

Youth Programs Coordinating Committee (YPCC) & Coordinator (YPC)
Pacific Yearly Meeting – Annual Session 2015
7 July 2015

Summary Report

This *Summary Report* gives an overview of what the PYM Youth Programs Coordinating Committee (YPCC) and the Youth Programs Coordinator (YPC) have accomplished in 2014-2015, some plans for next year, and what we have found engaging, exciting or challenging. Friends are invited to read our more detailed *Extended Report*, appended to this Summary.

Simply put, our work falls into two main categories: 1) committee work with support from the coordinator and 2) coordinator work with support from the committee. This work is organized around a Goals and Objectives document and subcommittee structure that the committee approved in June 2014 and which is posted on the PYM website at:

http://www.pacificyearlymeeting.org/wordpress/wp-content/uploads/2011/09/ypcc_GoalsObjectives_2014_06_AnnualReport.pdf .

Work of the Committee

Youth Programs Fund

During the past year, the YPCC has put the new Youth Programs Fund (interest from the Bob Vogel Endowment) to work, both by awarding grants for projects proposed by others and by sponsoring activities of our own initiative. We wrote guidelines for the application process in alignment with our goals and objectives, devised a calendar for the receipt and consideration of applications, and created a process for making awards. So far, we have made minor revisions to our procedures after each application cycle, and we intend eventually to have an online application form to make it easier to fill out and submit. The Committee has received 16 applications and has funded 12 of them, as well as co-sponsoring and partially funding the Spring 2015 Youth Service Learning Camp with Quaker Oaks Farm and the Wukchumni Tribe. (Particulars of the awards and the events they supported may be found in the Extended Report and Appendices.)

The committee is currently considering our fourth round of applications. Both the process and the applications are getting better each time as committee members work with applicants to refine their ideas and within the committee to smooth the process. Many thanks to the Treasurer and Finance Committee for their work to manage the endowment's investment and accounting, and especially the Treasurer for handling our requests to write and send checks.

Interest Groups and Activities at Annual Session 2015

- We are scheduled to report to plenary during the first business meeting, **Tuesday, July 14 between 3:15 and 4:30 PM.**
- Members of the YPCC and the YPC will be available to chat during the Committee Fair on **Tuesday, July 14 at 4:45 PM.**

- Our first of two interest groups is “Growing Intercultural and Intergenerational Relationships on the Land: Friends, the Wukchumni People, and Quaker Oaks Farm,” with Melissa Lovett-Adair, Wukchumni elders and youth, Jim Summers, Alyssa Nelson, and teen camp participants from PYM. It will be held on **Wednesday, July 15 at 1:30 PM**. An article about this collaboration was published in the most recent issue of *Western Friend* (July/Aug 2015).
- We are hosting a joint discussion on “Membership” with teens, young adults and Discipline Committee on **Thursday, July 16th at 8:30 PM**.
- Friends with a particular interest the YPCC Youth Programs Fund are invited to attend our interest group on that topic on **Friday, July 17 at 1:30 PM**.

Developing Adult Allies to Youth

The committee continues to sponsor “Adult Allies to Youth” workshops, as described in the Work of the Coordinator section below. In response to multiple requests from members of the wider PYM community for the YPCC or YPC to find or recommend “Friendly Responsible Adult Presences” or other youth-workers, the committee has labored and found unity as expressed in the following guidelines:

Minute of the YPCC regarding requests for lists of youth-workers (July 2015):

The Pacific Yearly Meeting Youth Programs Coordinator (YPC) and Youth Programs Coordinating Committee (YPCC) continue to be available to consult with groups in PYM on developing safe, reliable, well-known and well-prepared adults to work with youth (“youth-workers”) whose interests and abilities match the specific program needs. The Committee believes that, due to the broad geographic span of PYM, widely differing program needs, and the necessity for frequent updates, any lists of potential youth-workers should be developed and maintained by those groups or programs at their own local levels. The YPC and YPCC will not provide a general or central list of youth-workers, nor certify the qualifications of potential youth-workers. While the YPC will continue keeping a working list of numerous individuals in PYM who play roles in youth programs, that list is an internal resource for the work of the YPC and YPCC, not for circulation.

Caveats and Rationale:

- *Pacific Yearly Meeting spans three countries and three US states. The YPC Committee’s objective is to assist local communities to draw on local resources rather than to produce a generic, sometimes outdated central list.*
- *The Committee will continue to administer criminal background checks at the request of a PYM program and with the permission of the person being checked.*
- *The Committee will also continue to verify participation in its “Adult Allies to Youth” workshops with the caveat that participation in this workshop does not necessarily mean the person is qualified or recommended.*
- *Information provided by the Committee on potential youth-workers should not be a substitute for personal knowledge, reference checks and other forms of discernment or outreach in the Good Order of Friends. We strongly recommend*

that selection of youth-workers for PYM activities be in compliance with any pertinent current policies, such as the PYM Abuse Prevention Policy.

