

# Youth and Young Adult Empowerment Resolution

Year One - Committees, Districts, and Organizations Survey Results Report



UNITARIAN UNIVERSALIST  
ASSOCIATION OF CONGREGATIONS

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## Table of Contents

Introduction .....	1
Young Adult Ministry Questions.....	2
Youth Ministry Questions .....	11
General Questions .....	20
Appendix A – Participating Committees, Districts, and Organizations .....	24

## Introduction

The following are the results from the online survey *2008 YaYA Resolution Survey* completed by Unitarian Universalist committees, districts, and organizational leaders during the period February 1 – April 8, 2009. The full text of the survey can be found online at [UUA.org](http://UUA.org). In instances where groups completed more than one survey, all survey responses were included in this report.

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## Young Adult Ministry Questions

1. *Does your committee/organization intentionally invite the participation of YOUNG ADULTS (18-25 inclusive), and if so, how?*

### DISTRICTS

#### **Central MidWest District:**

We work with young adults within the traditional age range of 18-35, our answers will be inclusive of this full age range. Direct outreach to invite and support YA's attending our Midwest Leadership School, sponsored by Prairie Star, Central Midwest District and Heartland District. This past year, half of attendees were Young Adults, due to our efforts. We have discounted Young Adult rates for District Annual Assembly and support their attendance with scholarships also. Each year our young adult steering committee creates workshops and a multi-generational worship at District Annual Assembly. We encouraged and supported a young adult to run for and become our UUA trustee.

#### **Clara Barton District:**

Yes. Young adults are intentionally recruited for the District Board of Trustees. We currently have Young Adults in District committee leadership positions. The District intentionally educates congregational staff and leadership on multigenerational ministry.

#### **Metro New York District:**

Yes, in these ways: We have a Young Adult Steering Committee with budget provisions. We have a Young Adult and Campus Ministry Consultant (co-funded by the YACM office) They host YA cons and a yearly retreat and support bridging of the youth into the YA community

#### **Mountain Desert District:**

An effort is made to identify young adults interested in serving on the district board.

#### **MidSouth District & Florida District:**

FLD- the Faith Development Council has on it 1 - 24 year old one 30 year old and me 58 - it was intentional. FLD has offered a grant to a DRE who is 24 and who is developing an outreach program to young adults. They have already done several things in different areas of the District. MSD is developing a adult network.

#### **Northern New England District (1/2):**

Not in a very active way right now. There are young adults on the district youth council whose primary focus is planning and implementing youth cons.

#### **Northern New England District (2/2):**

I also lead the Sustainability Task Force for the Northern New England District. We are engaged in one-on-one invitations to youth and young adults to participate on this three state task force.

#### **Ohio Meadville District:**

There is an OMD Summer Institute Young Adult Panel. And OMD YA network and new YA Program Team that includes YAs.

**Pacific Central District:**

Yes, we do some of this, but maybe not much to INVITE participation beyond publicizing the opportunities available. We have had young adult members of our Board, who have filled the "Youth" slot (since our YRUU group goes up to age 20). We actively sought out young adult members for a newly created group, called the Umbrella Council, which ensures district programming for middle schoolers, youth, and young adults.

**Pacific Northwest District:**

Yes. Our invitations to congregational leaders to events such as our Fall and Spring Leadership Councils ask congregations to especially reach out and bring their young adults. Most of our focus has been helping local congregations be open, support and welcoming to young adults.

**Pacific Southwest District:**

We have elected them to the District Board, we have run workshops in clusters on building congregational young adult work, we host a young adult reception at our DA, we sponsored a young adult social justice tour last summer and will do the same again this summer, we also sponsored a young adult weekend at our camp

**Prairie Star District:**

We offer scholarships for youth and young adults to our Annual Conference and the Midwest Leadership School. Our Board is actively seeking ways to include more young adults in leadership positions in the district.

**St. Lawrence District (1/2):**

First and foremost, our support of a YACM Consultant indicates our commitment to participation of young adults in the life of the district. In addition, we are paying attention to the presence (or lack of) young adults at district events and organizationally, and asking ourselves if modifications in what we do are needed. For this year's district assembly children's programming has been expanded, and young adults are being charged only half of the regular adult registration fee.

