



Long-Range Planning Meeting Report

January 9th - 13th, 2003
Boston, Massachusetts

YRUU LONG-RANGE PLANNING MEETING REPORT

This document is the report of the Long-Range Planning process initiated by YRUU and the UUA to look at the future of youth ministry in our movement. The report includes a description of the history of how the process unfolded, as a preface to the prioritized goals which form the main body of the report. The goals are broken down into six ‘content groups’. Each of these content groups lists its goals, followed by additional background information that the content group members felt would be useful for implementing those goals. Following the report are the larger LRP group’s suggestions for how these goals can be implemented, and for an accountability group to help monitor and implement the goals. The appendix contains background information about the meeting and a list of goals that were generated but not prioritized.

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INTRODUCTION

History

In the summer of 2001 the YRUU Youth Council passed a resolution calling for a long-range planning meeting to occur. As part of this plan, a working team of Youth Council members was collected to work with the then Youth Programs Director, Jen Devine. This team worked toward planning a long-range planning weekend in 2002. However, when Jen Devine announced that she would be leaving the Youth Office it was decided that the long-range planning process should be pushed back a year so that the new Youth Programs Director could be part of the planning. When Jesse Jaeger joined the Youth Office in the summer of 2002, a new working team was empowered to continue the planning at Youth Council. This team included Katie Whitworth, Nat Balder and Laura Belzer from the YRUU Youth Council, as well as the new Youth Programs Director Jesse Jaeger.

Facilitator Selection Process

It was decided at the 2002 Youth Council that the facilitation team would include one adult facilitator and three youth co-facilitators. The working team, through an open application process, selected these facilitators. The chosen facilitators were Eric Kaminetzky (the adult facilitator), Lydia Pelot-Hobbs, Adam Beadel, and Katie Whitworth (the youth facilitators). Katie was asked to join the facilitator team at the end of the process to fill out the team.

Participant Selection Process

It was also decided at the 2002 Youth Council that 25 participants would be chosen by YRUU through the working team and the 10 participants would be selected by the UUA through its administration. The YRUU selection started with an open application process. The open process was followed by inviting specific people. It was decided to use this mix of open application and invitation because the working team felt that it was important to get people there that might not be known by the continental leadership and to also make sure that there was balanced representation at the event. The UUA selection looked to make sure that other key stakeholders like DREs, MREs and parish ministers were present at the meeting. Overall, these selection processes were very successful. The group was balanced around most levels. There was a balance of people who are leaders at the local, district and continental levels. There was also balance in terms of people's interest in worship, social justice and anti-racism work. The working team also was intentional about making sure that many different identities were at the table.

The Process

The facilitation team created the planning process for the weekend in consultation with the Youth Programs Director. Going into the weekend, the basic structure of the process was to ask the group the following focused questions:

Big Picture Questions:

1. What has worked for YRUU?
2. What has not worked?
3. What could be changed to work better?
4. What are the issues facing YRUU now?
5. What are the issues YRUU will face in the future?

Anti-Racism Focus:

6. What does it mean to be an anti-racist organization?
What are our responsibilities in our communities and in the world?
7. What are some ways we can go further with anti-racism work?
What are the priorities? (Training/Education? Organizing/Action? Institutional transformation?)
8. Where can we find resources and support for this work?

Focused Questions:

1. How do we get religious professionals more invested in Youth Ministry?
2. What are the local and district programming needs?
3. What are the next steps after this meeting?
4. What should the Youth Office and YRUU Steering Committee be focusing on?
5. How does YRUU stay connected to district-based youth programs and support a model of conferences that work for all the churches or youth groups in a given district?
6. If we want our values and our members to have an impact on the world we should look at how we have an impact on the denomination. What would our congregations look like if they were full of former YRUUers? What responsibility does YRUU have to help the youth of today figure out how to claim their space in the congregations as they become adult UUs of tomorrow?
7. What are the curriculum and printed resource needs for youth programming?

Anti-Racism Focus:

8. How can anti-racism work become more institutionalized at the continental level?
9. How can we bring anti-racism to every district and every youth group?
10. How can we use anti-racism analysis as a framework for understanding and confronting oppression of all kinds?
11. Who are our allies and how do we reach out to them?

From the group's answers to these questions, distinct themes were identified. The large group broke into smaller 'Content Groups' around these themes. The Content Groups then brainstormed strategic goals within each theme, which were then prioritized by the larger LRP group. Finally, the Content Groups created action plans around the goals of highest priority.

Though this was the basic structure of the process, throughout the weekend the group found it necessary to step back to look at group dynamics, to have a deeper discussion about anti-racism, to view the visioning process through different lenses other than the original questions, and to evaluate the LRP process in general. Despite the process issues, the group demonstrated a positive sense of ownership over the final prioritized goals.

Analysis of the Weekend from the Youth Programs Director

In many ways the YRUU / Youth Ministry Long-Range Planning process was challenging to both the participants as well as the planners. As with any process in which we are charged with examining current practices and looking towards the future of an organization that means so much to so many people, many fears and hopes came to the surface and caused conflict and tension. People hoped that we could take our anti-racism work to the next level and feared that we would not go far enough. People hoped that we could build structures that would truly support local youth ministries and feared that we would build on the same old continental structures. People hoped that we could strengthen YRUU as a force of justice in our movement and the world and feared that we might take a step backwards.

I believe that these hopes and fears came together during the LRP meeting to create a good first step to transform YRUU and the Youth Ministry of our movement. But it is only a first step. The youth and adult leaders of YRUU, along with the UUA Youth Office, Administration and Board of Trustees need to continue to work together to build on the outcome of this LRP meeting and move towards ongoing transformation of our shared work. To this end, I have identified 3 core themes that emerged from this weekend that we should use to help guide our work into the future.

