

# **PYM Youth Programs Coordinating Committee Program Evaluation Report 2019 - Survey Responses *Redacted for anonymity***

## **Supplement to the Report,**

**which is in a separate document linked at YPCC web page:**

[www.pacificyearlymeeting.org/committee-newsletters-and-reports/youth-programs-coordinating-committee](http://www.pacificyearlymeeting.org/committee-newsletters-and-reports/youth-programs-coordinating-committee)

## **Demographics**

Total Respondents: n = 31

Ages of Respondents:

0-17=0	36-40=2 (6.5%)	60-69=7 (22.6%)
18-25=1 (3.2%)	41-49=1 (3.2%)	70-79=7 (22.6%)
26-35=4 (12.9%)	50-59=8 (25.8%)	80+=1 (3.2%)

Have never attended PYM annual session: 3.5%

Have never attended a Quarterly Meeting: 17.2 %

Participated in Children's Program as a child: 17%

Participated in JYM as a teen: 31%

Participated in YAF activities: 31%

Participated in some other Quaker youth activities (e.g., camp, school, monthly meeting, Quarterly meeting): 50%

Participated in youth activities as an adult such as serving on committees: 90%

Have had a child in CP: 36%

Have had a teen in JYM: 30%

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What services have you used or received from the YPCC program? What resources have you found most helpful?

Types of support or services received (some respondents list more than one service received):

What effects do you notice of youth participation in regional gatherings such as Annual Session or Quarterly Meetings (Children's Program, Teen Program, Young Adult Friends, overall event)?

What have you noticed from any youth (including yourself if you're a youth) who have participated in activities/events supported by the YPCC, or who have received help with travel and registration for events?

What have you noticed or heard from youth in your community (or you as a youth) who have participated in Friends service-learning opportunities, such as work with Quaker Oaks Farm, AFSC, FCNL, FWCC Youth Pilgrimage, Unity with Nature Committee, Peace and Social Order Committee activities, Quaker Earthcare Witness, Friends' presence at Standing Rock or Women's March, etc.?

Do you have any ideas about how youth (or yourself as a youth) who participate in such activities could make your group and the PYM community more aware of their activities and actions?

In what ways do you see youth taking leadership (or do you as a youth take leadership) in Monthly Meeting, Quarterly Meeting, PYM, or other PYM Friends' communities?

Of everything that the YPCC/YPC has initiated and been deeply involved with, what are you most excited about?

Are there any other activities that youth in your community would be interested in that the YPCC could support?

Comments about "Has the YPCC improved the quality of the youth programs year-round within the broad scope of PYM?"

Secretarial / Admin work: Should PYM consider hiring someone designated to do such a job on behalf of all the committees and the YM, and then focus the YPC's work more narrowly? Or does it make sense to have the job description for the YPC include such secretarial/administrative tasks? Any other thoughts about this?

Any comments about the cost of employing a Youth Programs Coordinator?

While this program evaluation has a broader scope and is separate from any performance review of our employee, the Youth Programs Coordinator (YPC), we do welcome any feedback on Alyssa's YPC work here. Comments:

Is there anything else you would like the YPCC to know?

## **Survey Responses (anonymized):**

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## What changes have you noticed since the advent of the PYM Youth Programs Coordinator and Committee?

**29 responses: 79% positive**

As of now, I cannot perceive any changes at the local level. When benefits of the YPC are discussed, they are generally restricted to the workings of the Annual Session.

- 1) Much more awareness of programs for youth
- 2) Engagement from PYM in the community was significantly increased through this role
- 3) There seems to have been more opportunities presented and greater participation for our youth to participate in service and fellowship opportunities

I was not a participant of the annual session prior to the advent of the position.

The children and Junior Meeting, and Young Adult Friends are served better. Young Adult Friends has grown and become more active.

None

I came to PYM after YPC had been established

An increase in the number of teen focused events around the 1 day quarterlies

good everything

I am pretty new. I began last year and a JYM adult committee member and a FRAP.

Greater integration of teen programming across the quarterly meetings and YM; specifically when I served on CPQM Teen Program Committee Alyssa as YPC was available to and participated in our planning sessions for quarterly meeting and brought great insight and outreach, and even facilitated cross-attendance by teens from the two QMs at each other's sessions on occasion. Also the regularly occurring youth ally workshops around the state increased the pool of potential FRAPs, which is a help at all levels.

youth programs feel more cohesive, clearer definitions of adult roles when working with youth, stronger intergenerational community, more young people traveling in the ministry

I have noticed some more interaction between the "adult" PYM and the youth programs at plenaries at PYM. I have no direct interaction with the youth programs, so can't say how that's changed.

The high level of activity around the YP is noticeable, especially around annual session when everybody's hearing about it all.

I have heard of more activities.

1. From what I've heard, the Respectful Relationships event at annual session has a healthier foundation and structure. I used to feel worried about how it was being held and what could happen if information was shared that was more than the group was able to hold safely.
2. Alyssa took on a lot of work to restructure and organize the PYM electronic communications system, which was good work but I don't think it was in her job description and I wish others had taken on that work so that Alyssa could focus on working more directly on coordinating youth programs
3. Alyssa felt inspired to create the spring camp at Quaker Oaks Farm focused on learning and coming to know the local native people. I'm sure this is also good work but the amount of time and energy that the YPC must have put into this endeavor seemed to serve far more Wukchumni youth than Quaker youth. While it was clear that the Quaker youth learned and experienced a lot about the native spiritual practices, it wasn't clear to me that the Quaker youth were learning more about Quakerism, which is where I think the focus of the YPC should be held. *[Note from YPCC: it is not actually a fact that the camp was Alyssa's idea or creation; she was asked by others to help along with other YPCC members.]*

I have not been involved and I don't have children, so have not seen the changes. I do know there was initial controversy over the proposal to hire a Youth Programs Coordinator. Then she quit right after the position was approved and she was hired.

Young people feel like there is a real place for them in the Yearly Meeting and there's better communication between members and committees in the YM in general.

I've noticed a definite increase of input and outreach from the YPC in support of pym youth.

I have noticed an increase in the safety, and professionalism of all our youth programs. It seems that more is possible today than it was before the YPC position. It felt like wheels were spinning before and this position has given quaker youth traction in CA.

We have had (more) intergenerational activities at Quarterly and Yearly Meetings, which has been great!

None

There is now a "go to" person to ask questions about what teens might like to do at Yearly and Quarterly gatherings. The role of FRAP seems clearer to both teens and FRAPs (and to bystanders like myself). It may be due to the specific teens' personalities as much as to the Youth Coordinator's efforts, but former-PYM-Teen-YAFs are present in greater numbers and have more dedication to Quakerism.

the adult allies workshop. not sure i'd have noticed any changes had i not been paying attention.

as adult co/clerk of JYM, the support of the YPC's institutional memory (written and oral) and the background checks were very important.

More structure in youth programs at Annual Session and more linking of youth between sessions and between Quarterly Meeting sessions and Annual Session.

more activity and presence in the first few years, and higher visibility.

I have seen more interaction of youth/teens/adults at PYM. In my meeting, we have had direct support to help us with our small teen group, and have been able to share that support with another meeting who was starting a teen group, referred by Alyssa.

More structured JYM programs. More organized system around teens registering for PYM. Legal process defined and upheld. Native American respect and awareness elevated. Demise of the Young Adult Friends program as its own group - not sure if this is connected but happened simultaneously.

The Youth Programs Coordinator seems to have more of a support system. There has also been on longer term project started due to YPCC that I can think of (Spring break Wachumni (sp?) camp)

I don't have a clear recollection of what it was like before, but I have certainly been grateful for Alyssa's work, specifically her as a resource and access point for young people to the processes and necessary contacts to do things within the yearly meeting.

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## What do you like about the current model?

**27 responses: 85% positive**

I am strongly inclined to consider the religious education and spiritual development of youth/children as one of the most important tasks of the Religious Society of Friends. The investment in the YPC signals that Friends understand this mandate.

A dedicated staff member is important.

I like it that there is a coordinator for the whole YM that is paid and works throughout the year.

Nothing

We need someone who knows what is going on across the YM that survives the short terms of nominated positions. After a year or two some Presiding Clerks and M&O Clerks have a reasonable idea of what is going on across the YM but it takes them time and is not an efficient way to operate as an organisation. We do not have great institutional memory over the medium term.

suits me and my family

I think options for children to join teens are good. I like that they can stay overnight with a co-ed group of teens or choose to sleep with their family/sponsor.