**St. Lawrence District (2/2):**

Yes, we encourage young adults to re-connect with their home youth groups on a regular basis. Many of our churches offer young adults the UUA bridging packet to help them transition to congregations in their college communities and stay connected with the denomination through UU World subscription.

**COMMITTEES, DISTRICTS & ORGANIZATIONS****General Assembly Planning Committee:**

We appoint one of our members as liaison to the young adult community and maintain email contact. We invite leaders and young adult ministry staff to our September meeting. The PC Exec met with office staff last summer.

**Interweave:**

Yes. One of our goals for the year is offering greater support to our youth and young adults, and we have a working group of youth, young adults, and adults developing more specific actions towards that end. We have a close working relationship with the Young Adult Office, we offer a student membership rate, and we encourage and welcome our young adults at our annual Convocation with programming (and scholarships) for all age groups. Our mission/vision statement also includes wording about not discriminating on the basis of age.

**2. If your committee/organization includes YOUNG ADULT members, in what ways is their involvement encouraged and supported?**

**DISTRICTS**

**Central MidWest District:**

We have a YASC (Young Adult Steering Committee) that is allocated a budget line from the district. This committee is elected at the CMWD Young Adult Conferences, held twice a year. YASC is responsible for creating all aspects of the district young adult conferences. We have a Young Adult Website with resources and events regularly posted; a Quarter time YA district staff person; young adults are part of our district board. We make an effort to have YA on district board at all times. We continually invite Congregations, in all aspects of communication and leadership development to include and support YA's.

**Clara Barton District:**

Young adults are welcomed at all events and trainings of the District. They are invited to join and connect through the District's Young Adult group on Facebook. CBD encourages individual young adults and congregations to connect with each other or ministry and fellowship.

**Metro New York District:**

We do sometimes have a young adult on the board, but not in the role of representing a constituency. Anti-Racism and Diversity Committee usually has YA members. We have a Young Adult Steering Committee that is funded in the budget. We specifically invite Young Adults to attend and participate in providing programming for our annual meeting - there are always YA workshops.

**Mountain Desert District:**

We make special appeals to include young adults in programs with reduced registration and scholarships.

**MidSouth District & Florida District:**

In both Districts we intentionally seek participation of all groups including young adults. We do not pretend to know what they need or want but instead we engage them in conversation. When ideas are shared we do everything in our power to support and encourage the great ideas helping to make them reality.

**Northern New England District (1/2):**

Continued invitation. We have not yet had success.

**Northern New England District (2/2):**

Not much active or intentional encouragement. Their leadership is respected. YA network and new Program Team is funded through the OMD. And there is a P/T Young Adult and Campus Ministry Consultant on OMD staff.

**Pacific Central District:**

Our Board has a Youth and Young Adult working group, and is currently gathering examples of Best Practices in young adult ministry. We have funded some leadership development work for two young adult leaders this past year, and financially support an UUYAN group as part of our district programming.

**Pacific Northwest District:**

Rather than committees, we have consultants. We had a paid Young Adult Ministry Coordinator last year, but that did not prove effective. We do have a Young Adult Programs Consultant who coaches congregations and she is amazing! Congregations eat up her advice.  
see above

**Prairie Star District:**

In addition to the scholarships, we are seeking ways to make meetings more accessible to parents of young children.

**St. Lawrence District:**

They are encouraged to form networks and inform themselves about happenings in young adult ministry. Identification and development of allies for young adults is being addressed by the YACM consultant. The YACM consultant is supported by the PC, and the position is jointly funded by the SLD and UUA. This year the young adult participation in the district bridging ceremony is being planned in advance.

**COMMITTEES & ORGANIZATIONS****General Assembly Planning Committee:**

A young adult member will be elected in June. We plan to continue our practice of giving YA members assignments and portfolios that span our activities, like other members.

**Interweave:**

We do have young adult members (I am one myself). We have three young adults on our board, but other than that we encourage and support young adult involvement the same as we encourage and support all our members' involvement: wholeheartedly and with welcome!

