



Florida District
Consultation on Youth Ministry
Summary Report

February 9-10, 2007

Tampa, FL

Facilitators: Megan Dowdell and Jesse Jaeger

The Consultation on Ministry To and With Youth District Information

Full name of district: Florida District

Date of district youth ministry gathering: February 10, 2007

Type of gathering: A stand-alone event

Length of gathering:

Friday night small group identifying issues (5 – 9 p.m.)

Saturday Process (9 a.m. – 4 p.m.)

Total number of participants: 43

Number of youth participants: 19

Number of adult participants: 24

Does your district have a Youth-Adult Committee/Youth Steering Committee/the equivalent?

Yes, YRUU Steering Committee

What positions/roles does it include?

Youth and Adult co-chairs.

Is there a youth on your district's Board of Trustees? No

Do youth serve on any other district committees? No

Does your district have a youth coordinator/minister? No

What other staff support, if any, exists for youth ministry in the district?

Program Consultant, ¼ time

Does your district regularly offer trainings (Leadership Development, Spirituality Development, Youth Advisor, Anti-Racism Analysis Development, Chaplain, Renaissance Modules)? If yes, which one(s)? How often?

YRUU is responsible for Leadership, Spirituality, Chaplain Training. We have not had one in some time. Program Consultant is in charge of advisor trainings happening yearly. Thirty-three new advisors trained this year.

Other exciting aspects or programs of the district's youth ministry:

Ten congregations participated in congregational conversations on youth ministry.

Facilitators' Report Summary

The District Gathering for the Florida District was largely very successful. As the facilitators of the gathering, Megan and Jesse conducted interviews with key leaders, looked at congregational conversation data and youth survey data to prepare. From this research and from observing the outcomes of the district gathering itself we have a few recommendations for the district. These should be considered starting points for the district youth programs:

- **Addressing Conflict and Mistrust in the District:** On the night before the main conversation key district youth leaders, district youth advisors and district adult leaders gathered to discuss ongoing conflict that has existed between youth advisors and district staff for some time. (A full report of this discussion can be found later in this report.) The facilitators believe that this is a very good place for the district to start with looking at its support for youth programs. We would like to suggest a couple of ideas as part of this discussion of conflict and mistrust in the district. First it seems that some overly severe boundaries have been drawn up over time between YRUU and Religious Education programming in congregations. These severe boundaries have led to conflict between YRUU Youth Advisors and Directors of Religious Education. These conflicts easily find their way into overall district programming. We would suggest that some intentional dialogue happen between Directors of Religious Education and YRUU youth advisors that focuses how these two programs can partner and relate to each other instead of being in an adversarial relationship. We also suggest that the district look into creating some sort of “good officers” system to help address conflict when it arises with youth advisors in congregations. We the facilitators feel that these would be good topics to be added to the other topics that have been identified to be worked on by the small working group created at the Friday night gathering.
- **Supporting the development of new and existing youth groups:** One of the most exciting ideas to come out of the Saturday consultation discussion was having youth and adult teams work together to go out and support new or struggling youth groups. We feel this idea would be a good one to implement early and might also be worth partnering with the Mid-South district on. The Mid-South district has an existing program that is similar to this and with Connie Goodbread in co-employment between the two districts this might be a good place for some collaboration.

When we first talked with leaders in the district about this process we recommended that you form a Task Force on Youth Ministry to study the outcomes of this district gathering and the outcomes of the overall Consultation on Youth Ministry, with the goal of making the changes that make sense for the Florida District. To begin with, we recommend that the district focus its energies on addressing the issues of mistrust and conflict that have existed. Once the plan to address those issues is in place then we recommend that a Task Force on Youth Ministry be formed to take on these larger issues.

Below is a detailed report from the district gathering.

Summary of Friday Night Conversation about Conflict and Trust

On Friday night a group of district leaders including youth, youth advisors, district Board members, and staff gathered to work through some long-standing conflict in the district. The intention was to address some of these issues before the larger group of youth and adults from around the district came together on Saturday.

