



NHVT and Northeast Districts  
Consultation on Youth Ministry  
Summary Report

May 19<sup>th</sup>, 2007

Ferry Beach, ME

Facilitators: Sara Eskrich and Deborah Levering

## The Consultation on Ministry To and With Youth District Information

**Full name of districts:** New Hampshire Vermont District, Northeast District (held their district gatherings together because they have voted to consolidate)

**Date of district youth ministry gathering:** May 19, 2007

**Type of gathering:** Stand alone event

**Length of gathering:** Scheduled 10 a.m.-2 p.m., started closer to 10:30 a.m.

**Total number of participants:** 11 (6 NED, 5 NH/VT) + 2 facilitators

**Number of youth participants:** 6 (2 NED, 4 NH/VT)

**Number of adult participants:** 5 (4 NED, 2 NH/VT)

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

Yes, both do. Northeast District Youth Adult Committee and NH/VT District Youth Council.

**What positions/roles does it include?**

*NH/VT* – Secretary (chair), 4 Youth At-Large, Communications Chair, NH Outreach, VT Outreach, Treasurer, Social Action Coordinator, Youth Council Rep, RE Liaison, 4 Adult Advisors  
*NE* – YAC is very informal, as youth will take roles in actuality but do not want titles. Helen Zidowecki says: “Some change is needed as the role of Program Consultant and my additional voluntary support is changing. We have a moderator selected for every YAC meeting – the first item of business. Notes are incorporated into conference material, and additional notes are taken on a designated basis as needed. At this point, the conference registrations and money is handled through the district structure.

**Is there a youth on your district’s Board of Trustees?** No, neither.

**Do youth serve on any other district committees?** No for NH/VT. NE District has a youth on the Welcoming Congregations Task Force for a conference in November 2007.

**Does your district have a youth coordinator/minister? What other staff support, if any, exists for youth ministry in the district?**

*NH/VT* – No Youth Coordinator. The District Program Consultant works with youth advisors/leaders in congregations; attends DYC meetings; participates in one YRUU District Con per year.

*NE* – This role has been held by the Program Consultant with additional volunteer time. Actual title has been RE and Youth Specialist. The district has also provided some administrative support for mailings.

**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?**

*NH/VT* – Usually one Chrysalis Training and one District Workshop per year. This year: Chaplain Training and Youth Leader/Advisor Leadership Workshop.

*NE* – Offered Chaplain Training in Sanford, ME with NH/VT and have held Spirituality and Leadership Development conferences in the past. Timing (a whole weekend) and cost have been hindrances.

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

Helen Zidowecki from the Northeast District says:

I will try to highlight some things:

- Have a strong church/district conference connection. This includes ongoing communication with congregations around registrations, specific things that need attention in order for youth or adults to attend, and ongoing communications around issues that arise (and word travels very fast if there are problems!).
- Conferences with content. While all conferences have workshops, worship, and specific topic to be addressed, the social justice con is really a 'working conference' with specific projects/activities within the con.
- I am really excited to see young adults who were leaders in the district youth programming coming back as adult advisors—and making this transition in a very healthy way. This has happened this year in two of our congregations!
- I am in the process of summarizing 20 years of programming in the district and honoring congregations that have had participation during that time. We have several congregations that have youth programming whose district participation has fluctuated over the years, and I would like to see more consistent communication with these congregations. The summary report will be available by the end of June, hopefully earlier than that.
- Age: The programming in the NED has been grades 6-12 for cons (except that the Fall Con is 7-12, with a Junior High Con for 6-8 in the fall to orient 6<sup>th</sup> graders to cons). We discuss age periodically, and leave the total range for a variety of reasons: adults available to accompany youth to cons, gives youth leadership opportunities earlier, ongoing learning between the age groupings.
- Adults: The adults themselves have been working very hard on being, as one adult put it, 'placeholder' until youth take over a function. The adults allow themselves to be awed by the youth.

"I could go on and on and on.....as I reflect and try to define the essence and subtleties of youth programming. As one of my ministerial friends put it, I am 'hooked' on youth programming."