**3. *Does your committee/organization support ministry to and with YOUNG ADULTS in our larger UU movement, and if so, how?***

**DISTRICTS****Central MidWest District:**

YES - District YA Conferences, District Annual Assembly, Radius Conferences/Regional Trainings and Events, Ongoing scholarships to national events.

**Clara Barton District:**

The district supports and publicizes young adult opportunities for connection to other UU groups including camps and conference centers and campus ministry groups. Along with our neighboring districts we sponsor, support, and advertise regional trainings and events specific to young adults.

**Metro New York District:**

We cooperate in a four district cooperative (NRG) with JPD, SLD, and OMD to coordinate YACM programming. Our Leadership School, UULTI, has a multigenerational lens program with YA and Youth staff. Our YACM consultant was previously involved in C\*UUYAN and the YACM Office when she was in the SW Conference.

**Mountain Desert District:**

The district employs a 1/3 Young Adult Network coordinator. She works with congregations to support young adult groups and did district programs for young adults when a network was active.

**MidSouth District & Florida District (1/2):**

Yes; modest campus ministry effort in four locations.

**MidSouth District & Florida District (2/2):**

Of course, both Districts support ministry to the entire faith community. This would include all souls - all ages. We urge our congregations to offer a wide variety of programs that will fill the needs and growth of individual members and address the maturational aspect of congregational growth. We strongly advise that worship services address the three styles of learning and offer a variety of music and ways in which people might participate and thus feel connected. We advise that messages be varied enough to feed all the people. This is worship that could transform the individual and offer moments of transcendence. As a region, we are urging congregations to send teams of people to our two leadership development retreats. Both young adults and youth are mentioned as people you would seek to send to this deep experience. This is an attempt to open up the thinking about who we consider for leadership and shared ministry.

**Northern New England District (1/2):**

As part of my work with resources development for small congregations, I seek existing resources to support ministry to young adults in small congregations to make available on line. It is possible that one of the new resources to be developed and placed on line will be specific to ministry to and with youth and young adults.

**Northern New England District (2/2):**

The district staff pass on information which focuses on young adults.

**Ohio Meadville District:**

We provide YA scholarships to UULTI - 4 district leadership school. Have funded scholarships to ConCentric in the past

**Pacific Central District:**

Yes. We conducted a survey after the Youth and Young Adult Empowerment Resolutions were passed, asking congregational staff, leaders, and other members to tell us (1) how satisfied they were with both their youth and young adult ministries, and (2) what it would take to strengthen these ministries. Our Board created a special Youth and Young Adult Ministry Working Group. We held a one-day workshop back in December, presented by Nancy DiGiovanni (thanks, Nancy!) on Young Adult Ministry. We've held many workshops over the passed five years on inclusive worship. We actively promoted young adult participation on our UU Legislative Ministry of California's Water Justice Tour this past summer. We support OWL training for facilitators. We are attempting to network the Young Adult groups within our congregations. We ran 18 pieces in our District newsletter on Young Adult issues this past year. We continue to struggle with how to support congregational campus ministry efforts. They appear to only work well, over time, if there is staffing for them.

**Pacific Northern New England District:**

Seasonal articles to congregational leaders encourage them to reach out to young adults, especially new bridgers by paying for their subscription to UU World, sending them care-packages if they've moved and alerting congregations in their area of the gem in their midst. I also send an 'ad' in the

spring to congregational newsletter editors publicizing ConnectUU and Church of the Younger Fellowship.

**Pacific Southwest District:**

We support getting the local congregations and congregational clusters in getting the resources they need to do young adult work, whatever does such we support.

**Prairie Star District:**

Our Youth and Young Adult specialist has actively involved with planning regional conferences for young adults.

**St. Lawrence District:**

The SLD has involved itself in the larger UU movement by participating in a national YACM training and meeting in fall 2008, and continues contact with YACM professionals in other district and our NRG. The YACM consultant stays informed of the UUA's Young Adult Ministries Office initiatives, and works collaboratively with them. We focus on youth (ages 14-19)

**COMMITTEES & ORGANIZATIONS**

**General Assembly Planning Committee:**

We provide program space and slots at GA and a page in the Program Book to promote young adult programming. We offer financial aid.

