

Pacific Yearly Meeting Youth Programs Coordinating Committee Report to Representative Committee 2020

SUMMARY

This has been a period of transition for the Youth Programs Coordinating Committee (YPCC). Alyssa Nelson left the Youth Programs Coordinator (YPC) position in May, Javaughn Fernanders started in July and our co-clerk Rebekah Percy resigned in January. The YPCC has worked diligently since Annual Session to train and supervise the new Youth Programs Coordinator (YPC), as well as to perform the functions of the YPC during the gap between employees and while our new YPC was learning the role. We also faithfully administered the Youth fund.

After months of effort and an evaluation process that included individuals and committees that interact with the YPC and a YPC self-evaluation, we realized our current arrangement was not working. The YPC position is demanding and requires strong administrative skills as well as skills in youth ministry. Our volunteer committee did not have the capacity to train and support Javaughn in the ways that were needed to meet the needs of the Yearly Meeting. After careful and faithful deliberation, with the support of the Presiding Clerk and M&O Clerks, the decision was made to release Javaughn Fernanders from the YPC position.

- Moving forward the YPCC will support JYM and Children's Program in preparation for Annual Session.
- We will hire a short term interim YPC to serve through Annual Session (AS) if we are able to find someone who can fill that position in a timely manner.
- YPCC will appoint an ad hoc committee that will take an expansive look at the current YPC job description, lessons learned, and current needs of the youth of the Yearly Meeting. We will include a wide range of perspectives, including M&O, Communications, youth and Friends of color in this review to develop a proposal for moving forward. Friends who are interested in participating in this review process should contact the YPCC.

Action Items for RepCom:

- Transfer of the YAF travel fund to the Bob Vogel endowment. The endowment continues to grow, and the interest is managed by the YPCC to fund opportunities for youth to grow in Spirit and service. Using systems that are already in place will provide one location where people can go to seek travel assistance, as well as other project funding.

Requests to Monthly Meeting Reps and PYM Committee Clerks: *Please share this report with your meetings and committees. In particular, the information directly below:*

- **Spring Youth Service-Learning Camp, April 6-10, 2020 at Quaker Oaks Farm with the Wukchumni Tribe.** YPCC is a co-sponsor, and this is our 7th year of camp! Camper applications due March 9th. Donations needed to support campers to attend.
<https://www.pacificyearlymeeting.org/category/documents/ypc/>
- **Funding available for the Youth Programs Fund of the Bob Vogel Endowment:** We have a preference for new programs, new outreach, new connections, and novel experiments, such as regional gatherings or special intergenerational events. Funds can also help your Meeting send children, teens, young adults, and adult allies to youth to workshops and gatherings. See funding guidelines and application at [pacificyearlymeeting.org/youth/resources-funding/](https://www.pacificyearlymeeting.org/youth/resources-funding/)
- **Wanted: Children's Program Teachers & Friendly Responsible Adult Presences (FRAPs), aka "Youth Workers"** at Annual Session - for teen (JYM) and children's programs. Please encourage

potential adult volunteers to contact those committees or the PYM YPCC at pym.youthcoordinator@gmail.com, for referral. Application form for “Youth Workers” will be posted on PYM website and emailed out after RepCom. pacificyearlymeeting.org/youth/adults/

- **Programs & Calendar Highlights:** Please inform Friends about Spring Camp (see above) and point them to the existence of our Youth & Intergenerational Calendar: pacificyearlymeeting.org/youth/calendar/ . **Please let the YPCC know if there are events that could be added.**
- **For more information, see our YPCC Webpage (and links there to our Reports, Goals & Objectives, Youth Pages, and Calendar):** pacificyearlymeeting.org/committee-newsletters-and-reports/youth-programs-coordinating-committee/

ADDITIONAL DETAILS

What else the Committee has been working on:

- **Actions of the YPCC since Annual session:**

The Committee's work since last Annual Session has reiterated and confirmed the importance of the YPC to the life of PYM. Some of the vital functions the YPC serves include orienting newly formed committees to the resources and tools available to help them in their work. Having continuity year to year can build our capacity as a faith community, provide “institutional memory. We can conserve energy by avoiding reinventing the wheel. When the logistical foundation is stable, we are able to become more creative in our programs. The YPC can hold the big picture of the needs of youth across the Yearly Meeting (YM), promote intergenerational opportunities, train adults as Friendly Responsible Adult Presences (FRAPs), connect folks who have shared interests and concerns, and support youth into leadership. Our experience of the value of this role has been demonstrated many times over the past 10 years. **We still need a Youth Programs Coordinator.**

The process of hiring, training, supervising and ultimately releasing the YPC has provided many learning opportunities. Some things the YPCC did well, and some things we could have done better. We have attempted to capture this learning to improve the process next time. A detailed document will be made available to any discernment or hiring committee.

