

Youth Ministry Working Group
Unitarian Universalist Association

Recommendations for Youth Ministry

March 25, 2009

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Introduction

As Unitarian Universalists, our call to the work of youth ministry rests on our spiritual commitment to build the world we dream about – a world in which our faith communities welcome people of all ages, cultures, and backgrounds to join hands in nourishing our spirits and healing our world.

In the world of our dreams, our faith communities are multigenerational, multicultural sacred spaces in which vital connections are made among peers and across generations. In the world of our dreams, our faith communities are life-giving and affirming places in which people with different life experiences are valued. In the world of our dreams, our faith communities appreciate every age as a unique and essential part of the larger whole, without whom the congregation would be incomplete.

While the term “multigenerational faith community” is relatively new in our Unitarian Universalist parlance, its underpinnings stretch far back to the theological traditions from which we spring. Our Unitarian forbearers emphasized the potential of every human being to grow in spirit and to do good works. Our Universalist ancestors asserted that God loved humanity so much that all would be saved and that we would be saved not through individual acts but through our shared humanity.

These tenets echo today in our Unitarian Universalist Principles, which affirm the inherent worth and dignity of every person, and witness to our profound interconnectedness with one another. Our tradition teaches us that we are one human family—connected in love across generations and cultures.

Given this strong tradition and our deeply-held values, we have a theological imperative to minister to—and be ministered by—Unitarian Universalists of all ages, including high-school age youth. Building a vital youth ministry in our congregations and across our Association is not a luxury— it is a sacred responsibility we all share.

The Consultation on Ministry To and With Youth: How We Got Here

The story of youth involvement in our faith is long and varied. In the past half-century, as new generations of young Unitarians Universalists came of age, there arose new opportunities and experiences for learning and leadership. Many adult UUs who grew up in our faith in the 1960s and 1970s were shaped by their experiences in *Liberal Religious Youth*. Those who came after were likewise fed and formed by their time in *Young Religious Unitarian Universalists*.

In 2004, a new chapter in this story began when the UUA Board of Trustees, recognizing the need to renew our commitment to and vision of youth ministry, called for a [Consultation on Ministry To and With Youth](#) under the leadership of the UUA Administration and co-lead by youth and adults. Over a period of two years, the Consultation engaged thousands of UUs—both youth and adults—in this re-envisioning

process through organized congregational, district, and stakeholder conversations, and online surveys.

The Consultation found that while the current youth organization served some youth well, its scope and content failed to reach and meet the needs of many youth in our congregations.

In July of 2007, a group of about 50 Unitarian Universalist youth and adults gathered in Boston to imagine and explore a bold new future for youth ministry—one in keeping with our theological traditions and inspired by our deepest values. This Summit on Youth Ministry examined all the data, suggestions and needs articulated in the consultation process and envisioned a youth ministry through which all youth are served and for which all Unitarian Universalists are responsible.

The Summit participants imagined a ministry that is congregationally-based; spirit and faith-centered; counter-oppressive; inclusive and multicultural; and grounded in multigenerational faith communities. This youth ministry would provide multiple paths for youth engagement in our religious life and would be guided by five core values:

- Spirit-centered/Faith-centered
- Congregationally-based
- Anti-racism, Anti-oppression and Multiculturalism
- Youth Voice and Empowerment
- Community-building.

After the [Summit Youth Ministry Report](#) was received by the UUA Board of Trustees in October, 2007, UUA President William Sinkford created a Youth Ministry Working Group to review and prioritize the Summit's suggestions, identify additional actions to support the vision, and name specific actors to take up the recommended tasks. In cases where the Summit had set out broad and sweeping goals, the Working Group would identify specific people, resources, and steps needed to achieve them. The group which met five times between February 2008 and February 2009, was charged:

To recommend to the UUA Administration and UUA Board of Trustees a framework and strategic imagination for Unitarian Universalist youth ministry based on the findings of the Consultation on Ministry To and With Youth and the recommendations of the Summit on Youth Ministry.