## District Staff Share About District Cultures and Plans for Consolidation May 16, 2007

### June Consolidation Meeting decided:

- each district will still plan their own cons
- will not schedule at conflicting times
- will encourage youth to attend both districts' cons if desired

### Con Culture:

#### NH/VT

- attrition at cons
- older youth group advisor leadership
- some cons canceled
- 6 cons per year

#### NE

- 6 cons per year
- some crossover/dialogue between districts

### Youth-Adult Relations:

#### NE

- difficulty getting congregations to host cons
- adults coming to cons
- adult leadership
  - have a few older advisors, not strongest moving forward people
  - may be leaving with departure of Helen/Pat
  - excited about new adult leadership
  - have returning youth from district coming back as leaders

#### NH/VT

- structure
  - district YRUU independent affiliate
  - not accountable to district
  - independent/autonomous
  - all cons "fun" cons
- trying to start communication, real struggle
- trying to reach-out to new/less involved congregations
  - not successful
  - negative relationships/history
  - 2 cons cancelled
- only about 2-3 congregations participate in DYC
- 2 advisors have been there 15 years
- need DYC/YRUU to be held accountable
- affiliate structure

- relationship with board looking to change with new district structure

Consultation Knowledge/Participation:

NH/VT

- 2 facilitators trained for congregational conversations

NE

- discussions within the context of morning church services, didn't work very well
- 2-3 congregations had conversations
- may or may not have reported data

## Northeast District Discussion April 28, 2007

Youth from Maine, New Hampshire and Vermont met in June 2006 and decided to hold meetings in each district in preparation for the joint Regional Meeting on May 19, 2007. The meeting in Maine was held after the Northeast District Annual Meeting, April 28, 4-6 PM, Allen Avenue Church, Portland.

**Present:** There were about 15 people present, including ministers, Director of Religious Education, youth advisors, youth, parent; congregations in Belfast, Brunswick, Edgecomb, Portland (Allen Ave).

**The questions for the meeting were:**

1. What is going well regarding youth programming?
2. What would you like to 'move forward'?

Following are notes regarding these questions for congregational, district and continental levels.

### CONGREGATIONAL LEVEL

**What is going well?**

- Youth are part of the music program
- OWL and Coming of Age: sexuality, resources and structure are a "back bone" of the program
- Trips to Boston
- Connecting with other groups
- Youth-led worship
- "Unwinding" opportunities
- Advisor is a "place holder" until the youth can/will move into leadership
- Move youth toward youth-led programs
- Visiting other churches/denominations (*Neighboring Faiths* curriculum)
- FUN
- Safe, supportive place to be yourself
- Done in partnership with adults (service trips, mentors, etc.)
- Dance—safe place to be (done with Welcoming Congregation, community outreach)
- Opportunities to participate
- Meet at individualized times

**Moving Forward**

- Groups need direction/where to look for direction
- Any exciting curriculum to share
- More offered for 7<sup>th</sup> and 8<sup>th</sup> grade—expand the idea of "youth"
- Welcoming youth in more diverse ways
- More interactive participation in worship
- Youth invited and welcomed to worship and church leadership
- Work with "youth style" for meetings (congregational committees, board)

- More youth input and feedback
- More understanding of structures and process of congregations
- Be more aware of youth's potential and actual contributions
- Adult leadership be more intentional with youth
- Know each other's names/call by names
- Use different methods of meeting/connecting
- Communicate both ways (youth ← → congregation) and regularly
- Weekly e-mail notice
- Youth programming—time balance with congregational and cultural needs

### DISTRICT LEVEL

#### **What is going well?**

- CONS!!!!
- Beginning connections with each other and congregations
- Youth planned and led activities
- Worship for/by youth
- Well run: pass on leadership to others
- Leadership 'leaking' out into church and larger community as youth participate in the adult world to bring others into the church
- District culture is FUN
- Youth feel ownership, Youth Adult Committee
- NED/NH/VT interactions
- Networking beyond cons (youth on a regular basis)
- Supportive adults
- This discussion