The small subset of the Friday night participants will work to draft a plan by the April District Assembly. This plan will work to address the following:

- Tension between Religious Education and YRUU/Youth Groups
- Mistrust in the district
- Lack of communication
- Lack of clarity on expectations
- Personal negative relationships among adults that impact youth ministry
- Prejudgment about YRUU/Youth without becoming involved
- Directors of Religious Education with negative view of Youth Programs
- Youth Advisors with negative view of Religious Education
- Unwillingness of all parties to listen to different ideas in youth programs.

The working group formed to create this plan includes: Graham and Chelsea (YRUU youth leaders), Connie (District Program Consultant), Jeff (YRUU advisor) and Jennifer (District Board member).

**The Consultation on Ministry To and With Youth
State of Youth Ministry in the District
Strengths and Growing Edges**

What do the survey and congregational results imply about the current state of Unitarian Universalist youth ministry in the district?

<u>Strengths</u>	<u>Challenges/Growing Edges</u>
<ul style="list-style-type: none"> • Have youth who want programming • Good district level conferences • YRUU is doing a good job with ... <ul style="list-style-type: none"> ○ Developing youth leadership ○ Being welcoming ○ Youth worship ○ Creating youth community • Starting to do some Social Justice work • Spiritual fulfillment of social justice work, social justice conferences are the most fulfilling • More congregations are starting to come to district events • Good youth and adult leadership 	<ul style="list-style-type: none"> • Improve communication • More learning about the people around us • Lack of understanding of what youth empowerment means • Doing more social justice work that has direct interaction with people and includes deeper reflection to get beyond just charity • Website communication • Getting youth groups in district to work through their problems • Outreach to those who are not involved in the district programming • Adults who work with youth do not know each other across different congregations in the district • Less attendance at social justice conferences • Getting more congregations to district conferences • More and different projects for social justice work • Remember that different things appeal to different people and groups

The Consultation on Ministry To and With Youth Identifying Needs and Changes

Programming

Programming Need/Change #1: Education and implementation of OWL programs in congregations

What will this change accomplish? Alternative sex-ed class for youth	
NEXT STEPS	WHO
<ol style="list-style-type: none"> 1. OWL training for grades 7-9 and 10-12 in Gainesville, May 18-20 2. Parent education for OWL 3. Guest visit classes from Planned Parenthood and source 4. Church outreach and notification 5. Local outreach-going beyond the church environment 6. Contraceptives from Planned Parenthood 7. Adult OWL in congregations 	

Programming Need/Change #2: Outreach to college-age (post high school) youth

What will this change accomplish?	
<ul style="list-style-type: none"> • Keeping youth involved in UU after they leave home • Potential benefit to new/local congregations 	
NEXT STEPS	WHO
<ol style="list-style-type: none"> 1. Track youth movement: <ul style="list-style-type: none"> • After they graduate, where do the go? • Keep them involved by getting them in contact with the new local group 2. Find out if there is a UU presence on some campuses already 3. Maintain electronic communication with this age group <ul style="list-style-type: none"> • Newsletter to keep them informed about the events back home 4. Try to provide a weekly dinner/games/conversation on campus 5. Communicate post high school buy-in to YRUU to other youth 	<ul style="list-style-type: none"> • Parents • YRUU Advisors • Other youth • College staff (Chaplains, Student life, UUs who are faculty)

Programming Need/Change #3: Larger and longer social action/justice projects and combine social justice in regular conferences.