Themes:

1. Ongoing anti-racism and anti-oppression work must focus on delivering anti-racism and anti-oppression training and analysis to transform local and district youth communities. An anti-racism analysis also needs to be applied to any continental restructuring effort that will occur into the future.
2. Continued work needs to be done to support the growing number of youth of color in congregations, district leadership, and continental leadership. This needs to include places for community building, leadership development and structures of accountability to eliminate the current level of burnout and to create a safe place for our youth of color.
3. Any resource development, service delivery, and restructured governance needs to be accountable to and effective for the growth and development of *congregational* youth ministry.

Over the last 20 years, the youth ministry of our movement has grown both qualitatively and quantitatively. This growth comes with many joys and fears. But if we stand by our Unitarian Universalist principles, open up lanes of communication between youth and adults and hold each other in love we will be able to create a youth ministry that will continue to be a force for change in our Association and in the world.

Letter from Katie Whitworth: LRP Working Group Member and Facilitator

I have many feelings about YRUU's Long Range Planning meeting. I was one of the youth facilitators and also a member of the working team. I put a lot of time and energy into this meeting. I had many fears and hopes. Some of my hopes came true as well as some of my fears. I hoped this would be a meeting to push YRUU further with a lot of its anti-racism goals. However there were many things about anti-racism and YRUU that I did not understand at the time. Ever since some of these fears came true I have been thinking about what exactly is going on. I learned a lot which I am grateful for, but through a painful, damaging experience.

I really had hoped that this meeting would be very progressive for anti-racism. I knew that this was important. However I now realize that this is often an ideal that YRUU has trouble living up to. It is often agreed that this is an important step we must take, but racism is so deep in our organization that we sometimes perpetuate it more than we dismantle it. I feel this was the case for the LRP meeting. One of the reasons for this is tokenization. People of color were used to represent their race. Many people of color at YRUU's LRP meeting were tokens, including me. I know what it really feels like to really be tokenized after LRP. I was burnt out, because I put in honest hard work and energy into this meeting, and it was not taken seriously. That hurts. That makes me feel frustrated, and used. I had all this opportunity, and the energy to do something with it, but there was a huge barrier. And that barrier was race. I would like to thank the people who honestly do the work to break these barriers and encourage those at the meeting who were also tokens to keep struggling, because we have to change this. YRUU had a long way to go. I know I will continue with this work in YRUU, even though it is much harder than I once thought.

Sincerely,
Katie Whitworth

LRP GOALS – CONTENT GROUP ONE: ANTI-OPPRESSIVE TRANSFORMATION WITH ANTI-RACISM FOCUS

GOAL ONE: YOUTH GROUPS SERVE AS ROLE MODELS FOR ANTI-RACISM IN THEIR CONGREGATIONS AND DISTRICTS.

Needed Resources: More staff time to facilitate organizing and resource development; money for producing and distributing the toolkit

Tactics:

- UUA staff from relevant staff groups and core team volunteers should develop and make available a toolkit so that local groups have the inspiration and skills they need to do this work. This toolkit should include, but not be limited to:
 - Tips for how youth groups can work with their district transformation teams. (UUA staff and core team volunteers should encourage transformation teams to reach out to youth.)
 - Discussion resources for dialogue about identity.
 - A video resource that is updated regularly
- Continue work on youth/young adult anti-racism training
- Incorporate Anti-Racism training into other existing trainings (LDCs, SDCs, Advisor Trainings, SJC; etc).
- Institutionalize accountability so that all these resources are created with input from people of color.

GOAL TWO: CREATE A STRONG YOUTH OF COLOR COMMUNITY WITHIN YRUU

Needed Resources: Money for advertising and travel

Tactics:

- Build better bonds with DRUUMM, including institutionalizing accountability between the representative bodies of both groups.
- Conduct more outreach at the district and local levels

GOAL THREE: CREATE A STRONG WHITE ANTI-RACIST ALLY COMMUNITY WITHIN YRUU

Needed Resources: Money for advertising, resources, and travel

Tactics:

- Build better bonds and institutionalize accountability between white anti-racist organizers, DRUUMM, and YRUU.
- Conduct more outreach at the district and local levels.
- UUA staff from relevant staff groups and core team volunteers should develop resources to support this work.

GOAL FOUR: MAKE YRUU EVENTS ACCESSIBLE TO ALL YOUTH, REGARDLESS OF ECONOMIC ABILITY OR GEOGRAPHY

Needed Resources: Money for advertising, scholarships

Tactics:

- Increase available funding for scholarships
- Better publicize scholarship availability
- Develop a transparent AR/AO process for distributing scholarships and promote the process to districts and local groups for their events. Explore having scholarships for youth of color distributed by DRUUMM.
- Institutionalize accountability so that this process is created and evaluated with input from people of color.

GOAL FIVE: “RECLAIM THE HUMAN FAMILY*” BY DOING SOCIAL JUSTICE WORK THAT FOCUSES ON BUILDING RELATIONSHIPS OF ACCOUNTABILITY WITHIN COMMUNITIES.

Needed Resources: Staff time or a little money

Tactics:

- The training for youth Social Action Contacts (SACs) should include how to build sustainable partnerships with non-UU groups working on the same campaigns.
- Create a resource for doing all social justice work, including service, through an Anti-Racism lens.
- YRUU should propose a General Assembly Business Resolution mandating that all UUA social justice programs and projects have an anti-racist, anti-oppressive component that includes both training and reflection, and encouraging all congregations, districts, and UU organizations to do the same.

