



MD-DYScovery

Mountain Desert District

Consultation on Ministry To and With Youth

Summary Report

11 November 2006

First Unitarian Society, Denver, CO

Facilitators: Sara Eskrich and Tera Little

The Consultation on Ministry To and With Youth District Information

Full name of district: Mountain Desert District

Date of district youth ministry gathering: November 11, 2006

Type of gathering: At a youth con

Length of gathering: 5 hours (9 a.m.-Noon; 1:30-3:30 p.m.)

Total number of participants: 107

Number of youth participants: 77

Number of adult participants: 30

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

If yes, what is it called? MDD YAC

What positions/roles does it include? Youth Chair, Adult Chair, Secretary, Youth & Adult Treasurer-Communication Officer, Conference Coordinator, Youth Council Representative, Energy Person, Social Action Coordinators by cluster - UT, CO, NM.

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? Yes, Youth Coordinator. 20 hrs a week for 43 weeks a year.

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

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?

YES. Leadership Development every year; Spirituality Development about every 3 years; Advisor Training every year; Renaissance Modules every year- Youth Ministry in the cycle; we will be doing AR/AO this year at our Spring Conference.

Please share with us any exciting aspects or programs of your district's youth ministry.

The YAC holds three Business Conferences a year. Travel money is available; given the size of our district people have to travel 8 hours each way from Utah and New Mexico to

get to a Conference in Colorado

The YAC holds Social Justice Conferences in every cluster once a year, and has a Social Justice Workshop at every Business Conference of the year.

The YAC holds Jr. High Retreats by clusters for 6-7-8th grade youth, staffed by selected high school youth. And a summer five day long Jr. High Retreat Social Justice Conference every other summer.

On the other year we have a five to seven day summer high school Conference centered on nature and spirituality, usually at a Lodge near Laramie, WY.

YAC holds a Leadership Development Training every year. Sometimes in conjunction with the MDD Annual Meeting, where the LDT people go to MDD Workshops and the YAC presents a Workshop.

YAC holds an Advisor Training every Fall and also does mini-Advisor Trainings in clusters.

Last summer a group of youth & adults built a house in Juarez, Mexico, working with the El Paso Congregation to learn about issues on the border. This Christmas break a large group of 32 youth & 16 adults are going to Mississippi to work on Katrina relief, and be involved in anti-racism work through the UUA/UUSC MS. Volunteer Coordinator, Jinnie Trabulsi.

Last year the YAC paid for a Chaplain who attended all YAC events, and provided consistency in the Chaplain position. This year the MDD UUMA chapter is paying to fund that position and YAC is paying for the travel. A great partnership.

The YAC and Youth Coordinator work with the paid MDD Young Adult Coordinator to provide opportunities for youth (especially seniors in high school) to meet and interact with young adults to bridge the gap between the youth and young adult worlds. The spring YAC Conference is also a Bridging CON with workshops by Young Adults and a formal Bridging Ceremony where parents and others are invited.

The MDD youth and Directors of RE asked the district to fund a paid youth coordinator position for this district sixteen years ago, starting at 10 hours a week, now at 20 hours a week. And MDD supported youth with the money to fund this position! The Youth Coordinator position provides continuity for a population of youth and adults that is ever changing and has enabled great youth programming to happen. The Youth Coordinator also serves as a liaison between local YRUUs, the YAC, DREs, and the MDD Board.

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

Strengths

- Numbers
- Kathy Vaughn
- No Big 3 problems
- Trust from adults
- Lots of enthusiasm
- Strong community
- Good workshops
- Lots of participation
- Great leaders
- Work for youth empowerment
- Versatility of strengths - complement each other
- Ability of youth to step up
- Core adults are amazing!