I have appreciated Alyssa's clarity about the YPC's job not being to do program; rather to resource and empower Meetings and Meeting youth and allies to create and implement program.

how the YPC supports youth programs throughout the yearly meeting, is really engaged with what youth need

I like seeing more interaction between the youth and "adults" - would like to see more. Would like to see us do a better job of not overlapping business plenaries with the youth programs so that parents don't have to leave plenaries to pick up children.

Those involved are all sincere and dedicated and have a vision for what this work can do.

More attention to youth.

I like knowing who to contact, that there is a single point person as a resource.

???

Dedicated support for youth

That there is a primary point person who has their finger on the pulse of the larger pym youth, FRAPs, Quarterly committees and parent/guardians.

I appreciate that the youth coordinator communicates and helps organize youth opportunities such as going to Pendle Hill."

I like that it enhances the program planning and structures we had in place and that it has begun expanding beyond those base programs.

See above!

Not familiar with it

The Coordinator is involved early in planning PYM youth events. Having an individual instead of a committee means we do not have to remember who is on the committee. The Coordinator is provided with adequate program resources.

institutional memory and help with red tape

In addition to engaging youth, it has picked up numerous small pieces (e.g., criminal record clearances of volunteers and the training of FRAPs) that need tending to. This has removed some of the rough edges.

Initial work to support and engage with existing committees and meetings-- eg quarterly teen committee-- and work to connect with "grass roots."

We can ask for/receive help to support our youth programs at our meetings and at PYM.

That there is a resource person for JYM committee who has broad understanding of PYM and technical/legal process. Also able to facilitate orientations at PYM and other gatherings for teens, FRAPS, parent/guardians. Institutional knowledge of youth programs. Commitment to fostering youth participation in PYM and monthly meetings. Able to use their time to train FRAPS and visit monthly meetings and other gatherings.

Its familiar to most Quakers, It seems that people on the committee tend to be engaged friends overall.

Those members then have access to more funds to help spearhead events like Nogales.

I hope and appreciate that the committee has been felt as a source of support for the YPC.

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## How would you describe the PYM youth programs to someone new or outside of the community?

**27 responses: 93% positive**

They are designed to instill a sense of the testimonies of Friends.

This is a program to coordinate, help develop and promote youth activities for fellowship, service and engagement in the life of the YM. It is important to provide a focus on our youth that would otherwise be lacking at the YM level.

Vibrant

There are excellent programs for children at YM and Quarterly Meetings, and other chances for young friends to meet throughout the year. I think the Young Adult Friends under 35 meet at least once more than at YM.

non-existent, deficient, invisible

That we have a YPC supported by a YPCC and that there are some teen programs at QMs and at YM plus a Wukchumni-Quaker camp in Spring. I know y'all work hard but it's difficult to know what you do beyond supporting Alyssa, managing the endowment fund and individual YAFs.

A lot of what Alyssa brings goes beyond youth programs, I am less clear about YPCC work and what I have seen of that has been things like bringing Julieed to AS 2018. That endeavour was confusing to me because I never came to understand what ministry she brought and the panel presentation about the Reunion General made it seem a lot like a number of YAFs got to go to

Mexico and have a great gathering. There didn't seem to be any visible ministry that Julieed brought nor benefit for PYM other than through a couple of it's YAFs (though I'm not sure how closely related to PYM one or two of those YAFs actually were).

loving and inclusive

great and fun and fun to look forward to

New teens need to be fairly comfortable in their own skin; fairly independent and outgoing. The parent/sponsor might want to connect with adult and teen clerks and/or FRAPS when/shortly before a new young person joins in, if they are not available the first night during orientation.

Providing opportunities for Quaker young people to be and interact with and learn from one another in a setting free (ideally) from the distracting and deforming influences of the outside (commercialized/militarized/product-based) culture and society, and free from the peer pressure to conform to that society's norms, while exploring what it means to be a Quaker, a person of faith, compassion and conviction, in the world

fun, engaging, welcoming

An opportunity to experience community, responsibility for community-building, and a place to be safe just as you are.

Incredibly, PYM was able to collectively affirm that youth presence and participation are a major priority by allocating a bunch of money and putting energy into this. It was a huge step forward for the YM.

The YPCC funds grants from an endowment fund for youth endeavors that are approved. The YPC maintains a calendar of teen and YAF related events and is a resource for the JYM clerks and committee to plan their program for the annual session.

In 2017, I worked with the children in the middle group. I might describe that. But I really don't know much about the overall program.

Dedicated developmentally appropriate programming for young people with a concern towards supporting youth in growing in the Quaker Way and providing deep care and attention to their needs and concerns.

I would say the PYM youth programs provide opportunities for deep connections between youth, although they don't offer the same level of excitement as other faith programs do to kids and teens.

They are programs which strengthen our knowledge and understanding of different age groups, and foster communication between the age groups. They also provide a support structure and framework for young people to stay connected at and between these larger gatherings.

Someone who is hired to help build community among young friends and to keep the spirit of connection, which happens during PYM, alive all year. Someone to nurture the next generation

of Friends.

If they are familiar with youth ministers in a church, it is not hard to explain the Coordinator's role, which is much the same, if in a larger geographic area. In my experience, it is harder to explain to Friends who do not participate in PYM exactly why we need a paid employee.

good when youth numbers reach some critical mass.

Lacking in integrity and appropriate communication and follow-through.

an effort to energize, draw in, and facilitate teen Quaker life in relation to the corporate forms of Quakerism for the benefit of all.

I don't know.

Community and leadership building. Deeper understanding of Quakerism as a society and spiritual journey. Empowering youth to commit to being an active participant in PYM and become a seeker of the light.

They are a committee of people that you can apply to for money for an event you want to do that helps engage Young Adults with Quaker values. I know that's not all you do but I'm a young adult so that's how I would describe it to other young adults which is most of my interactions.

PYM youth programs covers an age range from infant to 35 and huge variation as to the formality and offering of a "program." As far as I am aware and have experienced, the youth programs for those up until high school age involves the childcare and activities offered during the one week annual session each year. Junior Yearly Meeting (teen program) is similarly focused on the annual session week, but in operating as a teen-driven program it entails further communication and opportunities for young people through more of the year. The YAF program has transitioned to an affinity group or a signifier of a recognized age-group within the yearly meeting, but without a program or clear parameters as to what is different about being a YAF versus just happening to be Quaker and under the age of forty. That said, the pre-annual session retreat is a YAF sponsored event and there are social media groups (I think) that encourage continued contact and some sense of community throughout the year.

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## What would you like the YPC and/or YPCC to do differently?

### ***28 responses***

We need a clear, multi-year vision for how we are going to address the demographic challenge of graying MM/WG.

Does the role require 30 hours per week or whatever the current YPC is putting in? Are there ways to be effective with a small financial footprint or demand on one individual? Could the YPCC be more active in doing work within PYM, without putting the YPC out front as much?

I think it is important for the YPC to attend the AS and all the northern and southern quarterly meetings. I also think yearly training for FRAPS is important and supporting monthly meetings and quarterly meetings with policy development and background checks.

The YPC needs to help us keep our institutional memory.

I see the YPCC as primarily supervising the YPC and helping to carry out the work of youth programming.

I also think the YPC role could expand to cover children and young adults, but the focus should be on the teens.

When I read the YPCC committee description I thought it applied to what the YPC does, not the YPCC. For example, shouldn't the YPC be conducting FRAP trainings?

What they are doing looks good to me.  
Make actual changes, make things happen in real life

YPCC seems quite concerned with supporting individual YAFs and teens to do things. I would like to see more support for children and building up the community through thinking about how programs support the spiritual growth of all children and youth, and how the programs support parents.

Actually be present and available at PYM. Mandatory in the job description.

nothing

I think FRAPS/Co-Clerks and Teen leadership need to work out better ways to communicate about concerns and planning during PYM such as making new teens, young teens and teens only staying part of the time more welcome and included.

don't really have an answer here, I'm a pretty uncritical fan

the YPC to focus more directly on youth work, not have to do so much administrative work for the yearly meeting

As I say, I have not direct experience of the youth programs.

I don't know...but I really hope it keeps going and Alyssa's departure doesn't turn into a pretext to lay things down, PYM has come far on this and needs to keep the investment up at least for another long stretch before a decision like that.

Be more involved and accessible and coordinated with Quarterly Meetings, after all, we are all part of PYM.

I would like to see the YPCC adopt a structure similar to NEYM in which the YPC plans and implements 3 teen retreats per year mentoring teens in the planning process as they mature.

The NEYM YPC is also charged with supporting the YAFs to plan and implement 3 of their own retreats each year. These retreats are in addition to any QM or annual session gatherings. Offering more frequent opportunities to gather with themes that foster greater understanding and exploration of Quaker faith and practices in relation to teens and YAF's experiences.