*A concept articulated by Rebecca Parker in “Not Somewhere Else, but Here,” an essay found in Soul Work, a collection edited by Marjorie Bowens-Wheatley and Nancy Palmer Jones, published by Skinner House Books in 2003.

**ADDITIONAL NOTES FOR
ANTI-OPPRESSIVE TRANSFORMATION (AR FOCUS)**

YRUU is composed of:

Personnel:

YPSs, YPD, & Assistant
UUA & Board
Steering Committee
YCRs/ At Larges/YoC
WAM
SWAT
C*SAC
Youth Group Leaders
YACs & Co-Chairs
Volunteers
Random youth leaders
Interns
Trainers
Consultants
Program Consultants
District Execs.

Policy Practice Programs:

Trainings: LDC, SDC AT
Synapse
Newsletters
YSJC, Con Con, GA
Code of Ethics
Covenants
District cons
Overnight
Summer camps
YoC Cons and white allies
COA trips
SOA convergence
Worship bridging ceremony
ID groups
Curriculum

Constituency:

Youth groups
Dist youth
Continental youth
Advisors
Parents
RE Educators
YoC in congregations
Synapse
Mailing list
Jr. high / incoming age range
Bridgers
COA
Potential members
Kids of UUS
Youth at GA
Community youth
Non-UU youth

Organization Structure:

Policies and procedures
Bylaws
Flow chart
Youth Council
SC
Youth Office
YACs
Youth groups
YFUUD
Youth Caucus
DRUUMM
PoC Advisory
SJ Network

Mission and Purpose:

Inherent worth & dignity \ build
community & world community
Organize for AR and SJ
Leadership dev
Spirituality is a safe, welcoming
place for youth
Youth empowerment
Community of shared values
Cultural relevance
Youth independence
UU principles

Mission and Purpose Cont'd:

YRUU mission
History & writings
Bylaws
UUs' lives
Handbooks
Continental leaders
RE leaders
Policies & procedures
Sources of principles in hymnal
Scriptures & earth-centered
spirituality

What would an Anti-Racist YRUU look like?

- No need for PoC Caucus on SC and YC – Youth of Color would be represented
- Resources & policy / practice / programs would be created for everyone (including PoC) with plenty of YoC input
- Structure & practices driven by vision not policies
- Incorporate more SJ in addition to social action service projects (real change not just “band-aids”
- SJ projects done in relationship with communities we seek to serve
- Stronger network between SJ organizers and constituents (C*SAC → SACs, WAM → SWAT, SACs→ district youth groups
- Mission & purpose of YRUU embraced by UUs everywhere in our association
- Meaningful participation of youth in congregations
- “Reclaiming the human family” as a goal and mission of YRUU Programs
- Relating the struggle for youth empowerment to transformation into multicultural communities
- Programs to sustain momentum from event to event
- GA (and other continental and district events) financially accessible to anyone
- Never stop and say “We did it.” Or “We’re done.”

**LRP GOALS – CONTENT GROUP TWO:
CURRICULUM / RESOURCES
UU TRANSITIONAL AGE RANGE PROGRAMS (UUNITARP)
DEFINITIONS & LANGUAGE**

GOAL 1: DEVELOP RESOURCES WHICH PROVIDE ANTI-RACISM AND ANTI-OPPRESSION EDUCATION IN YOUTH PROGRAMMING TO PROVIDE SKILLS TO UNDERSTAND AND ELIMINATE OPPRESSION.

Timeline and Implementation:

- 1st Year: Research and evaluate, compile and consolidate existing materials (i.e. primers for films, existing materials on the problems of race and social difference, etc.)
- 2nd Year: Circulate first draft of curriculum/resource manual. Solicit, evaluate and apply appropriate critical responses.
- 5th Year: Publish and distribute resource

Funding or Staff Required: Existing staff; Will require money for travel, communication, etc.

GOAL 2: YOUTH OFFICE PARTNERS (TOGETHER WITH CURRICULUM OFFICE, YRUU AND YA/CM OFFICE) DEVELOP UU TRANSITIONAL AGE-RANGE PROGRAMS (UUNITARP) THROUGH RESOURCES, EVENTS, PROGRAMMING, CURRICULUM, ETC., TO SUPPORT PEOPLE IN TRANSITIONAL AGE-RANGES.

Timeline and Implementation:

- 1st Year: Establish task force to develop new materials and to evaluate and investigate existing materials.
- 2nd - 3rd Year: Create a Needs Assessment for entering and existing YRUUers.
- 5th Year: Foster the cooperation of Youth Office, YRUU, C*UUYAN and the Curriculum Office. Implement programs.

Funding or Staff Required: Existing staff; Will require additional funds.

GOAL 3: ENSURE THAT SYNAPSE IS CONTINENTALLY AVAILABLE TO ALL YOUTH, YOUTH GROUPS AND CONGREGATIONS. SEE THAT SYNAPSE IS AVAILABLE IN VARIOUS MEDIA FORMS (I.E. PRINTED MATERIAL, ELECTRONIC MAIL, WEBSITE, ETC.). INCORPORATE FEATURES AND RESOURCES FORMERLY AVAILABLE IN SPIDER. SEE TO IT THAT A SYNAPSE SYNOPSIS IS INCORPORATED INTO UU WORLD MAGAZINE

Timeline and Implementation:

- 1st Year: Establish task force to develop new materials and to evaluate and investigate existing materials.
- 2nd -3rd Year: Create a needs assessment for existing and entering YRUUers
- 5th Year: Foster the cooperation of Youth Office, YRUU, C*UUYAN and the Curriculum Office. Implement programs.

Funding or Staff Required:

- Will utilize existing YPS staff
- Will require additional monies for UU World page, Synapse printing and distribution.

