

Our Role in the Consultation on Ministry to and with Youth

Following the recommendations of the UUA's Task Force on the Consultation on Ministry to and with Youth, the CU2C2 2006 Annual Conference & Meeting included a Stakeholder Process Conversation in the program schedule. The conference planners added this program both to provide another voice in the Consultation *and to model the Process* for delegates.

Kathy Charles and Pepi Acebo facilitated and transcribed the first session. Kathy Bowman and Pepi Acebo facilitated, and Mary Ann Somervill transcribed, the second session. Please forward this to your director, board president, youth staff leaders, and youth leaders.

The 3-hour process is designed to help a Stakeholder Organization start an ongoing conversation and identify the organization's top five restraining forces in our ministry to and with youth, and at least one strategy and list of necessary resources to address each of these restraining forces. Due to our facilitators being new to the *Process Guide* and the delegates wanting to address more than the required restraining forces and strategies, we invested about 5 hours as a group. We realize that more thought and action will be needed to be successful with any of the forty-nine strategies identified. We recognize that our conversation documented here represents a partial roadmap for strengthening the ministry of UU camps and retreats. We expect that member camps and conferences will have different needs and may identify different driving forces, restraining forces, and strategies than the ones listed below. Delegates also voiced that *many of the restraining forces for our youth ministry are also restraining forces for our ministry as camps and retreats.*

In order to be included in the UUA report to be presented at the 2007 General Assembly in Portland, Oregon (June 20–24, 2007), the members of the Task Force “ask that stakeholders hold their conversations between September 2006 and April 2007, *with all feedback returned to the task force by May 1, 2007.* If you have questions please contact Beth Dana, UUA Youth Ministry Associate, at 617-948-4352 or bdana@uua.org.”

Due to the schedule of the process, we acknowledge that involving camp and conference youth in the consultation will be a challenge for most camps and retreats. The option exists to hold the Stakeholder conversation with available leadership staff, board, and youth before the deadline and repeating the process while camps and conferences are in-session this summer. The difference between two sessions may provide additional insights.

Yours in service,

Pepi Acebo (Vice President of CU2C2, President of SWIM, and SUUSI Teen Staff)
Kathy Charles (President of SWUUSI and U Bar U Board Member)
Kathy Bowman (Secretary of CU2C2 and Chair of PCD Camps & Conferences Committee)
Mary Ann Somervill (Director of SWIM)

We initially planned the Stakeholder Conversation for single three-hour session on the morning of the second day of the conference. We decided to continue the conversation to a second two-hour session on the fourth day of the conference for a more thoughtful and less pressured strategy session. A transcription follows in the following format:

Activity **recommended time / actual time**
Description and output of the group will follow each activity header.

First Session I **2-2.25 hours / 3.5 hours**

This session included through step 3 of the Force Field Analysis in the *Process Guide for Stakeholder Conversations On Ministry To and With Youth*.

Meeting time: 3.5 hours (9:15am – 1pm, with breaks). Session included a working lunch.

Opening **2 minutes / 5 minutes**

Rita Cusack shared a reading.

Introductions **5-15 minutes / 15 minutes**

Twelve of the delegates took part in the conversation:

Jon Durbin, U Bar U Board Member

Kevin Miller, Director of UUMAC

Pippi Kessler, Director of Young Peoples Camp, UU Rowe Camp and Conference Center

Rev. Ray Manker, SAWUURA Board Member (and one of the founders of de Benneville Pines)

Gretchen Manker, SAWUURA Volunteer (and one of the founders of de Benneville Pines)

Pepi Acebo, President of SWIM and Teen Staff at SUUSI

Clarice Turney, Camp de Benneville Pines Board Member

Kathy Bowman, Chair of the PCD Camps and Conferences Committee

Johno Balchunas, Maintenance, UU Rowe Camp and Conference Center

Mary Ann Somervill, Director of SWIM

Rita Cusack, President of U Bar U

Kathy Charles, President of SWUUSI and U Bar U Board Member

Background **10 minutes / 20 minutes**

Using an LCD projector, we reviewed a PDF file of the *Process Guide for Stakeholder Conversations On Ministry To and With Youth*, starting with the brochure prepared to explain the Consultation On Ministry To and With Youth. Delegates discussed the schedule.