Perhaps have clear time frames on the PYM website listed for when the youth coordinator is available for meetings and other communications so that that person doesn't get unduly overextended.

Continue to create more events outside of the business fellowship gatherings of quarterly and yearly meetings during the year. Develop stronger graduation lines between children's group, teen group and YAFs. Grow the youth programs in numbers.  
Nothing comes to mind right now

If PYM continues to have a YPC, i'd Like to see more interface with monthly Meetings; that said,

I don't think we actually need a YPC

More engagement with pre-teens and college-going YAFs (the latter group is given no attention as far as I can tell). More consistent involvement in Quarterly programs, maybe even regional gatherings ("cluster meetings").

Distinguish between clerical tasks for youth and those for adults. emphasize the conflicts between social and ecological sustainability, noting that Quakers in general are deficient in awareness of the latter and that conflict.

I would pay more attention to Children's Program content - this would be a change of purpose.

I has submitted a serious complaint of being sexually harassed by someone who ultimately still was hired to work with youth at PYM....

this is limited by willingness of adults in community to be active, but I believe the YPC should work mainly to create self sufficient teen integration and activity and work her/himself out of the job.

Nothing

There was lack of clarity of the coordinator's role in running JYM, especially at SCQM and College Park Quarterlies. The volunteer run committees could use more help than the job description implies. It seemed like the YPC did not want to do certain tasks but since she was compensated for her time, it would have been helpful to be able to ask her to do certain things. It felt like there was resistance to asking for logistical help. Perhaps the job could be reevaluated so that the JYM committee clerks - adults and teens - could be able to request that the YPC do them. She did do many things - it just wasn't always clear what the boundaries of the job were and whether JYM volunteers were overstepping if they asked for help. I think this created some tension between committee members and the YPC.

I'd like the YPC to help facilitate more gatherings of friends, more events, more ways for people to get involved. I'd also like to see more delegation from the YPC. I would like the YPCC to focus more on growing leaders in the west coast Quaker community. Which will ultimately help West Coast Quakers grow.

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**Have you seen communication and understanding increase among adults and youth in the PYM community since the advent of the YPC/C? Please list a few examples:**

**27 total: 74% positive**

Given that few young Friends are convinced as per the most recent report by the statistical clerk Pacific Yearly Meeting continues to suffer from a demographic problem. If there aren't young persons at the MM level, developing curricula and support faces an immediate capacity problem.

The "communications" goals are to take minutes, notes, etc and circulate epistles. If there is no means of tracking how many times these are clicked on or used, by what means do we measure any effectiveness? Examples of concrete measures:

How many MM have added new youth programs?

How many MM report that more youths are active as vocal ministers?

What number of youth are clerking MM committees?

Yes, I have. I have participated in "an adult allies" workshop as well as other programs and activities... I cannot speak to the 'youth side' of the perspective as well as I would like, but there does seem to have been a very marked improvement in awareness of our youth and their needs and active engagement and support of them at the YM level.

again, I was not present prior to the introduction of the YPC and YPCC. However I think it has.

I don't know. I suggest that PYM have a gold fish bowl for both Junior YM and Young Adult Friends. This kind of event has been held at Southeastern YM with good results. The young people sit in a circle in the center of the room. Others sit around them. The young people discuss topics of interest to them. I can't remember if there was interaction at this time or later between the adults and the young people.

no, teens and children live in a separate world

Yes, Alyssa is constantly bringing youth perspectives to the committees I've served on, and I've seen her bringing broader PYM perspectives to youth groups. Too many examples from committee meetings to remember or spell out.

kids and adults seem to have good relationships

Not really. I am quite new to the process, though.

Yes. Youth-led plenaries and participation on panels at YM and QM level; teen-led session on trans\* awareness at CPQM; Quaker Oaks service camp involving Quaker, Wukchumni and other youth and elders.

yes, having teen clerking workshops

The fact that there seems to be more interaction between the 2 programs - yes. Can't think of a specific example but I think I've perceived it.

Some

About 4 or 5 years ago, Alyssa helped CPQM Teen Committee to better understand and communicate about non-binary gender concerns and how to bring the concern to the QM through an interest group.

Yes. Intergenerational activities, from games to plenaries; Bob Vogel Fund; importance of inclusion.

My son has had the opportunity to interact with more adults within PYM by attending spring service learning camp and JYM with a sponsor.

Intergenerational activities felt like a rarity when I began exploring Quakerism. Today it feels like there is an expectation of intergenerational games. There are also numerous weighty friends who joyfully are involved in the youth programs to their benefit.

Yes, I think so. The intergenerational activities is the example I am familiar with.

No, I haven't at the Monthly Meeting level. I am not active in PYM, so I can't speak to the Yearly Meeting level.

Some (but not all) teens are more willing and able to converse with adults at PYM and QMs. FRAPs likewise feel comfortable talking about their role in the program.

not sure but probably

I have seen more involvement of young adult Friends in our Meeting. But cause? It may be that the focus on youth and young adults in the Yearly Meeting in general has led us to be more attentive to and welcoming of young adults.

teens brought into PYM plenary activity, social media activity increased for teen connections, work at QM on teen projects and games

Yes! Before, the youth and adults were two separate communities- - not much interaction. Now, we have several times when we come together as a community - intergenerational plenaries, plenaries led by others than adults. this enriches us all.

The past intergenerational activities were wonderful - SCQM speed sharing at a Fall Fellowship, painting the Santa Monica Friend Meeting mural - but there haven't been as many of those in recent times. AVP mini workshops at JYM were also community building and increased the connection with the adult facilitators. It seems like the last 2 years there has not been as much intergenerational activities and I have not seen the YPC encourage this - there has been less overlap.

I have seen an increased functionality of PYM committees (specifically the Children's Program Committee) an example is that now without the YPC the CP committee is pretty much not functioning.

Yes.

- the offered FRAP workshops and clerking workshops targeted for YAFs and JYMers.

- My experience as a YAF co-clerk some years back with the PYM clerk and M&O liaison being purposeful in opening communication and including YAFs in planning and ongoing thoughts was facilitated by cultural shifts and awareness that are appropriately attributed to YPC.

- Alyssa has been a tremendous and efficient resource and an important access point to those systems that seem less transparent if you haven't used them before and don't know where to look. (again based on experience of some years ago.)

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## Have you taken the “Becoming Adult Allies to Youth” and/or Friendly Responsible Adult Presence (FRAP) training? What’s something you learned from it? What effects have you noticed?

**28 total: 20 no (71%) 8 yes**

No

Yes, I did take the adult allies workshop. It provided excellent insight into both the need for adult allies and need for them to consider the perspective of, for example, a 14 year old version of yourself, and where they would have benefited from an ally. I have looked for opportunities to be an ally, but this has been limited on my part so far.

no

No

No, never heard about it

Haven't done these but am glad you offer them.

NA

I did participate last year in orientation for FRAPS and went to the winter planning session and was mostly with the teens, which was helpful.

Helped with some fears as an adult working with teens; increased the number of people available to FRAP.

yes, how to be present with teens without automatically taking on a leadership role

No. Not applicable.

No.

No.

No

No

Yes. Great lessons on boundaries!

Yes, quite a few years ago.

I do not have experience with the training although I have reread the handbook.

No, have not taken

Have not taken either training.

I have not taken these workshops. See comment above. The addition of "Responsible" to the acronym FRAP seems to help define the role and expectations (i.e.: no serious mis-steps by FRAPs have come to my attention).

yes. i learned to let youth take the lead and offer support as requested.

I haven't taken it.

Yes- physical boundaries, rules of PYM

No I have not taken the course... but I work in education of youth so I think I understand the topic for the most part.

No, I wish. Someday.

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## What services have you used or received from the YPCC program?

### What resources have you found most helpful?

**28 total: 81% list some services received**

Types of support or services received (some respondents list more than one service received):

Help with Annual session activities, or support of PYM committees 7

Help accessing Youth fund for travel and workshops 5

Help at quarterly or monthly meeting level 5

Communications Committee and assisting PYM committees with communication 4

Help planning and putting on workshops/events 3

Registration formatting for AS 3

Spiritual support/eldering 1

Intergenerational activities 1

Institutional memory 1

None 6

I have received none.

1) Meeting with the YPCC to learn about PYM programs (at our monthly and quarterly meetings)

2) Communications via email and Facebook on PYM events and opportunities for our youth

3) Adult allies workshop

4) Ex officio Liaison to Communications Committee

5) Annual Session Registration project support

The most helpful to me personally have been the support of the Communications Committee and assistance on Registration.

As the parent of a teen I appreciate the help the YPC has provided to JYM and the quarters, however this help has not been consistent as the YPC did not attend either the AS this year or SCQM fall fellowship this year. I appreciate Alyssa's institutional memory. My teen has gone to the camp in Visalia and liked it.