#### **Moving Forward**

- Re-establish connection with Canadian congregations
- Cons—educate regarding differences, such as between Maine and NH/VT
- More youth led
- Youth doing service, such as at Ferry Beach, locally, within congregations
- Youth become more aware of service, mentioned at youth meetings
- More clustering toward entering cons, such as before Fall and Spring cons
- Get to know more youth, also for YAC elections—YAC/con “veterans go to churches to discuss youth programming
- Community 'outreach' per cluster, have those elected by clusters take on the role of outreach to other churches in cluster
- Cluster/at-large distinctions
- Feedback after YAC meetings
- Develop listserv—Helen to apply – for DREs, youth, advisors

### CONTINENTAL

#### **What is going well?**

- Resources—written and on web

- Trainings
- Staff at Youth Office
- Youth Advisor listserve

### **Moving Forward**

- Information on listserve
- Youth Council Rep— needs to know what is expected ahead of time, volume of work, etc.
  - Packet of material on how to be a YCR ahead of time
- Revise Bylaws to reflect/guide practice

## **The Consultation on Ministry To and With Youth State of Youth Ministry in the District Reflection on Data Presented**

### **Reflection #1: Spiritual Development**

- Cons are great for reaching out to youth
- Local congregations don't promote cons or present them so they're appealing
- Encourage more interfaith meetings/gatherings
- More practice groups, meditation practice groups
- Congregations don't know about many youth programs, i.e. curricula
- Currently have youth services
- Coming-of-age
- Having sessions about current events would be good
- Teach youth to be more welcoming and active in education of younger UU constituents--15 year olds teaching six-year olds
- Minister needs to get more involved in youth group; DREs also
- Different levels of empowerment at different age groups
- Rites and rituals are an important part of human nature
- Encourage youth to want programs like coming-of-age
- Minister work with youth, or use advisors trained in some aspects of Ministry
- Youth groups better guidance for adults, i.e. training with youth and adults
- Info from spirituality development training should go out to congregations and district leadership
- Does everyone need district level programs?
- Buddy outreach

### **Reflection #2: Youth Adult Relationships**

- Local congregations can mimic district and continental structure i.e. youth are in charge of youth group
- District youth programming is self-selecting. Not all youth go to cons.
- Congregational youth programming needs to serve the needs of all youth in the congregation
- Advisors at cons taught to value youth empowerment and respect youth leaders
- Youth group advisors at church have different relationship with parents
- Congregational perception of youth cons
- If some youth from a youth group go to a con and others don't, this can create a split in the group
- How do we get youth leadership in congregations the way we do at cons
- Justice trips
- Collaborative worship, music, and movement
- Youth-adult service to congregation, and in community

- Pertinent issue: cults, poverty, homelessness, universe story, addictions, spirituality, ethics, justice
- Pilot project in congregation: one-hour worship/one hour of education, all together
- Scheduling district wide—continental and local schedules conflict
- Congregations need to work harder to work with larger schedules
- Prevent burnout -- prevent people from taking on too many responsibilities
- Congregations need district youth columns in newsletters -- use publications to provide youth services
- Have and pay for youth group leader training
- Have a listserve
- Better and faster distribution needed
- Recognition rewards, put them in the newsletter

### **Reflection #3: Motivation**

- People are afraid to bring others in or invite them -- afraid to talk religion or politics
- Got involved in youth leadership because it was fun, rewarding; enjoy organization
- Need more people involved so a few that do everything don't get burnt out
- More outreach by youth leaders
- Strict age limits push out active leading youth!
- Need to do exit interviews with youth who leave youth group
- We really need leadership development every year at every level
- Provide excellent can't stay away programs for youth; get youth involved in the planning
- Continuity needs to balance the change that is always happening in youth groups
- Programs for both youth and adults to take together, e.g., Marshall Rosenberg's nonviolent communication
- Civil behavior and speech practiced; a covenant of right relationship, right behavior
- Encourage youth to bring friends
- Social action can bring in different youth
- Broad ministry to include the why and tie into principles
- Balance or manage the time you meet; some consistency, some different times
- Meet with other youth groups
- Specific trainings
- Intentionally match different groups of youth; make it easier for them to get along
- Youth mentor to each other
- What do new youth have to offer?
- Engage youth in the life of the congregation -- on RE committee, board – don't simply use for child care and free labor
- What we expect of youth we should expect of adults

