excerpting specifics from the job description in the proposal to RepCom and then added/simplifying based on our experience in youth programming and service on Quaker boards. We shared our draft with the PAFM ad-hoc committee, got responses, and made changes before circulating a revised version with a personal introduction on the PAFM e-mail list. It has not been adopted by that committee, but we were released to circulate it just before we left for the FGC Gathering. The PAFM business meeting for 7th month will hear a report from our ad-hoc committee tomorrow. Our committee offers no recommendation as to whether PAFM should or should not approve the current PYM proposal.

Please note that we do not like being in the position of feeling pushed to offer a personally-authored alternative, but several Friends who have read it have encouraged us to offer it. Additionally we are concerned about the effect on our YM process and on individual Friends of what still looks like an all-or-nothing proposal from the PYM committee.

So that is why you are just getting this proposal now. However we have been thinking about the PYM proposal all year, getting input from Friends we work with in youth programs, and offering suggestions and questions in forums available to us.

At the end of PYM 2008 sessions we spoke with Joe Franko about our wish to be involved in the proposal development process. When we didn't hear anything that month we e-mailed Joe our concerns about the process and offered what resources we had including connection with FGC's Youth Ministry Committee. When we heard nothing from the PYM committee, we took our concerns to CPQM where we helped bring youth program issues and resources to our QM sessions. We also brought our concerns to the PYM Religious Ed for Children
Committee which minuted its response to the proposal. At a feedback session at Palo Alto Meeting on the day after winter QM, we asked for more clarity about how our camps, schools, QMs, MMs, etc. would be involved with the PYM programs. We may have also suggested then that it could help Friends understand the implications of the proposal if the goals and projected actions and programs were stated separately from the job description. We also participated in discussion sessions at our spring QM and raised similar questions there.

Tom & Sandy Farley

Individual(s): Shayne Lightner
Format: Email response to Tom & Sandy Farley
Date: 7/12/2009

Dear Tom and Sandy,

Thank you so much for your response! I greatly appreciate your words and all the information you included about your process.

Obviously, I can't speak to what did or didn't occur prior to, or outside, our committee. What I can say is, the minute you and your Meeting had concerns, I would have been very grateful to know about them...I suspect it would have made our proposal and our efforts all the richer!

To that end, when [a Friend from PAFM] spoke at RepComm with concerns on behalf of the Finance Committee of your Meeting, though we weren't sure how to respond to that (we didn't feel it was appropriate to respond to a committee of a Monthly Meeting), we did specifically reach out to your clerk to see if there was information and/or resources we could provide to your Meeting, and to request any feedback or input they could share with us.

However, as you've noted below, the first we heard about anything concrete was this alternative proposal.

I also can't speak to Friends' anxiety about this role or effort before we actually try it. Certainly it exists in some quarters (and of course financial anxiety exists everywhere these days)--but to me that would seem to be the nature of anything new that hasn't been attempted previously. For me personally, because I'm aware this anxiety exists, I'm grateful this is a three-year experiment and that we have proposed other funding options in addition to increased assessments.

But I appreciate that the anxiety exists, nonetheless, especially with respect to costs. In the end, the decision on this may come down to cost and whether PYM will invest in this.

But please know our goal and charge was never to "make this happen", which is to say, present any number of proposals, in the hope that something goes through. Rather we were asked to do the work and discern where we were lead in recommending how or if PYM might practically move forward with this effort (which PYM approved in principle last year).

And as I mentioned previously, based on the information we gathered talking to Meetings across PYM, and doing research with others who have done this, though we considered many options, financial and otherwise, our unity lead to the proposal in its current form as a way to answer the call clearly articulated by our youth in last year's session.

To that end, as you may or may not know, the members of our subcommittee have worked extremely hard, and
have fully given of their hearts, spirits and minds in profoundly good faith, in what has amounted to months of work (that in the private sector would actually earn one a living!).

Thus I sincerely hope their efforts can be honored by having contributed to a deeply led, covered Meeting for Worship on this topic, in which all of us participate, no exceptions, with open minds and spirits and where the focus is not on whether we were prepared or did our homework, but rather on whether this is the right thing for PYM to move forward with at this time. And I hope your spirits are honored for the care and concern you have for PYM and youth.

May we include your proposal and our correspondences in our appendices?

Thank you again for your time and attention. Please don't hesitate to contact me with any questions.

In peace,

Shayne

P.S. By the way, I'm not sure if it speaks to your concern about "the goals, projected actions and programs...stated separately from the job description", but in Section 3, we did break out separately from the position description the "Benchmarks For Success", fyi. Thanks, SL

Individual(s): Jacob Stone via Tom & Sandy Farley
Format: Email
Date: 7/11/2009

Letter From Jacob Stone via Tom Farley received by YC Subcommittee on 7/11/09

Please note that this Friend is sharing his individual thoughts and is not in any way speaking on behalf of Ben Lomond Quaker Center with this statements.

Hi Tom –

Thanks for sending the material you developed about the youth coordinator position. It captures much of what we spoke about last week. It might be useful for me to expand on my thoughts about the youth coordinator issue.

My suggestion to you was simply that there be a one year trial/needs assessment project, with no assurance to the individual that the position would be continued after the initial appointment is completed.¹

During the time of this initial appointment the youth coordinator could be supported by an oversight/elders committee which would serve as de facto supervisors for the individual.

I would envision several specific tasks for the individual and the committee during the time of the appointment, as follows:

- To organize and manage a specified number of programs for young persons, most likely connected to existing Friends’ functions such as PYM and CPQM sessions, but perhaps also some ad hoc events.
• To conduct a needs assessment with all of the meetings and worship groups in PYM; this would ideally involve meeting with as many of them as possible, but logistics might make it necessary for some of it to be conducted by phone/mail/e-mail. Contact with Sierra Friends Center and Quaker Center would also be important.
• To conduct a needs assessment with as many youth and young adults as possible during the time of the appointment. A carefully nuanced assessment would be far more than the zero-sum question about whether or not there should be a youth coordinator; rather, it would consider what the youth coordinator’s role and goals would be.
• To work in concert with the oversight committee to deliver, near the end of the appointment time, a report on the initial project, with recommendations for future steps.

The committee might also want to work on developing some short-term and long-term goals for the youth coordinator role. For example, short-term goals might relate to levels and manners of participation in youth and young adult programs, or outreach to young persons who have not hitherto been involved. Longer term goals might relate to retaining young persons as active Friends when they finish high school, or retaining them as active Friends as they transition to adulthood, marriage and parenthood. A longer-term goal would be to help these young persons move into leadership positions in PYM and the larger RSOF. It would also be reasonable to set some goals regarding financial sustainability.

After completion of the initial project and the delivery of a report the yearly meeting might have a better idea of what benefit might come from having a youth coordinator, and some clarity might more readily emerge out of the discernment process.

I hope this is helpful. Feel free to attribute this to me, with the only caveat being that I am speaking as an individual Friend and not in any way representing Quaker Center.