<p>What will this change accomplish?</p> <ul style="list-style-type: none"> • Three day conference, bring more people • Satisfy spiritual, emotional and ethical needs of youth • Earn community service hours • Raises awareness • Inspire action and social responsibility • Long term commitment 	
NEXT STEPS	WHO
<ol style="list-style-type: none"> 1. Start a forum (yahoo/myspace) where youth/advisors can plan/brainstorm discuss service projects 2. Communication from district, to YRUU, to youth group to congregations about projects. 3. Social action reps for each church and youth group to check-in on social action committee updates 4. Find four day weekends to have these conferences 	<ul style="list-style-type: none"> • Social action committee • Online UU community • All interested youth and advisors • Congregations • Social action representatives • District support and advertising

Training

Training Need/Change #1: Spirituality Development Conferences for the District

What will this change accomplish?	
<ul style="list-style-type: none"> • More youth-led worship services at conferences, local youth group meetings and congregational services (more youth involved in worship) • More training for youth and adults in spirituality • More direction for youth-led worship 	
NEXT STEPS	WHO
1. Spirituality development workshops at conferences	Ministers, DREs or congregants invested in spirituality at conference locations.
2. Conference dedicated to spiritual development	Planning support group, trainers (youth, ministers, congregations members)
3. Chaplain Training at conferences	Local chaplain trainer for district
4. More worship references for youth at conferences and churches	Traveling references/ references made available prior to conferences.

Training Need/Change #2: More Youth Leadership Development Training

What will this change accomplish?	
<ul style="list-style-type: none"> • Strengthen the youth program • Generate enthusiasm and growth • Enable youth empowerment to be effective. 	
NEXT STEPS	WHO
<ol style="list-style-type: none"> 1. Develop / find youth focused leadership training program 2. Evaluate and select leadership programs 3. Implement training program 4. Assess program effectiveness 5. Refine the process and repeat as needed 	<ul style="list-style-type: none"> • Congregations- youth leaders and advisors • Clusters • District • UUA

Training Need/Change #3: Clarification of the role of YRUU and religious education in district and congregations. Training for adults and youth about these roles.

What will this change accomplish?	
Address the conflict of the transition between Religious Education and YRUU.	
NEXT STEPS	WHO

<ol style="list-style-type: none">1. Defining “YRUU” and “Religious Education”2. Religious Education: Building the foundation that prepares you for young adulthood through programming and curriculum.3. YRUU: Celebrating the many steps of growth to young adulthood.4. This is what our religion offers as a coming of age experience.5. Come to an agreement and recognition	<p>It is the responsibility of everyone.</p>
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Resources

Resource Need/Change #1: Experienced youth that can help struggling and/or start-up YRUU/youth groups

What will this change accomplish? Helping start new groups who need support and guidance.	
NEXT STEPS	WHO
1. Support from Youth, Adult, Public Relations and other leadership youth	Directed by youth council/steering committee
2. Youth involved in supporting/starting youth groups receive leadership training at a leadership development conference.	
3. YRUU present overview of what it is about and success stories	District financing.

Resource Need/Change #2: Help for low-income youth to go to cons and increase money for transportation

What will this change accomplish? Get low income and car-less people to conferences	
NEXT STEPS	WHO
<ol style="list-style-type: none"> 1. Find people who need support. 2. Fundraising (carwash, sell candy bars, beg) 3. Logistics 4. Run @ cons and youth groups 	<ul style="list-style-type: none"> • Everyone • Youth • Advisors/drivers

Resource Need/Change #3: More trained volunteers/advisors who are invested and involved

What will this change accomplish? <ul style="list-style-type: none"> • Will strengthen existing youth groups • Will help with start up of new youth groups • Will increase participation in conferences 	
NEXT STEPS	WHO
1. More financial support from Florida District for advisor training, especially for advisors at small congregations	Florida District, UUA and Congregations
2. More frequent advisor training sessions: 2 to 3 sessions per year	Florida District
3. Raise awareness amongst parents of YRUU members, and other adults of what YRUU does and what cons involve	Advisors, DRE, parents of YRUU, ministers
4. Recruit new advisors by directly approaching suitable individuals, including parents of younger and older children	Advisors, DREs and Ministers

than those in YRUU	
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Infrastructure