Action Plan:

- Review the content of Synapse to assure that it is drawn from and serves the needs and interests of local, district and continental youth.

GOAL 4: INTEGRATE YOUTH LEADERS INTO CONGREGATIONS IN LEADERSHIP ROLES BY:

- 1) ADDING YOUTH EMPOWERMENT COMPONENTS TO YRUU LEADERSHIP TRAINING
- 2) ADDING A YOUTH COMPONENT TO EXISTING LAY AND PROFESSIONAL CONGREGATIONAL LEADERSHIP TRAINING (I.E. LREDA, UUMA, LEADERSHIP SCHOOLS, ETC.)
- 3) RAISING CONGREGATIONAL AWARENESS FOR THE PURPOSE OF UTILIZING YOUTH LEADERS

Timeline and Implementation:

- 1st Year: Develop youth empowerment component and integrate into YRUU leadership training.
2nd & 3rd Year: Outreach to local congregations for awareness and create an advocacy manual
5th Year: Youth are stationed in positions of leadership in congregations.

Funding or Staff Required:

- Will utilize existing staff.
- Will require additional monies for outreach, mailings, travel, conferences, etc.

Action Plan:

- In 1st year, develop a component as to how youth can take this information and resource to congregations.
- Develop youth component and integrate into trainings.
- Make proposals to the lay and professional leadership.

GOAL 5: DEVELOP RESOURCES AND WORKSHOPS FOR CONGREGATIONS ON YOUTH EMPOWERMENT.**Timeline and Implementation:**

- 1st Year: Gather available resources such as the JPD Youth Empowering Supportive Congregations Award. Develop programming.
3rd Year: Obtain UUA and CUC endorsement.
5th Year: See that resources are available and utilized by congregations

Funding or Staff Required:

- Will require new staff.
- Will require additional money.

Action Plan:

- Establish connectivity between Curriculum Office, Youth Office and YRUU
- Obtain institutional support of the UUA
- Assure that program is intentional at all levels. (We must obtain buy-in from the locals, districts and the continental level/UUA)
- Become complete on the Resolutions and Recommendations of the 1997 Fifteen-Year Review of Youth Programs

LRP GOALS – CONTENT GROUP THREE: GEOGRAPHY & CANADIAN CONCERNS

GOAL 1: CREATE AND FUND, IN CONJUNCTION WITH THE CANADIAN UNITARIAN COUNCIL, A FOURTH YPS POSITION TO BE FILLED BY A CANADIAN YOUTH WHOSE RESPONSIBILITIES WILL INCLUDE CANADIAN PROGRAMMING AND FOCUS.

Timeline and Implementation: This position to be filled by September 2004. The position will start in Boston; if a second Youth Office is opened the position would be transferred.

Funding or Staff Required: Both funding and staff required.

GOAL 2: YOUTH OFFICE OFFERS TO WORK WITH THE UU CHURCH OF THE LARGER FELLOWSHIP (CLF) TO CREATE A YRUU / YOUTH MINISTRIES PROGRAM.

Timeline and Implementation: Immediately

Funding or Staff Required: Funding required, but not staff.

GOAL 3: ADD AND FUND A CANADIAN AT-LARGE POSITION ON STEERING COMMITTEE

Timeline and Implementation: 2004 Youth Council

Funding or Staff Required: Funding required, but not staff

GOAL 4: EVALUATE, DESIGN, AND CREATE PROGRAMS, RESOURCES, AND INITIATIVES WITH CONSIDERATION OF HOW THEY WILL WORK IN AND BE DISTRIBUTED TO ISOLATED CONGREGATIONS, CONGREGATIONS FAR FROM BOSTON, AND AREAS OF LOW YOUTH DENSITY.

Timeline and Implementation: Immediately

Funding or Staff Required: None

GOAL 5: YOUTH OFFICE MAINTAINS DIRECT CONTACT WITH THE APPROXIMATELY 44 CANADIAN CONGREGATIONS REGARDING PROGRAMS, RESOURCES, AND INITIATIVES FOR YOUTH UNTIL THE CANADIAN DISTRICT / REGIONAL STRUCTURE IS FULLY OPERATIONAL.

Timeline and Implementation: Immediately

Funding or Staff Required: Funding required but not staff.

**ADDITIONAL NOTES FOR
GEOGRAPHY / CANADA**

Goal 1: YPS position to be co-funded by CUC & UUA

Goal 2: CLF is designed to serve the same demographics that are currently underserved by YRUU including isolated congregations, isolated youth, and congregations far from Boston. We intend that the Youth Office seek to work jointly with the CLF in the creation and distribution and implementations of programs, initiatives, and materials.

Goal 3: Youth Council is designed to have a representative from each district and region of YRUU. Canada has three new regions (75% of Canadian regions) as of 2002 with no representation. Canada presently is not represented on Steering Committee. There is a precedent for creating special positions on Youth Council and Steering Committee for populations in YRUU that are not well represented in those bodies.

Goal 4: If we believe we have a message that should be heard, we should be spreading it as widely as possible and making it appropriate for many different populations and concentrations of youth.

Goal 5: Youth Office creates, updates, and maintains packets of materials for Canada and other area with few congregations or low concentration of youth. Examples of materials for the packet could be: "How to be in contact with the Youth Office", Updated lists of on-line resources and communities, How-to materials: How to start a YRUU group, etc.

Non-Goal-Specific Request: The Youth Office should start publicizing the Youth Council resolution of 2002 regarding a donation of \$1 per person per YRUU conference in every district to be forwarded to CUC for Canadian Youth Programming budget.