Best wishes,

Jacob Stone

1 This sort of appointment might be configured with the staff person serving as an independent consultant rather than as an employee. It would be important to verify this with an attorney or CPA or the IRS, but if the individual were setting her/his own hours and working from home this might meet the IRS guidelines for a 1099 relationship.

n. Individual(s): Sherri Sisson
Format: Email
Date: 5/15/2009

Hello Friends,
I had a concern about the following:
The employee manual... where I work the consultants I work with cost $5,000.00
The cost of the processing of the payroll.
Which check writing service would you use?
Which Workers Comp service will you use?

Your computer costs seem low. Maintance costs
Paper internet costs?
Did you know many years the fall SCQM and College Park gathering are the same weekend?
When I looked at Insurance rates. Group Insurance covers 2 or more employees. One person or one family could not be a group. So they would have to get insurance but not from PYM

Who would supervise the Workers comp payments?

Thanks for working on this project.
See you at PYM!
Sherri

**PYM YOUTH COORDINATOR PROPOSAL**

Here are my comments after I copied and read all of the three drafts from the Youth Coordinator Subcommittee.

PYM Subcommittee report, 5/15/2009

The Committee had 6 charges from PYM M&O. It is not clear to me that they have met those charges as yet. They presumably will be accomplished by the time of PYM in JULY. Are attenders at PYM expected to hear the results of these charges at PYM? Are they then to make a decision after a brief hearing of these charges on the question of the Youth Coordinator?

Why must a decision be made in July? It seems that a question of this importance, with its significant financial implications, needs time for deliberate consideration.

Appendices February 2009 Brief comments on the highlights.

Few people from each MM were part of the discussion about the YC.

Much weight is given to the earnestness of the young people’s request. Part of learning about Quaker process is to realize that decisions take time and that all considerations must be weighed.

Many comments were made about the need for the program and the memories of successful programs of the past. It is to be supposed that these feelings were part of the original agreement in concept and do not add much to the discussion at this point.
There is a lack of teen participation in MM
MM asked for details re financing and PYM oversight. (Charge given to the Subcommittee.)

Concern for the geographic area to be covered

Desire for activities around 3 northern QM, 2 south QM, and PYM. Comment that 5 meetings would not do much to foster spiritual development.

Many MM are OK with the proposal, Smaller MM and remote MM doubt benefit to them.

Question of travel. Would QM’s be able to attract teens from north and south both?

Suggestion of focused weekend gathering in a smaller geographic area. (like Cluster Meetings?)

Emphasize need to set benchmarks for success of program, need to reevaluate after one year.

Suggest more MM scholarships for encouraging teens to go to established events, rather than creating new ones.

Safety of gatherings a concern.

One MM wants more time to consider proposal.

Model of eastern meetings’ youth coordinators is relevant only in the organization, but numbers, distances, finances are different there.

Conclusions

Process is too rushed.

California is too big.

Too few in MM’s were involved in discussions

Issues in 5-15 report not resolved. Need time after resolving these questions before making a decision. PYM is too soon
Appendix B.1. Summaries of Research into Other Yearly Meetings
Youth Coordinators & Programs

a. BALTIMORE YEARLY MEETING

DISCUSSION NOTES

I talked with Alison Duncan who is the Youth Secretary for Baltimore Yearly Meeting. She is one of four paid staff. This YM has had a youth worker for about fifteen years.

Funding

Her salary is paid from the Yearly Meeting budget. The monies for the budgeting in this YM are collected from the Monthly Meeting assessments. She did not know how much the assessment is. There are about 450 members in their YM. The other half of the budget for youth work comes from charging for the events. She is covered for health benefits.

Supervision

She has a Youth Committee that she works with to set program and projects. There is a General Secretary who supervises all of the paid staff. There is a Supervisory Committee that makes decisions for all staff. When I mentioned benchmarks for performance she said that was an interesting subject. She guesses it would be evaluated on how many conferences and retreats were held. It did not sound as if there were a set evaluation procedure.

The Work

She would consider herself a part-time worker. She is in the office one and a half days a week. There are programs two weekends a month. She works from home by phone and email when she is not in the office. Their programs cover middle school and high school.

She will be sending me her job description and a list of all of the YM that have paid youth workers.
APPENDIX G

Youth Secretary for Canadian Young Friends Yearly Meeting

Position Summary: The Youth Secretary is available to Canadian Young Friends Yearly Meeting (CYFYM) and Young Adult Friends (YF/YAFs) as a central resource, a communication and contact person, and a support for the spiritual vitality of the community. This position will involve bridging the gaps in the CYFYM community through development of new methods of communication between YF/YAFs. He/She will be responsible for the increase of our outreach programs to isolated YF/YAFs as well as members outside the CYFYM community, such as Camp NeeKauNis attendees. Whether or not this person is a practicing member of the Quaker community, they should be familiar with and knowledgeable about Canadian Quaker ways and the challenges our community faces. He/She must also understand that due to our geographic challenges we are often in remote communities and can be in small populations.

Key Responsibilities:

1. Central resource
   - Help familiarize committee members and nominees with their responsibilities and goals for their service period.
   - Notify the community of resources, money, events and opportunities available to them.
   - Make important documents from CYM and around the world available for YF/YAFs to access.
   - Ensure that information from CYM business meeting, including agendas and summaries, is available to Young Friends daily throughout CYM session.

2. Communication and Contact person
   - Be a connector! Build connections and help maintain them within CYM, CYFYM, and abroad.
   - Facilitate intergenerational connections to help us to better know our elders and children.
   - Help bring about face to face introductions.
   - Plan and Initiate visitation.
   - Coordinate YF/YAF events.
   - Find and reach out to isolated YF/YAFs who think they are the only YF/YAFs in Canada.
   - Help develop a system to bridge the gaps between Eastern, Central, and Western YF/YAFs.
   - Introduce and update YF/YAF (who are currently unaware) to Camp NeeKauNis and NeeKauNis attendees to the Canadian and Half-Yearly Meeting sessions around Canada.
   - Attend CYM. As way opens, attend Half-Yearly meetings and other Quaker gatherings (with environmental consideration).
3. Spiritual Vitality
   - Give guidance to YF/YAFs as to what being a young Quaker is all about.
   - Guide us to those who can offer support, spiritually and emotionally.
   - Foster partnerships.
   - Introduce us to our ‘Elders’.
   - Promote spiritual enrichment.

Qualifications:

   - Must be highly motivated.
   - Have good organizational skills.
   - Good time management and planning abilities.
   - Someone whom we can enjoy our time with and someone who is enthusiastic about spending time with youth.
   - Must be open, understanding and knowledgeable about Canadian Friends and our ways.
   - Good intergenerational people skills.
   - Strong communication skills both written and oral.
   - Intermediate or higher computer skills.

**We understand that post-secondary education is often a required qualification for a position of this type. However, we note that the best-suited applicant may not have a formal education but rather possess equivalent life experience. We encourage an open-minded hiring process in this regard.**

If this position is combined with any other position, this person must be available to and active with Young Friends.

