

# Pacific Yearly Meeting Youth Programs Coordinating Committee Report to Annual Session 2020

## SUMMARY

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

- **Funding available for the Youth Programs Fund of the Bob Vogel Endowment:** See funding guidelines and application [here](#).
- **Programs & Calendar Highlights:** [Youth & Intergenerational Calendar](#). Please let the YPC know if there are events that could be added. The 2020-2021 Calendar will be published on this site soon after the Annual Session, and it can be updated throughout the year.
- **For more information, see our [YPCC Webpage](#) (which includes links to our Reports, Goals & Objectives, Youth Pages, and Calendar).**

## REPORT

### Challenges and Changes

This has been a year of transition. Alyssa Nelson left the Youth Programs Coordinator (YPC) position in May 2019, and we welcomed Javaughn Fernanders as our new Youth Programs Coordinator at Annual Session in July. The Youth Programs Coordinating Committee (YPCC) worked diligently to train and supervise Javaughn, as well as to perform the functions of the YPC during the gap between employees and while our new YPC was learning the role. In January 2020 our committee co-clerk Rebekah Percy resigned.

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 necessary 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 in February.

The YPC hiring and release revealed a variety of challenges in our Human Resources process. One challenge is to prevent unrecognized bias from influencing our decisions and relationships. We understand that in order to create a diverse community, we need to expand our existing networks. We seek ways to build the inclusivity our faith demands. The YPCC has formed the YPC Review ad hoc subcommittee with membership beyond the YPCC to review our Human Resource process, lessons learned, and focus on what the youth of the Yearly Meeting need now, 10 years post-inception of the YPC position. The work of this subcommittee is in process and we hope to have some recommendations by the fall. At that time, we anticipate hiring a new long-term YPC.

Additionally, we felt an urgency to have a YPC in place to assist with planning for the Annual Session and decided an Interim YPC was needed. Two individuals who are familiar with PacYM's youth programs were invited to apply, and in March, Rebekah Percy was hired for the Interim YPC position. The Interim position will end in August 2020.

### Financial Notes

Anticipating the hiring of a new YPC in fall of 2020 and hopeful that we will be able to meet again in person in 2021, the YPCC is submitting a budget with minimal changes from the current year.

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## **Youth Programs Fund (interest from the Bob Vogel Endowment) Usage Report**

Over the past year the YPCC has seen a number of new and creative initiatives develop in response to the needs of youth and the challenge that COVID-19 has brought to all our communities.

- Young Adult Friends (YAFs) backpacking/camping trips took place in 2019. Three trips were quite successful in bringing together over 30 YAFs currently involved in Monthly Meetings with newer YAFs just starting to dip their toes in the pool that is Quakerism. We hope to offer this opportunity again in 2020 if conditions permit.
- YPCC continues to co-sponsor Spring Camp with Quaker Oaks Farm and the Wukchumni tribe. While camp was cancelled in April, the planning team is using this time to complete a comprehensive evaluation on the goals and impact of Spring Camp on all partners.
- Scholarships for the El Salvador Service-learning trip were funded. This trip has been postponed until the summer of 2021.
- The PacYM Mutual Aid Project was launched in April in response to the impacts of the pandemic by a number of Young Adult Friends. The purpose of this group is to connect at-risk community members in Monthly Meetings that need direct assistance with Young Adults Friends who can help. The grant provides financial support for these YAFs in need and creates an overall network of skills and gifts of those people in the network. To find out how you can participate, please see [this page](#) on our PacYM website.

For a complete list of how our Youth Programs Fund has been used, please see: [Youth Projects Funded Summary](#). Rebekah has published a blog based on reports from projects funded under the YP Fund named [PacYM's Youth Fund: Past Projects Funded](#).

## **Work of the Youth Programs Coordinator**

During the six months Javaughn Fernanders worked as the YPC, she focused on familiarizing herself with our Quarterly and PacYM communities, especially throughout southern California. She promoted events, helped organize and find adult leaders for SCQM, and worked to establish regular communication with JYM leadership.

Interim YPC Rebekah Percy has focused mainly on organizing our existing systems. This includes creating contact lists (for all youth, their parents, young adults, other Quaker youth workers), editing our PacYM website and calendars (check out the updated portion of our [youth pages here](#), and the [updated calendars here](#)) simplifying the Vogel Grant application processes, maintaining our social media platforms, and organizing various youth-related Google Drive folders.

Rebekah is working with and supporting our Children's Programs, the Religious Education Subcommittee of M&O, and participating with the Communications Committee to streamline outreach within our Yearly Meeting.

As the world shifted to stay-at-home orders due to the COVID-19 virus, Rebekah began brainstorming ideas and activities that Friends (of all ages) can do virtually. She supported a new weekly YAFs Early Friends Writing Book Group and initiated a monthly Zoom check-in and hangout for our JYM teens. She has assisted YAFs throughout the grant-writing process of their Mutual Aid Project. Rebekah has regularly posted resources, formed connections herself, and connected others to various organizations and materials in an effort to maintain community and communications during this challenging time.

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## **Challenges of Communicating**

One of the most challenging jobs for the YPC has been to improve communications within committees, and between PacYM and Monthly Meetings. As new committee members begin their term, they often need to learn how to use the tools available such as listservs and Google docs. We see the YPC role as critical in supporting new members of our youth-related committees (JYM Adult and Youth, Children's Program, YPCC) in this way so the work done previously is not lost.

We are also aware of challenges in the communication between PacYM, Quarterly Meetings and the Monthly Meetings. How can our Monthly Meeting Representatives serve as a bridge so that people who haven't yet participated on each level are aware of the events happening and the resources that exist? We see a need for Meeting Reps to receive orientation upon beginning their roles, to improve communications between Yearly Meeting and Monthly Meetings. We suggest formation of Meeting Rep listserve, and use of a recognizable subject line to help Meeting Reps identify when an email message needs to be shared, and/or requires a response.

We are hopeful the new directory system will, in time, help us create and maintain accurate contact information for the various roles within PacYM, Monthly Meetings and throughout our body of Friends. We support the clerk's proposal to begin discernment regarding a PacYM-wide administrative position. We would welcome the opportunity for collaboration between the new administrator and the YPC in improving communications between the Yearly Meeting, our Monthly Meetings and individual Friends.

The Committee consists of:

### **Three-year at-large terms**

2020 Ann Baier (Live Oak)

2020 Chamba Cook (Grass Valley)

2021 Barbara Babin (Redwood Forest) **YPC Supervisor**

2022 Kiernan Colby (Santa Cruz)

2022 Melissa Lovett-Adair (Central Coast) **Clerk**

### **One-year "YPCC-appointed or youth" terms**

Nathan Secrest (Redwood Forest)

Arianna Standish (Berkeley)

Alvaro Alvarado (Sacramento)

Natasha Herrera Hillman (Mexico City)