*"I am here as a Person of Geography."
– Asha Philar, Canadian LRP Participant*

**LRP GOALS – CONTENT GROUP FOUR:
GOVERNANCE / STRUCTURE / EVALUATIONS
YOUTH COUNCIL / ACCOUNTABILITY**

GOAL 1: CREATE A YRUU PROGRAMS SPECIALIST POSITION TO WORK IN THE WASHINGTON OFFICE.

- Ensure support structure for this YPS position with approval of current YRUU Steering Committee.

Timeline and Implementation: To be implemented by 2005.

Funding or Staff Required: Both staff and Funding required

GOAL 2: TO HAVE IN PLACE AN EFFECTIVE LOCAL / DISTRICT / CONTINENTAL YRUU STRUCTURE.

- Develop and execute an evaluation process, jointly developed by the Youth Office, the YRUU Steering Committee and other key stakeholders. (by 2005)
- Part of the evaluation process will focus on Youth Council. The evaluation should ask the question, “Is the effort behind Youth Council worth the end product?”
- A taskforce appointed anonymously by the Youth Office and Steering Committee will evaluate the data and develop a plan to report back to the Youth Council (2006)
- Taskforce should keep in mind a more grassroots oriented leadership.

Timeline and Implementation: See above

Funding or Staff Required: Requires funding

GOAL 3: DEVELOP RESOURCES TO SUPPORT LEADERS IN BRINGING BACK LEARNED SKILLS TO DISTRICT AND LOCAL GROUPS

- Resources such as handbooks, workshops, trainings, etc.
- Resources for all levels of leadership including YCRs, YAC positions, etc.
- Resources to be added to district trainings.

Timeline and Implementation: 2005

Funding or Staff Required: Some funding

GOAL 4: DEVELOP A CLEAR STRUCTURE FOR ACCOUNTABILITY AND SUPPORT BETWEEN YOUTH OF COLOR IN YRUU AND DRUUMM.

- A key goal is for YRUU to become accountable to all racial and ethnic groups.
- Efforts should go towards process that as already in motion.

Timeline and Implementation: By GA 2004

Funding or Staff Required: Funding needed

**ADDITIONAL NOTES FOR
GOVERNANCE / STRUCTURE / EVALUATIONS
YOUTH COUNCIL / ACCOUNTABILITY**

Some of the problems being addressed:

No accountability to local groups	How do continental events benefit others who don't go
Bad power distribution	YC not taking back info
Lack of understanding for governance	Accountability to YRUU
Structures promote apathy & laziness	Too much Youth Office energy fr managing events
Issue with continental royalty	How can you give YO more support? Maybe job descriptions? Better representation.
Reduce popularity	YRUU isn't applicable to everyone
Continental economics are not accessible	Leaders leave YOUTH GROUPS
No accountability between DRUMM AND PoCC	Clustering within districts for local cons isn't very accountable
Not enough transparency	Explore YO role; How YO works with local
BOT is supposed to pick the adults – does this happen?	
How do we evaluate, breakdown, etc.	
Cost-benefit analysis of major events	

**LRP GOALS – CONTENT GROUP FIVE:
COMMUNICATION / NETWORKING / OUTREACH
YOUTH OFFICE ACCOUNTABILITY TO LOCAL YOUTH
INCLUSIVE COMMUNITIES**

GOAL 1: YRUU AFFIRMS TO CREATE A MAJOR COMMUNICATION VEHICLE FOR ADVISORS TO PROMOTE AND SUPPORT NETWORKING, RECRUITMENT, TRAININGS, RESOURCES, AND INSPIRATION

Timeline and Implementation:

In one year the funds will be available by an increased YRUU printing budget (or by using Lifespan Faith Development budget) to distribute the tool, although it will be available in more than one medium (for accessibility reasons and anti-oppressiveness) Also, at the end of one year, an assessment will be made to determine content and effectiveness.

Before GA 2004, the first of a quarterly newsletter will be made available, but also a website with more frequent updates & continual communication will be available.

Have an annual assessment of these communication vehicles for evaluation purposes.

Funding or Staff Required: Funding as described above. No additional staff.

GOAL 2: YRUU WILL CREATE A LIST OF ACTIVE CONTINENTAL RESOURCES TO ASSIST DISTRICT AND LOCAL YOUTH GROUPS REGARDING GAY, LESBIAN, BISEXUAL, TRANSGENDER, TRANSEXUAL, TRANSVESTITE, QUEER, AND QUESTIONING YOUTH, ANTI-RACISM & ANTI-OPPRESSION, SOCIAL JUSTICE, INTERFAITH, AND OTHER ISSUES WITH WHICH YRUU IS WORKING.

Timeline and Implementation: By GA 2003 this resource will be created and available.

Funding or Staff Required: A bigger printing budget will be needed for this resource.

GOAL 3: A YRUU PROGRAMS SPECIALIST POSITION WILL BE CREATED IN EVERY DISTRICT (INCLUDING CANADA) THAT IS AT LEAST PART-TIME, TRAINED BY THE YOUTH OFFICE AND FUNDED BY INDIVIDUAL DISTRICTS TO HELP ORGANIZE , DISSEMINATE INFORMATION TO DISTRICTS, INCREASE TWO-WAY COMMUNICATION BETWEEN CONTIENTAL AND LOCAL LEVELS THROUGH THE DISTRICT, ASSIST IN IMPLEMENTATION OF PARACHUTING / CARAVANING PROGRAMS, DEVELOP DISTRICT DATABASES OF CHURCHES WITH YOUTH GROUPS, AND ANY OTHER APPLICABLE NEEDS OF THE DISTRICT.

Timeline and Implementation: By the end of two years, a grant program will be developed to find the position and assist districts in implementation.

Funding or Staff Required: As described above.