Growing Edges

- Size of district is shrinking
- Lack of perception on community dynamics
- Size is shrinking edge
- Not reaching everyone
- Youth adult relations - more awareness of youth empowerment
- Open circles, bring people in working with different kinds of people
- Communication among district churches
- Resource packets for workshops
- Visioning among leaders
- Host church people should lead more
- Should get more people knowledge about what's happening at cons
- Area churches help more with cons
- Need to be allowed freedom to fail
- Sustainable buddy system - through multiple cons, youth and adults

Reflection Questions: Spirituality

- No prejudices, inclusivity
- Understanding and acceptance
- Guidance, including after bridging*
- Broad topics
- Respect

- Some amount of seriousness, order, thought put into worships
- Cooperation
- Freedom of expression
- Open mindedness
- Be supportive and involved
- Treat youth like adults
- Have youth plan worships and events to enhance spirituality****
- Better communication with people – spiritual opportunities
- Allow youth to run meetings
- Empowerment, youth being heard
- Different songs/chants, more meaningful and uplifting music**
- More physical/nontraditional worship choices
- Provide new experiences (e.g. meditation, songs, self-expression)
- Respect different forms of spirituality
- Spirituality Con
- Provide resources, worship models, curriculum, and people**
- From study to action (e.g. Neighboring Faiths), deep experiential learning*
- Help us (UU youth) figure out what our spiritual needs are
- More activities and discussion of spirituality (at youth group, overnights)**
- Different advisor training for youth to respond to involving spiritual needs
- Free and open exchange of ideas at cons
- Cons – worship, spirituality workshops (meditation, discussion of principles, faith statements, empathy)*
- Vespers
- Create intentional community/friendship/family*
- Natural conversation/interaction with other people
- Thought-provoking services
- More youth involvement in congregations
- More meaningful/uplifting music
- Less dedicated E in RE
- Make experiences deeper
- Driven by youth
- Chalice lighting/check-in time focusing on principles***
- Youth leadership, right now there's no youth decision-making, too much about control*
- Lack of trust from products
- Social justice (gender issues, environmental prejudice, anti-racism/anti-oppression are all connected)**
- Learning from experience
- Connecting to the world
- Coming of Age program
- Exposed to lots of religions, need more detail (not just skimming)*
- JUS-UU coffeehouse, discuss current events through lens of UU principles
- 9th grade trip, Front Range, CO

- Invite youth to other spiritual activities within congregations
- More on UUism and the principles, we lose sight of these
- More training for youth and adults*
- List of colleges on website that are involved/near UU communities
- More spiritual and less political/More focus on spirituality*
- Communicate spiritual options
- Respect emotional boundaries – consent to share emotions
- “Worship Sunday” help facilitate ideas/curriculum
- UU denomination needs a focus on youth ministers doing youth ministry instead of just volunteer adults, ministers need training on how to work with youth*
- Share ideas across churches
- Intergenerational Soulful Sundown
- Congregations could help by allowing youth more participation/buy-in, make regular service more youth friendly, have youth-led services
- Less boring, topics should be relevant to youth and delivery tailored to youth
- Sermons – assume youth have background knowledge of 30 years ago

Comments:

- “In our group the majority of the people think that their congregations don’t meet their spiritual needs...Some of the reasons that our spiritual needs aren’t met are that our youth groups aren’t big enough and that we don’t know what our spiritual needs are.”
- “Never had a curriculum.”
- “All we do is paint our room, watch movies.”

Reflection Questions: Intergenerational Community

What aspects of congregational life may cause youth who are active in district and continental youth programs to feel alienated or isolated within their own congregations?

- When too many people talk at once, over one another, or too much
- Cliques developed if a person leaves/can’t attend youth group
- Physical separation of youth group and service, because of the physical separation there is confusion on whether there is a youth group, lack of awareness of what is happening
- RE committee- youth group doesn’t have a lot of say in what happens within their youth groups
- Age, how someone is brought up, the way things are in youth group
- The idea that giving youth scutwork is a good way to include youth
- The idea that communication is talking, the idea that communication is listening*
- Being told youth need to act like adults but not being treated like adults
- Limited expectations on the part of adults
- Pressure to participate
- After a con – withdrawal because feel understood at a con, con is all about youth
- Home church isn’t involved
- Church perceived as power over not power with
- DREs and administrators don’t understand

- Youth Empowerment
- Lack of adults willing to be youth advisors/too much work for adults
 - view empowerment as getting in your way
 - youth need to respect rules- they're there for a reason
- Hierarchy among youth (older youth feel in-charge of younger ones)

What can: 1) congregations and 2) district and continental leaders (youth and adult), do to make the majority of youth feel supported in congregations?