The recommendations in this report are the Youth Ministry Working Group's response to its charge. They constitute the concrete actions the Working Group believes are necessary to realize the exciting vision of youth ministry imagined by the Consultation and Summit—a youth ministry that will nourish and shape new generations of Unitarian Universalist young people. With the publication of this report, it is our hope that Unitarian Universalists throughout our movement will immediately begin acting on its urgent recommendations.

In addition to the recommendations laid out in this report, the Working Group calls your attention to the important, and related, findings of the [Mosaic Project](#), a two-year assessment exploring the ministry needs of youth and young adults of color and/or of Latino/a and Hispanic descent. The Mosaic Project report identifies steps that congregations, districts, and our whole Association can take in order to better welcome and serve *all* youth—particularly youth of color.

We recognize that, given the boldness and sweeping scope of these recommendations, it will not be possible to implement them all at once; the vision of truly multigenerational faith communities and vibrant youth ministry will be one Unitarian Universalists must live into with gentle patience and clear determination. The timeframe of meeting these goals will likely be measured in months and years, rather than in days and weeks.

Further, we hope this report will be seen as a living document—one that will serve as a dynamic guide, rather than a decree set in stone. We expect that this body of recommendations might grow and be transformed as we learn more about youth ministry. In fact, to ensure this wisdom remains open to growth and transformation, we have called for the creation of a Youth Ministry Advisory Committee whose role in part will be to continue learning about youth ministry and multigenerational communities and to continually breathe new life into our structures, resources, and best practices.

Our Shared Future: Creating a New Youth Ministry Together

As the 2007 Summit on Youth Ministry Report wisely noted, “Youth Ministry is the responsibility of all Unitarian Universalists.” Accordingly, these recommendations are addressed to us all. There are recommendations that speak directly to congregations; others require action from the UUA administration and staff. There are recommendations for committees, boards, and groups at the congregational, district and Associational level; for ministers and religious educators and the stakeholder organizations that help train, certify and support them; and for youth and adults who work with youth. While certain tasks may be the responsibility of a specific group, we all have a stake and a voice in making these changes and transforming our faith communities.

The Youth Ministry Working Group recognizes that many in our faith are already engaged in visionary youth ministry. Since the Summit, leaders throughout our movement have set out to include and serve youth in new ways and to make our faith communities truly multigenerational. And many have for years given their time and energy to minister to and with youth. Their example provides a shining beacon as we set out to engage more youth and adults in this important work.

While this report includes recommendations for congregations and for districts, nothing in this report calls for replacing or ending current congregational or district programs for youth. Of course, youth ministry programming at local and district levels may change over time, but we want to emphasize that this new vision of youth ministry does not seek to eliminate or undermine the meaningful and effective opportunities already offered in many UU congregations and districts.

Recommendations for restructuring of our national UUA staff have already had an important and positive impact for youth and young adult ministries. The UUA Administration, informed by the wisdom of the Consultation, the vision of the Summit, and the concrete suggestions in this report, created a new position in the Lifespan Faith Development Staff Group to minister to youth and young adults of color, and has approved the creation of a Youth and Young Adult Ministries Office in LFD as well.

Our experience as members of the Youth Ministry Working Group—itsself a multicultural and multigenerational community of youth, young and older adults working side by side—offers hope about what is possible when UUs of all ages bring their gifts, talents, and experiences to achieve a common purpose.

Inspired by this imagination and emboldened by these directives, may we take up with new energy and commitment the spiritual work to which all Unitarian Universalists are called: building multigenerational faith communities that nourish the spirits of all ages and engage us all in the work of healing and serving our world.

Recommendations

The recommendations of the Youth Ministry Working Group are organized into four sections:

I. Structure and Scope

This section defines the age for youth ministry, addresses changes in service delivery and staffing, and expands opportunities for youth leadership, spiritual development, and engagement in our faith.

II. Resources

This section contains recommendations for the review and revision of existing resources to better include youth, and includes recommendations for the development of new programs and resources.

III. Religious Leadership

This section includes actions for training and supporting those who will help bring about the culture shift necessary for this bold new youth ministry—both religious professionals and youth and adult lay leaders.