None  
Nothing

I would have liked to access the Vogel Fund to run some training or similar but didn't have the time/wasn't called to that work. I did use it (with Alyssa's support) to help get some youth to something I did run.

NA

I asked for an elder who I am looking forward to working with as needed. I just "Zoomed" a YPCC meeting which was helpful.

As mentioned, Alyssa's involvement with teen program planning for CPQM; funds for youth travel between QMs is also a great feature

as a teen, i really appreciated working collaboratively with the YPC to help plan events/workshops; as an individual getting to use YPCC scholarship funds to go to a variety of events that helped me learn more about Quaker faith

Not applicable.

I applied for funds to help bring some PYM youth to the General Mtg. of Friends in Mexico in May 2018. It was great, a terrific experience. So for me personally, that has been the most helpful.

None. Tried to coordinate a youth trip to Guatemala, but didn't receive encouragement or help.

When Alyssa was new to her role, I was on the CPQM Teen Program Committee and Alyssa attended our meetings for about a year or so and created a Google spreadsheet and timeline to be used for QM teen program planning.

I worked w the kids as described above. I have not used the services.

Support developing YAF program (particularly pre-AS retreat); Bob Vogel Fund

Support for my son to attend the Toward Right Relations with Native Americans workshop at Pendle Hill. Encouragement for him to attend PYM, and Service Learning camp.

I have applied for a QEW grant. I have had the experience of committee support from the YPC which really enabled the committee to function way better.

Again, intergenerational activities. I know there are other resources as well, but I have not had occasion to use them.

Answer: none, to both questions

I have emailed Alyssa during CPQM planning to ask about teen participation in plenary panels, etc. The emailed newsletter/report (now archived on the PYM website) is very informative, and can be forwarded to those who are unaware of the Coordinator's activities.

written detailed procedures for JYM, and background checks.

While tangential to the YPC job, the YPC involvement with developing the Annual Session registration process has been very helpful.

Alyssa's help when I was clerking teen comm; communications and reports from Alyssa and coord comm

Asked/received direct help to support teen group at our meeting

Guidance on forms, legal processes, registration, FRAP contacts

I have used the fund to host events, I have been on committees with the YPC and I have found the financial resources to be the most helpful.

support form Alyssa as a YAF co-clerk

- grant for travel expenses on a yearly meeting inter-visitation from Committee dispersed funds

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## **What effects do you notice of youth participation in regional gatherings such as Annual Session or Quarterly Meetings (Children's Program, Teen Program, Young Adult Friends, overall event)?**

### ***26 reponses***

JYM program has been weak about promoting spiritual self-awareness in Quaker youth. It has been OK at promoting knowledge of Quaker process.

While the presence of youth is greatly welcomed, I have noticed no changes.

I am not sure that participation at regional events is the basis to determine spiritual growth since our structure is rooted at the MM level.

How many of these youths have clearness committees?

To what degree are they forming new reading/discussion groups at their home MM?

Are youths more inclined to bring their friends to MM/WG events?  
Are more young adults considering applying to Friends School/Quaker University?"

We have had some glowing reports from our meeting youth on the Quarterly and Annual programs. This has served to sustain and increase participation.

Sometimes I think the YPC has spent a lot of time on a program that only a few teens attend (e.g. all the work related to Native American activities); while I love this program, not a lot of Quaker teens attend. I think the YPC could do a better job linking youth to quaker activities that are already going on and publicizing them. I sometimes hear about programs for youth but this is hit or miss and sometimes the timing is an issue (information comes too late).

Our Meeting's one child goes to YM and to Southern Quarter. She gets a lot out of each. She is more comfortable with people and learns how to act.

no opinion

The children/teen streams are usually separate and under-resourced in that there is not sufficient communication with those groups. I see children's programs struggling to be recognised and supported by the leadership of QM (Fall 2018 was really interesting and quite sad - no one seems to notice that there isn't enough support for parents, you can't actually participate fully in QM and be a parent. And I saw how hard the CP had worked to be part of the schedule but the schedule was not at all child/parent/family friendly - everything on the schedule outside of business meetings was worship and the music started way after kids' bedtimes. The FRAPs at that gathering were also not given the communication they needed to do their jobs, it all worked out because they were so capable, flexible and informed from their own experience but it means that almost no one can pick up that job and do it successfully and with joy. I know Alyssa offered some support though it wasn't her job to do).

At AS I see very separate streams for kids, teens and adults - we have a massive problem (as adult PYM Quakers) in not offering much of a meaningful spiritual path so why would the teens want to participate? As one Friend said - they won't warm their hands at an artificial fire. Efforts to bring the groups together are important to consider but currently feel forced. People in the wider body demonstrate care for the children and teens in words but not in actions - it is always difficult to get people to work in those programs and those that do feel unappreciated.

Empowerment

It's a small group. A few teens "graduated" at PYM this summer, so perhaps with new teens coming in, there will be more opening. PYM JYM 2018 had several younger teens join for the first time. All dropped out. I hope there can be more encouragement and inclusion this year, especially with younger new teens.

as mentioned above, youth-led plenaries/panels.

Can't say.

Haven't directly noticed but it seems to me that there has been more participation, right? You overhear these things!

Saw more participation.

Youth participation seems to continue to ebb and flow, as it always has. CPQM Teen Program benefited from Alyssa's support 4 or 5 years ago, but it was absent in recent years up until 2018, when the CPQM clerk asked Alyssa to support the CPQM Teen Program Committee again.

There is a pull to attend these sessions because of the dedicated programming for young people

I was impressed in particular at Fall Fellowship for southern California quarterly meeting by the love and comfort that the older and more experienced teens in the teen program shared with each other and the younger teens. I noticed how one teen who was serving as Co clerk for the teen group at fall Fellowship was so skillful in her guidance and languaging when establishing the community expectations. I suspect that she gained those skills as a member of jym.

Having been in the group and then absent for numerous years and now returned its hard for me to answer this.

I have heard that the teens know how to do business right! But I have not experienced this for myself.

I do not attend Quarterly or Yearly Mtg, so I can't answer

I have been a teacher in the Middle School sub-set of the Children's Program; having gotten to know youth at that age, I have observed an easier transition into the teen program by some (a few do not come back to PYM when they enter their teen years). There has been inconsistent teen attendance at CPQM; perhaps the Coordinator could do more to encourage them to attend.

teens seem very appreciative of opportunities to reconnect in person with each other

a QM presence but variable; teens invited in by PYM clerk these past years. Because 2 of our youth have gone to Quarterly, Yearly, Teen programs over the years, they have started to participate in the life of our monthly meeting (being on committees)

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This is a huge question! There are less youth but this is not the fault of the YPCC or YPC. Outreach is a challenge. I have loved watching my child grow and find community in JYM. I appreciate how the YPC recognized my child's strengths and played basketball with them when they were bored with the other sedentary activities :-)

I think they are about the same. Maybe more Young Adults involved in those things. Children's Program at Annual Session and Teen program seem pretty much the same as far as numbers. There is still the problem of losing Quaker Youth after they go away to college and then come back and we have lost track of them.

I don't have enough of an idea of current participation levels.

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## **What have you noticed from any youth (including yourself if you're a youth) who have participated in activities/events supported by the YPCC, or who have received help with travel and registration for events?**

**24 responses: 83% listed positive experiences**

To judge as much, I would need to be aware of how energies at these events flowed back to home MM/WG. As a long time Annual Session attender who has had my attendance sponsored by SFMM funding, these gatherings are ultimately supposed to bring back spiritual fruits to the local community of Friends.

Yes, especially with Annual Session, where Alyssa was very helpful.

I don't think proactive communication has been great, although the YPC has been very responsive to inquiries.

I think the Quaker Oaks Farm program is wonderful. Where else can young people live with native Americans? Pendle Hill is fabulous. I think the Pre-Retreat for Young Adult Friends before Annual Session is excellent. I think they need to talk to each other. I think it is very important to help children and young people with travel and costs.  
no opinion

There is only so much we can do in supporting youth to participate when our current practices are weak as a faith tradition. As a body we also have to address racism, sexism and classism which I have seen have massive negative effects on youth I have worked with. It is generally a miracle if spiritually-oriented youth stick around PYM and associated Meetings - we're not offering a lot for folks to stay for and there are so many barriers to participating. Even at 40 I am still being regularly condescended to by older adults in our community (largely because I'm a woman as well as being 'Quaker young' it wouldn't happen to a man), it's appalling.

always helpful NSA

It's really important to support youth coming to PYM and Rep Com. I helped with airport transportation on the ground last year at Rep Com.

greater community ties across distance, which is always good

The one consistent youth attender in my monthly meeting is also a regular attender at PYM and Southern Quarter. It appears to me that both those activities really support her and I know they are very important to her.