### **Reflection #4: Junior Youth**

- OWL in conjunction with other congregations builds a bond; other programs also
- Senior high youth involved in coming-of-age
- Junior youth con, treat it like a real con faith development, social issues

- Take Junior youth seriously, get them involved to congregations especially Senior high
- Leadership development
- Take congregation including Junior youth to fun things where they are in a supportive community
- Make church activities welcoming to youth -- intergenerational small group ministry
- Junior youth programming needs to be intentional and tied to the high school programming at a district level
- Senior youth could work with Junior youth
- Intentional transition -- bridging, welcoming
- Junior youth have a transportation issues; need parents/adults to drive
- Junior youth need more involvement from adults, coordination with DRE, youth advisors, parents.
- Junior high -- usually 6-8<sup>th</sup> grade, all congregations are different
- Junior youth should be transitioning from life in RE to life in church. Often these are different.
- Youth groups need to meet regularly; gap between OWL and youth group -- no programming, fallout, need to advertise the path or the program
- Schedule should be made months in advance and publicize
- Con dates must be released months in advance
- Use bright paper to address parents; phone trees/listserv/bulletin board

#### **Reflection #5: Welcoming All Youth**

- Address issues of internalized and organizational racism
- Look at our own communities
- Look at where we are and how we can move from that space
- More work on different aspects of diversity, led by people who identify with these identities
- Alternative ways of making connections
- Allowing for self identification in a supportive environment
- Work on both obvious identities as well as less obvious
- Classism -- is alternative funding easily and anonymously available
- Identify what models exist for healthy identities
- Role-playing
- Classes missing
- What is healthy? OWL programming should include more of this -- open OWL to community; continuing to Senior youth; support groups; welcoming youth group
- Field trips to regional/continental events
- More intergenerational stuff
- DRUUMM
- Interweave
- Need to include classism -- financial issues everywhere
- Recognize differences at all levels; gender pronoun language
- OWL-- life skills; participation opportunity
- Welcoming Congregation and Living the Welcoming Congregation -- opportunity should include youth

- Coming-of-age: development of identity
- Workshops on race, gender, sex, class issues at district cons, and in the congregation
- Youth invited into homes and treasure hunt for identity and faith symbols
- Identity workshop at every district con and in youth groups
- Gender issues -- sleeping areas at district cons
- Game night at congregational level -- builds bridges between generations
- Racial tokenism and cultural misappropriation issues

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

### PROGRAMMING

**Programming Need/Change #1:** Programming and education around diversity development at congregational, district, and continental levels

<p><b>What will this change accomplish?</b></p> <ul style="list-style-type: none"> <li>• Education around various identities including: racial and ethnic, class/economics, gender identity, ability, gender identity, sexual orientation, age.</li> <li>• More accepting and open community</li> <li>• Deepen our faith</li> </ul>
<p><b>NEXT STEPS</b></p>
<p>1. Intentional programs in congregations Workshops at district cons</p>

**Programming Need/Change #2:** Empowering Junior High youth to take leadership

<p><b>What will this change accomplish?</b></p> <ul style="list-style-type: none"> <li>• Linking junior high and senior high youth</li> <li>• Stronger leadership</li> <li>• Bridge gap between RE and youth group programming</li> </ul>
<p><b>NEXT STEPS</b></p>
<p>1. Leadership development with junior high youth 2. Bridging junior high to senior high ceremony Mentorship between junior high and senior high</p>

**Programming Need/Change #3:** Youth involvement in designing programs with faith dimension

<p><b>What will this change accomplish?</b></p> <ul style="list-style-type: none"> <li>• Involve youth more directly in curricular and program development</li> <li>• Increase youth leadership and participation in programming</li> </ul>
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### TRAINING