IV. Accountability and Assessment

This section describes the roles of various entities that share responsibility for assessing our Association's progress in implementing these recommendations and nurturing a vibrant youth ministry.

I. STRUCTURE AND SCOPE

A. Focus the Youth Ministry Age Range

The Youth Ministry Working Group recommends that:

1. For the UUA's Youth Ministry programs and services, "youth" are defined as those in high school in grades 9-12 or the equivalent for home-schooled youth.
2. The Unitarian Universalist Association at congregational, district and Associational levels pay special attention to the ages immediately before and after this range, providing support for middle school/junior high youth as they move into the youth ministry age range and bridging youth as they transition into young adulthood.

B. Create New and Enhance Existing Opportunities for Youth

To provide opportunities for youth engagement in our Association, the Youth Ministry Working Group recommends that:

1. Congregations develop opportunities for youth to minister and be ministered to in their faith communities, recognizing multiple pathways for youth involvement in congregational life, including, but not limited to, the youth group model. These pathways should include:
 - planning, participating in, and leading worship
 - engaging in spiritual reflection and discernment through small group ministries or other programs
 - singing in the choir and providing instrumental music in worship
 - providing religious education to children
 - co-facilitating youth/adult faith development programs
 - providing and receiving pastoral care
 - serving on committees and boards (in addition to youth-specific and religious education committees)
 - helping to plan and lead social service and social justice projects.
2. The UUA work collaboratively with congregations, districts, and relevant organizations, such as the Unitarian Universalist Service Committee (UUSC), Unitarian Universalist United Nations Office (UU-UNO) and UU Urban Ministry, to organize district and national gatherings which connect spiritual and faith development to social service, witness and action. These events and programs should be intentionally designed to provide opportunities for youth leadership development, spiritual growth, community building, UU identity development, and connecting faith with action.

3. The UUA establish a grants program to support locally-based internships or project opportunities, which allow youth to grow in faith, deepen in spirit, develop skills, and serve our UU communities. The sites for these internships or other opportunities may include congregations, districts, and UU organizations. Interested youth would apply for these grants in partnership with a representative of the sponsoring congregation, district, or organization.

4. Building on the 2009 effort to welcome youth and young adults into UU University at General Assembly, thereby making UU University a multigenerational experience, the General Assembly Planning Committee undertake an effort to create a financially accessible, fully multigenerational General Assembly by GA 2011. A multigenerational GA would include multigenerational worship, programming, and community-building activities planned by a multigenerational team.

C. Widen Youth Voice and Participation

To provide opportunities for youth to participate and have a voice in our Association, the Youth Ministry Working Group recommends that:

1. Congregations assess their age and other requirements for membership and evaluate possibilities for including youth as full members.
2. All committees, task forces and groups at all levels of the Association are open to youth membership. This may take the form of designated youth seats in the group or may be an opening of any seats to youth. It is further recommended that youth not serve alone on committees, but rather in groups of two or more. Support systems should be developed to provide both peer connections and adult mentoring. Committees, task forces and groups should evaluate their accessibility to youth, including term lengths, meeting time and location, transportation and meeting style. Resources for welcoming youth to membership are also needed (see multigenerational ministry toolkit below).
3. All groups, including but not limited to committees, task forces, related organizations, and UUA staff groups, solicit youth input in a consulting role. This involvement should extend to all aspects of congregational life, district activities, and UUA staff work, not just those specifically targeted to youth. Areas for soliciting input include, but are not limited to:
 - worship
 - pastoral care
 - program development
 - field testing
 - event planning
 - strategic planning
 - leadership development
 - program evaluation.

4. The UUA Administration establish a Youth Ministry Advisory Committee (YMAC) to support the vision of vibrant youth ministry, serving in an advisory capacity and reporting to the UUA President on Associational progress in implementing the recommendations of the Youth Ministry Working Group and becoming a truly multigenerational faith.

The YMAC membership should include a balance of youth and adults, a diversity of identities (race/ethnicity, sexual orientation, gender, gender identity/expression, ability, and others), congregational size, geographic region, roles (minister, religious educator, youth advisor, parent), and affiliations. Membership would also include an invited youth ministry leader from another faith community.