Like I said my experience with PYM youth (well, young adults) who rec'd travel aid to come to and participate in a Quaker gathering was extremely positive.

Some programs were meaningful to youth.

I have noticed that one particular teen who participated in CPQM, PYM, and BLQC events, leapt from being shy and reserved to being more at ease in leadership roles. I don't know what to attribute that to, but I imagine these experiences were influential.

Feeling heard and nurtured by the YPC. Given the framework and tools to realize goals for the YAF program (e.g. become respected as "adults" in the larger body of friends)

I am very aware that my son has grown and become more sensitive by having experienced the multi-generational and intergenerational Gatherings specifically at Ben Lomond Quaker Center. Every time we come home from family work camp it seems to me he's kinder and more thoughtful.

There is a stronger YAF group directly due to support from the YPC. We would have half as many active members would it not be for the YPCs support of programs and travel support to YAFs.

We have few active youth in our Meeting, and I don't know what programs they've participated in

Recently, intergenerational activities organized by teens (with support by YAF FRAPs) and participation in worship-sharing have been good for making connections across age groups.

Financial support for teen & YAF PYM & QM registration fees is somewhat cloudy - maybe a policy applying at both YM & QM levels would help.

appreciation, and my exposure to such is very limited

Visalia project has attracted a few teens I know; games and work projects at Quarter, pre annual session teen experiences,

Yes: Quaker Oaks Farm, Clerking workshop, quarterly meetings.

The JYMers love being together. YPC helped make that happen. Sometimes there was a lot of stress put on them and her attitude was overbearing and overly directive. YPC helped with getting travel funds for teens and adult leadership and navigating the registration systems. I think there could have been more information about opportunities beyond just the California Friends - invitations to the teen clerks/committee members at a minimum to other yearly meetings/workshops/quarterlies etc.

I have noticed that some individuals have stepped up and grown themselves through leadership skills but I think that the YPC and the YPCC could do a better job of promoting leadership within the various youth groups by taking on more of a mentorship/eldering role. To clarify: I'm not saying the YPC should be an old elder. They should be good at mentoring teens and young adults or identifying mentors for them.

I deeply appreciated the ability to participate in what I received support for and the resources available (human and financial). Within the YAF community (and commenting on some years ago, but I would suspect it holds true), the very fact of the YPC meant an immediate and obvious first step for folks ideas about things to do or projects they were excited about. I think that opened up some possibilities of what was thought possible, even if those possibilities weren't followed through.

Having the structure in applying for financial support through the committee as far as the application where ease of access and clarity wasn't dependent on personal network, relationships, and comfort with individual Friends in particular positions stood in stark positive contrast to some other more general scholarship procedures in PYM.

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**What have you noticed or heard from youth in your community (or you as a youth) who have participated in Friends service-learning opportunities, such as work with Quaker Oaks Farm, AFSC, FCNL, FWCC Youth Pilgrimage, Unity with Nature Committee, Peace and Social Order Committee activities, Quaker Earthcare Witness, Friends' presence at Standing Rock or Women's March, etc.?**

**23 responses 50% report positive experiences 50% don't know youth who have participated**

SFMM has few active youth so opportunity to hear such reports are few.

I have noticed this and heard wonderful reports, but not had any direct discussions.

I have not heard anything about this.

Participation in all of the above is very important especially since work camps don't happen any more.

No

I'm always curious to know how well these kind of decisions to travel and attend gatherings have been discerned. Until one commits to a life of following Spirit's leadings then most decisions are the result of good ideas and good intentions which is very different to Quaker

practice. I have also seen a lot of decisions made very fast and in a big hurry - my experience of leadings that a sense of urgency that comes out of nowhere (ie there is no record of clearness processes etc on this topic previously) is questionable as to it's authentic spiritual depth.

NA

I have not heard anything. We have no children in our monthly meeting at this time.

Hard to be specific, however over the years the experiences people bring back with them from such participation builds our capacity as a community and is an undeniable good.

Answered above. As for the work at Quaker Oaks Farm, I don't know any youth who have attended, but I do know adults and from their reports this is very important work and I am deeply touched by it.

Haven't heard much directly that comes to mind at the moment, was very glad to hear that PYM YFs/YAFs were going to be at the School of the Americas.

There are no youth in my worship group

[Names of 2 friends] speak of the profound effect of the Quaker Youth Pilgrimage and have shared experiences that point to deep spiritual lives. I knew them both to be relatively spiritually mature before that trip, but I'm sure it enriched their spiritual development. I haven't heard much about any of these other experiences even though I do have had relatively greater interaction with teens in CPQM.

If they were led to participate, and in many cases received funding from YPCC to attend, there is a deep feeling of goodwill and a yearning to connect in deeper ways with Friends.

I know of a few youths who have engaged in such groups and activities but I don't know much about their involvement.

I have heard nothing

I know participants in Quaker Oaks camps have appreciated this relatively new opportunity to learn what it is to be a Quaker. I know teens who were sponsored to attend NFCL national meeting and benefited from the experience. I am aware of only one recent YAF participant in Unity with Nature Committee, who (like many adults) found the committee to be dysfunctional. appreciation for quaker oaks farm weeklong retreat

no teens in our meeting; no particular experience with teens in these activities

The Quaker Oaks Learning Camp was very meaningful to at least one of our youth. Youth seem to like the camps at Ben Lomond, Woolman and Quaker Oaks Farm. More opportunities and offerings of financial and logistical aid would be helpful to support youth participation

Yes I have heard of youth going to these events. It unclear to me if they took it farther than that after the one event.

I participated in FWCC's Quaker Youth Pilgrimage and it was on that trip that I became a convinced Friend, having grown up in PYM my entire life to that point. It was an essential experience in my becoming/remaining/committing to Friends.

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## **Do you have any ideas about how youth (or yourself as a youth) who participate in such activities could make your group and the PYM community more aware of their activities and actions?**

### ***21 responses***

The strongest evidence is whether youth are leading committee work, establishing youth-led programs.

Apart from the Annual Session, we do not have many local spaces where youth can share their culture. This makes translating all regional events into sustained participation very difficult.

Post updates on our Facebook pages, send out a quarterly / semi-annual report, maintain a private (moderated) discussion group for PYM teens

I think PYM should have a paid secretary. She or he would do lots of work but one job would be to put out an email once a month, with pictures, showing the activities of the YM and especially pictures of ou[r] youth. Look at the monthly Newsletter Southeastern Yearly Meeting puts out. <http://seymquakers.org/>

no opinion

I'm not sure this is the right question to ask. You seem to assume under Question 4 that folks know what Quaker faith and practice are. I would argue (having just led a workshop where even seasoned Friends came out with a better understanding of their faith and practice) that we don't really know who we are or how to practice deeply. We're lost in a pool of riding on Quaker legacy without actually practicing the ways that led to that legacy arising. Clerking workshops are a great start and we have to go a lot further if this faith tradition is going to be worth belonging to for more than just the community of people we love.

I have seen in my current MM that Friends do know what is going on in the lives of the teens and YAFs because they have built up a long time of knowing the kids as they grew up. They have a strong children's program that I think is essential. "

keep on truckin!

Not sure per being new, and my answer to previous question.

We're not great at providing forums for reporting back (or at attending them when we do ), and not just in the case of youth - so not sure what to say. Mainly I trust (and have experienced myself when I've had the occasion to be part of a delegation or other such wider-Quaker (or other) activity) that the individual gains much, and that the effects will be spread in our community one way or another, even if not in the form of a formal report.  
more youth-led interest groups at Annual Session

I do see posts of FB. Which tells you I am probably older, right? Because young people aren't on that so much. So diversity in social media seems important.

Writing of their experiences for Western Friend or MM newsletters, interest groups or other presentations.

More conversations between youth and adults. Not sure how that should be facilitated.

I was out of state did PYM have a called meeting over Standing Rock? If not it should have. As a historic moment for our countries fight for social justice, it would be great if we as Quakers could be more responsible on a unified front.

Send out emails, publish in Western Friend and communicate more directly with Monthly Meetings

I would not place too much of the burden of communications on the youth. Here is an idea: the Epistle Committee of PYM, or a Monthly Meeting newsletter editor, or any Friend acting as a news reporter could interview young people and ask them what Quaker kids are doing.

a publication devoted to youth writings and activities, similar to western friend or QEW's befriending creation. conscious discussion of reasons for generation gap

for what purpose? communication is not the problem, I think.

Our Meeting has the participants write a report to our meeting telling what they found/learned at the activities. Our youth group wrote their own report to our business meeting.