Key lessons learned include:

- **Hiring:** Process should include structures that support Friends process, interests of affected groups, address possible unconscious biases in advance, clearly define and articulate all the functions and expectations of the position, and accurately assess candidates’ skill levels in those areas.
- **Training:** Develop a syllabus of training goals for the initial 6-month period, with a timeline for implementation. Break those goals down into increments which can be reviewed with the employee at the regular check-ins with the supervisor.
- Include in the training an orientation to the roles and structures of the YM, who is responsible for what, what are the expectations and cultural elements that may not be stated explicitly anywhere.
- Clarify who is responsible for conducting or initiating training and what the employee is expected to do or know as a result of that training.
- Support of an Elder and anchor committee from the first months of the position would provide support to the YPC in what can be an overwhelming time.
- **Supervision and evaluation process:** Evaluate objectively at 6 months and then annually with input from other committees and people who have had interactions with YPC.

- There are structural issues related to Human Resources that are difficult for an ever-changing volunteer YPCC to deal with:
 - Managing medical and other benefits
 - Staying up to date on current employment law changes
 - Avoiding potential hiring or firing errors that could create liability for PYM
 - Lack of institutional memory when Treasurer retires and current committee changes
 - Always having someone with supervisory experience on the YPCC who is willing to take on that role.
 - The administrative tasks of the YPC provide essential glue in our community. These tasks include facilitating communication between committees regarding youth and children's needs, updating website information, fielding questions, and gathering registration information, among others.
 - Administrative work is needed, not only for youth programs, but also across the Yearly Meeting. Perhaps now is the time to consider changing the structure of this position to provide for administrative needs of the YM as a whole as well. The administrative work of the YM relates to the needs of the Youth Programs (YP), but also extends far beyond YP.
- **Youth Programs Fund of the Bob Vogel Endowment**
Reporting on and Providing Examples of Projects we Fund and Support: A link to a summary sheet is on our Resources & Funding webpage to make these projects more visible.
pacificyearlymeeting.org/youth/r_esources-funding/
 - The YPCC was excited to fund several projects this year, both new and ongoing. One of these has been a series of **Young Adult Friends backpacking and camping trips**. **Scholarship funds for the El Salvador trip** of Palo Alto Meeting has been approved and funds were provided to support PYM's Clerk in sending delegates to New England Yearly Meeting to experience and learn how NEYM is responding to systemic racism **as we seek new ways to respond and promote Racial Justice in PYM and the Society of Friends**.
 - YPCC is also proud to continue in its **Co-Sponsorship role in the Spring Youth Service Learning Camp at Quaker Oaks Farm**. This week-long gathering strives towards reconciliation between non-native and native communities, and unites both Wukchumni (native community in the Visalia area) and Quaker youth of a variety of backgrounds, providing opportunities for cultural and spiritual growth, exposure to different practices, and a chance to come together despite any differences.
 - The YP Fund **supported JYM Clerks to attend Quaker Center Clerking workshop** and youth to attend camp. We encourage youth to apply for funds to attend camps, workshops, conferences, and intervisitation when other funding is not available.
 - **Interest Group at AS:** YPCC would like Interest Group (IG) time at Annual Session. We are excited to work with the clerk to develop a possible Speak Out experience similar to the one George Lakey lead at Quaker Center. We imagine this as a plenary experience followed by IG time to process and go deeper.
 - **What the Coordinator (YPC) has been working on since Annual Session:**
 - Updated Google groups for PYM youth committees after PYM 2019
 - Conducted background checks for SCQM JYM

- Worked on outreach materials for Monthly Meetings: Young Adult Friends, tips for increasing family involvement
- Provided calendar of Youth Events for PYM Website
- Attended planning meetings for CPQM and SCQM teens and children
- Attended Annual Session 2019 and fall sessions of CPQM and SCQM
- Participated in various PYM committee meetings including YPCC, JYM, and Communications Committee
- Researched new opportunities for youth workshops
- Started planning for Southern California teen retreat

YPCC consists of Alvaro Alvarado, Barbara Babin, Ann Baier, Kiernan Colby, Chamba Cooke, Gail Eastwood (M&O Liaison, ex officio), Natasha Herrera Hillman, Nathan Secrest, Arianna Standish, Melissa Lovett-Adair (Clerk)