The annual report of the YMAC would be available to congregations, districts, regions, UUA staff, and professional and affiliate organizations.

The Youth Ministry Working Group further recommends that the Administration work with a Transition Team, whose members are identified by the Youth Ministry Working Group, to develop the selection process, term limits and charge of the YMAC with a goal of establishing the group by fall 2009. The Transition Team's work will conclude with the creation of the YMAC.

5. Financial support is provided at the Associational, district/regional, and congregational levels to help youth attend and participate in events such as General Assembly, Association-wide meetings and conferences, gatherings of UUs of historically marginalized identities, and social justice and interfaith opportunities.

D. Welcome and Serve Youth of Diverse Needs, Abilities, and Identities

To better serve all youth, the Youth Ministry Working Group recommends that:

1. The UUA assess the needs of bisexual, gay, lesbian, transgender and queer (BGLTQ) youth and the effectiveness of the UUA's current ministry to the diversity of needs within this community. This assessment should address opportunities for developing Association-wide community and dedicated UUA staff support.

2. The UUA begin work in 2009 to enact the recommendations of the Mosaic Project. The Youth Ministry Working Group applauds the hiring of the UUA Program Associate for Ministry to Youth and Young Adults of Color and urges the UUA to continue supporting and deepening its important ministry to and with youth of color.

3. The UUA, in collaboration with congregations and districts, provide opportunities to build communities for BGLTQ youth, youth of color, and youth from other historically marginalized groups.

4. Congregations continue their anti-racism/anti-oppression/multicultural efforts and avail themselves of the resources available for this work, including the Mosaic Project recommendations and the programs of the UUA, including Building the World We Dream About, Jubilee World and The Welcoming Congregation. The YMWG further recommends that congregations reach out to BGLTQ youth and youth of color, offering support within the congregation and offering scholarships for youth to travel to UU BGLTQ communities and communities of color.

5. The UUA at all levels—national, regional, district, and congregational—seek ways to counter able-ism by ensuring for youth with physical, sensory, mental health, and intellectual disabilities full access to and appropriate support during worship, programs, trainings, workshops and other events. In addition, congregational anti-oppression trainings should address ableism.

6. The UUA at all levels—national, regional, district, and congregational—work to welcome and include youth of all socioeconomic levels in programming and events by limiting costs to individual youth and their families when possible, and offering sufficient scholarship assistance. Youth and adults who provide trainings or other educational or consulting services should receive appropriate and timely compensation. In addition, congregational anti-oppression trainings and educations should address classism.

7. The UUA at all level—national, regional, district, and congregational—recognize the variety of complex and often “silenced” issues and circumstances which face youth, and work to provide appropriate resources and pastoral support to youth who are affected. These life issues may include, but are not limited to:

- addiction
- abuse or assault
- sudden economic hardship
- involvement in the prison system

E. De-Centralize Youth Ministry Service Delivery

To shift the center of gravity of youth ministry service delivery closer to congregations, the Youth Ministry Working Group recommends that:

1. The UUA create five full-time regional Youth Ministry Consultant staff positions as part of the Lifespan Faith Development staff group. The responsibilities of these regional consultants could include:

- provide consultation and resources to district faith development and youth ministry staff
- help organize and lead regional trainings for congregational youth staff (including skill-building in multicultural ministry)
- recruit, train, and mentor teams of adults and youth to provide youth ministry consultation to local congregations

- work in partnership with district staff to publicize opportunities for youth leadership and participation in the Association (for example, serving on district and Association-wide committees and participating in service opportunities).

The Working Group recognizes that with this recommendation come several important questions, including what geographical areas the regions will encompass; how regional staff positions will be hired; and how these consultants will interface with their colleagues in the districts and at the UUA national offices. The Working Group urges the UUA Administration to give careful consideration to these questions, and where advice is needed, to consult with the Youth Ministry Advisory Committee.