Interest groups where they could present about their experiences. YAF mentors for teens and middle schoolers - if YAFs were available who are now doing childcare instead to partner up with teens?

I think it's important to engage elder Quakers with the youth and get each of them to tell their story more. Some ideas for this would be to set up a clearness /anchor committee (or at least attempt to) for many of those rising leaders so that they have more of a connection to a home meeting.

Perhaps some kind of blog on the website where folks are asked to write a reflection or some small piece about their experience-- either during or just following and with links set up and information regarding the activities and projects and how to get involved for anyone interested.

That may not be the most conducive to profound personal sharing, but could be positive exposure for the projects and a connective hub, particularly in not excluding those who don't use social media, though of course, it could include those links as well just to show Quakes are hip with it.

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## **In what ways do you see youth taking leadership (or do you as a youth take leadership) in Monthly Meeting, Quarterly Meeting, PYM, or other PYM Friends' communities?**

### **23 responses**

As of now, apart from a few committee appointments, there is little activity in this regard.

I have seen this in some of the QM and YM gatherings, hosting meetings for worship and caring for the young children.

I only see youth taking leadership at JYM. Some YAFS participate in committees. No teens participate in leadership roles outside of JYM

I think young people should be invited to be on MM committees and join MFB when they are ready to do so.

Not at all, basically excluded

You have to have people who 'get it' on nominating for this to happen. Unfortunately, this seems to be rare. That, and we lose many youth because who would want to participate in a sexist, racist, classist, ageist organisation? It is really hard being a young woman and serving this community - I (and my youth co-clerk) were repeatedly overlooked, not consulted and generally treated as less than the other leaders we were working with. It was exhausting - everything we tried to do we had to do the normal amount of work plus battling against institutionalised sexism and ageism. Folks of color have it even worse.

I see the kids taking charge toward change

As co-clerk I am just starting to learn more about the whole "governing process". I would like to see a plan/process for welcoming new teens who arrive or leave without spending the entire time at a gathering, and also maybe setting up a buddy system?

recent keynotes at annual session; appointment of younger members to PYM M&O a plus; we have a long way to go before we can say we're doing a great job of developing youth leadership though.

more YAFs on CPQM committees (nominating, teen program), currently have 3 YAFs on PYM M&O

I like that the YPC have youth involvement in the coordination as well as the activities. I have seen good leadership from some clerks.

There have been more young people attending Quaker Center programs, in part due to Quaker Center's invitation to complimentary registration for YAFs and teens and in part due to the YPCC funding. There have been more YAFs on PYM M&O in recent years.

Clerking!

I have consistently taken on Quaker leadership since getting involved in PYMs activities. Primarily this has been outside of Monthly Meetings however I have also served on multiple MM committees and currently serve as a Friend in Residence for a meeting.

Becoming members of committees and being Meeting reps to various Quaker and non-Quaker outside groups

No examples come immediately to mind

organizing their own JYM schedule for annual session, asserting their opinions and behavior

X and a few others took on some YAF leadership; now and then there is a 'leaderly' teen in the quarterly session cpqm; no simple transition system since teens are not typically integrated into regular and frequent Quaker process, as in a monthly meeting.

I see many more youth/young adult friends taking leadership roles. One young teen started being a counselor at Ben Lomond Summer Camp, young adults are more part of the PYM community - attending worship sharing, being on committees - Much to the enrichment of us all.

Being on committees, being asked to serve, Quakerism 101 for teens, continuing the mini-AVPs at PYM. More casual gatherings between larger ones that are supported by YPCC

I don't see a lot more leadership within the Quaker youth community aside from more young adult friends on PYM committees.

Not sure.

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## **Of everything that the YPCC/YPC has initiated and been deeply involved with, what are you most excited about?**

### **Top 5 responses:**

Quaker Oaks Farm Spring Service Learning Camp 77%

Financial Logistical support for individuals 73%

Becoming Adult Allies and FRAP workshops 69%  
Clerking workshops 57%  
Financial Support for Projects from Youth Fund 57%

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## **Are there any other activities that youth in your community would be interested in that the YPCC could support?**

### ***19 responses***

Youth-led programs at the MM level.

I wish the YPC/YPCC could help make youth aware of programs that are already happening, and help to provide the infrastructure so youth can attend. For example, when the Rise Up Singing folks came to Ben Lomond, that might have been a great opportunity for youth to attend and participate together. When there are clerking or eldering workshops, youth could be encouraged to attend in more concrete ways than just by sending information. Youth attend things when there are several youth going and someone needs to talk programs up because the youth are too busy to initiate.

I think a trip to Friends Committee on Legislation CA, or AFSC would be good.

meeting kids from other meetings, establishing a larger community

Again, this seems to be back to front and focusing on supporting individuals instead of building a meaningful spiritual path for all Friends. Once we have a faith tradition that is 'on fire' with the Spirit, you won't be able to stop youth coming in. This question highlights the scarcity approach - trying to work out how to make youth stay instead of having the hard conversations within MMs as to what is really going on - dig into the conflict that exists (if folks are willing to look) and work through it, it is the way to revitalise Meetings. We've seen it happen elsewhere eg East Coast.

not really

Not at this time.

YAF and/or young family camping trips

not so much for my Meeting at the moment.

I believe that regular retreats would be of interest because I understand that the CPQM gatherings are held at times that are hard for teens to attend due to the timing of SAT and AP exams.

I would recommend monthly service meetups. We don't have to reinvent the wheel just team up with a service org and show up. As well as a twice a year backpacking trip either for YAFs or

teens but to start YAFs cause of liability issues. This would glam up our programs and we could reach more youth.

Don't know

My Monthly Meeting has only one teen (a strong group recently graduated from high school). Interfaith activities (e.g.: involvement in peacework) could be of interest to Quaker youth.  
don't know

no  
No

Peace Action Camps, workshops on the Selective Service System, workshops with FCL CA

Backpacking/camping trips to connect youth as they move into the next age group.

The youth in my meeting and WG area area all 10 and under with an emphasis on the 4/5 age. I don't have a clear idea of what YPCC supports with youth under high school age and what that would look like. The meeting is working hard to build up some kind of Children's Program and is in the exciting stage of having enough core people to reasonably do that and is just starting out. So, while not strictly a youth activity-- curriculum review, pooled resources with what other meetings successfully are doing/have done is all having to be gathered and completed with a lot of footwork and probably not just at our meeting. How great would it be if all that sort of thing and further ideas and contacts was gathered already and available to every meeting in PYM via some cloud folder?

Also, I've had at least one parent of young kids ask me about Quaker parenting resources and perhaps there is some piece of the development of allies and support of youth that is entwined in the support of families in supporting youth. Not to mention, some of the older "youth" are parents to the younger youth, so looking at the whole family hits multiple demographic boxes under youth program care. : )

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## Comments about "Has the YPCC improved the quality of the youth programs year-round within the broad scope of PYM?"

**25 responses on 1-5 scale: 76% rated a 4 or 5 on the scale and 16 added comments**

Alyssa rocks!

For the cost of nearly \$8,000 from SFMM, I fear that there doesn't seem to be any tangible (year-round) benefit. Again, this is partly because without youth convincements or participation - how could it?

non-existent, not a factor

Alyssa's work has made a big difference in a range of areas from influence on New Year's Gathering to JYM, Children's Program and beyond. Having her participate in the QM/YM Coordinating calls (as well as the other Coord calls) was pivotal. However the job gets defined in the future we still need someone who has both the big picture view and also the child/youth-centric anti-racist perspective to bring.

I think YPC/C is important and should continue. Again, I'm too new to have much to say yet...

That is certainly my impression!

Unquestionably.

I don't know; have no first-hand knowledge

Coordination has improved (implicit in the title "Coordinator"). Some improvement in planning for youth at QM is evident.

more, and more diverse

"broad scope of PYM" is the problematic category-- PYM is a weeklong event with fragmentary extensions insufficient to construct real community and Quaker growth. How to create youth-connected monthly meetings, or ongoing intermediate structures with continuity and strength?

I see much more visibility of our youth since we had YPCC. The youth before were invisible. This was not right, as they are god's children.

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**Secretarial / Admin work: Should PYM consider hiring someone designated to do such a job on behalf of all the committees and the YM, and then focus the YPC's work more narrowly? Or does it make sense to have the job description for the YPC include such secretarial/administrative tasks? Any other thoughts about this?**

**26 responses: 11 support 2 positions (42%), 8 think YPC should do admin as well (38%), 6 don't know (23%),**

To compare to other YM whose statistics, MM structure, budgets and membership is different than our own is difficult.