Infrastructure Need/Change #1: Have a working definition of youth empowerment in the district and have training for youth and adult leaders on what youth empowerment is

<p>What will this change accomplish?</p> <ul style="list-style-type: none"> • Reduce stress within congregations • Build respect for youth • Build understanding: power comes with responsibility • Sharing power, not giving away power • Encouraging youth to take a larger role • Need clarity of expectations • Possible definition of Youth Empowerment: <ul style="list-style-type: none"> ○ Power to make decisions that effect youth and youth group while respecting the rights of others and following the by-laws of church, YRUU and district. 	
NEXT STEPS	WHO
<ol style="list-style-type: none"> 1. Bring together invested parties 2. Parties write definition of youth empowerment (everyone involved) 3. Recognize as covenant group (rather than part of RE) 4. Timetable/deadline for this to be done 5. Get definition from each individual church 	<ul style="list-style-type: none"> • Individual groups send in recommendations to leader for who should be part of this • Processing group chosen from YRUU/Advisor/District

Infrastructure Need/Change #2: Clear understanding of youth governance system by all stakeholders. Governance system includes a space for youth voices. Also, the youth governance system needs to have a focus on congregation level youth programs.

<p>What will this change accomplish?</p> <ul style="list-style-type: none"> • Better communication • Definition of roles (including RE/YRUU) • Better access to right person / process • Easier to force problems • Youth feel more included • Easier to coordinate with other groups • More youth attendance • Better churches: Youth have more interactivity 	
NEXT STEPS	WHO
<p><u>YRUU:</u></p> <ul style="list-style-type: none"> • Communicate definition of positions/committees <ul style="list-style-type: none"> ○ Website ○ YRUU groups ○ Newsletter 	<p><u>YRUU:</u></p> <ul style="list-style-type: none"> • RE Steering Committee • Advisors • YRUU

○ Send to ministers and DRE's	● Youth Groups
<u>Congregations:</u> <ul style="list-style-type: none"> ● Voting youth member on church board ● Youth members at 16 (not 18) ● Youth involved in determining RE Programming and curriculum 	<u>Congregations:</u> <ul style="list-style-type: none"> ● Minister ● Governing board ● DRE ● Membership vote on membership age

Infrastructure Need/Change #3: Outreach and PR for district programming

What will this change accomplish?	
NEXT STEPS	WHO
<ol style="list-style-type: none"> 1. Adult PR person to support YRUU YARP position 2. More advanced notice of events 3. Calendar 4. Updated website 	Webmaster and secretary publish minutes

The Consultation on Ministry To and With Youth Youth Ministry

Working Definition

Unitarian Universalist youth ministry is a collaboration between youth and adults to create authentic, anti-racist, anti-oppressive,* multicultural, and intergenerational communities which empower and support:

- The spiritual and religious development of youth
- Mutual love, respect, and trust between and among youth and adults
- Relationship-based ministry and support among youth
- A youth-driven ministry of justice that calls all of us to live out our values in the world.

Like all ministry, ministry with youth is the responsibility of the whole congregation and the whole community.

“The great end in religious instruction...is not to make them see with our eyes, but to look inquiringly and steadily with their own.” – William Ellery Channing

* Anti-racist and anti-oppressive communities are ones in which individuals actively work against individual and institutional racism and oppression while striving for safe, welcoming, and radically inclusive communities. The language of “anti-“ is used to emphasize the prevalence of oppression in the world. It is our calling as people of faith to actively dismantle oppression in Unitarian Universalist communities and the world at-large.

Feedback from Florida District gathering participants:

- Safety
- Emotional Development
- True youth empowerment which includes real faith and trust in the youth as a capable governing body. (If I may say so, giving credit where it has been proven to be deserved!)
- Youth driven ministry that supports all of us to live out our values in the world.
- Be more lay led and staff supported.
- UU Youth Ministry is a ...youth-driven movement with adult participation to create...
- Something should be added about joy and fun.
- Advisors who care.
- Building a community through building individuals.
- The first paragraph about creating community isn't highest end. Highest end is supporting and enriching the youth. Community is partly a means to that end.