**Interweave:**

Yes, although one of our goals is to become more supportive. See above description under question 4.

**4. *How does your committee/organization attend to the needs of YOUNG ADULTS with historically marginalized identities, both within its own membership and in our larger UU movement?***

**DISTRICTS**

**Central MidWest District:**

We have had two Groundwork trainings in the last few years. At the Young adult conferences we often feature YA OWL and LGBT workshops, always include a Anti-Oppression/Social justice workshop, Transgender facilities. We have offered Anti-Oppression/Anti-racism Workshops at District Annual Assembly

**Clara Barton District:**

The District provides resources and support to district congregations in their ministry to marginalized young adults. This is a growing edge for our district.

**Metro New York District:**

Not specifically addressed, though our Anti-Racism and Diversity Committee is very active in the District and could be used as a resource to take this on.



**Mountain Desert District:**

We have no specific approach to marginalized populations.

**MidSouth District & Florida District:**

Florida is in deep conversation with Paula Cole Jones and Sofia Betancourt. FLD - has an ends statement that states the importance of anti-racism and anti-oppression work to the movement, district and to the health of congregations. MSD - Strategic planning will help us to identify issues and plan for making the needed changes. This process will help us to focus in on where we need to work to be more inclusive. MSD practices racial hospitality and is a very welcoming District.

**Northern New England District:**

Same as [Question]#6; Our district is still in transition from the merging of two former districts so programming and leadership development for any young adults have not been attended to well.

**Ohio Meadville District:**

No specific programs or outreach at this time except for reduced rates at District Assembly for all Young Adults.

**Pacific Central District:**

We have had workshops on this at District Assembly, and are planning a workshop this year on Claiming Identity for people of color. We are just beginning a Racial and Cultural Diversity Committee to help with these kinds of issues.

**Pacific Northwest District:**

Our focus is exclusively on empowering congregations to do so. Our biggest success has been in multi-generational efforts around GBLT programs.

**Pacific Southwest District:**

We have sponsored workshops and use an anti-racist/anti-oppression/multicultural lens in our planning. We also have a scholarship fund for persons of color to help them participate in District events.

**Prairie Star District:**

Our district has a commitment to becoming an anti-racist, anti-oppressive, multicultural organization. We have a task force dedicated to helping us achieve that goal, including our work with youth and young adults. Our Youth and Young Adult specialist recently attended the ARE conference in Kansas City.

**St. Lawrence District:**

The YACM consultant strives to continue her exposure to trainings with multicultural, anti-racism, anti-oppression focus. The SLD leadership is also having discussions about how we can do a better job about being welcoming and inclusive.

**COMMITTEES & ORGANIZATIONS****General Assembly Planning Committee:**

We commit to ongoing ARAOMC training, discussion and process observation internally. We sponsor and support this at GA. We support the Right Relationship Team at GA, which is young adult led.

**Interweave:**

Another one of our goals is to build connections with other groups working to end oppression toward historically marginalized people, recognizing none of us will be truly free until all oppression is a thing of the past, and that oppressions are linked. We plan to fully include young adults in this conversation.

**5. *What plans, if any, does your committee/organization have to become more inclusive and supportive of YOUNG ADULTS in the future?*****DISTRICTS****Central MidWest District:**

Working on creating a CMWD YA leaders core group. District vision priority is to increase staffing to half-time Young Adult position. Finding ways to give direct congregational support.

**Clara Barton District:**

The district is in the beginning stages of creating a registry of young adults and campus ministry groups and supports in the Clara Barton District. And will subsequently be supporting these opportunities, liaisons, and organizations by connecting our younger adults to this resource.

**Metro New York District:**

We plan to continue the funding for the YACM consultant after the cessation of the UUA funding.

**Mountain Desert District:**

We continue to believe that strong congregations are the best place for young adults to experience our tradition. We support congregations in working effectively with young adults.