- *Upon request, the YPC and YPCC members may serve as references for individual applicants --in their own private capacities and at their own discretion-- but are not expected to do so as part of their duties.*
- **Reference Material:** *PYM Abuse Prevention Policy (June 2015 revision of May 2010 document, to be presented by M&O to Annual Session 2015)*

Background materials and further detail concerning this minute are included as an appendix to our Extended Report.

Work of The Youth Programs Coordinator

It has been a busy year for the Youth Programs Coordinator (YPC), Alyssa Nelson, as well. She has now visited 34 of PYM's 44 Monthly Meetings and Worship Groups in California and Nevada since she began her position four years ago and has been regularly attending most of both Quarterly Meetings' gatherings, where she has been a resource for the planning committees and teen programs. She and the YPCC are still working out how best to serve the five Monthly Meetings and Worship Groups in Hawaii, as well as the two meetings in Mexico City and Guatemala.

Alyssa has supported, helped plan, and attended several Young Adult Friends (YAF) events over the course of the year. The annual YAF Retreat, co-organized by Alyssa and YPCC member / YAF Co-Clerk Kylin Navarro, will be held the weekend just before annual session this year (as it has been for the past two years), this time at the Berkeley meetinghouse. The retreat is predicted to again attract around 30 Friends, including some elders. Two of PYM's invited guests, Paula Palmer and Lloyd Lee Wilson, will attend, and Paula will be giving her workshop, "Roots of Injustice, Seeds of Change: Toward Right Relationship with Native Peoples."

Alyssa has again led, with the assistance of committee members, "Becoming Adult Allies to Youth" workshops in both Northern and Southern California; since 2011, a total of 65 Friends have taken the workshop. Meetings willing to host an Adult Allies workshop this coming year should contact Alyssa.

Alyssa supports Junior Yearly Meeting (JYM, the PYM teen program) in its planning process by email and phone and at the JYM planning meeting at Representative Committee Meeting. She has also helped design and facilitate the JYM leadership orientation for the FRAPs, teen clerks, teen M&O, and adult committee members, held on the first afternoon of annual session. She is continuing to redevelop and co-facilitate JYM's "Respectful Relationships" sexuality education workshop with YAFs. One of her main roles continues to be in helping JYM and YAFs to understand, coordinate with, and navigate within the PYM and annual session structures; and helping other PYM entities understand and connect with JYM and YAFs. She has also provided some such assistance to PYM's Children's Program, on a much more limited basis thus far.

Alyssa and her Administrative Supervisor from the YPCC participated in rewriting PYM's Abuse Prevention Policy. M&O has now asked the YPC to take over the function of ordering the criminal background checks for FRAPs, Children's Program teachers, and committee members of JYM and Children's Program, as well as any other youth-workers at PYM-sponsored events. (These are ordered online through a professional company.) Alyssa has provided this service for this year's annual session, with help and oversight from an M&O liaison and the YPCC Administrative Supervisor.

Alyssa continues to report to PYM throughout the year through occasional epistles, a calendar and youth program pages on the PYM website, and Facebook pages. Throughout the year and especially leading up to annual session, she receives many requests for information, help and referrals; she spends a lot of time online and on the phone, punctuated by opportunities to be with Friends in person.

Word gets around! Alyssa has been contacted by her relatively new counterpart in Australia Yearly Meeting (AYM) with a request from AYM to learn from PYM's youth programs work, including an invitation to attend AYM's annual gathering in July 2016 and to sojourn among other local and regional Friends meetings there. Travel costs will be paid by AYM. As well as sharing what she has learned as PYM's Youth Programs Coordinator, Alyssa looks forward to learning from Australian Friends about their relationships with Native Peoples and their work on restorative justice.

In closing, the YPCC anticipates that the year ahead will be joyfully filled with receiving, refining, and funding grant applications; continuing to support teens, young adults, and adult allies to youth; and further co-sponsorship of activities with Quaker Oaks Farm and the Wukchumni People. Our vision PYM as a whole, intergenerational, interactive community with a vibrant youth component continues to guide our work together.

Submitted on behalf of the YPCC,

*Mary Klein and Jim Summers, Co-Clerks, Youth Programs Coordinating Committee
Alyssa Nelson, Youth Programs Coordinator*

Full Report (including Extended Report and Appendices) available online:

<http://www.pacificyearlymeeting.org/2015/documents/ypc/youth-programs-report-to-annual-session-2015/>

Extended Report and Appendices
Youth Programs Coordinating Committee (YPCC) & Coordinator (YPC)
Pacific Yearly Meeting – Annual Session 2015
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This *Extended Report* has a shorter summary, above. We chose an outline format here to simplify the writing and reading, with an appendix to elaborate. We appreciate the opportunity of the report to PYM Annual Session to inform Friends about that ways we have experienced Spirit moving in our work.

