

PYM YOUTH PROGRAM COORDINATOR SUPERVISORY COMMITTEE
report to
PACIFIC YEARLY MEETING REPRESENTATIVE COMMITTEE MEETING
6 March 2010

Submitted by Alyssa Nelson, Committee Clerk

This report gives updates on the committee's process to date and the hiring status, and proposes a minute to establish a bank account:

Committee Process

The interim committee members have been: Alyssa Nelson, Clerk (Davis, CPQM); Elizabeth Boardman, Ex Officio (San Francisco, Supervisor); Lanny Jay (Redwood Forest, M&O); Mary Klein (Palo Alto, Parent); and Kate Watkins (Santa Monica, SCQM). One committee member, Sue Rios (La Jolla, JYM) resigned, and Nominating Committee is looking for a replacement. In the meantime, the Clerk (Alyssa) has been serving as liaison to JYM. With permission from PYM, Nominating could expand the search for the replacement committee member beyond just JYM representatives. It would be nice to have another member from SCQM.

Our committee members bring a variety of skills and expertise; for example, Lanny Jay is an employment lawyer, and Elizabeth Boardman and others of us have worked as supervisors. All of us have a passion for creating a vibrant, intergenerational community of Friends.

Since November 2009, the committee has met approximately a dozen times by conference call and once in person. So far our work has included advertising the position, collecting and reviewing applications, interviewing, checking references, discerning, and making an offer of employment. In addition, we have been putting necessary structures in place, such as the job description, employee policies and procedures, evaluation system, payroll, and insurances (employer and employee). Under the advice of Lanny Jay, we changed the position from exempt to non-exempt, meaning that the employee will be paid an hourly wage instead of a salary and will be paid for any overtime worked; this change has been accomplished within the existing budget guidelines.

Our committee remains in contact with the Treasurer and Finance Committee regarding the *program budget*, both for income and expenses. Expenses will be significantly under budget for this fiscal year (FY2009-10) because the hiring date will be approximately half-way through the year. We are already working with Finance Committee on next year's budget proposal.

We requested an augmentation of \$400.00 to our *committee budget* for travel and conference calls not included in the budget approved at PYM Annual Session 2009.

Hiring

We received 13 applications and interviewed 3 applicants. A number of teens and young adults helped review applications, and 3 teens participated in the interviews and discernment: Laura Adair (Central Coast, JYM M&O), Rebekah Percy (La Jolla), and Emily Walden (Central Coast, JYM Co-Clerk).

We are pleased to announce that we have made an employment offer to Friend Sarah Beutel. Sarah comes to us from Intermountain Yearly Meeting (IMYM), where she is a member of Mountain View Monthly Meeting in Denver and the clerk of the IMYM Young Adult Friends. Working with youth has been a running theme in Sarah's life wherever she has been: a juvenile detention center in Ohio, a school in Kenya, a youth center in Los Angeles, her Monthly Meeting, and, most recently, high schools in Denver. For the past four years, Sarah has been working in the field of community organizing, helping faith and school communities build relationships in order to make positive social change. In this work, her particular passion was creating space for authentic youth voice in the organizing process and facilitating youth-adult partnerships. She graduated from the University of Denver with Masters Degrees in International Development and Community Leadership.

One of the other many qualities that made Sarah an appealing candidate is her deep experience in and understanding of how issues of power and privilege affect certain groups of people disparately, such as age and ageism. Sarah is excited to collaborate with Vanessa Julye from FGC in Vanessa's support to PYM as we explore race and racism among us, and the interconnections among different forms of power and privilege as they affect Friends and beyond. In her application, Sarah wrote,

“My employment in an inter-faith environment working with youth and adults for the past four years has taught me a great deal about building bridges within communities of diverse ages and backgrounds. Through trainings, retreats and public meetings, I have supported youth in personal development and using their voices to shape their environments. Over time, I have seen our organization move from token youth involvement to authentic youth participation in powerful social justice campaigns.”

With the support of her clearness committee, Sarah has accepted our offer and expresses great excitement about following her leading to serve in this ministry. A formal offer letter will be completed soon, pending clarity on a few items. It is intended that Sarah will start part time in April, and then full time at the beginning of May, once she has relocated to California. One of her first tasks will be to start meeting with a variety of Friends throughout PYM; if Friends have suggestions for whom Sarah should

meet with early on, please feel free to forward that suggestion to the committee clerk (Alyssa).

Proposed Minute to Approve a Bank Account

The following draft minute, prepared in consultation with the Treasurer and Finance Committee, is intended to allow PYM to establish a bank account for youth program business. We bring it now to this Representative Committee for consideration. The proposed minute reads,

*Treasurer Gary Wolff is authorized and empowered to open and establish a checking account to be styled as "Pacific Yearly Meeting's Youth Program". Pacific Yearly Meeting's Taxpayer Identification Number shall be used by and for this account. Until further notice, the number of signatures required to transact business on this account shall be **one (1)**. Until further notice, the followings persons **shall be the authorized signers** on this Pacific Yearly Meeting, Inc. account: **Gary Wolff, Ed Flowers, Alyssa Nelson, Elizabeth Boardman, and Lanny Jay.***

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