**MidSouth District & Florida District:**

Continued funding. We are always striving to be supportive of all ages and we are looking for ways in which we can be more inclusive. MSD - the development of our strategic plan will include how we are and will be supportive. FLD - the development of a young adult outreach program that was a grant given to a young adult DRE will help us to development an even stronger relationship in the future. Once we have a plan or pattern to follow we will share it with others so that is can be built on and replicated. Young adults on the Faith Development Council help keep us in touch and thinking about the future.

**Northern New England District:**

Same as #6; We hope to help create a young adult network, support the organization of YA weekend events, and offer leadership opportunities

**Ohio Meadville District:**

One of our clusters is focused on campus ministry using an Association Sunday Growth grant. The OMD YACM consultant will be focusing more attention to campus ministry in the future with the help of the YA Program Team.

**Pacific Central District:**

We do not have additional plans at this time, beyond that which I've already mentioned. We do plan to continue the work we are doing which will, no doubt, evolve as new needs are identified and new leaders emerge.

**Pacific Northwest District:**

This sounds counter-intuitive, but staff time and resources have been committed to helping a fledgling Pacific NW UU Young Adult group form outside of the district confines. It was felt that the district structure, policies and procedures were holding back the young adult vision of community (Cons, specifically.) District staff coached the group in areas of budgets and policy creations. The staff also vouched for them personally when the young adult group went to congregations for support and building space for events. They are doing a great job, and the district is more than happy to help spread the word through existing communication channels.

**Pacific Southwest District:**

Continue the work we are doing.

**Prairie Star District:**

We hope to expand on some of the initiatives that we've already started: more scholarships to our Annual Conference, actively increasing participation of young adults in Leadership School, using new technologies to make it easier for young adults with children to participant in meetings and leadership trainings.

**St. Lawrence District:**

The district is working to build networks of young adults, and to support young adults by identifying and supporting their allies as well. The YACM consultant is presenting a DA workshop and participating in the planning and execution of the district bridging ceremony.

**COMMITTEES & ORGANIZATIONS**

**Interweave:**

See above description under question 4.

## Youth Ministry Questions

**6. Does your committee/organization intentionally invite the participation of YOUTH (13-18 inclusive), and if so, how?**

### DISTRICTS

#### **Central MidWest District:**

We offer many ways for our youth to participate: Youth trustee on District Board, DYSC District Youth Steering Committee, District Youth Conferences, Youth Trainings (LDC, SDC, Groundwork), CMWD Youth Council for leadership development, new Youth Midwest Leadership School.

#### **Clara Barton District:**

Yes. CBD is currently going through an assessment and evaluation of youth ministry in our district congregations. Youth and Young Adults are members of the District's Youth Ministry Roundtable (our assess/eval team of 11). They just recently completed a Youth Rally day in which youth, ministers, religious educators, youth advisors, parents and congregational leaders came together to talk about what works well in their congregational youth ministry, what doesn't, and to boldly imagine youth ministry at its best in the district and in individual congregations. Youth were energized and enthusiastic and made many meaningful connections to other youth and adults across the district. A short survey is also planned for later this month for several constituency groups including youth, ministers, religious educators, and youth advisors. The Roundtable will make a recommendation to the District Board of Trustees in the spring regarding youth ministry in both the district and the congregations. The District's annual Middle School Youth Rally is exceptionally popular, well attended, and celebrating its 13th year. The District works hard to vary the opportunities for youth participation, including cons, daylong events, and shorter meetings. The district encourages congregations to cluster with other congregations in creating opportunities for youth to meet, work, and socialize with other area UU youth. The district helps provide these connections, and many times initiates them.

#### **Metro New York District:**

We have a District YAC (self-supporting with funds from cons) that plans programming. We have a part time Youth Ministry consultant that is funded in the budget, as well as a Youth Advisor task force.

#### **Mountain Desert District:**

Youth are always invited and usually attend district events from the annual meeting to the major conferences.

#### **MidSouth District & Florida District:**

MSD has the SR. Youth Chair and Jr. Youth Chair from Youth Adult Committee YAC who attend District Board meetings. The SR Youth Chair is sits on the District Board. One vote but both youth participate. FLD is supporting the growth of strong dynamic congregational youth programs and groups. There is not a representational Broad we have Policy Governance. At the last Board retreat we talk about having two youth on the Board with the understanding that they would have the larger picture in mind. They would not represent youth on the Board rather they would address the bigger picture from their point of view. FLD - has an ends statement that states the importance of youth to the movement, District and to the health of congregations.