2. As part of the regionalization of service delivery, youth ministry staff at the national level focus on:

- providing a mechanism for communication with and among regional consultants and district staff (who in turn will support congregational youth ministry staff and lay leaders)
- developing resources for use by congregations and districts (see Resources)
- serving as a communication nexus for youth ministry
- advocating for youth and supporting youth who hold Association-level leadership positions (see Widening Youth Voice and Participation below)
- supporting the work of the Youth Ministry Advisory Committee (see below).

3. The UUA institute a flexible and decentralized service-delivery structure for training programs such as Chrysalis, which make use of a variety of training methods including electronic communication tools. The UUA national staff would continue to develop and update Chrysalis and other training materials (see Resources section below).

4. To encourage strong congregational youth ministries, every congregation (or cluster of congregations where needed) hire a paid youth ministry coordinator or director. In collaboration with volunteers, this staff person would reach out to and work with all youth in the congregation (in youth group and beyond), and in partnership with other religious leaders (ministers, religious educators, music directors, administrators, lay leaders), work to create multigenerational community and facilitate youth participation in the full range of congregational life. We further recommend that the UUA create a grants program to assist with the hiring of youth ministry staff in our congregations (see Religious Leadership section below).

F. Enhance Communication and Increase the Use of Technology

To reach youth widely, and enhance communication to and among youth, the Youth Ministry Working Group recommends that:

1. The UUA create and support at the Associational level a uniquely UU social networking site for youth and young adults that serves as a location for networking, theological exploration, resource sharing, communication, announcements and community building (including affinity and identity based communities).

2. The UUA through its Youth Ministry Office continue to build on its communication structures to ensure timely and transparent communication to all constituency groups, including, but not limited to youth, youth coordinators, parents, religious educators, ministers and related stakeholder groups. This may include, but is not limited to:

- creating opportunities for resource sharing
- the continuation of a regular electronic newsletter
- a central web location for information about all youth ministry-related trainings and events
- the efficient and increased use of e-mail distribution lists
- the use of popular networking sites such as Facebook
- conversation with congregations and districts about how best to reach their youth.

II. RESOURCES

A. Make Existing Resources Multigenerational and Multicultural

Regarding existing UUA programs, the Youth Ministry Working Group recommends that:

1. The UUA review trainings and programs for the inclusion of youth and youth perspectives in program planning, content, leadership, and participation to the end that UUA programs are youth-friendly and offer the opportunity for multigenerational communities of learning and faith. Programs include, but are not limited to, The Welcoming Congregation, Building the World We Dream About, Beyond Categorical Thinking, and Jubilee World.
2. The Breakthrough Congregation recognition program include youth ministry criteria such as youth involvement in the broader work of the congregation and/or youth-specific activities.
3. The UUA review and revise the Chrysalis Program in response to the Mosaic Project recommendations, the outcomes of the recommended BGLTQ assessment, and the recommendations of the Chrysalis structure revisioning meeting.

B. Create New Resources to Support Youth Ministry and Multigenerational Community

To support multigenerational, multicultural, spirit-centered, faith-based youth ministry, the Youth Ministry Working Group recommends that:

1. The UUA develop and publish a multigenerational ministry toolkit for use by youth and adults in our congregations and districts. This toolkit would contain multimedia resources to create truly multigenerational faith communities. It may include, but is not limited to, resources for:
 - countering ageism
 - supporting youth on mostly-adult committees
 - multigenerational worship
 - bringing a youth lens to our religious life
 - youth empowerment
 - adults mentoring youth
 - youth mentoring children
 - supporting multiculturalism.
2. The UUA create a program to recognize prominently congregations with outstanding youth ministry through a variety of media, including recognition at General Assembly and on UUA.org. This program would highlight aspects of successful youth ministries and serve as a resource to share best practices.