The Consultation on Ministry To and With Youth Youth Empowerment

Working Definition

A covenantal practice in which youth are recognized and affirmed as colleagues who are essential and vital to our faith community. A practice based on mutual respect and trust between youth and adults, youth and youth, as well as adults and adults. This practice encourages all to grow in a free and responsible way.

This is achieved by:

- A youth-adult partnership in all parts of decision making, including worship, resources and programming.
- Talking directly, openly and honestly with love and respect in that relationship.
- Mentoring relationships.
- Youth coming together to strengthen confidence, build collective voice, and realize a more robust expression of themselves.
- Recognizing youth ministry history as part of our collective history.

The Florida District Gathering Attendees wrote about “youth empowerment” by answering the following questions on index cards:

1. What does it mean to empower youth in our UU community?
 2. In what ways, have you seen youth empowerment work?
 3. What is the role of both youth and adults in youth empowerment?
- Youth empowerment means: **recognizing, encouraging, respecting** youth as members and leaders in congregations, districts and at the Association level. Being members of Boards, **determining decisions, programs** at congregational level and beyond. **Collaboration** in all the workings of congregational life and at the District/Association level. Both youth and adults need to know how/why to honestly communicate in **right relationship**.
 - I agree with the definition by wikipedia (presented by the facilitators). The problem is when given to youth completely they may not do what old people like with it. This is a shortcoming on the part of the adult people not the youth. Therefore, what needs to improve is the ability of adults to give youth true empowerment and the right to fellowship.
 - a) Ensuring a **safe/nurturing environment** for; b) creating structures, processes and roles that **promote**; c) **active participation** by youth in decisions that affect them and activities in which they are involved and; d) **developing youth leadership** and youth-youth **mentoring** by adults modeling **sharing of power**, and by advisors **facilitating** and **encouraging**; e) youth **confidence** in their own abilities and potentials, individually and together, for... f) the **betterment** of our communities and our world the **growth** of our denominational movement. How implemented: YRUU—youth offices/governance, youth running for positions at cons, youth peer support for each other, youth-led worship; RE—involving youth in RE committee, letting youth help shape curriculum, letting youth choose adult worship services to attend

together and youth greeted worship not scripted by someone else. Adults: ensure safe environment (physically, legally, emotionally, politically); understand and respect confidentiality; be trained in youth empowerment, adult responsibilities and how to let/help youth step up; communicate/educate for youth empowerment; model UU principles; youth: respect role, covenant, adult concerns, mentor younger youth, look out for them, step up to service (YRUU, congregation, community), be a model for others in your life: not perfect, but a positive expression of our faith.