The community as a whole must support this person as needed. We MUST help them spiritually, emotionally and physically, by creating opportunities for professional development and emotional/spiritual growth.

It is important that there be strong YF/YAF involvement every step of the way.

http://www.quaker.ca/minutes/08minutesAppendices.htmlCopyright © 2008 Canadian Yearly Meeting
c. ILLINOIS YEARLY MEETING
YOUTH COORDINATOR ANNOUNCEMENT

The Illinois Yearly Meeting (IYM) of the Religious Society of Friends (Quakers) is currently searching for someone with a leading to be a part-time “Youth Coordinator” to provide programs and to coordinate activities for Quaker High School Friends (HSF), including

a) leading retreats,

b) helping them to find/participate in new experiences related to spiritual development, service, and leadership, and

c) recognize the need for and refer to appropriate pastoral or professional care.

The Youth Coordinator will also help support a tremor for Junior High School Friends (JHSF) to help prepare them for entering the HSF meeting, look for opportunities to collaborate with youth programs from other yearly meetings (e.g., Quakes) and act as a liaison with the Young Adult Friends (YAF) to help HSF transition to that age group upon graduation. A detailed job description giving qualifications, responsibilities, hours and budget is attached or available from the clerk of Youth Oversight, Michael Dennis <mdennis@insightbb.com>.

Interested applicants should send:

a) a letter summarizing your interest and qualifications relative to the job description and providing your social security and driver’s license number (required for a background check),

b) a resume documenting your training & experience, and

c) three letters of reference (at least one of who can talk about your work with teenagers and one who can talk about your involvement with Quakers).

Letters of reference can be sent directly or forwarded by the applicant, but should include contact information of the person providing the reference.

Materials should be sent to Michael Dennis and can be faxed or e-mailed. Review of applications will begin on May 4th and continue until the position is filled.
d. NEW ENGLAND YEARLY MEETING OF FRIENDS
JOB DESCRIPTION
JUNIOR YEARLY MEETING and JUNIOR HIGH YEARLY MEETING
PROGRAMS COORDINATOR

Approved by PB 3.21.09

Primary Function

The primary function of the JYM and JHYM Programs Coordinator is to minister to elementary and junior high-aged Friends in NEYM through the coordination and supervision of the JYM and the JHYM retreat program. The purpose of the retreat programs is to provide a safe and trusting community in which young people can seek to find that of God in themselves and in each other in a joyous and loving circle, grounded in the Religious Society of Friends. Pastoral care, information and referral services, and general communication between retreat weekends to the young people and their families is a significant component of this work. This is a full-time position including a significant number of weekend commitments.

Supervision/Oversight

The JYM and JHYM Programs Coordinator works for the Yearly Meeting under the supervision of the Yearly Meeting Secretary; working closely with the Youth Programs Committee and other Yearly Meeting Staff. The Coordinator supervises Resource People (volunteers who staff retreats).

Qualifications

The JYM and JHYM Programs Coordinator shall be a member of the Religious Society of Friends (or a long-term participant in Friends activities), with a strong understanding of Quaker testimonies and practice. Additional qualifications include academic training and experience in working with young people (past experience working with young people in a Friends setting is preferred). The JYM and JHYM Programs Coordinator will be a witness for Friends’ testimonies, have strong communication skills including an ability to write and edit clear expository prose, and possess demonstrated skills and experience in delegating and supervising the work of others, and in responding appropriately to a wide variety of inquiries. The Coordinator must submit information for a full background check.

Responsibilities and Duties
Pastoral and Programmatic

♦ Minister to the spiritual needs of elementary and junior high-aged Friends in the Yearly Meeting.
  Develop, logistically coordinate, and lead a minimum total of ten JYM and JHYM retreats during the year.
♦ When called upon and as way opens, attend to and minister among retreat attenders, their family members and retreat staff in times of loss, crisis, or other challenging life events.
♦ Recruit, screen, and nurture teen and adult leaders to work with young people as retreat and Sessions program staffers.
♦ Supervise all who interact with the JYM and JHYM programs, including maintaining appropriate procedures for child safety following Yearly Meeting guidelines and procedures.
♦ Assist Youth Programs Committee with the development and implementation of the youth programs at Annual Sessions, with direct responsibility for the JYM and JHYM Programs, providing support, oversight and leadership in partnership with program coordinators.
♦ Visit monthly and quarterly meetings as able to maintain direct communications.
♦ Provide consultation and support to local meetings as needed and requested.

Staff Community
♦ Yearly Meeting staff are expected to constitute a team accepting shared responsibility for encouraging the spiritual growth and unity of purpose of the Yearly Meeting. They meet regularly to coordinate work and to plan how to meet the needs of the Yearly Meeting, including services to the Annual Sessions, Committee Days, youth programs and monthly and quarterly meetings.
♦ Assist in the planning of budgetary and financial processes with the Yearly Meeting Secretary, coordinating as needed with the Accounts Manager.
♦ With the other Yearly Meeting staff strive to form a loving and worshipping community, responsive to one another and the Yearly Meeting.

Information Management
♦ Develop budgets and maintain financial records for the JYM and JHYM Retreat programs.
♦ Maintain a database of information on work with the JYM and JHYM Programs including their residential and email lists.
♦ Assist the NEYM office in maintaining a current database for each program.
♦ Maintain and catalog the two libraries of books for JYM Retreats and JHYM Retreats.

Communications
♦ Manage, promote and maintain the JYM-JHYM Retreat Web site, adding articles and features to promote programs, enhance community, and disseminate current information.
♦ Initiate and use additional online formats.
♦ Contribute articles to the *New England Friend* on youth activities.

Liaison
♦ Maintain appropriate liaison relationship with applicable youth programs of Friends General Conference, Friends United Meeting, Friends World Committee for Consultation, and youth workers of other Yearly Meetings.
♦ Maintain communication with and assist clerks of Yearly Meeting Christian Education Committee, Youth Programs Committee, Young Friends, Young Adult Friends and Friends Camp.

Accountability
♦ Be accountable to the Permanent Board through supervisor.
♦ Be familiar with Personnel Policy Manual policies and procedures.
♦ Communicate regularly with supervisor and Youth Programs Committee.
♦ Submit expense reimbursement requests, monthly reports, travel logs and time logs in a timely fashion.
♦ Participate in an annual performance appraisal.
NEW ENGLAND YEARLY MEETING OF FRIENDS
JOB DESCRIPTION – YOUNG FRIENDS/YOUNG ADULT FRIENDS COORDINATOR

Draft for Personnel Committee Review 12/5/05

Primary Function

The Young Friends/Young Adult Friends Coordinator's major responsibilities are to work with high school-aged Friends, providing leadership, pastoral care, support, resources, and providing coordination and supervision for Young Friends Retreats – this will take approximately 80% of the position's time. In addition, the position will provide logistical coordination for Young Adult Friends retreats and activities. This is a full-time position including a significant number of weekend commitments.