Committee Structure and Process

- **YPCC Meetings:** The full committee meets by conference call every 1-2 months, and subcommittees meet by conference call and email as needed. Designated committee members (such as the Program Supervisor, Admin Supervisor, and/or Co-Clerks) also generally meet with the Coordinator each week by phone or video chat. The full committee held one in-person meeting last October at CPQM Fall Quarter (held at Sierra Friends Center, Nevada City, CA) and is holding a second in-person meeting immediately before this year's annual session in conjunction with the Young Adult Friends' Retreat. For next year we are looking at the possibility of meeting in conjunction with the SCQM Fall Fellowship (held at Temescal Canyon Gateway Park near Santa Monica, CA). As we stated in our report to PYM Representative Committee in February, "We have found this practice of coordinating with other gatherings allows our members to develop a better understanding of the varied cultures of youth and intergenerational events. This cross-fertilization is helping us envision how to serve the parts of PYM better."
- **YPCC Membership 2014-2015:** Lynnette Arnold (Santa Barbara), Jennifer Carr (Las Vegas), Mary Klein (Co-clerk & Program Supervisor / Palo Alto), Steve Leeds (Admin Supervisor / San Francisco), Stephen Myers (Sacramento), Kylin Navarro (Berkeley), Alyssa Nelson (ex officio, Youth Programs Coordinator / Davis), Thomas Rios (La Jolla), Steve Smith (ex officio, PYM Presiding Clerk), Jim Summers (Co-clerk / La Jolla), Natasha Herrera-Hillman (Mexico City) also served in a youth slot for part of the year, and one of the four youth slots was empty.
- The **subcommittee structure** we reported on last year continues to facilitate our work: Big Picture, Program/Resources, Communication, Personnel and Admin/Nuts & Bolts. Our **Goals & Objectives** (ver. June 2014) are posted online at http://www.pacificyearlymeeting.org/wordpress/wp-content/uploads/2011/09/ypcc_GoalsObjectives_2014_06_AnnualReport.pdf .
 - That and other documents and information are linked from our main page, <http://www.pacificyearlymeeting.org/youth/> .

Committee Work Highlights (with support from Coordinator)

- **Interest Groups and Activities at Annual Session 2015:** We are offering two interest groups, one in partnership with Quaker Oaks Farm. We are also hosting a discussion on “membership” with teens, young adults and Discipline Committee outside of regularly scheduled interest group time. We will present in plenary on Tuesday afternoon of annual session, followed by participating in the Committee Fair.
 - **Wednesday, July 15th, 1:30pm:** *Growing Intercultural and Intergenerational Relationships on the Land: Friends, the Wukchumni People, and Quaker Oaks Farm* (Alyssa Nelson and Melissa Lovett-Adair): “Come explore and hear about our ongoing intercultural, intergenerational work toward restorative justice and developing relationship with the land. Quaker Oaks Farm and the Wukchumni people have been collaborating with the PYM Youth Programs Coordinator & Committee on a teen camp (held twice so far) and young adult and other activities on this ancestral Wukchumni land near Visalia, CA. The farm had been held by a Quaker family since 1979 and now is held in trust by Visalia Friends Meeting and managed by Quaker Oaks Farm nonprofit board.”
 - **Thursday, July 16th, 8:30pm:** *Discussion on “Membership”* (Alyssa Nelson, YAFs, JYM, Discipline Committee)
 - **Friday, July 17th, 1:30pm:** *Funding and Nurturing our Youth Programs* (Jim Summers et al.) “Join us for a presentation and interactive activities on how to develop ideas into projects/activities and how to apply for funding or other support from the PYM Youth Programs Committee and its Fund (interest from the Bob Vogel Endowment). Participants can review the policy and application online at: <http://www.pacificyearlymeeting.org/youth/resources-funding/>.”
- **YPCC Policy for handling requests to recommend youth workers:** After a pattern of requests has emerged over the course of the YPCC effort, we created written guidance for ourselves and for other committees, Meetings, and Quaker organizations that want to request the YPCC or YPC’s help in finding adults to work with youth in their programs or activities. Details can be found in the Summary Report and the Appendix.
- **Revised PYM Abuse Prevention Policy:** M&O has drafted an update to the 2010 policy to present to annual session. It now provides much clearer guidance about abuse as relates to Friends and also to the law; ways to help prevent abuse; conducting background and reference checks for youth-workers; education for youth-workers, youth, parents/guardians/sponsors, and the PYM community at large; and responding to abuse situations if they happen or are suspected. Our Admin Supervisor and YPC were asked to contribute to the process as interested parties and former members of the Ad-Hoc Sexual Misconduct Prevention Committee (formed at RepCom 2013).
 - For the last two years, M&O has handled the **Background Checks** for adults who work with JYM and Children’s Program [conducted online, via a company called Employment Screening Resources (ESR) <http://www.esrcheck.com/> .] M&O has now asked the YPCC and YPC to take over this function, and so the

YPC, Alyssa Nelson, has begun to do so in preparation for this year's annual session, with help and oversight from an M&O member and the YPCC Admin Supervisor.