GOAL 4: BY GA 2003, THE PUBLICATION *UU WORLD* SHOULD INCLUDE AT LEAST ONE PAGE DEDICATED TO YRUU INFORMATION, NEWS, UPCOMING EVENTS, PROGRAMMING, ETC.

Timeline and Implementation: The Youth Office should begin communication with the *UU World* staff immediately

Funding or Staff Required: None, assuming there are no charges from the *UU World*.

GOAL 5: YRUU SHOULD WORK TO MAKE ANY AND ALL YRUU-RELATED PROGRAMMING CHEAPER AND THEREFORE MORE ACCESSIBLE TO ALL YOUTH REGARDLESS OF SOCIO-ECONOMIC STATUS.

Timeline and Implementation: Effective immediately, the Youth Office should work to make all events as inexpensive as possible.

Funding or Staff Required: Funding possibly required to subsidize events.

ADDITIONAL NOTES FOR COMMUNICATION, NETWORKING & OUTREACH:

1. All UU organizations should include a youth component to make them accountable to and inclusive of youth (i.e. Welcoming congregations, UUSC, Green Sanctuary, DRUUMM, etc.)
2. Enhance district to district communication using tools such as JAHNNY DEPP, bringing back SPIDER, having district YPS positions.
3. Bring back Synapse in print form to enhance communication
4. Create YRUU posters and other PR materials for local youth group recruitment to increase visibility in communities
5. Have a Youth Office 1-800 number (1-800-FOR-YRUU?)
6. Create an assessment tool (evaluation/survey) to get the wants and needs of YRUU to the Youth Office to increase accountability
7. Have a basic YRUU information page in every youth group.
8. Encourage ministers, RE directors, board presidents, and other church leadership to be active in their local youth groups and receive youth empowerment training
9. Increase publicity of Youth Sunday (like the Mind the Gap campaign with posters, buttons, etc.) and encourage local youth groups to tape them and send them to the Youth Office
10. Develop an assessment of the YO by the different levels of YRUU to increase accessibility and accountability
11. Youth Office nurture and utilize relationship with UUA president for our benefit
12. Increase Youth Office printing budget!

LRP GOALS – CONTENT GROUP SIX: SPIRITUALITY / WORSHIP / UU IDENTITY

- GOAL 1:** ALL YOUTH GROUPS NEED A WRITTEN RESOURCE / HANDBOOK OF COMPILED MATERIALS THAT WILL ENABLE THEM TO CREATE WORSHIP
- GOAL 2:** IN ORDER TO CLAIM OUR UU IDENTITY, WE SHOULD:
- 1) Research and compile a recorded history of YRUU and its predecessors and individual youth contributions to the movement.
 - 2) Claim and record the roots of circle worship in YRUU and answer the questions of what we do and why we do it, and
 - 3) All youth should have a theological understanding and description of YRUU and UUism and the ability to articulate it
- GOAL 3:** IN ORDER TO PROVIDE BETTER MINISTRY FOR ALL YOUTH IN CONGREGATIONS, IT IS NECESSARY TO CREATE A POSITION IN EACH CONGREGATION AND TRAINING FOR A YOUTH-AGED “YOUTH CHAPLAIN” / “YOUTH MINISTER” THAT WOULD:
- 1) provide peer counseling to youth
 - 2) be actively involved (along with other local youth) in congregational worship planning committees (or similar power structure), and
 - 3) work with youth groups to give youth and “circle –style” worship a greater presence in congregational worship
- GOAL 4:** WHILE OUR FAITH CALLS US TO DRAW FROM A VARIETY OF WORLD RELIGIONS, WE MUST BE AWARE OF THE DAMAGE THAT CAN BE CAUSED BY CULTURAL APPROPRIATION. A WORKSHOP AND/OR RESOURCE SHOULD BE DEVELOPED THAT EXAMINES WHAT CULTURAL APPROPRIATION IS AND HOW IT CAN BE DESTRUCTIVE TO COMMUNITIES.
- GOAL 5:** IN ORDER TO DEVELOP A MORE EFFECTIVE SPIRITUALITY DEVELOPMENT CONFERENCE (SDC) PROGRAM, WE MUST:
- 1) Make SDCs economically and geographically accessible to occur at local congregations
 - 2) Create “multiple levels” of SDCs or “advanced” SDCs, and
 - 3) Add a social justice component to all SDCs

ADOPTION, IMPLEMENTATION, AND ACCOUNTABILITY FOR THE LONG RANGE PLANNING REPORT OF YOUNG RELIGIOUS UNITARIAN UNIVERSALISTS

Introduction

The Long Range Planning Task Force has been empowered to create, and has created, a five year plan for Young Religious Unitarian Universalists.

Adoption

The Long Range Planning Group formally requests the Director of Lifespan Faith Development to embrace and present this plan to the Board of Trustees of the Unitarian Universalist Association for adoption and funding by the Board of Directors.

Implementation

The implementation of this Long Range Plan is the responsibility of the Youth Council and the Steering Committee of Young Religious Unitarian Universalists. The implementation of this Long Range Plan is also the responsibility of the Youth Programs Director and Youth Office staff.

Accountability

If this Long Range Plan is adopted and funded by the Board of Trustees of the Unitarian Universalist Association, ultimate accountability for the implementation of this Long Range Plan will rest with that body. Accountability for the implementation of this Long Range Plan will also rest with the Director of the Office of Lifespan Faith Development, the Youth Programs Director, and the Steering Committee and Youth Council of YRUU.