- Youth/adult committee: youth recommend adults, respect each other
- Adults at cons
- Advisor support, monitoring
- Involvement of the community, increase intergenerational interaction, visibility*****
- Random classes (e.g. knitting, drawing, comedy)
- Good food
- Congregational potlucks with youth, other fun congregational events
- Strong parent/teen relationships
- Help with event arrangements for youth events
- Coming of Age (mentor program)
- Teach youth how to lead worship
- Give youth a gathering place
- Involvement of ministry
- Allow youth to make mistakes and to learn from them, forgiveness
- Listen
- Advisors and congregations acknowledge and respect YRUU community
- Youth voice in governing bodies of congregations*
- Youth reach out to congregation – youth-led services, youth news in church newsletter*
- Provide a person whose job it is to create the link between youth and adults
- District adults need to be more involved with youth cons, give information and ideas that teens should take back to their youth group
- Congregations and districts need to work harder to reach out to the minority (e.g. racial minorities)
- Having a YAC
- Having realistic choices that youth can make for themselves while having guidance so they can make educated decisions
- Being allowed to question and not just question in areas adults are comfortable with
- Have a voting age low enough to give youth a voice in the age matter
- Adults need youth in their faces
- Invitation to the adults to attend YRUU
- Healthy communication**
- Differing definition? Youth v. adults

- Youth leadership – Kathy seems to be the only one to have an idea of what’s happening
- AIM for Albuquerque Con of ‘06
- Covenantal relationship with youth in the congregation
- Need to consult with youth training on collaboration/consensus
- DREs/LREDA need training, advising
- Congregations need to build a comfortable community with youth
- Budget for youth – trips, subsidies
- Follow-through on ideas/keep enthusiasm
- More bonding activities to build personal relationships

Reflection Questions: Junior High Youth

- Better communication about retreats *
- Separate/combined events - within a local church group, such as bowling night; combined district Social Actions conferences; more combined events *****
- Jr. Highers don’t like Sr. Highers - there are different cliques and communication difficulties; not the same self-assuredness; not strong overall community; and a maturity level disconnect
- Create a position for a Jr High rep on the YAC
- Really important to have Sr. High staff at Jr high retreats, especially for support and mentoring ***
- Create a full district Jr High conference, not just have a summer one **
- Coming of Age *
- Combined Cluster conferences, overnights
- Create a special 9th grade trip *
- More in-depth programming at Jr High events *
- Offering Our Whole Lives - it builds energy and meaningful connections *
- Bridging conference helps build district friendships
- Special spring sleepover for 8th graders in the spring
- Get the information to PARENTS, because that is how many Jr. High youth find out about events
- Leave a sign-up sheet for Jr. high youth when Sr. High is doing something structured (go to food bank, etc.) and invite them
- Talk to Jr. High youth and find out what they want, and ask a Sr. High youth to facilitate
- Create a spiritual buddy program
- More community building activities
- Create an MDD Jr High Taskforce, comprised of Youth and Adults that would plan Jr high cons and make them more like YRUU conferences, 2 nights, with Jr. High Leadership, and these would be more structured than YRUU conferences
- Involvement with service projects
- Listen to what they say
- Bridge gaps
- Good food

- Great adults who are patient, relaxed, sympathetic, sense of humor, and understanding

Reflection Questions: Priorities and Involvement

Why are some youth not involved?

- Sometimes there are disempowering advisors who are resistant to youth views or who are not youth appropriate
- Youth group has to be interesting, not lecture or videos. It must be relevant, youth driven, and based on what youth want
- Can't necessarily connect with people - the youth group is different from what they were previously exposed to; Christian-bashing and elitism turns people off (or Mormon-bashing in Utah); Republican-bashing
- Worship service on Sunday can be a part of youth ministry, maybe with discussion before and after, sometimes it is good to be part of the service
- Too busy!
- Some families are afraid of the conferences; parents are scared of co-ed sleeping; need ambassadors of good will
- There is a reputation that the more radical youth are the ones who go to conferences
- Education about conferences needed for parents of youth

Why DO youth get involved?

