

Pacific Yearly Meeting Youth Programs Coordinating Committee Report to Representative Committee 2021

Summary

Please share these links with your meeting. We encourage everyone to check the PacYM website for:

- Our regularly updated [intergenerational calendar](#)¹
- Information and application forms for [grant funding from our Youth Programs Fund](#)²
 - YPCC accepts year-round grant applications for youth and intergenerational projects and events, or event attendance assistance.

Spirit's Movement Amongst Us

The Youth Programs Coordinating Committee (YPCC) has focused on returning to center, listening closely to one another and the leadings of Spirit. How are we called to support youth in these challenging times of dramatic change? We have been grounded by the presence of Gail Eastwood and Chamba Cooke as elders this year as we seek unity and way forward. We are grateful for their service, as well as that of the Friends who joined the Youth Programs Coordinator (YPC) Review ad hoc committee. Rebekah Percy served faithfully as Interim Youth Programs Coordinator from March through August. We had hoped to begin the next YPC hiring process at that time, but found more time was needed to fully review and address the problems of the past. We are grateful Rebekah has been able to continue serving 2 days a week until the new YPC is hired. See more details of the work of the YPC in her update below.

Results of YPC Review Ad Hoc Committees

Recognizing our last hiring and training process was flawed, the YPCC 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. The YPC Review team consisted of two parts: Human Resources and Youth. The Human Resources team (Jim Summers, Nancy Mellor, Alvaro Alvarado) focused on hiring, training and supervision practices. They interviewed the last three YPCs, Alyssa Nelson, Javaughn Fernanders, and Rebekah Percy, as well as Barbara Babin as YPC Supervisor, and Melissa Lovett-Adair as YPCC Clerk. They provided the committee with a detailed review of the experiences of these Friends and recommendations for improvements prior to hiring a new YPC. The Youth team (Rachel Kempf, Dia Farruhk, Nate Secrest, and Elinor Steffy) focused on seeking input from youth and parents about the role of the YPC going forward and provided recommendations for the evolving role of the YPC to meet the needs of youth today. Both of these reports were used to revise the [YPC job description](#)³ and develop plans for hiring our next YPC.

Current Youth Programs Coordinator hiring process

We reached out to Friends nationwide for applicants in December and January. As of this report (Feb 4, 2021) the Interview team is in the process of interviewing candidates. Finalists will be asked to demonstrate skill in leading an intergenerational activity and communication via email. The full

¹ www.pacificyearlymeeting.org/youth/calendar/

² www.pacificyearlymeeting.org/youth-programs-fund-of-the-bob-vogel-endowment/

³ <https://docs.google.com/document/d/1JeGq9Hcx7HXT7eEowVqRX32fBKQiRuxS2HWSwfKn4NA>

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committee will consider the recommendations of the Interview team on February 21 and we hope to have a new YPC in place in March.

Update on Youth Programs Fund / Finances

Due to COVID, the popular El Salvador Trip and the Quaker Oaks Farm Spring Service Learning Camp were cancelled, leaving significant funds available for COVID-safe projects and travel, once in-person meetings are possible again. A unique Mutual Aid project was funded this year, with a goal of strengthening local support systems, and found great success: the project created a grant providing emergency relief funds for COVID-related struggles, supported out of work young adults in their various service ministries, and established two communal gardens in the Los Angeles region. We also approved a grant for a backpacking trip with five YAFs in Desolation Wilderness Park, and a camping trip in the Angeles National Forest, where participants embraced their spirituality through daily worship and connecting with nature.

As part of our ongoing efforts to increase the accessibility of the fund, the committee simplified the website and created an “Idea Box” form to connect potential applicants with Quaker mentors to assist them in developing a proposal. In addition, we have streamlined the short application process for travel expenses, are actively developing a funding request checklist, and are discussing improvements to the full application process for larger projects.

Looking Ahead: Longer-Term Goals

We are beginning to collaborate with Young Adult Friends (YAFs), PacYM and NPYM’s Ministry Committees on a Safe Space policy for YAF and other adult gatherings, to provide guidance for the prevention and response to inappropriate, unwanted sexual behavior or harassment.

The committee is working toward developing personnel protocols for hiring, training, and supervising as an organization, incorporating the recommendations of the YPC Review Committee. These policies could apply to other paid PacYM positions as they arise.

YPCC is continuing to revise and clarify our committee’s job description. We also hope to have a promotional video for our Youth Programs Fund and how to apply for grant funding ready soon. Finally, YPCC is working on putting together a Friendly Responsible Adult Presence (FRAP) virtual training, and to create a recorded training that can be taken anytime, creating more flexibility for adults serving as last-minute FRAPs or teachers.

Update from the Interim Youth Programs Coordinator: Rebekah Percy

COVID-19 has brought a couple of significant shifts in the responsibilities of the position, namely that online programming has dramatically increased my amount of video meetings and social media participation and presence.

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In an effort to ease communications, consolidate contact lists and ensure that my reach is as inclusive and broad as possible, I created two listservs: one for parents of younger children and the other for parents of teens in our yearly meeting. Based off of a list that Alyssa created, I've maintained regular contact with youth workers from other Yearly Meetings. These connections and conversations have been extremely supportive and helpful in brainstorming events and activities, and figuring out how to best show up for our youth throughout this challenging time. To that end, I've organized routine parent support calls and virtual teen hangout spaces in addition to the regularly scheduled events of the year.

I am excited about the possibility of PacYM hiring an administrative assistant. The work of keeping documents and committees organized, and everyone in our community up-to-date is definitely a full-time job that deserves compensation. As we move into the technological era, it's clear that this communications-based work is necessary in not only maintaining communication among our existing cohort, but also in mindfully expanding and growing our community to include both new and younger people.

Submitted by Rebekah Percy, Interim YPC

LIST OF YPCC MEMBERS *Alby Penney, Alvaro Alvarado, Barbara Babin, Gail Eastwood (Ministry Liaison, ex officio) Kiernan Colby, Nathan Secrest, Rebekah Percy, (Interim YPC, ex officio) Melissa Lovett-Adair (Clerk)*