Monitoring

The Long Range Planning Task Force requests and recommends that the Board of Trustees of the Unitarian Universalist Association create and fund a Young Religious Unitarian Universalists Long Range Plan Accountability Group to monitor the progress made by all parties mentioned in this Adoption, Implementation and Accountability Document toward the fullest possible implementation of all goals set out in the Long Range Plan. This group will make at least one yearly report timed for publication to be available for Youth Council Packet materials each year. The structure of the group responsible for accountability is detailed below.

Five Year Review

The Long Range Planning Task Force has confidence that appropriate commitment, resources, and staffing will be applied to achieving the goals set out for YRUU in our Long Range Planning Report.

In order to maintain the integrity of this planning process, Young Religious Unitarian Universalists, and the relationship of youth to Youth Ministry of the Unitarian Universalist Association the Long Range Planning Task Force recommends that a Five Year Review be designed, funded and implemented no later than August of 2008 with the specific tasks of examining the effectiveness of the implementation of the goals contained in the Long Range Planning Document and setting out goals for the years to follow 2008. We support the empowerment of the Youth Council, Steering Committee, Youth Programs Director and Youth Office staff to determine how many years should be encompassed in the next Long Range Planning Process.

LRP ACCOUNTABILITY GROUP

7 Members

- 1 Youth from the LRP Group
- 1 Adult from the LRP Group
- 1 Representative of Youth Office
- 1 Representative from Steering Committee or Youth Council
- 3 At-large Youth and/or Adults
- 1 YPD (Ex-Officio)

Selection of 3 At-large Positions

- The Youth Office will create an application for interested YRUUsers and Adults to complete.
- The Youth Office will accept applications.
- Youth Office Staff will “field” applications.
- They will decide on a number of nominees for the three positions (There should be at least four nominees)
- At a regularly scheduled Steering Committee meeting, the Steering Committee will select the three positions from amongst the pool of nominees.
- The Steering Committee and Youth Office will work together to notify the finalists appropriately.

This is a one-time process. This group will be the Accountability Group for the 5-year period in which the Long Range Plan of 2003 is effective. The group will meet twice yearly in Boston to judge the effectiveness of the plan, as well as to discuss individual programs and projects to make the plan work.

“Process is like sausage; you don’t want to watch it being made, but the end result is pretty tasty.” – Steve Caldwell, LRP Participant

APPENDIX:

Proposals from Content Groups and Results of Multi-Voting

1) Anti-Oppressive Transformation (AR Focus)

- 1) (32 votes) Stronger YoC communities withing YRUU, by building bonds w/DRUUMM, helping w/outreach, creating a mutually beneficial relationship (DRUUMM → YRUU)
 - a. Districts get more info to events about DRUUMM
 - b. Structure of accountability between the two groups
- 2) (30 votes) Strengthen work and programs of white AR allies groups, get info to districts and local congregations
- 3) (22 votes) Evaluate our success with accountability based on input from everyone including PoC
- 4) (27 votes) Provide & publicize GA, YSJC, Con Con scholarships & fundraising options. Develop a process for giving out \$\$\$, explore going through DRUUMM to dispense \$\$\$\$. Make policy public & encourage districts to use it.
- 5) (44 votes) AR on local levels:
 - a. Update video resource
 - b. Day-long discussion resource & told for talking about identity
 - c. How to reach & learn – AR book distro
 - d. Incorporate AR training into LDC, SDC, AT structure
- 6) (25 votes) Networking & social justice:
 - a. Training for SACs includes networking within communities
 - b. YRUU connected to other social justice organizations on a district level
 - c. Resource about SJ through AR lens
- 7) (Not voted on) Resolution at GA to do SJ through an AO lens including accountability & reflection

2) Curriculum, Resources, UNITARP, Definitions & Language

(UNITARP: UU of Transitional Age-Range Programming)

1. (35 votes) Develop resources through which to promote anti-racism and anti-oppression education in youth programming to provide skills to understand and eliminate oppression
2. (25 votes) Youth Office should partner with Curriculum Office to develop UNITARP program (curriculum, resources, events) to support people through transitional age ranges.
3. (16 votes) Create advocacy manual for YRUU (similar to OWL advocacy manual)
4. (11 votes) Evaluate and complete as applicable the 1997 goals
5. (4 votes) Create database of isolated families with youth and connect them to existing resources and district activity
6. (18 votes) Use YRUU leadership training to help integrate youth into congregations
7. (23 votes) Ensure Synapse is available to all youth, youth groups, and congregations in various media and incorporate resources formerly available in *Spider*
8. (8 votes) Implement recommendations from liability report and create clearinghouse for sensitive issues, make available for youth advisors, house in the Youth Office, (like *Screening in Faith* in Canada)
9. (10 votes) Make YRUU and UUYAN resources and programming similar structure and format so as to smooth the transition
10. (13 votes) Youth Office partner with other faith tradition to create interfaith resource packets with youth section about neighboring faiths' religion in life programs.
11. (17 votes) Resources & workshop for congregations on youth empowerment

3) Geography, Canada

1. (Not voted on) Youth observers to the board for Canada & the US should communicate
2. (16 votes) Resources for local youth groups
3. (9 votes) Making and maintaining a resource book for Canada
4. (Not voted on) Trainings of Advisors
5. (18 votes) Intentional communication form youth office to Canadian people – know about events before they happen
6. (20 votes) Boston needs to be supportive to areas of low concentration of UUs

7. (9 votes) Programs need to be conducive to low pop density area
8. (23 votes) SC position for Canada
9. (35 votes) Canadian YPS – Partnership between CUC and UUA
10. (9 votes) YC resolution for \$1 per person per con for Canada – spread the word
11. (34 votes) Youth should have a division of the CLF
12. (5 votes) Communication between Youth Office & Canada to make sure that Canadian YC positions get filled