- **Youth Programs Fund:** Last year we became responsible for stewarding the new Youth Programs Fund (interest from the Bob Vogel Endowment), including developing an application process.
 - We are available for consultation throughout the year on how to develop and support new projects and activities. We are open to requests for non-monetary support at any time.
 - We'll have designated times at Annual Session to share about the Fund and to brainstorm project and outreach ideas with Friends (formally in the YPCC report to Plenary, the Committee Fair, and at our interest group on Friday, and informally as well).
 - Comments on application and funding processes:
 - We welcome applications to the Youth Programs Fund four times per year, due by the 20th of the months that have equinoxes and solstices (March 20, June 20, September 20, December 20). We aim to make decisions and respond to applications within a month.
 - Descriptions of the fund's purposes and policies, history, and the application are available on the PYM website (under the "Youth Programs" tab on the far right) at: pacificyearlymeeting.org/youth/resources-funding/
 - We are focusing, with the funds available to us, on new programs, new outreach, new connections, and novel experiments rather than becoming a long- term funding source for ongoing programs. It is not intended as a substitute for Meeting or other institutional fundraising.
 - Note on the Fund's policy on travel requests: "Because this fund is not intended primarily for scholarships, or attendance or travel assistance, Friends needing such assistance should ask their Monthly, Quarterly, or Yearly Meetings or the host organization first before calling on the Youth Programs Fund. Please note that airline tickets, when paid for with the YP Fund, should, except in extraordinary circumstances, be purchased 30 days in advance."
 - All funds must be used for activities consistent with the Youth Programs Coordinating Committee's current purposes and goals, which are used to evaluate and prioritize all proposals. The current goals of the Youth Programs Coordinating Committee are: 1. Develop the PYM community to support youth. 2. Develop Quaker youth in community. 3. Develop Quaker youth as individuals. 4. Strengthen Quaker faith and practice in PYM's intergenerational community.
 - Summary of use of the Fund so far:

- We have now been through four rounds of funding applications (Sept 2014, Dec 2014, Mar 2015, June 2015). Decisions about the June 2015 applications and proposals are pending as of this writing.
- We use the Fund for both 'Internal Projects' (i.e., initiated within the YPCC) and 'External Projects' (i.e., requests from outside the YPCC).
- We received 16 external applications in the first 3 rounds (though none was received in December) and funded 12 of them. Awards ranged from \$88 - \$3,000 (and \$4,500 was set aside for teen intervisitation at Quarterly Meetings, of which \$895 was used and the rest released back to the available funds after the term expired).
- Financial notes:
 - Total income to date from Bob Vogel Endowment, put into Youth Programs Fund: **\$24,832.82**
 - June 2014: \$9,121.34
 - December 2014: \$6,954.91 and \$752.76
 - June 2015: \$8,003.81
 - Total spent or dedicated as of 6/30/15: **\$13,979.10**
 - Remainder available through December 2015: **\$10,853.72**
 - Note: these numbers might differ slightly from what the Treasurer has at this point. We have some small reconciliation to do together.
- A list of the projects we have funded is in the Appendix.
- Comments on process: Although it has taken a fair amount of time and energy to set up our process and to make adjustments as we learn more about what works best, being able to use these resources to support Friends and projects has been very satisfying. We aim to make this as smooth and transparent as possible. We have some improvements in mind (including an online application process, and a simpler process for applying for certain travel funds), and we welcome ideas and questions.
- We thank the Treasurer and Finance Committee for their work to manage the investment and accounting, and especially the Treasurer for handling our requests to write and send checks.
- Again, much more fine detail is in the appendix.
- **Australia YM Invitation:** Alyssa has been contacted by her relatively new counterpart (and responsible committee) in Australia Yearly Meeting with a request to learn from PYM's youth programs work, including an invitation to attend AYM in July 2016 along with visits to local and regional meetings. Travel costs would be paid by AYM. As reciprocity, Alyssa has asked to learn about Australian Friends' relationships with Native Peoples and their work on restorative justice. We say thanks to Sally Kingsland (Strawberry Creek MM / Canberra MM) for making this connection and introduction.
 - AYM's Standing Committee will be drafting a minute of invitation when they meet in July 2015, we are told.
 - This is an exciting development for the YPCC and, we hope, for PYM as a whole. It is an opportunity to reflect on what we've learned and implemented in our own

youth programs and to share that with AYM. It is also an opportunity to learn from what AYM does. We feel honored by the invitation.

- We are exploring the possibility of sending 1-2 young adult friends and/or an elder to accompany Alyssa.

Coordinator Work Highlights (with support from the Committee)

Alyssa Nelson, as Youth Programs Coordinator, continues to visit, support, and collaborate with Monthly Meetings, Worship Groups, Quarterly Meetings, Quaker organizations, and various PYM committees, officers, and individual Friends as they seek to meet the needs of youth. In addition to the YPC Committee work she has supported as presented above, Alyssa has been responsible for various program and administrative tasks:

- **“Becoming Adult Allies to Youth” Workshop:** Alyssa again offered two sessions of the workshop this Spring – on April 18th at the Orange Grove Meetinghouse (co-led with Jim Summers) and on May 2nd at Friends House (co-led with Steve Leeds), with 14 Friends participating. A total 65 individual Friends have taken the workshop one or more times since we started offering it in 2011. Meetings interested in hosting one of the next workshops, please contact Alyssa.
- **Quaker Oaks Farm Spring Youth Service Camp:** Co-sponsored and partially funded by the YPCC. Jim Summers and Alyssa Nelson served on the planning committee along with Melissa Lovett-Adair (QOF Board / Central Coast MM) and Darlene Franco (QOF Board / Wukchumni Tribe). 3 PYM teens and 5 PYM adults joined 14 Native teens, some younger Native children, and 20+ staff and elders from 8 Native Tribes (Wukchumni, Pomo, Tongva, Kumeyaay, Toho’ono Odom, Chukchansi, Yacqui, and Mono). We are co-sponsoring an interest group about this at Annual Session, and a summary and photos of the camp were included in YPC Epistle XII, April 2015: <http://www.pacificyearlymeeting.org/2015/documents/ypc/ypc-epistle-xii-april-2015/> .
 - An article about the camp --and more broadly about the partnership between the Wukchumni Tribe and Quaker Oaks Farm-- was published in the most recent issue of *Western Friend* (July/Aug 2015) with an unabridged version online, for which Alyssa Nelson provided writing and editorial support.
- **Meeting Visits and Consultations:** Since last Annual Session, Alyssa has visited and/or consulted with Apple Seed MM, Berkeley MM, Central Coast MM, Davis MM, Friends House WG, La Jolla MM, Orange Grove MM, Sacramento MM, and Visalia MM.
 - She has now visited 34 of the 44 MMs and WGs in California and Nevada at least once each. (And the previous YPC, Sarah Beutel, visited 2 that Alyssa hasn’t yet visited, bringing the total of MM/WGs visited by the YPC program to 36/44 in CA/NV.)
 - We are still working on the question of how best to serve the 5 MM/WGs in Hawaii, Mexico City MM, and Guatemala MM. For now, we send them our electronic communications if we have a contact person for them, and they have

access to the website and Facebook. (The only one we don't have a contact for is Big Island MM.) From time to time we do receive information and requests for support from Friends in Mexico City MM and Honolulu MM.

- **Quarterly Meetings:**

- Alyssa continues to attend the QMs whenever possible; this year she attended 4 of the 5 gatherings (all except CPQM Spring Quarter). She supports the planning and teen committees upon request, such as with finding F/RAPs and intergenerational program/activities planning. It has been difficult at times to find enough F/RAPs, especially in SCQM, but with the Adult Allies workshops there seems to be a growing willingness. Both quarters have very small teen programs at this time (typical attendance 3-10), with some middle schoolers on the way up.

- **Teens:**

- JYM attendance was small last year (>20) and is projected to be even smaller this year (around 12-15). Many of the older teens have 'graduated' to YAFs. Younger teens are stepping into leadership roles with support of peers and the JYM adult committee.
- The low numbers seem mainly to be due to a dip in numbers in this age group across PYM (but if anyone knows of other reasons, please let us know). It looks like there is a bump in the 10-12 age range, though. We know of teens in MM/WGs who don't participate much or at all in QM or JYM, but that is consistent with past years.
- We continue to urge MM/WGs to encourage and support middle and high schoolers, as well as younger children, to participate in regional gatherings (even if their parents/guardians can't attend) because the experience of developing a Quaker identity, community and support with a critical mass of peers in a Quaker setting has been noted by teens over the years as being very important and transformative.
- JYM was able to fill its needed FRAP slots earlier than usual this year, due to streamlining of processes for outreach and discernment, and more clarity and support for the role of FRAPs. We still need to develop and support more adults willing and able to work with JYM so that we don't burn out our volunteers.
- Alyssa supports JYM in its planning process by email and phone and at the JYM planning meeting held at Representative Committee meeting in February/March. She has also helped design and facilitate the orientation for FRAPs, teen leadership, and the JYM adult committee on Monday afternoon of annual session. She is continuing to redevelop and co-facilitate the Respectful Relationships sexuality education workshop at JYM as she has for the past few years. A main role continues to be helping JYM to understand, coordinate with and navigate within the PYM and annual session structures, and helping other PYM entities understand and connect with JYM.