Supervision/Oversight

The Young Friends/Young Adult Friends Coordinator works for the Yearly Meeting under the supervision of the Field Secretary*; working closely with the Administrative Secretary, the Youth Programs Committee, and Yearly Meeting Young Friends, and the Young Adult Friends Clerk and Ministry and Oversight Committee. [*NEYM is considering a restructuring of its staffing and the position which will ultimately have supervisory responsibility is likely to change.]

Qualifications

The Young Friends/Young Adult Friends Coordinator shall be a member of the Religious Society of Friends (or a long-term participant in Friends activities), with a strong understanding of Quaker testimonies and practice. Additional qualifications should include training and experience in working with young people. The Young Friends/Young Adult Friends Coordinator will be a witness for Friends' testimonies, must have strong communication skills, and be able to write and edit clear expository prose, to delegate and supervise the work of others, and respond appropriately to a wide variety of inquiries.

Responsibilities and Duties

I. COLLEGIAL
   a. The Yearly Meeting staff are expected to constitute a team accepting shared spiritual responsibility for encouraging the spiritual growth and coherence of the Yearly Meeting. They meet regularly to coordinate work and to plan how to meet the needs of the Yearly Meeting including services to the Annual Sessions, Committee Days, youth programs and monthly and quarterly meetings.
   b. Assist in the planning of budgetary and financial processes with the Field Secretary, coordinating as needed with the Administrative Secretary and Accounts Manager.
   c. With the other Yearly Meeting staff strive to form a loving and worshipping community, responsive to one another and the Yearly Meeting.

II. PASTORAL AND PROGRAMMATIC
   a. Minister to the spiritual needs of young people and young adults in the Yearly Meeting; provide individual and group support; develop youth leadership; provide coordination, oversight and leadership for Young Friends gatherings and retreats.
      • Direct, provide logistical support and leadership for eight or nine high school-aged retreats during the year and for programs for this age group at Yearly Meeting Sessions
• Arrange three YAF retreats per year – a fall weekend retreat, a midwinter four-day retreat, and a spring weekend retreat and arrange for the YAF Program at Sessions
b. Develop adult leaders to work with young people as retreat leaders, resource people, and counselors.
c. Supervise all adults who interact with the Young Friends program, including maintaining appropriate procedures for child safety following Yearly Meeting guidelines and procedures.
d. Assist Youth Programs Committee with development and implementation of the youth programs at Annual Sessions, with direct responsibility for the Young Friends program.
e. Provide YAF M&O with the timeline of their requirements to make programmatic decisions.
f. Visit monthly and quarterly meetings as able to maintain direct communications.
g. Provide consultation and support to local meetings as needed and requested.

III. INFORMATION MANAGEMENT
a. Supervise financial record keeping by Young Friends Treasurer.
   a. Maintain database of information on work with Young Friends; coordination of mailing list and production of direct mailings.
   b. Support YAF communications by maintaining the YAF e-mail list, and assisting the NEYM office in maintaining a YAF mailing list.
   c. Provide print resources of general interest to the YAF retreats (the "YAF Library").

IV. PUBLICATIONS
a. Assist Young Friends in publication and distribution of the NEYM Young Friends newsletter, The Crier.
b. Edit and produce at least two YAF newsletters per year.
c. Contribute articles to the New England Friend on youth activities.

V. LIAISON
a. Maintain appropriate liaison relationship with youth programs of Friends General Conference, Friends United Meeting, Friends World Committee for Consultation, and youth workers of other Yearly Meetings.
b. Maintain communication with and assist clerks of Yearly Meeting Christian Education Committee, Youth Programs Committee, Young Friends, and Young Adult Friends.

VI. ACCOUNTABILITY
a. Be accountable to the Permanent Board through supervisor.
b. Be familiar with Personnel Policy Manual policies and procedures.
c. Communicate regularly with supervisor and support/oversight committee.
d. Submit expense reimbursement requests, monthly reports, travel logs and time logs in a timely fashion.
e. Participate in performance appraisals
e. NEW YORK YEARLY MEETING  
JOB DESCRIPTION

Job Description for Interns in the Young Friends In Residence Program

Youth Retreat Facilitator: Design, prepare and facilitate youth retreats for 6th-7th and/or 8th-9th graders.

Youth Retreat Cook: Plan, shop for and prepare nutritious and tasty meals and snacks for youth retreats.

Youth Retreat and Young Adult Friends Clerical support: Maintain mailing lists, handle program publicity, and provide logistical support for youth program piece and potentially for the Young Adult Friends and Circle of Young Friends Programming.

Approximately 100 to 120 hours per month

Responsibilities for the Youth Program Piece:
- Develop and enforce guidelines and boundaries necessary to establish a safe and loving community
- Co-design and co-facilitate 5 to 10 youth retreats a year. (5 if rotating facilitating and cooking jobs, 10 if hired as facilitator only)
- Shop for and prepare meals at 5 to 10 youth retreats a year. (5 if rotating facilitating and cooking jobs, 10 if hired as cook only)
- Recruit youth from area monthly meetings and local community
- Maintain a database of youth attenders.
- Create and distribute 2-3 program brochures per year.
- Enter registrations and mail out confirmation letters.
- Schedule in 4 hours per week to answer phone calls and e-mails re: program and to enter in youth payments.
- Make journal entries following each conference sharing areas of growth, joys and difficulties.

Additional Responsibilities
- Meet with care committee once a month to share accomplishments and concerns
- Attend monthly meetings for Worship when not facilitating conferences and attend monthly meetings for business.
- Attend regional/quarterly gatherings
- Offer support to the local monthly and regional or quarterly meeting as needed and able. Such support could include those items listed in the “Work with and for the Monthly, Regional and Yearly Meetings” section in the description of the Young Friends In Residence Program.
- Attend NYYM Sessions (Fall, Spring and Summer). Prepare a display table. Prepare reports for the YFIR Oversight Committee.
- Volunteer 3 to 4 hours per week in local community centers and/or schools to create connections with the local community.

Possible other responsibilities
- Maintaining the Circle of Young Friends mailing list and providing logistical support to the clerk of Young Adult Friends

Training
- First Aid/CPR Annually
- 5 day Summer Institute with Powell House Youth Directors
- Reading of the Journal Entries by previous Interns

Revised January 2008
NEW YORK YEARLY MEETING
INTERN APPLICATION

Name: _______________________________________
Email Address: ________________________________ Phone: _____________
Mailing Address: _______________________________
Monthly Meeting Affiliation (if applicable) _________________________________
Available to start and serve as Intern: _____________________________________

Please complete the following questions. If you need more space please feel free to attach additional pages.