4) Governance, Restructuring, Evals, Youth Council, Accountability

Accountability

1. (8 votes) Develop an evaluation process at all levels for effectiveness in growth and development in volunteer work
2. (17 votes) Practices & Procedures for YoC & DRUUMM youth (mentoring, support for isolated PoC, UU ID strengthening, community, responsibility of cont & district folks to managing policies)
3. (3 votes) Specific P&P for other shareholders of accountability, including RE Educators in congregations, Youth advisors, ministers, parents, incoming peoples
4. (4 votes) Transparent communication at all levels

Distribution of work and power

5. (13 votes) Evaluate selection process for continental positions w/ a view of making it more open
6. (14 votes) Empowering others to take leadership in a grassroots style
7. (2 votes) Clarify job descriptions on all levels

Representation

8. (11 votes) Examine YC to insure equanimity among all stakeholders
9. (16 votes) Evaluate current Youth Council & Steering Committee structures & setup

Effectiveness

10. (17 votes) Support and encourage leaders to bring back skills, to create resources to support leaders in this , emphasis on local congregations
11. (19 votes) Examine relationship between local/district/cont.
12. (3 votes) Have spirituality energize and revitalize us when we burn out
13. (5 votes) YC should create universal guidelines for continuity between districts, a kind of “YRUU 101”
14. (3 votes) Teach self-care and provide resources

UUA

15. (12 votes) Add more youth staff
16. (5 votes) Make conferences affordable (consistent scholarship programs, sliding scale)
17. (3 votes) More effective GA structure
18. (25 votes) Add a YPS to the Washington Office

5) Communication / Networking / Outreach / Inclusive Communities / Youth Office Accountability to Local Congregations

- ⇒ Increased communication b/w all levels of YRUU two-way
- ⇒ Increased distribution of resources btw levels from the top to the bottom and vice versa
- ⇒ Increased communication and outreach to Canadian YRUUers

- A. (8 votes) Bigger printing budget
- B. (14 votes) Youth Component to the Welcoming Congregation & GLBT Youth (other UU orgs)
- C. (3 votes) Revamp bring back JAHNNY DEPP
- D. (19 votes) Create a major communications vehicle for advisors
- E. (16 votes) Create a list of active continental groups to assist with GLBTQ, AO/AR Social Justice, etc.
- F. (20 votes) District YPS position, trained by UUA funded by districts
- G. (2 votes) Increase district <--> district communication
- H. (6 votes) Pictures on website & YRUU posters to increase visibility
- I. (6 votes) Develop continental parachute/caravan programs
- J. (4 votes) Have a basic YRUU info page in every YG --> accessible
- K. (20 votes) At least one page in every UU World for YRUU
- L. (7 votes) Church of the Larger Fellowship for YRUU
- M. (2 votes) Assessment tool to get YRUU needs/wants
- N. (5 votes) YO assessment of accessibility & accountability by districts
- O. (9 votes) YCRs getting info to all congregations and Youth groups

- P. (2 votes) Create congregational mailing list accessible to youth groups who need to reach
- Q. (16 votes) Cheaper YRUU events (sliding scale)
- R. (2 votes) YO more effectively utilize Bill Sinkford & the UUA for US!! (PR, piggyback (8 v5es) programs, etc.)
- S. (5 votes) Youth go to church service as a group
- T. (2 votes) Have church leaders (ministers, DREs, presidents) attend youth programming
- U. (0 votes) Push YRUU Sundays like the Mind the Gap (including buttons, etc.)
- V. (3 votes) Second Youth Office for PNW and CUC youth
- W. (not voted on) COMMUNICATE!!
- X. (0 votes) Interdenominational work
- Y. (0 votes) Paper publication, Better mailings
- Z. (4 votes) Youth Office gets 1-800 number

6) Spirituality / Worship / UU Identity

⇒ Worship Services

- 1. (4 votes) There will be a worshipful component in all youth groups
- 2. (0 votes) Youth will be open to different styles and formats
- 3. (7 votes) YRUU claims its own heritage, researching our roots – understand what we do and why we do it
- 4. (4 votes) More youth groups will lead youth-style worship for entire congregations
- 5. (7 votes) Youth will have more of a presence in the adult worship services
- 6. (5 votes) More youth on worship committees
- 7. (13 votes) Youth will be encouraged to draw from different sources while being mindful of AR/AO
- 8. (25 votes) A compiled worship handbook that all youth have access to.

⇒ UU Identity / Theology / Peer Education

- 9. (6 votes) Youth have the basic ability to describe UUism and YRUU
- 10. (19 votes) There is a compiled history of the UU Youth Movement
- 11. (15 votes) Youth have a theological understanding of who we are as a faith movement and why we do what we do
- 12. (0 votes) Active component of YG programming is reflecting on Youth's own faith development, like COA Part II
- 13. (5 votes) Develop a system to assess YRUU on a local, district, and continental level regarding Social Justice, Leadership, Worship, Community Building, Learning

⇒ Spirituality Dev / Leadership development

- 14. (6 votes) Local youth groups be able to do their own SDCs
- 15. (9 votes) SDCs should be more affordable and accessible to all youth
- 16. (6 votes) Youth and Adult field staff accessible to YG for SDCs and LDCs (retired ministers votes)
- 17. (17 votes) Create youth chaplain position for all congregations, and training for them – trained in worship, mental health counseling, leadership, etc.
- 18. (10 votes) Advanced-level SDC training

⇒ Practical applications of spirituality

- 19. (6 votes) SDCs have a social justice component
- 20. (4 votes) Social justice conferences have a spiritual component
- 21. (6 votes) All social justice work is guided by UU values and principles

“You guys have totally forgotten about the subjunctive and I can’t take it anymore!” – Gregory Boyd