These are incomplete and unrefined list brainstormed during this introduction to the Stakeholder Conversation on Ministry to and with Youth to clarify the term *youth ministry*. Although camps and conferences do youth ministry, we often do not use this term.

Youth Ministry -- What is it?

- Ministry - Service outside of yourself
- Chaplaincy Training
- Counselor Training and Experience, even teens working with younger youth
- Recruiting?
- Programming for Youth

Covenant

10-15 minutes / 15 minutes

Some discussion of why we were covenanting. For this workshop session, we followed the *Process Guide* suggestion that we brainstorm a covenant:

Covenant for this Stakeholder Conversation

- Taking Turns (Raise Hands?)
- Participate
- No Put Downs
- Lighten Up!
- Listen
- Reflect Back To Clarify
- Respect
- Don't Take To Long

Review Survey & Congregational Reports

30 minutes / 45 minutes

We reviewed a PowerPoint presentation (40 slides) prepared by Beth Dana, UUA Youth Ministry Associate, for this CU2C2 annual meeting. The presentation stresses the unscientific nature of the data and that the survey and congregational reports are not representative of all UU youth or all UUA / CUC congregations, just the youth and congregations who participated.

Many slides included favorable comparisons between survey respondents involved in member camps or conferences and those who are not involved. These statistics have not been published elsewhere. For this reason, we recommend that facilitator teams for camp or conference Stakeholder Conversations review and discuss this presentation, which is available through CU2C2 or Beth Dana:

CU2C2 Youth Ministry Presen.ppt (original PowerPoint file)

CU2C2 2007 Consult Survey.pdf (six slides to a page, full-color PDF handout)

Force Field Analysis

Step 1: Current & Ideal Role in Youth Ministry

30 minutes / 45 minutes

We went back to the discussion of "Youth Ministry -- What is it?" and then brainstormed the following:

What Youth Ministry Do We Currently Do?

- Leadership Opportunities
- Safe Space
- Break from Stress of Daily Life
- Appreciate Spiritual Dimensions of Nature
- With Other Kindred Youth
- Opportunities for Intergenerational Experience - Be Valued
- Experience Work, Contribute to Group
- New Home Outside Home
- Opportunity to Reinvent Oneself and Be Better Than You Are
- Overcome Challenges (like being snowed in)
- Sacred Space
- Get what it is to be UU / Living UU at Camp
- Proof of the Possibilities
- Finding One's Gifts in a way that is not possible at home or in school
- Interdependent
- Safe Space to work through issues
- Coming Together -- Opportunity to discuss as youth in terms of homophobia, racism, openly
- More time for reflection
- Doesn't have to be sustainable
- Fun

What is our Ideal Role in Youth Ministry?

For this, the group broke off into pairs for the visual activity suggested in the *Process Guide*. Some pairs drew a common diagram. Others drew separate diagrams. The group reconvened and shared their ideals.

Step 2: Brainstorming Driving Forces

10 minutes / 15 minutes

The delegates brainstormed the following driving forces for our ministry to and with youth.

Driving Forces

- Demonstrate Our Values (9)
- We had a need to program for youth in our families (3)
- Idealism is good for UU's (2)
- Standing on the Shoulders of Giants [those who came before] (10)
- Support Youth Empowerment (11)
- Youth, Parents, Churches asked for Programming (2)
- Share our adult's experiences as youth -- Pass It On! (6)
- Being a Parent (3)
- Facing Life (5)
- Need to Grow Up New Leaders, New UU's (8)
- Compensate for an Intolerant World (6)

It is unclear whether the *Process Guide* asks Stakeholders to identify the top Driving Forces. In our exercise, each delegate cast five votes by a show of hands for the top five "Driving Forces." The number in parentheses after each item is the number of votes each received for "I think this is one of the top driving forces for my camp/conference or for UU camps and conferences in general."

Step 3: Challenges and Barriers: Restraining Forces **20 minutes / 50 minutes**

The delegates brainstormed the following driving forces for our ministry to and with youth.