1. Explain what led you to apply for this intern experience.
______________________________________________________________________________________
______________________________________________________________________________________

2. Describe what you expect to gain, learn and/ or experience from being a YFIR Intern.
______________________________________________________________________________________
______________________________________________________________________________________
______________________________________________________________________________________

3. Describe your skills or previous experiences, if any, either participating or leading, that relate to:
Leadership, Youth Work, Group Activities / Projects, Organizing Events, Marketing, Public Relations,
Problem Solving, Conflict Resolution, Cooking, or other.
______________________________________________________________________________________
______________________________________________________________________________________
______________________________________________________________________________________

4. Reviewing the Intern Description: What are you called to do most? And least?
______________________________________________________________________________________
______________________________________________________________________________________
______________________________________________________________________________________

5. How do you see yourself contributing to a community-living home with fellow interns?
______________________________________________________________________________________

6. What about Community-living would be difficult?
______________________________________________________________________________________

7. What about you, would make it difficult for others to live communally with you?
______________________________________________________________________________________

8. How would a friend describe you, in regards to your personality, interests, dependability, etc.?
9. How would you describe yourself, at the current time, to be living your Quaker values and beliefs?

______________________________________________________________________________________
______________________________________________________________________________________

10. How would you like to be living more of your Quaker values during the next few years?

______________________________________________________________________________________
______________________________________________________________________________________

11. What fun facts should the Committee know about you?

______________________________________________________________________________________
______________________________________________________________________________________

Mail application to:

Request and return an application on-line at:

Rev. 7/08
f. NORTH CAROLINA YEARLY MEETING
DISCUSSION NOTES

Report by: Shayne Lightner
Date: 12/8/2008
Staff: Darrin Allen
Position: Director of Youth and Young Adult Program Ministries
Group: North Carolina Yearly Meeting
Branch: Programmed Friends

1. Scope of position:
   a) Role is facilitating and working with people in planning events.
   b) Connecting with monthly meetings
   c) Getting more people involved
   d) Getting people at MMs invested in the youth and youth programs
   e) Definitely a full time role
   f) Heavy administrative work & activity planning

2. Funding:
   a) Comes from monthly meetings
   b) They have “askings” not “assessments” & that's why it's important for the youth coordinator to maintain those connections with MMs and MMs can see the work they're doing
   c) NCYM has 8 full-time staff
   d) His salary is the equivalent of a starting teacher in North Carolina ($25,000/yr)
   e) They provide Health and Disability Insurance plus optional Dental
   f) Two weeks vacation plus comp. time
   g) He averages more than 40 hrs a week
   h) His travel expenses are reimbursed
   i) NCYM subsidises scholarships for youth for the programs

Supervision:
   a) He reports to a superintendent which is a head staff person but technically he works for every member of Yearly Meeting.
   b) He thinks it's great to have a supervisory board and that it was important that the committee represent all of yearly meeting and especially those who feel alienated.

Hiring issues:
   a) They do background checks on all staff and interns.
   b) He recommended as a resource YouthSpecialties online
   c) A website focused on Christian Youth workers
   d) There is a job section on the website and you can print out curriculum
NORTH CAROLINA YEARLY MEETING
JOB DESCRIPTION

Name of Position: Director of Youth and Young Adult Program Ministries
Appointed by: Superintendent in consultation with Director of Program Ministries
Accountable to: Director of Program Ministries, Superintendent
Ex officio on: Intern Guidance, Young Adult and Young Friends Activities Committees

General Professional Qualifications and Responsibilities:
1. Commitment to Christian faith as expressed by North Carolina Yearly Meeting
2. Preferred experience in working with youth and young adult religious programming
3. Demonstrated ability to work in teaching and preparing others for ministerial experience
4. Demonstrated ability in oral, written and listening communication; computer competency required
5. Awareness of and respect for the theological and social diversity among Friends with an ability to work sensitively among these various religious traditions
6. Familiar with North Carolina Yearly Meeting
7. Evident ability to organize, encourage and motivate others
8. Ability to articulate a personal faith

SPECIFIC DUTIES:

Intern Program
1. Coordinate, plan, organize and carry out the ministry of the Yearly Meeting Intern Program
2. Seek out individuals to serve as Interns
3. Encourage Meetings of their responsibility to nurture Interns
4. Seek, organize and develop opportunities in which an Intern may serve, communicating clearly the expectations for all participants
5. Plan, produce and prepare promotional material throughout the phases of the program
6. Schedule, plan and clerk the Intern Guidance Committee meetings
7. Prepare and present the progress reports to the proper committees

Young Adult and Young Friends
1. Assist the Young Adult and Young Friends Activities Committee in creating and organizing programs and retreats for youth and young adults across the Yearly Meeting
2. Publicize the activities for Youth and Young Adults in the Yearly Meeting and beyond
3. Listen to the needs and concerns of youth and young adults
4. Stay current on what the concerns of youth and young adults are throughout the Yearly Meeting, directing our programs and ministries to speak to these needs
5. Encourage young adults and youth to respond to the call of the Gospel in life issues they face connecting this with a strong Biblical understanding of living a life of faith
6. Identify resources available for youth and young adult ministry within the Monthly Meetings and make suggestions for purchases, speakers and study topics, etc.
7. Serve as a resource to Monthly Meetings, with young adult and youth emphasis on “keeping the connection” and “finding their place within the body”
8. Coordinate communications and activities with Friends Center at Guilford College
9. Perform other tasks, duties and assignments as directed by the Director of Program Ministries or the Superintendent of North Carolina Yearly Meeting
g. NORTHWEST YEARLY MEETING
DISCUSSION NOTES

Report by: Shayne Lightner
Date: 12/8/2008
Staff: Rachelle Staley
Position: Interim Youth Supervisor
Group: Northwest Yearly Meeting
Geography: Oregon, Idaho, and Washington
Branch: Programmed Friends

Scope of the position:
  a) Full time
  b) Both leadership development and works on local church levels, connecting with the Youth workers, giving them what they need, being supportive
  c) Lots of coffee appointments when there is no specific event to plan for
  d) Events include camping trips, committee meetings, leadership development, and other youth events

Funding:
  a) Budget pays for conferences, registration fees,
  b) Travel reimbursement fund at the beginning of the year
  c) Travel comprises approximately 25% of her time
  d) Salary is comparable to that of a teacher
  e) $40,000 range
  f) Retirement plan
  g) Health insurance plan
  h) Two weeks vacation
  i) Comp time
  j) Scholarships for youth: local levels matching

Supervision:
  a) Reports to a general supervisor plus a board of youth and young adults
  b) Performance review once a year
  c) Meets with general supervisor once a month
  d) Board is there as a support mechanism

Hiring issues:
  a) References and background checks are conducted
The following is a summary of Shayne's follow-up conversation with Rachelle to specifically discuss performance benchmarks. She shared her experiences and recommendations for us.