- **Young Adult Friends (YAFs):**

- The YPC and YPCC have especially supported and funded the development of the pre-annual-session YAF Retreat and other YAF gatherings throughout the year (including the YAF-sponsored AVP Basic Training and upcoming YAF leadership workshops), encouraged YAF program scheduling to be in better communication with the overall annual session scheduling (and vice versa), and helped create stronger working relationships between the YAF leadership and PYM's officers and committees.
- One of the YAF co-clerks, Kylin Navarro, serves on the YPCC. Three of our other committee members also fall into the YAF age range-ish.
- The number of young adults (age 18-35ish) active in the annual session and YAF activities throughout the year is growing. About 5 years ago, YAF attendance at annual session had dropped to under 10; now it is 20-30. In part this is due to younger Friends aging out of JYM and staying involved by transitioning to the YAF community. YAF leadership has worked to make the transition easier through relationship building at annual session with young Friends in the transition stage. The YAF retreat held the weekend right before annual session has been pointed to as being a fun and effective way for young Friends to ease into this new community. YAF leadership and individuals have also been making an effort to be more visible and involved with the wider PYM and annual session, through committee work and participation in activities with the older adults (as well as with the children and JYM).
- We helped organize a campout for young adult Friends and Wukchumni at Quaker Oaks Farm over Presidents' Day weekend in February to get to know the land and the organization, and to help build the composting toilet we provided funding for via the Youth Programs Fund. It turned out not to be an easy weekend for many YAFs to attend. We had a few older young adult and adult Friends, and some of them brought young children.
- YAF Family & Elders Retreat (aka YAF Retreat) will be held again this year for the 3rd year in a row, with support from Alyssa and the YPCC (planning, funding, participating). This will be the weekend right before Annual Session, held this time at Berkeley Meetinghouse. It is designed to gel the YAF community before going to annual session, provide an opportunity for YAFs who can't attend the annual session, and ease the transition for new YAFs (young ones and newcomers). This year, PYM's keynote speaker (Lloyd Lee Wilson) and invited guest (Paula Palmer) will attend; Paula Palmer will lead her "*Roots of Injustice, Seeds of Change: Toward Right Relationship with Native Peoples.*" workshop for the YAFs. <http://www.pacificyearlymeeting.org/young-adult-friends/>
 - We will report in Plenary about the outcomes of the retreat (since it's held right before Annual Session, after this report will have been published).
- Although Western Young Friends New Years Gathering is independent of PYM, many PYM YAFs and older adults participate in it and name it as an important (even *the* important) Quaker community for them. We provided supplemental funding for their 40th anniversary gathering this year. Alyssa and another YPCC member (Jenn Carr) attended.

- **Communications:**
 - Alyssa works with our YPCC Communications Subcommittee.
 - She sends out epistles a few times a year with news of recent and upcoming events and an updated calendar.
 - PYM Website (youth sections): Alyssa has continued to improve the webpages she manages on the PYM site, under the “Youth Programs” tab on the far right of the PYM page. Also posted there are links to her epistles, the committee’s reports and guiding documents, announcements, and the youth calendar.
 - Facebook pages
 - Responds to requests for information, help, and referrals, and meets with individual and groups of Friends:
 - Online or on the phone throughout the year, especially leading up to Annual Session
 - In person as possible
 - See Appendix on “Reference Materials” for details

Please see Appendices, attached below.

APPENDIX A: Reference Materials

- PYM Web Pages Maintained by the YPC
 - Main Youth Page: <http://www.pacificyearlymeeting.org/youth/>
 - Calendar (list and table formats):
<http://www.pacificyearlymeeting.org/youth/calendar/>
 - JYM/Teens: <http://www.pacificyearlymeeting.org/youth/jym/>
 - YAFs: <http://www.pacificyearlymeeting.org/young-adult-friends/>
 - Adult Allies to Youth / FRAPs: <http://www.pacificyearlymeeting.org/youth/adults/>
 - Children's Program: <http://www.pacificyearlymeeting.org/youth/children/>
 - Resources & Funding: <http://www.pacificyearlymeeting.org/youth/resources-funding/>
- Facebook Pages Maintained by the YPC:
 - PYM Youth Programs Facebook Page: <https://www.facebook.com/pages/Pacific-Yearly-Meeting-Youth-Programs/114350215310651?fref=ts>
 - Also helps moderate Facebook pages for JYM, CPQM teens, SCQM teens.
RepCom Report 2015:
<http://www.pacificyearlymeeting.org/2015/documents/ypc/youth-programs-report-to-repcom-2015/>
- Links to our epistles, other reports, and other documents from main YPCC web page:
<http://www.pacificyearlymeeting.org/youth/>
- 2014 Annual Session Report:
<http://www.pacificyearlymeeting.org/2014/documents/ypc/youth-program-report-annual-session-2014/>
- YPCC Goals & Objectives: http://www.pacificyearlymeeting.org/wordpress/wp-content/uploads/2011/09/ypcc_GoalsObjectives_2014_06_AnnualReport.pdf

--Appendices continue on next page--

APPENDIX B: Background on YPCC Policy for dealing with requests for recommendations of youth-workers

Minute of the YPCC regarding requests for lists of youth-workers (July 2015):

The Pacific Yearly Meeting Youth Programs Coordinator (YPC) and Youth Programs Coordinating Committee (YPCC) continue to be available to consult with groups in PYM on developing safe, reliable, well-known and well-prepared adults to work with youth (“youth-workers”) whose interests and abilities match the specific program needs. The Committee believes that, due to the broad geographic span of PYM, widely differing program needs, and the necessity for frequent updates, any lists of potential youth-workers should be developed and maintained by those groups or programs at their own local levels. The YPC and YPCC will not provide a general or central list of youth-workers, nor certify the qualifications of potential youth-workers. While the YPC will continue keeping a working list of numerous individuals in PYM who play roles in youth programs, that list is an internal resource for the work of the YPC and YPCC, not for circulation.