One needs a weekly schedule and time "pie chart" With objective information about the number of hours required to do "secretarial" work this decision can be made. Ex: Of a 40 hour week, what percentage of hours are spent on the above? This is with the understanding that at certain

times during the year (e.g. the 60 days before the Annual Session) the amount of time spent connecting with other committees and officers will increase significantly.

It might be helpful and appropriate to split the roles. However, we need to be mindful of any additional financial burden.

YES, YES, YES, YES, YES!!!!!!! PYM needs an administrative assistant so the YPC can do youth related things.

This YM needs a secretary. Someone you can go to for information. We need an online newsletter. Then there is plenty of secretarial work besides.

need to narrowly focus on actual results/changes directed to goals

We need an admin/secretary worker and to narrow the YPC work - it is extremely unlikely that we'll ever find someone with Alyssa's blend of skills again which was extremely strong on the organizational side as well as the inclusivity/youth work. I'm very pleased to see this in the survey.

allow more freedom for the YPC to do community work

I can see how this could be helpful. It might encourage a YPC to stay longer and do more with less burnout.

This is an important question. As sole YM employee Alyssa has had to take on a huge amount of that work just to be able to do her job. Question of course is whether our PYM is in a position (or chooses) to fund more than one paid staff position... I suspect not. Maybe a retooled and motivated Communication Committee or whatever we're calling it now could take that on, or hire a part-part-time or contract person to do some of that work, database maintenance and such.

yes, could be helpful to have another person doing admin work

I don't think the YPC needs to be skilled at the secretarial / admin tasks. Does that mean hiring someone to do that? I don't know the answer.

I guess I don't fully follow this one. Not sure.

If it is a full-time job, it should involve admin/secretary work for PYM also.

I don't think PYM needs to hire anyone else, and I also think that the YPC's work should be focused more narrowly.

If we don't have both, it should be clear in the YPC role that a fair chunk will be secretarial/admin work for the YM. Both would be swell!

It would seem valuable to prioritize the work of the YPC to be more focused on the support of the programs and less of the administrative secretarial work.

The yearly meeting needs a general secretary position so that the YPC can focus on the work that was intended for them which is to grow and develop our youth programs.

Yes, I think this should be considered.

I really can't answer this. Have no strong opinion.

It would be difficult to get PYM approval for a 2nd paid position. Including some "overhead" activities in the YPC job description is reasonable at present.

adult officers and committees should do as much of this as possible

I think it is in right order. While some of these tasks are tangential, others are integral to the job and having another person perform them would just lead to communication inefficiencies.

no

Yes - hire someone - let YPC focus on being part of the community, not administrative work. Some basic computer knowledge is probably essential but communication skills and respect for youth and families is more a priority. Also commitment to a spiritual process is of primary importance.

I think we should hire a general secretary. The YPC should focus on youth programs not the shit show that is the PYM committee system. (its late pardon my french)

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## **Any comments about the cost of employing a Youth Programs Coordinator?**

***24 responses: 71% report money is well spent***

Increase the pay

This should be treated as with all other spiritual leadings: What are the fruits? Are we still called to do as much? Is this serving where we are at the present moment? Are we open to hear the Spirit move us in a new direction? Friends may do well to discern whether the total investment in one staff member can be spread across two \$35,000/year positions: 1) outwardly facing [outreach related] and one more inwardly facing [curricula, programs, etc]. The cost burden on our MM of the current YPC role is difficult to defend given there are so few tangible benefits at the local level. The raw cost for the YPC would also include any monies paid by MM to send youth/families to the Annual Session/programs. An inherent part of the YPC traveling to all MM is to seek means to offset the costs with earmarked donations. This means of raising private sponsorships is used by FCNL, AFSC, Friends Journal and other Quaker organizations. It demonstrates a willingness to describe benefits and animate Friends to support the work through voluntary gifts. With two \$35,000 positions, I can easily see raising more than 10% of

the total cost through such visitations. Every year, these funds can be spent down before using monies in the PYM general fund.

I believe it has been a good investment.

You get what you pay for. We need good qualified people and we need to pay them a living wage. I am fine with this.

We need a youth programs coordinator.

need to see some changes at the monthly meeting level

Having a general secretary would be great. In addition, it would be great to have a YPC who works equally with children's programs as with teens/YAFs. I would hope that a new YPC would be willing to work 5 days for the same salary - Alyssa was highly qualified and negotiated to work 4 days, I'm not sure it would serve us to keep that arrangement if we hired someone less experienced.

go with a slightly higher payment bracket than now

Again, I'm new to all this, but it seems supporting JYM and youth programs is important, especially supporting meetings with children, teens and young adults and the YPC is sort of the "nerve center" that keeps an umbrella over everyone.

money well spent. May be impossible to find someone as good a fit as Alyssa has been however! Will pray that's not the case.

glad we're supporting this work!

It's affected the budget of my very small monthly meeting, but we all support the position of YPC.

A reasonable wage for the work.

Too much money going to one person whose work has been pulled too much into PYM admin and has not had enough of a direct impact on youth programs in recent years. This did not seem to be the case in Alyssa's early years in the role of YPC.

It is the best way for Quakers to spend money as we need to share the quaker message to future generations.

It seems to me to be money well spent.

The increase in PYM dues since hiring a YPC has impacted our Meeting. We struggle yearly meeting our budget

Although my Monthly meeting is able to pay its share (at the cost of reducing donations to other Friends' organizations), there are some who are skeptical of the need for a paid position (I am not one of these).

most quaker youth seem to be upper/middle-class and tend to take adult support for granted, just as i did at that age, half a century ago.

I think it is money well spent.

not a fundamental concern for me

It is expensive, but needed to keep our community together now and in the future.

Did the YPC think it was satisfactory and sustainable? Without comparing to other similar jobs, I can't answer. This job should be compensated well and in accordance to the skill and experience of the person.

The money is worth it.

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**While this program evaluation has a broader scope and is separate from any performance review of our employee, the Youth Programs Coordinator (YPC), we do welcome any feedback on Alyssa's YPC work here. Comments:**

Alyssa rocks. I wish we could clone her.

I am appreciative of her work and continue to hope that we invigorate youth to respond to the promptings of the Spirit in their hearts.

It seems to me that Alyssa has been an excellent YPC. However, it does seem that she has been stretched beyond the core purpose of the role, either by stepping in where help was needed or stepping up as the only paid YM staff member.

Alyssa has been a great YPC up until this past year where I felt she was more missing in action. I did not experience her as involved this past year and that was a loss. I think her participation on the quarter teen committees and JYM is ESSENTIAL.

it is hard to change things

I worked a lot with Alyssa and given her some feedback (mostly gratitude!) directly. I have greatly appreciated working with Alyssa - there wasn't really anyone else who was seeing across the whole YM, other than the Pres Clerk, to the same degree that I was. We were able to support the YM changing in some critical ways that increased harmony and decreased conflict

because of this shared overview and ability to work together. We were also able to support raising and growing the idea of a general secretary.

I think it is more likely that we'll find two Friends - one with ministry in administration and one with ministry in youth work - rather than one Friend who has ministry in both directions. It could be very challenging for someone with a youth-orientation to step into Alyssa's role if they are expected to continue with the IT and admin work she's been doing.

I do think that whoever takes on this role needs to understand that they are a 'Public Friend' and so going to be expected to behave differently to other Friends eg in being more circumspect in how they respond to challenging situations. There are more expectations on Public Friends than others because of their role.

she is great. glad she is leaving when she needs to.

I really enjoyed having Alyssa's support and insight. I don't know for sure, but it seems like she might have been able to be more hands on, had she had more secretarial/admin. help.

so grateful for all the work Alyssa has done

Based on your list of important skills for this position, and to realize Alyssa is a "yes" for many of them, says how blessed we have been with her talents.

I think she did a really great job, as the first person to really develop the position, there's now a clear blueprint with which to move forward.

I heard that she saw the job as PYM and was not so involved with quarterly.

In summary, I believe Alyssa did a lot of helpful work for PYM, but too much of it was admin and technological and has not had the impact I had hoped for on the youth and youth programs of PYM...

THANK YOU THANK YOU THANK YOU! I have felt so nurtured and held as a young adult in the YAF community because of your care and outreach with us.

I love Alyssa and so appreciate all the effort she put into assisting me as the new clerk of the teen program committee for SCQM for this past fall Fellowship. She made herself very available and was very helpful in giving me background information as a totally new clerk to this committee. I wish her all the very best in the next chapter in her life.

She has been phenomenal in progressing the professionalism of our programs and in growing the content of our fellowship opportunities.

Have no first-hand knowledge of her work as YPC

I will respond to this question later, after giving it more thought.

uniformly supportive and sensible

I can't say enough how valuable Alyssa's work has been!