**Performance Benchmarks:**
She has a board which develops a youth ministry plan which is a map for programs and events that details purpose and outcome. There is a budget which is approved by an administrative council. She goes through an annual review. Someone from the board gets 5 or 6 people that she's worked with in some way and they collect information and gather feedback. The superintendent then goes over that with her. For us, what she would recommend for benchmarks, she we have smaller numbers and are a growing program, is to take at least a year to build those programs. She recommended that for the first year, the person should just know who to contact, and that year one the goals should be networking and area gatherings. She advised us not to be discouraged by numbers in the first couple of years. They can be small because we are building things. In short, she recommended to not use numbers as benchmarks of program success, in years one or two.
h. OHIO VALLEY YEARLY MEETING
JOB DESCRIPTION, YOUTH SECRETARY

The Youth Secretary agrees to provide programs and to coordinate activities for young Friends of high school ages at Yearly Meeting level and in Whitewater and Miami Quarterly Meetings including the offering of new experiences, spiritual nurture and opportunities for service and leadership. Specific responsibilities include the following:

- Work with Teen Activities Committee and with designated youth leadership in Whitewater and Miami Quarterly Meetings to organize and publicize youth activities at the Yearly Meeting level and to attend such sessions and youth activities.
- Attend appropriate committee meetings and work with the Middle Youth Committee to assist transitional activities for twelve and thirteen year old children.
- Provide assistance and leadership in organizing workcamps, service projects and other special opportunities.
- Organize and attend teen retreats and other related activities.
- Encourage youth participation in wider Friends youth activities and coordinate with other area Friends youth workers.
- Maintain communications with youth activities and needs in monthly Meetings of OVYM and be available to assist and visit.
- Assist and lead in the spiritual nurture of Young Friends in OVYM.
- Directly assist teenage members of OVYM to work within their communities; to network with each other throughout Yearly Meeting; attain an understanding and vision of Quakerism; develop activities; be a mentor.

The Youth Secretary must meet the qualifications which have been established by OVYM. These qualifications include active membership in the Religious Society of Friends. Provider must possess a working knowledge of the Bible and Friends’ testimonies, writings, Book of Discipline and other procedures as developed by OVYM. The Youth Secretary shall be aware of Friends’ social concerns and organizations and be adept at understanding concerns of teenage youth. It is important that the Youth Secretary exhibit the ability to interact effectively with teenage youth. Experience with all major Friends’ traditions is vital to success as well as an understanding of religious diversity. The Youth Secretary must possess a Bachelor’s Degree or equivalent course work and experience. The Youth Secretary must have access to an automobile; must be available for weekend travel and be able to accept overnight hospitality.

The Youth Secretary must be energetic, friendly and able to have fun and be serious. Leadership qualities are required.

The Youth Secretary must submit to a background check as designated by OVYM and any periodic background checks that OVYM may determine to be appropriate.
i. PHILADELPHIA YEARLY MEETING
DISCUSSION NOTES

Report by: Jean Lester
Date: 6/4/2009
Staff: Cookie Caldwell
Position: Young Friends Program Coordinator [Age Group=High School]
Group: Philadelphia Yearly Meeting
Branch: Unprogrammed Friends

Benchmarks:
When I asked Cookie about benchmarks, he said they were vague. There are no criteria written down evidently. He says much of what is accomplished can’t be quantified and may reap rewards many years later. A list of activities during the year might be one way. Another way is to see if all of the costs were covered from fees. (excluding his salary). The cost of the cook and Cookie’s assistant must now come out of the fees.

Supervision:
There are thirty-five paid Yearly Meeting staff. All of the program staff are supervised by Christie Duncan Tessmore. Cookie is a full time staff person. Regional staff are sometimes supervised by volunteer person who have had experience in supervising paid staff. All paid staff receive full time benefits. He said to be sure to check Workman’s Comp laws in our state. Also, check Overtime laws.

Funding:
There is no assessment of Monthly Meetings. They have four ways of getting money for the program.
   - Each Monthly Meeting makes a covenant with YM saying what they will contribute.
   - YM Bequest Fund
   - Fund raising events
   - Fees
They are having difficult times now because all of these sources are affected by the present economic situation.

Program:
They have a program/gathering ten months of the year.
   - July-5 days at a college
   - August-7 days at a camp
   - September-a weekend
   - October-a weekend
   - November-a weekend
   - December-4 days between Christmas and New years.
   - January -no activity
   - February-weekend
   - March-Yearly Meeting
   - April-weekend
   - May-weekend
   - June-no activity
These activities are set up often a year in advance, but must be done at least three months ahead. Cookie works directly with Monthly Meetings to find places to hold the activities. This takes much more time than one would think. Many of the participants have many other commitments and need to know very early what the schedule
is. Having the proper insurance for all of this work is crucial. Background checks must be had on paid staff and on volunteers if they are alone with young people. This work is “more than full time”. He tries to stick to some comp time and does not come in to the office on Fridays. His office is in with all of the other YM offices on Cherry Street.

Safety:
He admits that there can be problems (drugs, alcohol, sex, child sexual abuse issues rising for a young person). You try to build a culture that doesn’t permit such behavior.

Job Description:
The job description is very vague. He is responsible to have a working group of adults(2 or 3, would like more) and Young Friends (5 to 15). There is also a committee that oversees all of the religious education programs. He needs two committee/volunteers, one group that is good at program and another group that can do things like hiring, insurance etc.

Closing notes:
In closing Cookie said he has worked with Young Friends for 30 years, first as a volunteer and then as paid staff. He says it is much easier to work with Monthly Meetings if you are paid staff. Philadelphia YM has had paid youth staff for over 55 years. When I said our YM might wonder why we needed to have paid staff he sighted Friends schools saying the teachers are paid! It was very interesting and he would be glad to help us in any way he can.
Position Summary:
The Young Adult Friends Coordinator stimulates and supports the spiritual vitality and community of Philadelphia Yearly Meeting through coordination of programs and activities related to Young Adult Friends (ages 18 to 35). She/he serves as a resource person for the PYM community. She/he develops and enhances opportunities for Young Adult Friends to engage in their own age-group activities, as well as in PYM’s youth programs and PYM’s committees and adult working groups. She/he serves as liaison for this age group to the wider Quaker fellowship. She/he works collaboratively as part of the Religious Education staff team to nurture the faith, practice and witness of Quakerism in our young people and the adults who work with them.

Key Responsibilities:
1) Provide leadership to frame and articulate the crucial roles that Young Adult Friends play in the present and future vitality of Philadelphia Yearly Meeting.

2) Uphold a presence within the Philadelphia Young Adult Friends (PYAF) community, enhancing a connection between PYM and this constituency. Nurture community building within PYAF by facilitating the existing e-mail list-serve and providing logistical support for the ongoing monthly gatherings. Explore options and opportunities for establishing a regular structure for PYAF activities.

3) Provide staff support for Friends Institute and the Friends Institute Granting Group. Collaborate with other staff and committees to align and coordinate Friends Institute and PYAF efforts.

4) Plan and coordinate 3 to 4 weekend/day-long gatherings per year, targeted and planned in accordance with the needs and interests of Young Adult Friends. Work with colleagues at Pendle Hill, FGC and other Quaker bodies, as appropriate, to engage the active participation of others in these events.

5) Develop tools and resources to help Young Adult Friends understand and participate in the structures and workings of PYM and their Monthly and Quarterly Meetings, as they are led.

6) Develop and maintain a website targeted to the interests and concerns of Young Adult Friends.

7) Visit Monthly and Quarterly meetings to personally connect young adults to PYM services and opportunities. Support Quarterly and Monthly Meeting groups in developing their own resources for young adults in their communities.