- Role of adults is to give guidance to the youth, not to tell them what needs to be done. Adults can suggest but not require.
- Youth empowerment gives the youth the **ability to fail or succeed in a loving community**. Example: the first CON that a person plans learns leadership skills—like—youth need more than one can of tuna fish to feed 30 people – addition to other details
- Youth empowerment – giving youth the ability to make their own decisions; and be equally respected. Being able to alter the time and content of events to suit their needs. Electing their own **representation**, managing their own budget. **Equality**.
- Youth empowerment is the act of influencing youth to **act on the long held values of the UU religion**. This includes **trusting** and **being able to let go**.
- Youth decide on the **direction** of their spiritual development and design the program of accomplishment.
- Youth take leadership and are **responsible** for follow through. Advisors are backup, providing varying levels of **support** as needed (depends on youth maturity).
- To empower youth means to show them the respect you would show any adult, allow them to make decisions and mistakes in a safe environment; seen implemented at con where we as advisors allow and expect youth to run all aspects and they do creative and wonderful things
- Role of youth is to **show adults respect also**, understand sharing power does not mean adults become powerless, **use power wisely and stay safe**.
- Youth empowerment in the UU community means allowing youth and adults to participate together respectfully and in good relation. In my church, there are youth reps on the different boards and committees, who get to have a say in the decisions made in the congregation; youth and adults need to work cooperatively together – each has something to learn from one another.
- Being empowered means **accepting responsibility**. Youth stay more involved when they can participate in decision-making.
- Youth empowerment is most successfully completed by advisors stepping back. It is so important to **reach out to younger youth** and show them leadership and support.
- Youth empowerment in our UU local community means to be a member of a covenant group that meets after service to discuss topics picked up by an advisor. To be allowed to make decisions within the situation dictated by DRE and advisors. I have not seen it implemented since parents are not allowed to be a part of this group. Youth attend group and do as told, discuss what is chosen and not object. Adults: low involvement except DRE and lead advisor – they pick it all for youth to implement or be harassed.
- Youth empowerment in the YRUU community, to me, it means to train youth, provide them with a **community** where they can have leadership opportunities and the chance to succeed or fail with support and guidance. Conferences, youth caucus, fundraisers, planning activities, teaching RE, being mentors to younger youth, attitude/reactions when dealing with conflicts, etc. role of youth is to take on responsibility and actions to complete tasks, planning, activities,

etc. to listen, learn and teach. Role of **adults** is **guidance, knowledge, resource, direction, support, to teach, listen, learn and remember** what it is to be 12-20 years old.

- To allow youth to make decisions about what programming, social justice projects and meeting agendas are important to them. Allow them to be leaders under the guide of adults as needed not having adults make all the decisions. Our youth group advocating to become voting church members. Adults stepping back, youth stepping up. Adults modeling good leadership and teamwork.
- The power to make your own decisions that affect your group as a whole without infringing on anyone's rights. Also, having responsibility to govern ourselves and not be lectured to or run by an adult.
- Youth empowerment is sharing power with youth and encouraging youth to make decisions. It means bringing youth to the same level as adults in decision-making. Youth have been allowed to become church members and vote. Sharing power and cooperating.
- Youth empowerment is the **piece of the puzzle that runs the show**. It is what makes YRUU run smoothly. For example, blocked archway has the headstrong without it, the arch is a pile of blocks; the same is true for local youth groups and YRUU.
- Youth empowerment **too often a term used for youth entitlement**.
- **Grow into our own spirituality**. In planning and managing events
- Youth **plan and act**. Adults keep youth on track.
- How youth **take control of their own destinies**.
- Our youth have grown into leadership roles, both in the congregation and district, through our allowing them to be empowered. Our advisors have given advice and support and joined in their **celebrations of growth**. This function of YRUU provides a **safe and caring** place for youth to experience empowerment and learn to claim it for themselves.
- Giving youth age-appropriate **autonomy linked with responsibility**; Youth led services; Taking responsibility for actions
- Get people in our communities excited about the UU community; when youth stick up for their rights; adults to aide the youth to be a positive role model; youth: to take charge of the community around them.
- Making the youth feel important in the community; letting their **voices be heard**.
- 1.) Youth empowerment means to allow youth to make decisions about things that apply to them within a broad framework set by adults and youth collaboratively. Sometimes those decisions may not be the best or ones chosen by adults but within the **broad framework**, that allows freedom and safety this in itself will allow the youth to grow. 2.) I have seen this work in YRUU as well as other youth led/directed groups in school and community. 3.) Adults need to take the role of monitor to see that the ground rules are adhered to but with a voice in the group as an equal member. The youth are to self-direct and accept the responsibilities of the empowerment while honoring the role of the advisor as monitor and group member. Advisors are not to control or direct!
- Youth should have the power to contribute to the organization of Cons to set priorities for social action projects and to promote social awareness within their congregation. Adults should act as facilitators and should allow youth to make mistakes and learn from experience.
- To allow youth to make decisions that affect themselves as well as others. YRUU, OWL and other activities that youth advisors are with our given membership and decisions. Whilst youth should be permitted to make decisions just as adults youth can be a bit crazy and unreasonable. Both parties of youth and adults should be involved.