Restraining Forces

- Ourselves (9)
- Lack of Training Resources (7)
- Habits, Traditions (4)
- Fear of Future, Fear of Youth, When we were youth... (9)
- Money (9)
- Staff/Volunteers (8)
- Disagreements on where to set limits (8)
- Disagreements on where to begin (2)
- Progress vs. Human Equation, Compassion for Relationships (4)
- Trust in Leaders (5)

- Energy (11)
- Legal Issues (Fears) (5)
- Fear of Sexuality, Inappropriate Adults, Inappropriate Teens (8)
- Viscosity (Must vs. Could) (3)
- Safety (6)
- Space and Time (7)
- Power Structures (7)
 - Who is responsible
 - What resource may they use
 - Who is hiring
- Knowledge & Information to Start New Programs (9)
- Clear Vision (4)
- Renter / Rentee Relationship (2)

- District Relations, Lack of Connection (3)
- Local Congregations
 - Won't Recommend, Don't Trust, Not Putting Out Materials (8)
 - Lack of Tradition of Participation, Foot in the Door (4)
 - Older RE Directors / Ministers may not like [rustic] camping personally (2)
 - Old Stories from the 70's! (7)
- Human ability (6)
- Human Emotions & Baggage (5)
- Egos (6)

These Restraining Forces were combined, voted on (five votes per person by show of hands, noted in parentheses), and further combined into the following list of seven restraining forces.

Top Seven Restraining Forces

- Fear of Legal, Safety, Sexual Issues (5)
- Energy, Staffing, & Finding Volunteers (7)
- Lack of Knowledge & Information, Lack of Training Resources (5)
- Lack of Support from Districts, Congregations, RE Directors, Ministers (Old Stories) (8)
- Lack of Money, Space, Resources (7)
- Power Structures within, Ourselves. The Human Constraints (4)
- Disagreements on Limits, Rules, Philosophy, Boundaries (8)

The meeting continued into lunch and broke at 1pm, Thursday, October 26, to be reconvened Saturday, October 28, at 9:15am.

Report Form 2

~~Force~~

Past → → → → →

~~Field~~

Current Role in Youth Ministry

~~Analysis~~

← ← ← ← ← Future

Driving Forces

- 1) Support Youth Empowerment (11)
- 2) Demonstrate Values (9)
- 3) Growing New Leaders (8)
- 4) Request from Churches (7)
- 5) Benefit of Being with Youth (7)

Restraining Forces

- 1) Lack of support from districts, congregations, RE directors, ministers (old stories from the '70s) (8)
 - 2) Disagreements on limits, boundaries, philosophy, rules (8)
 - 3) Energy, staffing, finding volunteers (7)
 - 4) Lack of money, space, physical resources (7)
 - 5) Fears of legal, safety, sexual issues (5)
 - 6) Lack of knowledge and training resources (5)
 - 7) Power structures, ourselves, human constraints (4)
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Session II

35 minutes / 1.5 hours

This session started with step 4 of the Force Field Analysis in the *Process Guide for Stakeholder Conversations On Ministry To and With Youth*. As noted above, our conversation brainstormed five to nine Strategies and related Resources for each of the seven Restraining Forces previously identified, increasing the number of Strategies discussed from five to forty-nine, listed on the following pages by Restraining Force.

Meeting time: 1.5 hours (9:30am – 11pm).

Step 4: Strategies

15 minutes / 55 minutes

Step 5: Identify Resources

10 minutes / 35 minutes

Report Form 3

Restraining Force 1

Lack of Support from Districts, Congregations, RE Directors,
Ministers (old stories from the '70s)

Strategies	Resources
Talk with and provide materials to ministers and DREs about camps	Internal, CU2C2
Invite District Executive to be theme speaker	District
Meet with district leaders to ask for help "selling" camps	Go to board meeting. Visit church where DE/board members attend.
Special invitations and cost incentives so that they can see for themselves/lower fees	Internal-board
Submit articles to district newsletter, UU World	Internal, CU2C2, find journalist in peer group.
Modules for DREs at camps	[Internal, LREDA] Host lay theology training at camp.
Ambassador Program	Internal
Personal conversations one-on-one with ministers and DREs	Internal
Get your act together!	Internal, CU2C2