8) Develop a newsletter and/or website to connect graduates of PYM’s Young Friends program to one another, thereby strengthening their connections to PYM and Quakerism.

9) Attend conferences to network and learn about how other young adult Quaker (and non-Quaker) communities function and thrive.

10) Provide support to energize young adult Quakers both regionally and nationally, in conjunction with the already-formed Youth Ministries Committee of Friends General Conference, as well as with colleagues at Pendle Hill, American Friends Service Committee, FCNL and other Yearly Meetings.
11) Collaborate with other staff and committees to explore how the Burlington Meeting House and Conference Center might be utilized more effectively by young people.

12) Connect Young Adult Friends with opportunities for working at Quaker summer camps.

**Qualifications:**
1) An active Friend with extensive experience with Friends’ meetings or activities.
2) College degree.
3) At least 3 years of substantial experience working with children, teens or young adults.
4) Demonstrated ability to work independently as well as collaboratively.
5) Demonstrated ability with program leadership and volunteer coordination.
6) Excellent writing and public speaking skills.

**Accountability and Salary Range:** This is a Band 2 position, assuming program coordination experience and leadership responsibilities.

This position is budgeted for 70% of full-time-equivalent with associated benefits. It is expected that the successful candidate for this position would be eligible for a salary in the range of $21,000-$25,000, depending upon experience and skills. (This translates to $30,000-$35,000 for full time.)

This position reports to the Director of Education of the Philadelphia Yearly Meeting.

**Note:** All Philadelphia Yearly Meeting staff members work in a collaborative manner to support the concrete and spiritual goals of Philadelphia Yearly Meeting as a whole. In that context, all are expected to be flexible, collegial, and willing to accept a variety of assignments.

**Application Process:**
Please provide a letter of interest, resume and contact information for three references to the attention of:

Elke Muller
Philadelphia Yearly Meeting

☐ Application deadline: October 29th, 2007
Appendix B.2. Additional Resources

### a. Program Content & Curriculum Ideas & Samples

<table>
<thead>
<tr>
<th>Resource</th>
<th>Description</th>
<th>Websites</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canadian Friends Issue on Young Friends</td>
<td>Forty pages of material, An article entitled “Some Tips on how to Organize a Young Friends' Retreat”</td>
<td><a href="http://www.quaker.ca/Publications/cfriend/CF_V103_1/CF.V103.01.pdf">http://www.quaker.ca/Publications/cfriend/CF_V103_1/CF.V103.01.pdf</a></td>
</tr>
<tr>
<td>Friends General Conference Quaker Youth Website</td>
<td>Blog, Videos, Photos, Links, Calendar, Online Community Building Opportunities, Printed Materials</td>
<td><a href="http://www.fgcquaker.org/qy">http://www.fgcquaker.org/qy</a></td>
</tr>
<tr>
<td>Friends General Conference Youth Ministries Program</td>
<td>Queries for Meetings, Links, Events, Resources</td>
<td><a href="http://www.fgcquaker.org/youth">http://www.fgcquaker.org/youth</a></td>
</tr>
<tr>
<td>Western Friend</td>
<td>Quaker journalism covering western yearly meetings including Pacific Yearly Meeting, North Pacific Yearly Meeting, and Intermountain Yearly Meeting. Printed issues on various topics related to Friends, online blog, periodic event calendar, book reviews; Has covered PYM's exploration into hiring a youth coordinator.</td>
<td><a href="http://www.westernfriend.com/">http://www.westernfriend.com/</a></td>
</tr>
</tbody>
</table>
Website: http://www.westernfriend.org/

Resource: Philadelphia Yearly Meeting Education & Religious Education Website
Features Include: Age specific resources, free online curriculum
Website: http://www.pym.org/education/index.htm
http://www.pym.org/education/Pages/free_publications.htm

Resource: Quaker Quest
Features Include: “Quaker Quest is perhaps the longest-running Friends outreach movement in modern times.” - Mary Jo Clogg, from her article in Friends Journal.
Website: http://www.friendsjournal.org/quaker-quest
http://www.fgcquaker.org/quakerquest

Resource: Pacific Yearly Meeting Committees & Individuals
Features Include: As the reader might observe from reading the reports of discussions with monthly meetings and other groups, as well as perusing the incoming correspondence, program ideas are abundant in our community.

b. Employee Manuals from Friends Organizations

The employee manuals of Western Friend and Pacific Friends Outreach Society have been made available for our reference. These documents can be provided to the appropriate committee upon request.

c. Sample Budgets from Friends Organizations

Some sample budgets from Friends organization(s) have been made available for our reference. These documents can be provided to the appropriate committee upon request.
d. **Friends Organizations Contact List**

This list includes names of other Friends organizations who have programs serving youth. Contact information for some of these Friends and organizations is available upon request.

<table>
<thead>
<tr>
<th>Organization</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaska Friends Conference</td>
<td></td>
</tr>
<tr>
<td>American Friends Service Committee</td>
<td></td>
</tr>
<tr>
<td>Alternatives to Violence Project</td>
<td></td>
</tr>
<tr>
<td>Baltimore Yearly Meeting</td>
<td>Alison Duncan</td>
</tr>
<tr>
<td>Ben Lomond Quaker Center</td>
<td></td>
</tr>
<tr>
<td>Camp Dark Waters</td>
<td></td>
</tr>
<tr>
<td>Camp Onas</td>
<td></td>
</tr>
<tr>
<td>Canada Yearly Meeting</td>
<td></td>
</tr>
<tr>
<td>Catoctin Quaker Camp</td>
<td>Linda Garrettson</td>
</tr>
<tr>
<td>Friends General Conference</td>
<td>Emily Stewart</td>
</tr>
<tr>
<td>Friends Music Camp</td>
<td></td>
</tr>
<tr>
<td>Friends Journal</td>
<td></td>
</tr>
<tr>
<td>Illinois Yearly Meeting</td>
<td></td>
</tr>
<tr>
<td>Intermountain Yearly Meeting</td>
<td>Risa Thronweber, David Wampler</td>
</tr>
<tr>
<td>Lake Erie Yearly Meeting</td>
<td>Kri Burkander - YF (retired), Sally Weaver Sommer - YAF</td>
</tr>
<tr>
<td>New England Yearly Meeting</td>
<td>Kim Allen, Katie Bonner-Jackson - YF, Elias Sanchez-Eppler - YAF</td>
</tr>
<tr>
<td>New York Yearly Meeting</td>
<td>Chris and Mike Deroller</td>
</tr>
<tr>
<td>Northern Yearly Meeting</td>
<td>Mary Klos – JYF, Dave French - YF</td>
</tr>
<tr>
<td>Ohio Valley Yearly Meeting</td>
<td></td>
</tr>
<tr>
<td>Opequon Quaker Camp</td>
<td>Elaine Brigham</td>
</tr>
<tr>
<td>PYM Religious Education for Children Committee Newsletter</td>
<td>Gail Eastwood</td>
</tr>
<tr>
<td>Philadelphia Yearly Meeting</td>
<td>Elizabeth Walmsley - JYF, Cookie Caldwell - YF, Sadie Forsythe - YAF</td>
</tr>
<tr>
<td>Piedmont Friends Fellowship</td>
<td></td>
</tr>
<tr>
<td>Powell House</td>
<td></td>
</tr>
<tr>
<td>Quaker Information Center</td>
<td></td>
</tr>
<tr>
<td>Shiloh Quaker Camp</td>
<td>Riley Lark</td>
</tr>
<tr>
<td>Sierra Friends Camp</td>
<td></td>
</tr>
<tr>
<td>South Central Yearly Meeting</td>
<td>Paige Miller</td>
</tr>
<tr>
<td>South East Yearly Meeting</td>
<td>Davida Johns, Mary Jo Klingel, Kathy Hersh</td>
</tr>
<tr>
<td>Southern Appalachia Yearly Meeting and Association</td>
<td>Laura Norlin?</td>
</tr>
<tr>
<td>Teen Adventure Quaker Camp</td>
<td>Dave Gregal, Jen Schneider</td>
</tr>
<tr>
<td>Western Yearly Meeting</td>
<td>Katy Palmer</td>
</tr>
<tr>
<td>Western Young Friends New Years Gathering</td>
<td></td>
</tr>
<tr>
<td>World Gathering of Young Friends</td>
<td></td>
</tr>
<tr>
<td>Young Friends of North America</td>
<td></td>
</tr>
</tbody>
</table>
1. PYM 2008