Caveats and Rationale:

- Pacific Yearly Meeting spans three countries and three US states. The YPC Committee’s objective is to assist local communities to draw on local resources rather than to produce a generic, sometimes outdated central list.
- The Committee will continue to administer criminal background checks at the request of a PYM program and with the permission of the person being checked.
- The Committee will also continue to verify participation in its “Adult Allies to Youth” workshops with the caveat that participation in this workshop does not necessarily mean the person is qualified or recommended.
- Information provided by the Committee on potential youth-workers should not be a substitute for personal knowledge, reference checks and other forms of discernment or outreach in the Good Order of Friends. We strongly recommend that selection of youth-workers for PYM activities be in compliance with any pertinent current policies, such as the PYM Abuse Prevention Policy.
- Upon request, the YPC and YPCC members may serve as references for individual applicants --in their own private capacities and at their own discretion-- but are not expected to do so as part of their duties.
- **Reference Material:** PYM Abuse Prevention Policy (2015 revision of May 2010 document, forthcoming, to be presented by M&O to Annual Session for approval)

Background and Need:

Many Quaker organizations within or associated with Pacific Yearly Meeting use older youth, young adults and older adults as volunteers, employees or contractors (i.e., “youth-workers”) in youth and intergenerational activities. PYM comprises over 40 Meetings and Worship groups in the two Quarters in California and Nevada, plus the 5 Hawaiian MM/WGs, Mexico City MM, and Guatemala MM; Southern California Quarterly Meeting, College Park Quarterly Meeting, and some of the Monthly Meetings and Worship Groups have youth programs. PYM itself conducts

several youth events in a typical year, with Junior Yearly Meeting (JYM) and Children's Program at Annual Session usually being the largest, and a multi-day JYM planning meeting (with teens and adults), usually held in conjunction with Representative Committee Meeting; other PYM-sponsored youth events may also be organized from time to time. Associated organizations like Sierra Friends Center / Woolman Semester / Camp Woolman, Ben Lomond Quaker Center, and Quaker Oaks Farm also conduct youth programs.

Since the inception of the PYM Youth Programs effort, the Youth Programs Coordinating Committee (YPCC) has had a goal of increasing the number of adults willing and prepared to work with youth throughout PYM. One approach has been to offer a workshop on the topic; so far that workshop has been offered twice a year since 2010, once each year in Southern California and once in Northern California. The Youth Programs Coordinator (YPC) has also helped JYM develop its orientation for volunteer "Friendly [Responsible] Adult Presences" (FAPs and/or FRAPs).

Fairly often, committees and organizations ask the YPC or YPCC for a list of recommended or approved youth workers (FAPs, FRAPs, Children's Program teachers, camp counselors, etc.). They have at times asked for the list of Friends who've taken the "Becoming Adult Allies to Youth" workshop, sometimes referred to as the "FAP/FRAP training," although it is really more of an introductory workshop than a training or certification course. When we have shared the names of the participants, a caveat has been included that it is *not* a list of recommended youth workers and that just because a person took the workshop doesn't mean they are necessarily prepared or qualified.

In 2014-2015, the YPCC recognized this pattern of requests and asked our Program & Resources Subcommittee to consider the following queries:

What should be the role of the YPC and YPCC in making these recommendations, if any?

- i. Should we keep and promote a central list?*
- ii. What criteria, remembering there are different constituencies?*
- iii. "What's the worst way this goes wrong?" and how to avoid and consider that. E.g., wrongful behavior causing hurt, endorsement vs. statement of criteria being met, how to deal with someone asking why they weren't recommended.*
- iv. How could we help/coach orgs and committees develop their own processes?*
- v. How can we expand the pool of FRAPs?*
- vi. Any conflicts of interest?*
- vii. How do we think about the activities calendar as relates to these lists?*

Response from the YPCC Program & Resources Subcommittee:

Why it would be difficult and undesirable to maintain a central PYM youth workers list:

- We have 50 or so organizations spread from Guatemala and Mexico City in the South to Arcata in the North, and from Las Vegas and Reno in the East to Hawaii in the West. The number is large and the geographical range is huge, even if limited to just Nevada and California.
- Youth-workers will need background and reference checks. Legal and insurance requirements may be different in the three different countries and three different US states involved. Friends' responses to these requirements may not be consistent. While the YPC has begun to take on the responsibility of administering background checks for PYM-sponsored events (previously done by PYM's M&O), the background check process itself is not a substitute for outreach and discernment: it is one piece of the process.
- Different programs need different types of volunteers due to many factors: the ages and age ranges of the youth; the location, nature and accessibility of the facilities; the nature of activities and programs; and so forth.
- Such a list would have to be kept up to date as potential volunteers' interests, abilities and life circumstances change. Some Friends would need to be added to the list, others dropped, while others may prefer to switch between different types of programs.
- Friends and Friends' groups do not all have the same notion of the type and amount of leadership they want from youth and adults in their programs. This has created difficult situations for some youth-workers in the past: they might have been seen as too permissive or too controlling, too Christian or not Christian enough, etc. Sometimes a volunteer who has been valued in one setting has experienced severe criticism in another.
- A universal list could place Meetings or other organizations in direct competition with each other (or with YPCC sponsored programs) for staffing for youth programs or raise issues of favoritism on the part of whoever administers it.
- It is too much responsibility for any one person or committee, and too large a job.
- What is the worst that could go wrong? A centrally vetted list could produce an additional level of legal liability and/or a false sense of security. If a youth-worker harms a child, it is horrible; If that worker was drawn from a list we preapproved, the situation becomes even more complicated and could result in greater institutional and personal liabilities.