**Training Need/Change #1:** Youth leadership development, youth advisor leadership development  
EVERY YEAR

<p><b>What will this change accomplish?</b></p> <ul style="list-style-type: none"> <li>• Empower youth</li> </ul>
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<ul style="list-style-type: none"> <li>Youth group structure empowerment and connections</li> <li>Continuity of quality leadership</li> </ul>	
<b>NEXT STEPS</b>	<b>WHO</b>
Establish annual training schedule	DYC/YAC/Staff

**Training Need/Change #2:** More Chrysalis trainings available to EVERYONE (minimal costs)

<b>What will this change accomplish?</b>	
<ul style="list-style-type: none"> <li>Knowledge of Chrysalis program</li> <li>Finances won't be a hindrance to trainings</li> </ul>	
<b>NEXT STEPS</b>	
Funding from district budgets	

**Training Need/Change #3:** Consistent trainings throughout NE/VT/NH and continent

<b>What will this change accomplish?</b>	
<ul style="list-style-type: none"> <li>Increased understanding about opportunities and content of trainings</li> <li>Strengths from both NH/VT and NE Districts to empower new district</li> </ul>	
<b>NEXT STEPS</b>	
Joint programming group	

## RESOURCES

**Resource Need/Change #1:** Additional money for youth ministry

<b>What will this change accomplish?</b>	
An increase in financial resources will allow more diverse youth to participate at different levels.	
<b>NEXT STEPS</b>	<b>WHO</b>
<ol style="list-style-type: none"> <li>Participate in UUA budgeting process</li> <li>Send more diverse youth to district and continental events (cons) and trainings</li> <li>Allocate resources for communication in all media, at all levels</li> </ol>	YOUTH!

**Resource Need/Change #2:** Money for adults to support youth

<b>What will this change accomplish?</b>	
<ul style="list-style-type: none"> <li>Trained advisors and better youth groups with more empowerment and more emphasis on safe, welcoming environment</li> <li>Smaller congregations will have more support for youth programming</li> </ul>	
<b>NEXT STEPS</b>	<b>WHO</b>
<ol style="list-style-type: none"> <li>Hire district youth specialist</li> <li>Advisor trainings (have more)</li> </ol>	District District

3. Money for congregations specific to youth advisor trainings, run background checks, youth curricula	Congregations
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**Resource Need/Change #3:** Attract more adults to support youth programming

<b>What will this change accomplish?</b> More and broader base of support for youth programming.	
<b>NEXT STEPS</b>	<b>WHO</b>
1. Ask them to work with youth 2. Educate all adults regarding what happens at youth cons 3. Keep in touch with older youth as they grow up (young adult programming) so they can become advisors – continental and district track old YRUUsers and young adults and connect with current YRUU programming	Youth District, Congregations, and Youth Continental and district leaders

## INFRASTRUCTURE

**Infrastructure Need/Change #1:** Opening more communication channels between/with/among district, continental, and congregational communities

<b>What will this change accomplish?</b> More people will be more informed of events and initiatives and will therefore have the opportunities to participate.	
<b>NEXT STEPS</b>	<b>WHO</b>
1. Identify channels of communication not currently in use 2. Develop listserves and/or phone trees within districts and continentally 3. Implement	Marketing Youth Leaders  Congregations

**Infrastructure Need/Change #2:** Strengthen relationships between youth and adults in all levels of programming

<b>What will this change accomplish?</b> Enhance the desired outcome of mutually respectful and empowering relationships and program that's more robust (long lasting).	
<b>NEXT STEPS</b>	<b>WHO</b>
1. Increase consistency about guidelines of participants 2. Smoother transitions between youth and leadership of adults, rites of transition practices 3. Perpetuate development of leaders in the faith movement	District Leaders  All of us

**Infrastructure Need/Change #3:** Hire district Youth/Young Adult Specialist

## 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.

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#### Comments:

##### Like

- authentic
- named AR/AO
- intergenerational
- relationship based
- ministering *with* youth, not *to*

##### Dislike/Changes

Large discussion around anti language

- change anti-racism to racial equality
- positive rather than negative
- less trouble with anti-oppressive
- classism needs to be included
- what does youth ministry have to do with AR/AO? not a problem in our communities.
- why pick out racism? all included in oppression
- only hear racism/oppression, not anti
- authentic atmosphere, not anti

- harshness, rahhh of anti
- name calling with racist, bad connotation
- seems like a definition that came out of continental youth leadership
- not wording that local/district youth would come up with
- prefer words egalitarian, welcoming
- connotation with welcoming congregations
- freedom, joy that you are here
- sexual orientation more relevant to youth that we work with
- drive to be more multicultural/welcoming-though should not seek out only POC-accept everyone who walks thorough the door

#### Definition as a whole

- where is faith, aren't we about faith development? need spirituality/ethics
- social responsibility
- ministry of and with youth-youth have a ministry
- add word intentional

## 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.

### Comments:

#### Like

- naming relationship between youth and youth, youth and adults, adults and adults
- idea of getting us on same page as a denomination with the one definition
- idea that we are all leaders and ministers

#### Dislike/Change

- want another word after robust
  - robust can equal anarchy
  - need to emphasize relationship
  - words suggested: complete, full, healthy, healthful, wholistic
- what is meant by covenantal practice? concern with wording
- word colleagues
  - partnership?
  - lead to too much autonomy
- need connection to congregations
- between and among instead of language of youth and adults, youth and youth, adults and adults
- overly complicated
  - who is this definition for?
    - if for UUA and district boards it's okay
    - not accessible to a new 16 year old UU
    - need a quick definition for everyday use, to educate other people
  - loaded/ UU words
    - not accessible to share with wider world
  - maybe simplify definition or have two - one long, complicated, one short, everyday use

Reworked first part of definition:

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

## **The Consultation on Ministry To and With Youth Evaluation Summary**

9 evaluations were completed and returned to the facilitators.

**Most Helpful.** Discussion about programming. Discussion about youth ministry and youth empowerment. Small group work about next steps/action. Timekeeping and Sara's recording. All parts were useful and connected.

**Least Helpful.** Power Point. Small group discussion overpowered by a single adult. Spending a lot of time on definitions. Not enough participants – need more support from adult district leaders. Wanted paper handouts and an agenda. Spent too much time in small groups.

**Comments on Process and Facilitation.** Not enough time. Wish more folks were here! Better process than congregational conversations. Facilitators were great. Good timing. Nice/open facilitation. Very good. More explanation of programs. Well done. Moved along a little too fast.

**Other Feedback.** Thank you for doing this work. Youth ministry/youth empowerment definitions were good for use by leadership, but another definition for newcomers would be useful.

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

**Saturday, May 19, 2007**  
**10 a.m. – 2 p.m.**

**Opening** (Kitsie, local minister)      Song: Gather Here

**Facilitators Welcome** (Program Consultants Helen Zidowecki (NE) and Pat Hoertdoerfer (NH/VT))

**Facilitator Introductions** (Sara and Deborah)

### **Participant Introductions**

Introduced selves to entire group: name, role, reason attending

### **Youth Ministry: A Common Understanding** (Sara)

Discussed in large group: What do you like? What is missing?

### **Survey Data**

Present (Sara)

Discussion Questions (Deborah)

### **Identifying Needs and Next Steps**

Explanation (Deborah)

Station Post-it Round (Deborah)

Small Groups (Sara)

### **Youth Empowerment** (Sara)

Discussed in large group: What do you like? What is missing?

### **Evaluations** (Deborah)

### **Closing** (Sara)

Deb's reading: We receive fragments of holiness,  
Glimpses of eternity,  
Brief moments of insight.

Let us gather them up for the  
Precious gifts that they are,  
And renewed by their grace,  
Move boldly into the unknown.

-Sara Moores Campell

### **Taskforce Selection** (Pat and Helen)