- Friendship - people you know *
- Understanding what is going on
- Being inclusive *
- Good food
- Fun, meaningful activities and content *; below the surface, deeper than school that broadens perspectives, gives a more complete view; youth could develop discussion questions at the beginning of the year
- Youth room
- Feeling wanted and accepted
- Limited inside jokes
- Reaching out but understanding boundaries
- Being aware of everyone's needs
- Knowing that you are making a difference
- Find out why youth don't participate and then meet that need
- Honoring choices and offering choices
- Sharing responsibilities
- Empower peers (youth/adult)
- Ease of transportation
- Good and frequent communication
- Help with meaningful projects, such as Amnesty International
- Inform youth of all the really great, exciting opportunities
- Prioritize it
- Use other forms of communication besides email

- Talk to non-youth group youth to assess their needs and interests and offer them something relevant to that

Reflection Questions: Welcoming All Youth

- Provide information
- Give opportunity
- Education - schools are close-minded
- It's OK to be different or to think outside the box
- Keep the rainbow flag outside, not inside
- Lots of talk, no action
- Behavior should match values
- Need to do anti-racism and anti-oppression work, even if the group is all white, because we may feel as if we are not prejudiced, but we do hold onto some of it
- Outreach*, even if we think there are no youth of color in our community
- We will work for GBLT issues, but not anti-racism
- Need training to go directly to the congregations, not just to the youth
- Create oppression awareness month at church, accompanied by an action
- Get Groundwork trainers at Bridging Conference
- Avoid tokenization
- Be aware that oppression is a self-perpetuating cycle
- Discourage stereotyping
- Congregations can bring in good speakers on this topic
- Look at the idea of white privilege in youth groups and district events
- Continue the Welcoming Congregation work
- Incorporate music from other traditions
- Have something like Welcoming Congregations but for racism
- Allowing for self-transformation
- Allow for different learning and personality styles
- More reaching out
- OWL addresses sexuality really well
- Re-envision "Beyond Pink and Blue," more gender/transgender theory
- Invite into our churches peers who would be sympathetic
- Create a youth coffee house
- A-R, A-O transformation work for the entire congregation
- More A-R, A-O self-led youth group curricula
- Acceptance
- Making minorities feel welcome topic
- Create gay/straight alliances
- Partner in a meaningful ways with marginalized groups and let's teach each other
- Make 'safety' an actuality

Reflection Questions: Vibrant Youth Ministry

What could motivate youth to become and remain actively involved in different types of youth ministry?

- Churches subsidize or provide scholarships for continental trips
- Different youth need different things
- More strong youth leaders
- More leadership training
- Make church a priority
- Mix it up - games, spiritual activities, both at the same time
- Respect is an issue, especially with youth not attending youth group because they do not like the other youth
- More balance among social, spiritual, and social action aspects of youth groups *
- Acknowledge and help address interpersonal conflict and tension *
- Social and eco-justice
- Religious and spiritual issues
- Fun
- Friendships
- Theme-based and activity-driven

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

Programming

Need/Change #1: Outdoors (Camping, Etc.)

What will this change accomplish?

- Educate youth about responsibility/outdoors
- Environmental education/learning
- Empowerment, emotional preservation
- Service work/projects
- Advertisement
- Ease them into it – work up to it

Next Steps (Who)

1. Post bulletins, information (Leaders)
2. Help them realize that it matters (Youth/Adult)

Need/Change #2: Music, Guest Speakers

What will this change accomplish?

- Entertainment
- Bonding
- Political awareness

Next Steps (Who)

1. Research how/what to get (Youth/Adults)
2. Questionnaire about youth in bands (Leadership)
3. Survey for interest in what speakers (Leadership)

Need/Change #3: Social Justice

What will this change accomplish?

- Inform the general YRUU about these problems
- Convince some people to take action
- Intergenerational cooperation
- Balance reflection with action
- Religious harmony
- Outreach toward minority
- Building congregations/churches in inner city/urban areas
- Better community

- More awareness
- Living our values

Next Steps (Who)

1. Training and reach out to minority groups (All Unitarians)
2. Take action in community for minority, strengthen ties (UUs)
3. Become aware of our prejudices (Unitarians as a whole)
4. Social action component at each con
5. Let people within the congregation know what the social action projects may be
6. Make it intergenerational – young adults

Need/Change #4: Mixing of business and fun

What will this change accomplish?

- Enthusiasm
- Interest
- More people coming to cons
- More people enjoying cons
- Still getting things done

Next Steps (Who)

1. Spread out meetings at multiple cons at different times
2. Set up what we are going to do at each con

Need/Change #5: Mixing of learning and doing

What will this change accomplish?