...Most of her work was outstanding. She has a lot of wisdom and skills. I think that she overreached her capacity sometimes and got overly stressed. That stress overflowed onto others and caused some tension at times. ...

I think Alyssa is a wonderful human with a huge heart who cares a lot about organization and youth programs. I think at the time that Alyssa came into this position, that is what PYM needed from someone and Alyssa stepped up. Having worked on a committee with Alyssa, I will say that her growing edge is learning to let go of doing some things in the way she wants them done and instead let/nudge others in the committee to take on roles and then support them in it rather than simply doing it herself.

THANK YOU!!!

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## Is there anything else you would like the YPCC to know?

### **14 responses**

#### 1. Worship & Discernment.

JYM might be more meaningful if there was more about the core of Quakerism. I'd like to suggest that there be sessions that help teens better understand worship and discernment. Unless the JYM planning committee thinks there should be some information about worship presented, there probably shouldn't be lectures. There are many ways this could be done. The primary question is whether it should be done. The secondary question is how it should be done. Below is one possibility:

- One way to organize a session about worship could be to ask teens about their experience of worship. Poll them anonymously (use index cards) - asking them how well they understand what to do during meeting for worship. Have a discussion (not worship sharing) where teens who have a sense of how they do worship & discernment talk about what they do. And make it safe enough and encourage teens to talk about what they are confused about, don't understand, or dislike. Teens can also talk about what they find fulfilling about worship. The idea is that such a session would be about their experience—positive, neutral, and negative. Not an attempt to talk them into anything. The same process could be done about discernment.

#### 2. Ask for help.

A big reason that PYM and Quakerism are shrinking is that young Quakers who become old enough to attend middle school drop out in droves. We could learn a lot from the teens' experience. Let's propose a session where we ask teens why they think this happens and what could be done about it. Adults seriously asking for the advice of teens will be engaging for teens, and the things they come up with could help with PYM's serious problem of dwindling membership.

#### 3. Articulate goals.

I think that the Adult JYM Committee and JYM would be more effective if we articulated what our goals are for the annual JYM session. If we did this, it would be easier to decide what to do and easier to evaluate the session.

For example, suppose JYM decided that their goals were to

- (1) have fun,
- (2) build a sense of community,
- (3) get to know each other better,
- (4) learn more about Quakerism,
- (5) be of service to the larger community in some way, and
- (6) become better at practicing Quakerism.

These could be used to plan the schedule. We could evaluate proposed activities in terms of the goals. It would give us a better yardstick to determine how successful JYM was, figure out if it is getting better year by year, and what can be done to improve it.

4. Explain why things are done.

I'd like to suggest to the JYM planning committee that we develop a norm of explaining why things are done at annual meeting. Activities are more meaningful if you know why you are doing them.

- Some of the activities are decided upon by the teens, and I think it would be helpful if, at the annual meeting, they explained why they decided on those activities. It could be before or after the activity.
- Other activities are decided by adults. For example, although the decision to have some time devoted to Alternatives to Violence may be a teen decision, which exercises are done is a decision made by the adults who lead that session. I think it would be good if the leaders of sessions like this told the teens why we are doing each activity. For example, for one activity the leaders might say, "We are doing this game just for fun." For another one, they might explain, "We are helping you to learn how to do reflective listening because listening is an important part of Quakerism..."

5. Hold some discussions.

In the evaluation, the possibility of adding some discussion was proposed. I heartily agree. I was in worship sharing sessions when there were really long, uncomfortable pauses between people speaking. The pauses did not appear to be caused by spiritual reflection. I think that replacing some of worship sharing with discussions would be a good experiment. We could try some discussion and see how they worked. Some queries for discussion (not worship sharing) might include:

- What is it like to be the only Quaker in your school?
- Has it ever been challenging to you to be a Quaker?
- What is the deepest spiritual experience that you've had?

It would be a good idea to ask the teens which queries they think will be both meaningful and will get some active involvement going.

6. Ethical Challenges.

In First Day School, I used to lead discussions of ethical problems that children faced. They were older elementary school children. We mostly talked about ethical issues that the children faced, although sometimes I brought in some cases for them to discuss. People, including children and teens, generally have strong feelings about what is right and wrong, and love to discuss them. We could ask the teens what ethical problems they experience. There are specific methods for discussing these ethical issues in ways that promote moral development. We could use those methods.

7. Teen Unfriendly Sessions.

It seemed that some "Intergenerational" plenaries and sessions were not concerned with the generation that makes up JYM. It seemed that some of these sessions were planned to engage the older generations and ignored the interests of teens. It was unpleasant to watch the teens

squirm and grow increasingly bored. This didn't seem good for them or for the community. If the teens chose to attend these sessions out of some sense of obligation, maybe we could encourage them to do something more engaging instead. If they are required to attend some of these "intergenerational" plenary sessions, maybe we could encourage them to advocate that the sessions be genuinely intergenerational and actually address and engage their generation.

#### 8. Learn from others.

We are kind of isolated from the larger religious education community. There is a pretty huge literature on teen religious education. There is even a Quaker Religious Education Conference that has an annual meeting. There must be a lot that we can learn about how to make JYM more engaging and meaningful. We could look into some of these resources. I'm not willing to do this alone but if one or more people would be willing to work with me, it could be rewarding to look at some of the religious education for teens literature to see if there are things we can use to make JYM better. I'm not thinking of any giant project here. I'm thinking of maybe something like

- agreeing on one book to read, reading it over several months and talking about what we can learn from it.
- sending someone to the Quaker Religious Education Collaborative conference. It could be a teen or an adult.
- asking people who teach religious education at Quaker colleges for their ideas and advice.

The specific action that we take is not as important as taking some action to learn from the wealth of knowledge out there about teen religious education (Quaker and non-Quaker).

#### 9. Urgent Action.

Amnesty International has a program called Urgent Action. "It's all based on a very simple idea: when someone is in immediate danger of serious human rights abuse, those responsible receive thousands of letters, faxes and telegrams from all over the world demanding it to stop. This shows the authorities that the world is watching and has the potential to protect that person from further abuse." If JYM wanted to, they could find out who Amnesty's current Urgent Action cases are and write letters demanding that their abuse stops. I did this with elementary school age children when I taught First Day School and it was an engaging activity that led to real, positive consequences.

#### 10. Clerking mentors.

In the evaluation, one person suggested having a clerking mentor who was available to discuss process after the fact or consult during the meeting. I think this is a great idea. The mentor could approach the teens who are about to clerk a meeting and say, "I'm available to be a clerking mentor for you if you'd like. I would observe the meeting and give you some feedback afterwards. It would be a balance of positive feedback and constructive criticism, and we wouldn't do it publicly. We'd talk one-on-one where others couldn't hear." They could decide whether or not to accept the offer.

The events at the Annual Session are important particularly the energy that this brings back to local Friends. I hope that we give due consideration to what fruits are being born at the MM level as this is the basis of the Society.

We will miss Alyssa as YPC!

More communication is helpful.

I think having the YPC visit monthly meetings is much less important than it used to be. I don't always know how the YPC spends her time--it may be on infrastructure which is necessary, but she is really needed for youth programming and support.

We really need people who have expertise in hiring/managing staff either on YPCC or another committee that takes care of personnel. There seems to have been some things to do with YPCC being an inexperienced employer that took up vast amounts of Alyssa's time.

I do appreciate all of your work and that we're all doing our best to create a RSoF that we want to belong to. I am so glad that you're taking a very broad approach to considering where to go now. I had concerns that PYM didn't really understand how much we're relying on Alyssa for administrative work but I feel more reassured from reading this survey that you're looking broadly at this situation.

It was impossible to choose only 5 qualities and skills for the YPC role. Sorry.

Thank you all for your service to our community.

Not really

give special attention to feedback from JYM clerks who served before we had a YPC teen participation in adult PYM plenaries on their own terms. they seem to find attendance onerous rather than truly voluntary

<https://www.c-span.org/video/?450784-1/the-coddling-american-mind>

I have not answered all of the questions because I am relatively removed from youth programs. The problem with measuring impact is that it is subtle and long-term. To what degree was the Nominating Committee's naming (technically nominating) of young adult Friends to the Yearly Meeting's Ministry and Oversight Committee the result of the YPC/C activities?

It is VERY important in growing our community.

Thank you for your work! I wish her all the best and hope that we can hire someone with as strong a commitment as she had these past years. But I think there has to be some way to make this a more transparent process with the YPC's relation to families.

I hope we can grow the movement of Quaker Youth and start taking more direct action instead of focusing on the actions the Women's march or the Science March. focus on the education of youth and adults on how we can all be allies towards issues we both care about.