3. The UUA create a lifespan Anti-Racism/Anti-Oppression/Multicultural program for congregations modeled after the *Our Whole Lives* program in its scope, quality, training and administration.
4. The UUA Lifespan Faith Development Staff Group continue the work of developing Tapestry of Faith programs and other resources for youth to develop their spirituality and spiritual practices, faith and UU identities, values and ethics.
5. The UUA Lifespan Faith Development Staff Group continue the work of developing multigenerational Tapestry of Faith programs and other resources.
6. The UUA, in collaboration with congregations and districts, design and help administer a mentoring program in which high school youth are connected with adult UUs to discuss questions of faith. This program could be hosted both virtually on the national level and physically on the local level.
7. The UUA develop a yearlong Bridging curriculum for congregations in which youth entering young adulthood are supported, challenged and nurtured through this transitional period in their life and UU faith. A Bridging program may include elements of mentoring, theological reflection, service, worship and ritual, leadership development, and intentional connections to UU faith communities beyond high school.

III. RELIGIOUS LEADERSHIP

A. Nurture and Support Youth Ministry Professionals and Volunteers

To support Youth Ministry professionals, the Youth Ministry Working Group recommends that:

1. The UUA create a grants program to encourage congregations and districts to employ paid youth ministry staff. This program could be modeled on the UUA's grants program for young adult and campus ministries or the Liberal Religious Educators Association (LREDA) grants program for supporting religious educators in congregations.
2. LREDA takes the lead in advocating for and helping provide more robust training opportunities for youth ministry staff including a component of spiritual development and reflection. LREDA can also help religious professionals discern who is appropriate to work with youth.
3. A meeting of youth ministry professionals is held to determine if there is significant interest in establishing a youth ministry professional organization. The UUA will support the efforts for such organizing.
4. The UUA expand and further develop training opportunities for volunteer youth advisors that include skill development, Anti-Racism/Anti-Oppression/Multicultural competence and spiritual reflection and development. These training opportunities should be financially and geographically accessible, and should accommodate volunteers with full-time work schedules.

B. Enable All Religious Professionals to Minister Successfully to and with Youth

To prepare and support all religious professionals for competence in ministry to and with youth and multigenerational ministry, the Youth Ministry Working Group recommends that:

1. The UUA's Ministry and Professional Leadership staff include information and training on multicultural youth ministry in their annual Interim Ministry Training, and UUA district staff include information and training on multicultural youth ministry in their annual start-up workshops. UUA youth ministry staff can provide consultation as needed.
2. The Unitarian Universalist Ministers Association (UUMA) goes forward with its planned initiative to designate "Youth Ministry Advocates/Consultants" in each chapter who can serve as resources and mentors to their colleagues, as well as advocates for youth ministry in the district. The YMWG applauds this initiative.

3. The Ministerial Fellowship Committee (MFC) continues to build on the steps already taken to require ministerial competence in and reflection on youth ministry. Additional recommendations for the MFC include:

- evaluating whether current youth ministry-related requirements are being adequately met (such as the essay on an experience ministering with children and youth)
- adding ministerial competence in multigenerational ministry
- explicitly linking current requirements for competence in anti-racism/anti-oppression/multiculturalism with youth ministry, both in terms of ministering to youth in a multicultural setting, and recognizing age-related-oppressions
- revising ministerial fellowship renewal requirements to include specific youth ministry competencies.

4. The MFC's Regional Subcommittees on Candidacy (RSCC):

- include a question on youth ministry experience and competence
- recommend that candidates with little or no youth ministry experience expand their skills prior to seeing the MFC (whether through an internship, seminary course, Renaissance Module or other means)

5. Seminarians are encouraged to pursue coursework that supports and/or relates to youth ministry. Courses could include those focused specifically on youth ministry, as well as courses on UU and personal identity development, and multigenerational and multicultural ministries. UU seminaries should be encouraged to continue working to develop such coursework. UU students in non-UU theological schools should be encouraged to take advantage of these opportunities when possible through online courses, intensive seminars, or cross-registration.

6. Continuing education in youth ministry competence for religious professionals is provided by the UUMA through Continuing Education Network for Training, Enrichment and Renewal (C.E.N.T.E.R), UUMA chapter gatherings, and other opportunities; by LREDA through Fall Conference, Professional Days, chapter gatherings, and other opportunities; and by UU seminaries through online or intensive courses.

7. Districts offer opportunities for congregational teams of professional and lay leaders to gather and learn together how to support youth ministry and build multigenerational community.