Rationale behind this response:

- Friends' Meetings, groups, committees and institutions should be encouraged to build local lists of people willing, trained and ready to work with youth.
- The YPC and YPCC can continue to *support* training for youth-workers within PYM.
- The YPC and YPCC can assist groups in preparing lists of adult youth-workers from geographically appropriate sources, clarifying needs, preferences and resources. Local community can be strengthened both between peers and across generations by the identification and training processes.
- Programs should define their own needs and expectations. Expectations can be clear and customized for each particular community.
- This should be done in accordance with any pertinent PYM and/or Meeting or organizational policies, such as the PYM Abuse Prevention Policy. We feel that this

approach will be safer for children and not create an additional level of liability for the YPC, the YPCC and PYM.

- Local groups can develop programs with their local strengths and volunteer resources in mind. Youth-workers can not only be found but purposefully developed within specific communities.
- Smaller groups can know youth-workers better, not only for their strengths, but for their weaknesses and even possible emerging hazards.
- This approach can also encourage Friends outside the YPCC to take the bigger picture of youth and our community.
- It will not lock the YPC into a clerical job and will not put the YPC in the ticklish position of having to formally recommend (or not) specific Friends. It does not introduce additional levels of liability if things go wrong.
- It better fits our goal of creating a genuine community that spans generations.

“Never do for others what they can do for themselves.” -- The “Iron Rule of Organizing”, attributed to Saul Alinsky

--Appendices continue on next page--

APPENDIX C: Youth Programs Fund Summary & Details

- Information about the Fund is online:
<http://www.pacificyearlymeeting.org/youth/resources-funding/>
- Income from Bob Vogel Endowment so far: \$24,832.82
 - June 2014: \$9,121.34
 - December 2014: \$6,954.91 and \$752.76
 - June 2015: \$8,003.81
- Total spent or set aside as of 6/30/15: \$13,979.10
- External projects funded (September 2014 - March 2015 funding rounds):
 - Western Young Friends New Year's Gathering - 40th Anniversary (used for participant registration and travel assistance, including a handicap-accessible van rental, and other general expenses): *\$3,000, December 2014 - January 2015*
 - Composting toilet to improve the camping area at Quaker Oaks Farm for youth and intergenerational gatherings (for materials; built in part during a campout with some young adult Friends and Wukchumni): *\$1,000, February 2015*
 - AVP Basic Training hosted by PYM Young Adult Friends (for food, materials, meeting space, facilitators): *\$1,000, March 2015; remaining funds transferred to "YAF Leadership Trainings" project (see below).*
 - YAF Leadership Trainings: *\$500 to supplement leftover funds from AVP Training, upcoming*
 - Co-sponsoring the Spring Youth Service-Learning Camp at Quaker Oaks Farm (supplementing their other income sources: used for materials, field trip to Kings Canyon National Park, meals, GONA facilitation): *\$3,000, April 2015*
 - "Cracking the Codes: The System of Racial Inequity" video streaming rights to be shared throughout PYM, by Racial Justice Subcommittee of PYM's M&O, crackingthecodes.org : *\$250, April 2015*
 - "Roots of Injustice, Seeds of Change: Toward Right Relationship with America's Native Peoples." Honorarium and travel costs to bring facilitator Paula Palmer to PYM Annual Session 2015 to conduct this workshop, hosted by Racial Justice Subcommittee of PYM's M&O, boulderfriendsmeeting.org/ipc-right-relationship : *\$1,500, July 2015*
 - Monthly Regional Teen Gatherings in Southern California (this project was funded but then not able to be carried out): *\$900, undispersed/cancelled*
 - Travel Awards (*\$2,669 total, full or partial costs*):
 - 1 YAF to travel to Quaker Earthcare Witness conference;
 - 1 YAF to travel to YAF "Continuing Revolution" Conference on theme of Equality at Pendle Hill;
 - 2 YAFs to travel to IMYM Annual Session;
 - Teen Intervisitation between CPQM and SCQM (used by 2 teens);
 - 3 teens to travel to Spring Youth Service-Learning Camp at Quaker Oaks Farm;
 - 3 YAFs to travel to a service project

- Note: \$4,500 was budgeted as an estimate for teen intervisitations between the 5 quarterly meetings in CPQM and SCQM, but only \$895 was used, in part due to the difficulty of trip planning and intervisitation logistics for the QM teen programs. We will be considering how to improve this for next year.
- Internal projects funded (July 2014 - June 2015):
 - Registration for YPCC members (and two young children) from outside CPQM for QM intervisitation at Fall CPQM (in conjunction with a YPCC meeting): \$672, *October 2015*
 - Outreach materials and logo design for YPCC (by the YPCC with a YAF who has graphic design training): \$300, *in progress*

--end report--