- Hands on activities
- A good way to learn by doing things
- Action and reflection
- Different learning styles

Next Steps (Who)

1. Plan it – when doing con planning

Training

Need/Change #1: Practical Skills

What will this change accomplish?

- Happier con-goers
- Less time wasted cleaning/cooking
- Hands on experience

Next Steps (Who)

1. Research meals – con cookbook, fundraiser?
2. Increase hands-on projects – Juarez, camping, bake sales, etc.

Need/Change #2: More available leadership training for youth and adults

What will this change accomplish?

- More efficient meetings
- More interest and dedication
- Generally everything will go smoother

Next Steps (Who)

1. Get people to volunteer to run leadership workshops – congregation? (Youth and Congregational Adults)
2. More than one LDC per year and shorter cons – just overnights (Kathy, etc.)
3. Leadership opportunities from UUA on a continental level (UUA)

Need/Change #3: Spirituality training (encourage and enhance spirituality)

What will this change accomplish?

- Less spiritually “hungry” youth population
- More fulfilling con experience

Next Steps (Who)

1. More minister involvement – minister task force (MDD)
2. Make spirituality a priority (Con-goers)
3. Get buy-in from youth (Youth)

Need/Change #4: More frequent and conveniently placed LDCs and SDCs (some out of Colorado)

What will this change accomplish?

- Better understanding of spirituality on a district and congregational level.
- Consensus training
- More leaders that are empowered, less pressure on the adults

Next Steps (Who)

1. Bringing back SDC on a regular basis, bi-annually (MDD/churches)
2. Add another LDC so it's bi-annually (MDD)

Need/Change #5: Integrate training into already existing programs such as cons

Ideas: AR/AO, nonviolent communication, diversity training, consensus, peer counseling, peer chaplains

What will this change accomplish?

- Connects to the 7 principles
- Raises awareness
- More meaningful experiences
- Community building
- More appealing to people not currently involved in YRUU
- Makes better people

Next Steps (Who)

1. Find trained people to lead workshops (Youth Conference trainer)
2. Bring them to cons (MDD/host church)

Resources

Need/Change #1: More info by email that offers more detail

What will this change accomplish?

- Keep more people informed with more information.

Next Steps (Who)

1. Create email list (Jesse?)
2. Include adults and youth (Jesse?)
3. Include good descriptions in each email (Jesse!)

Need/Change #2: More money allocated by churches to the youth program

What will this change accomplish?

- Youth will feel valued
- Improved environment
- Youth time is freed from fundraising to do service

Next Steps (Who)

1. Create a budget for youth at each church (Melinda, Jesse, reps from churches)
2. Go to Board of Trustees (Jessy and 1 youth rep from each church and adults)
3. Use money to do good for the church so budget is sustained – pitch to Board (each respective youth group)

Need/Change #3: Staff dedicated to youth

What will this change accomplish?

We need more youth positions in church and more power to the youth. What will change is that youth will have more power in what they want to change and what they want to help others.

Next Steps (Who)

1. See if youth can have a change in business meetings (Youth)
2. Ask for changes (Youth/Church)
3. Solve any problems (Youth)

Infrastructure

Need/Change #1: Communication

What will this change accomplish?

- Better representation of youth
- Make MDD Annual Meeting more youth friendly, more attendance
- Bonding
- Help people with no e-mail
- DRE tell kids about events
- Less diff youth/adults
- Person to person
- Run meetings, LDC
- Increase trust, adds youth empowerment
- Adults reminded to rely on youth
- Increase communication of youth planning, decision making
- Help get ideas about other programs and churches

Next Steps (Who)

1. Youth/Adult communication (Bridging Youth/Youth)
2. Talk to board members (Youth)
3. Youth Committees (Adults/Youth)

Need/Change #2: Internet/E-mail

What will this change accomplish?

- Communication accessible and up to date
- Youth get other youths' ideas, efficient way of sharing info between youth
- Bonding other than at cons
- Blog/chat rooms, a place to talk to other UUs, place to go to with issues

Next Steps (Who)

1. Youth specific website with blogs, chat rooms, notices, etc.

Need/Change #3: Specific resources for youth programming (events, curriculum)

What will this change accomplish?