8. The UUA revise and update the Youth Ministry Renaissance Module to reflect the comprehensive findings of the Youth Ministry Consultation and Summit and the Mosaic Project. This module should include training around identity development and the needs of youth from historically marginalized groups. UUA staff should work in partnership with the UUMA to create and promote a version of the module specifically adapted to address the needs of parish ministers.

C. Nurture and Develop Strong Youth Leaders

To recognize, support and develop UU youth as religious leaders, the Youth Ministry Working Group recommends that:

1. UU leadership at national, district/regional, and congregational levels collaborate to significantly increase the opportunities for youth to develop leadership capacity and skills through service/social justice projects linked to spirituality and faith.
2. UU leadership at national, district/regional, and congregational levels collaborate to provide opportunities for UU youth to engage in interfaith work with the dual goals of promoting interfaith understanding and enhancing youths' ability to articulate their UU identity and faith.
3. Districts make adult leadership development opportunities multigenerational by opening them to youth participation and employing a youth ministry lens in the planning and implementation of all district and regional programming, including Leadership Schools, district conferences, trainings, and events. Provide appropriate support systems for youth participants in these events.

IV. ACCOUNTABILITY AND ASSESSMENT

A. The Role of the UUA Administration

The Youth Ministry Working Group recommends that:

1. The UUA Administration adopt the recommendations pertaining to UUA programs, resources, staff and structure; prioritize and plan for their implementation; and provide a periodic assessment of their progress.
2. The UUA design and implement bi-annual assessments of our Youth Ministry at all levels of our Association to identify both the progress made in advancing the recommendations of this report, and the assistance needed to achieve them. More than highlighting the work that needs to be done, the assessment will serve as a resource to strengthen UU youth ministry. This assessment can be coupled with the reporting requirements of the 2008 Youth and Young Adult Empowerment Resolutions; however, it would continue after the resolutions' requirements end.

B. The Role of the Board of Trustees

The Youth Ministry Working Group recommends that:

The UUA Board of Trustees includes youth ministry in its Ends and monitors progress toward their achievement.

C. The Role of the Youth Ministry Advisory Committee

The Youth Ministry Working Group recommends that:

The Youth Ministry Advisory Committee review available assessments and provide feedback to the UUA Administration on the implementation of the recommendations and the future needs of UU youth ministry.

D. The Role of Stakeholder Groups

The Youth Ministry Working Group recommends that:

UU stakeholder groups – professional organizations, UU theological schools, and other organizations – engage with and support the recommendations outlined in this report and the Mosaic Project report for the vitality of our youth ministry, our congregations and our faith. As part of their engagement with these recommendations, stakeholder groups are encouraged to continually assess their own progress in supporting multigenerational, multicultural youth ministry and to respond to requests to participate in assessment tools created by the UUA Administration.

E. The Role of the Congregations

The Youth Ministry Working Group recommends that:

Congregations implement the recommendations outlined in this report and the Mosaic Project report and further develop their own creative approaches to nurturing youth ministry and vibrant, multigenerational communities. Congregations are encouraged to continually assess their own progress and participate in assessment tools created by the UUA Administration.

Glossary

[Beyond Categorical Thinking](#) – A UUA program for Unitarian Universalist congregations engaged in a ministerial search process. The goal of BCT is to help congregations identify and overcome biases in regard to ministerial candidates, whether age, gender, gender identity, sexual orientation, race/ethnicity, or ability unrelated to ministry.

[Breakthrough Congregation](#) – A congregation that has experienced significant growth in membership in recent years and is chosen by the UUA for recognition of its best practices. Each year three congregations – small, midsize and large – are selected by the UUA’s Growth Team from district nominations.

[Bridging](#) – Transitional period between youth and young adulthood. Bridging ceremonies usually recognize the passage from high school to young adulthood.

[Building the World We Dream About](#) – a [Tapestry of Faith](#) curriculum to enable Unitarian Universalist congregations to become more welcoming of racial, ethnic, and cultural diversity, and to dismantle racism in congregations and the larger community.