Restraining Force 2

Disagreement on Limits, Boundaries, Philosophy, Rules

Strategies	Resources
Discussion early and often	Internal
Survey of all current research on adolescents and limits	CU2C2—Survey
Written material ahead of time, reinforced with first night meeting	UUA Resources, etc. [survey of UU Camp and Conference, others] shared through CU2C2
Pre-camp powwow on process in case of crisis/infractions	Internal, Shared with CU2C2, UUA consult
Develop bottom line for behavior that does not vary from leader to leader	Internal, CU2C2

Restraining Force 3

Energy, Staffing, Finding Volunteers

Strategies	Resources
Be realistic; don't paint a pretty picture when recruiting	Internal, CU2C2 sharing
Limits on staff responsibilities/job descriptions	Internal, CU2C2 shared
Define volunteer expectations	Internal, CU2C2 sharing
No-work parties [staff/volunteer fun]	Internal
Recognition	Internal
Scheduling recognition	Built into structure
Teamwork!	Books, journals, people
Pow wow on teamwork	Internal, CU2C2 sharing
Closure, completion, accomplishment, achievable goals	Internal

Restraining Force 4

Lack of Money, Space, Physical Resources

Strategies	Resources
Connect with UU fundraising experts	Contact list of resource people UUA has list that CU2C2 could distribute Example materials/ideas From UUA experts From camps & conferences
Scholarship solicitations	Internal [examples from other camps]
Fundraising campaign, fun, raffles, auction, off site fundraisers	See above
Visioning	Facilitators, other camp members, district volunteers, UUA resources, Visioning books Setting aside time & place
Find your constituents	DREs, DE, ministers, other camps, surveys
General scholarship and named scholarships/targeted	Sample materials: congregations, camps
Wills, planned giving	UUA, congregations, camps

Restraining Force 5

Fears of Legal, Safety, Sexual Issues

Strategies	Resources
Accurate Information—find, distribute	UUA, ACA, LREDA, Church Mutual, American Red Cross, lawyers, state resources, functional CU2C2 website with resources, people to maintain website
Good training—find, develop, distribute	Share resources among camps
First night/clear expectations—covenant to sign, statement of rules beforehand	Grant for Renaissance module for camps Website, e-mail list, Certified trainers, Electronic newsletter—must keep up with database, hard copy newsletter Samples of expectations on website
Support self-regulating discipline	Internal
Staff selection care/background check	Training resources; program culture, need money & people to do background check
Staff ratios	Maintain list at CU2C2 of people already checked; staff rations—philosophy, money
Courage to face issues	Culture, Wizard of Oz Medals for Courage

Restraining Force 6
Lack of Knowledge, Training Resources

Strategies	Resources
Provide training	Internal
Recruit experts	CU2C2, training events, ACA, Ontario Camping Association, American Red Cross, YMCA, YWCA, UUA, District, contacts
Engage UUA in developing training	CU2C2, UUA—Lifespan Learning
Creating training	Grants—Veitch, find writers, Renaissance Modules, CU2C2, training events, ACA, Ontario Camping Association, American Red Cross, YMCA, YWCA, UUA, District, contacts
Share existing training	Internal, CU2C2, UUA, other camps
Benchmarking	CU2C2, survey, ACA, Quakers, Sufi, other
Adjusting existing non-UU resources	Internal, CU2C2

Restraining Force 7
Ourselves, Human Constraints, Internal Power Structures

Strategies	Resources
Define problems	Internal, outside facilitator
Develop culture in which alternative ideas are non-threatening	Internal—covenanting, shared—CU2C2
Encourage self-reflection on a personal and group level	Internal
Covenanting, visioning	Internal
Training, consulting, strategies for group building and conflict resolution	Internal, outside facilitators, Alban Institute

Reflection and Closing

10 minutes / 0 minutes

We did not do a formal reflection and closing for this workshop as recommended in the *Process Guide*. The Stakeholder Conversation continues to influence our work as delegates and ties in with CU2C2 initiatives currently being developed.