- People feel accepted open-ended circle
- Clear standards/self governance
- Adults feel comfortable at cons

- Strengthen programming
- More structure, specific things to do in a group

Next Steps (Who)

1. Curriculum
2. Guidelines/plans for youth programming, help to teach us to be accepting as a group
3. Resource for adults

Need/Change #4: Communication between branches and mid YRUU

What will this change accomplish?

- More coordination
- Greater info exchange of stuff

Next Steps (Who)

1. Set up website (Jesse)
2. Get more email addresses (Everyone)
3. Talk to more people through web (Everyone)

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.

We asked the participants to answer these questions in small groups:

1. What works for you in this definition?
2. What doesn't work for you, what was left out?

(an asterisk denotes this was mentioned multiple times)

What works:

- That it is a working definition
- Youth and adults are equals*
- Respect/mutual respect***
- Talks about trust and trust is important in relationships and in a community*
- Like getting a definition
- Emphasis on youth-youth
- Make sure we don't just give it lip service and youth need to undertake the mission
- Driven by youth*
- Empowerment, self-empowerment*
- Collective voice
- Talking openly
- Like the concept of colleagues*
- Love and compassion
- Covenant with the youth
- Youth leadership, sometimes more effective than adult leadership*

What is missing:

- More cooperation between youth and adults, integration, balance of leadership**
- Meaningful representation on church board
- Youth to youth governing and leadership
- Priority: chaplain at cons that is the same for more than one year
- Paid minister or staff specific for youth
- All churches able to apply for financial resources to support youth ministry in a serious way and for spiritual guidance*
- Try to actually carry out these qualities outside UU community
- Choices! And responsibility/accountability for these choices***
- Confidence
- Colleagues is not the right word - maybe collaboration expresses better
- It's not just work
- Get youth 'out of the basement', without having hands held
- Youth want to lose sight of UU history
- Diversity of opinions recognized
- Consistency in consensus or majority
- Define youth/adult relationship
- Power struggle: youth against adults
- Focus on social action organization
- Take out the word covenantal
- Find a different word instead of love
- Give opportunities to teach leadership skills for more youth 'empowerment'
- Vocabulary needs to be youth friendly, like "community empowered"
- Covenant means everyone has to agree - process happens in some groups and not others; does UUA want a nationwide covenant?; what about keeping independence of congregations
- Allow youth to identify youth's desires and needs*
- Opportunities for ongoing feedback
- Encouraging congregational visibility
- Communicating efficiently and effectively on a non-biased level
- Promising and up and coming leaders
- More leadership
- Adults need to recognize the values of teens' ideas
- Free thinking

Other comments:

- When youth and adults are together youth seem to get lazy, don't really want to do it, expect the adults to do it for us
- Youth empowerment is a privilege, not a right
- Adults sometimes put limitations on youth
- Weakness – can lead to dictatorship (of the adults OR the youth)
- Weakness – blame game/false impressions

The Consultation on Ministry To and With Youth Evaluation Summary

68 evaluations were filled out and turned in.

Most Useful. The thing participants found most useful was by far the small group discussion of reflection questions. They liked hearing the perspectives of others. They also liked the more kinesthetic and participatory parts – like using post-it notes to suggest changes.

Least Useful. Many participants did not find the survey results useful, because so few MDD youth participated and they did not feel that it reflected the reality of their district. Many participants said that the process was too long, and got repetitive at times. They also would have liked more opportunities for the small groups to share with the larger group.

Process. Feedback on the process varied from “flawless” to “flat and uninspired.” Many felt it was too long, and that it needs to be more dynamic and participatory. One person suggested that the small group discussions mix up a little, instead of always being organized by touch group. Many participants appreciated the good facilitation. The conference atmosphere, with people sitting/lying on the floor, was mentioned as not being conducive to work.

Suggestions. Several people suggested breaking the conversation up into sections in order to better engage and energize participants. Others requested more kinesthetic activities, such as skits. One person suggested that to facilitate more conference-wide sharing, small groups should post their ideas during breaks.

**The Consultation on Ministry To and With Youth
Process Schedule**

Saturday, 9:00 a.m.-3:30 p.m.

Welcome and Introductions

Youth Ministry: A Common Understanding

Youth Empowerment

Survey and Congregational Data - Presentation and small group discussions about findings

Break

Lunch (12:00-1:30 p.m.)

Identifying Needs and Next Steps for the District

Evaluation

Closing