Continuing Education Network for Training, Enrichment and Renewal (CENTER) – offers programs sponsored by the Unitarian Universalist Ministers Association for the continuing education of their colleagues.

[Chrysalis](#) – UUA training programs for youth and adults who work with youth. Often organized by districts, the trainings offered are Youth Advisor Trainings, Chaplain Trainings, Spirituality Development Conferences, and Leadership Development Conferences.

Interim Ministry Training – The UUA’s training program to prepare ministers for the special responsibilities and opportunities of serving a congregation in an interim (intentionally time limited) position.

[Jubilee World](#) – A UUA program of workshops for congregations examining their personal, cultural and institutional experience with racism and oppression, while working toward the goal of becoming anti-racist and anti-oppressive.

[Leadership Schools](#) – Training program for UU congregational lay leaders. Often sponsored by districts or regions for a week in the summer.

[Liberal Religious Educators Association \(LREDA\)](#) – Professional organization open to religious educators and those supportive of religious education. It promotes the religious growth and learning of people of all ages and advocates for and supports religious educators and the field of liberal religious education.

[Ministerial Fellowship Committee \(MFC\)](#) – The UUA Board Committee that has jurisdiction over all phases of UU ministerial credentialing.

[Mosaic Project](#) – The UUA’s 2007-09 assessment of its ministry to youth and young adults of color and/or Latina/Latino and Hispanic youth and multiracial youth.

Multicultural – Including, engaging and respecting the diversity of cultures in the community and the world, including diversity in race/ethnicity, gender, sexuality, ability, class, education, age.

[Multigenerational](#) – Including, engaging and respecting all ages within the community; providing opportunities for different ages to engage with each other and learn from each other.

[Our Whole Lives](#) (OWL) – The UUA’s highly acclaimed series of sexuality education curricula for six age groups including grades K-1, grades 4-6, grades 7-9, grades 10-12, Young Adult, and Adult.

[Renaissance Modules](#) – A UUA series of leadership development programs for religious educators and others interested. These 15-hour training modules provide standardized training in such areas as RE Philosophy, Curriculum Planning, Worship, Administration, Multicultural RE, UU History, and Youth Ministry.

Spirit-centered – A core goal of UU youth ministry is to provide opportunities for spiritual depth, growth and practice throughout the programs and activities of our religious life.

[Tapestry of Faith](#) – The UUA’s new series of programs and resources for all ages that nurture Unitarian Universalist identity, spiritual growth, a transforming faith, and vital communities of justice and love. Tapestry of Faith curricula are available on uua.org — free, downloadable, and adaptable to each congregation’s needs. New programs are posted frequently.

The [Welcoming Congregation](#) – A UUA program for congregations that see a need to become more inclusive of bisexual, gay, lesbian, and/or transgender people. It consists of a series of workshops whose goal is to reduce prejudice by increasing understanding and acceptance among people of different sexual orientations. Congregations who complete the program are recognized as “Welcoming Congregations.”

[Unitarian Universalist Ministers Association \(UUMA\)](#) – The professional organization of UU ministers.

[Unitarian Universalist Service Committee \(UUSC\)](#) – Nonsectarian organization that advances human rights and social justice in the United States and around the world through a combination of advocacy, education, and partnerships with grassroots organizations.

[Unitarian Universalist United Nations Office \(UU-UNO\)](#) – Membership organization of individuals, congregations, and institutions in the United States and Canada that promotes the goal of world community with peace, liberty and justice for all, as reflected in the United Nations Charter through targeted education, advocacy and outreach.

[UU University](#) – Lay leadership training held before General Assembly in 2006, 2007 and 2008, and held during General Assembly in 2009.

[UU Urban Ministry](#) –A service/advocacy/education organization created to serve the urban population of Boston. Its roots are in the early 19th century.

[Youth and Young Adult Empowerment Resolution](#)- A 2008 General Assembly Responsive Resolution passed by the delegates, requesting congregations, the UUA and its affiliates to examine their services provided to youth and young adults. A related responsive resolution further instructs the UUA national office to report on these assessments each year for three years.