- Youth empowerment is **believing in your youth** and allowing them to govern themselves with a safety net, not an omnipotent voice. Youth empowerment is today, adults working with and listening to the youth. Its also **cons**, totally planned and run successfully by youth not advisors.
- To involve youth in the **democratic process**, to have a youth member of the board, to open **church membership** to those 14+, the role of the congregation is to listen and support the youth to implement changes.
- Empowerment is empowerment, duh. (Kidding) Youth empowerment is when youth feels as though they are being overpowered.

The Consultation on Ministry To and With Youth Evaluation Summary

32 evaluations were filled out and turned in.

Most Useful. A large number of participants mentioned the usefulness of the small group discussions about concrete changes to make in the areas of programming, resources, training and infrastructure. Several also mentioned the importance of the section leading up to next steps, which was identifying the current strengths and weaknesses of youth ministry. Many others appreciated listening to youth, delving into important topics and exchanging ideas, especially between congregations. Some of the Friday night participants felt that that initial discussion helped set important groundwork for Saturday. One person mentioned that the discussion of youth empowerment was most useful, and one person mentioned the discussion of OWL and sexuality.

Least Useful. Several participants said that every part of the gathering was useful. Others mentioned: intergenerational discussion in pairs, singing, four category discussions, process checks, formation of a task force to carry on the changes, and participants running late on Friday. One person said they did not have a clear understanding of the purpose of the event before attending, and it did not live up to their expectations. One person said that the discussion of youth empowerment was not helpful because it was vague and misunderstood. One person expressed doubt about the extent to which things will change coming out of this gathering.

Process. Feedback on the process was very positive. Almost every evaluation said that the process was good/great/excellent. One participant said they wanted more time to share what is working in successful youth groups to support other churches. A couple participants mentioned that they would have liked to spend more time on each section. The facilitators/facilitation was described as: “stress-free,” “warm,” “relaxed,” “focused,” supported and supportive,” enthusiastic,” “energetic,” and “effective.” A few participants mentioned that they felt like everyone was heard.

The Consultation on Ministry To and With Youth Process Schedule

Friday, February 9, 2007; 5 p.m. – 9:00 p.m.

5:00	Gather and Dinner	
5:30	Welcome and Introductions	Megan
5:45	Covenant	Megan
6:00	Fishbowl Activity	Jesse
7:00	Debrief Fishbowl	Jesse
	<ul style="list-style-type: none"> • What do you now know that you did not know before? • What do you still wish you knew? • What are come concrete things that can be done to improve the situation? (take to the next days proceedings) 	
7:30	Closing Words	Megan
8:00	Informal Mixer	

Saturday, February 10, 2007; 9 a.m. – 4 p.m.

9:00	Gathering	
9:15	Opening	Youth
9:20	Facilitators' Welcome	Megan
9:30	Participant Introductions	Megan
9:50	Covenant	Megan
10:10	Summary/Update of Friday	Jesse
10:20	Youth Ministry: A Common Understanding	Megan
10:25	Youth Survey Results and Congregational Conversations	Jesse and
Megan	Presentation and Discussion	
11:25	District Strengths and Challenges	Megan
11:40	Process Check (Review Covenant)	Jesse
12:00	LUNCH	
12:45	Youth Ministry Definition (read comments people have contributed)	Megan
1:00	Review plan for the afternoon	Jesse
1:15	Round Robin Brainstorming	Jesse and Megan
1:30	Prioritize	Megan
1:45	BREAK	
2:00	Review Prioritized Brainstorms	Jesse
2:15	Expand, Define, and Next Steps	Jesse and Megan
3:00	Report Back	Megan
3:30	Youth Empowerment	Jesse
3:25	Evaluations	Megan
3:45	Closing	Participants