a. PYM Minutes 2008 [Excerpt]

Minutes from Young Friends and JYM
Clerk Joe Franko reported that both Young Friends and Junior Yearly Meeting forwarded minutes in support of appointing a year-round paid Youth Coordinator for PYM. Their minutes were read and they are included below in these minutes.

Minute from Young Friends
We, the Young Friends of Pacific Yearly Meeting, believe that the creation of a Youth Coordinator position would increase the vitality of our youth community. We are concerned about the large number of young people who drop out and often do not return. Many Young Friends feel spiritually isolated between gatherings. We feel that a youth coordinator would help keep the ties that connect us to each other and to our spirituality strong throughout the year. Our hopes are this will prevent Friends from drifting away.
In the light,
Young Friends

Minute from Junior Yearly Meeting
After discussion in JYM business meetings, we have compiled a list of some positive attributes we would like to see in a youth coordinator:
• Networking and help create mid-year events
• Connecting youth throughout California
• Serve as a facilitator between youth and parents
• Someone who is technologically capable and can use technology to improve networking
• Someone we know, and feel comfortable with
• Someone who will help youth to connect with Monthly Meetings
• Someone who will facilitate dialogue concerning the direction of the youth community
• Plan the Pre-PYM gathering
• Someone who is creative

The Junior Yearly Meeting of Pacific Yearly Meeting supports the hiring of a year-round paid Youth Coordinator in order to help the youth community throughout the year.

Note: Alyssa Nelson rocks our communal socks. We appreciate all that she has done in the past few months, and would love to use her as a model for what we would like our future youth coordinator to be.

b. JYM Epistle 2008 [Excerpt]

The idea of a year-round paid youth coordinator has been seasoning for many years. On this 2008 PYM gathering, this subject was heavily discussed in both JYM and the greater yearly meeting. In our business meetings we opened dialog concerning this issue and what we would seek from a youth coordinator. After deliberation we formed a committee and came up with a minute to present to the greater PYM. The subject of a youth coordinator was discussed in great
detail during plenary. It was a difficult issue and the course was not always smooth. Unity could not be reached in the allotted time and extra time was required. The concept of the paid youth coordinator position was quickly approved. After further dialog the community approved M&Os proposal to appoint a planning committee to further define the roles of the youth coordinator and develop a clear budget.

c. Young Friends Epistle 2008 [Excerpt]

The light was shining in all when the gathering approved minutes regarding the affirmation of wanting and needing a Youth Coordinator. Young Friends felt particularly moved to action for this cause, and together with Junior Yearly Meeting made a stand for our needs, and for the healing of the community. After challenging discernment in plenary, our faith in the elders was reaffirmed with the joy we all shared in this unity. We were joined by many new Friends, as well as many who returned from a long absence. Our final evening of worship and togetherness moved many Friends deeply with the power of Spirit.

Some young friends that felt particularly moved to be a part of the ad-hoc Youth Coordinator planning committee are: John Stitzer, Maia Wolff, Darcy Stanley, Sola Wolff, Anna-Lisa Chacon, Heather Alden.

2. RepComm 2008

a. PYM Ministry and Counsel Report to Representative Committee [Excerpt]

For several years M&C has been considering whether we are ready to recommend hiring a youth coordinator to serve the yearly meeting. We asked JYM and Young Friends to consider this possibility at PYM 2007 and both came back with positive encouragement. The intention is to invest resources in supporting our youth in a much more consistent way - helping them to come together, helping the larger Quaker community to understand its youth and incorporate them into the life of the Yearly Meeting. We also see a need to develop safe practices, and to carry them out consistently from year to year. (At the present time we are relying on dedicated committee volunteers to provide continuity and it isn’t working). In the years when we have held youth-led plenaries, our community has been enriched. We are seeking better ways to become an intergenerational body that allows youth to flourish in their own setting, but also opens the doors to cross-generational learning and growing. We are ready, therefore, to ask Representative Committee to approve establishing a 4/5 time staff position for a youth coordinator to serve the entire yearly meeting. A job description has been prepared, and is attached, which has three primary elements: 1.) The person would convene four gatherings of youth between 12 and 18 during the year, two in the North and two in the South, for service projects, teaching and learning, and fun. 2.) The person would coordinate a week-long emersion program, similar to the Koinonia Project or the Shalom Project, for the week prior to yearly meeting. 3.) Finally the person would serve as a liaison between yearly meeting and quarterly meeting youth and their respective committees – serving as a resource person for those gatherings, but not responsible for the actual program at either of them.

We anticipate that the cost of this proposal would be approximately $50,000 a year and have been consulting with the Finance Committee. Funds could come from increased assessments as well as from special contributions. Our hope is to begin the hiring process soon, if Representative Committee reaches unity on this proposal, so a person could be in
place by the end of April. Our expectation is that the hiring committee would consist of the clerk of PYM, the clerk of M&C, the adult clerk of JYM committee, and representatives from JYM and Young Friends. M&C has developed a supervision structure and is exploring the possibility of having the person paid through one of our existing Quaker organizations, so that taxes and benefits will be taken care of. However if such an entity is found, it would not have responsibility for supervision.

3. PYM 2007

a. PYM Minutes 2007 [Excerpt]
   Ministry and Oversight

   ...They are concerned with nurturing youth and youth work, including Quaker camps, Woolman Semester, Shalom Project and Koinonia. They are moving in the direction of recommending that PYM hire staff to coordinate and support youth work.

b. Young Friends Epistle 2007 [Excerpt]

   Our connection with JYM caused us to jump at the idea of a youth coordinator that would be a support in doing the logistical planning of gatherings throughout the year as well as PYM, and we are in full support.