**Northern New England District:**

As District Staff focusing on small congregations, I have not yet focused on this relying on the program consultant to maintain this focus.

Right now there are two youth-adult committees, holdovers from the former districts. Youth are serving on those committees. There is a youth on the district board, though there is not a "youth seat". Youth have been invited to serve on the youth ministry task force

**Ohio Meadville District:**

Empowered YAC. YAC representative on the OMD Board. OMD Summer Institute Youth Panel (Summer Institute is a major week long program in the OMD j- over 625 adults, YA, youth and children every summer.)

**Pacific Central District:**

Yes, we have a youth member of our Board of Trustees, a designated slot per our bylaws. We regularly promote other opportunities through our widely read weekly e-newsletter. We actively sought out youth members for a newly created group called the Umbrella Council that ensures district programming for middle schoolers, youth, and young adults."

**Pacific Northwest District:**

I know this was a couple years ago, but when GA was in Portland, we had a district-wide Chalice Lighter call that went out to raise money to send youth to General Assembly. We packed the place with youth!! Youth Ministry effort probably receives the most staff attention from the Program Specialist. Of the consultants she works with, 1/3 are youth ministry related (over half of them are youth themselves.) Youth Con deans are always youth. GoldMine Youth Leadership School has two youth co-deans with Samaya Oakley (adult.)

**Pacific Southwest District:**

Yes, represented on our board.

**Prairie Star District:**

The scholarships to our Annual Meeting are available to youth, too. And we've started a new youth component for our Midwest Leadership School.

The SLD intentionally invites the participation of youth by funding a Youth Coordinator, supporting a YAC, and reserving a full voting seat on the Board of Trustees for a youth.

**St. Lawrence District:**

Yes, we serve the needs of youth ages 14-18, or 19 if still in high school.

**COMMITTEES & ORGANIZATIONS****General Assembly Planning Committee:**

We meet with Youth Caucus staff at our April meeting. Youth representatives are included in the GA grid- planning meeting. A committee liaison is designated to stay in touch with youth leadership

**Interweave:**

All previous answers for young adults are applicable for all these questions (except that we have no youth on our board — or technically, a youth who is transitioning to young adulthood). We have also previously sponsored the SATUURDAY conference for queer youth, and were a stakeholder group in the Consultation on Ministry to and with Youth.

**7. If your committee/organization includes YOUTH members, in what ways is their involvement encouraged and supported?**

**DISTRICTS**

**Central MidWest District:**

Scholarships to make all district events accessible, Quarter time Staff position, website, announcement resources, Youth Advisor trainings, Youth Chaplain (Meadville student with CPE experience) at District youth conferences

**Clara Barton District:**

The district looks at all programs and ministry through a multigenerational lens. We provide leadership development opportunities for youth through district task force work, UUA youth trainings, and social justice events. The district provides both formal and informal opportunities for youth to connect to other youth and congregations.

**Metro New York District:**

We do not have representational youth board members (phased out when we moved to policy governance). We have sought youth for our AntiRacism and Diversity Cmte, but it has not proved fruitful. We do invite youth to attend and provide programming for our Annual Meeting - there is usually a bridging service and workshops by and for youth.

**Metro New York District:**

They are recruited as teams and given reduced registration, scholarships and transportation at district expense.

**MidSouth District & Florida District:**

MSD - Adult YAC and the Youth co-chairs come to Board meetings that way there is built in support YAC is funded through the District budget. Staff participates in the teaching youth conference every year. MSD does basic advisor training every year co-lead by a youth and an adult. We hold one training conference for youth every year. FLD does training for adult advisors to congregational youth groups at least once a year and often twice. We are encouraging cluster involvement and gatherings. There is a group that was YRUU who have voted to be a separate organization from the District they are called Beacon. Congregations are responsible for their relationship with Beacon.

**Northern New England District :**

via the program consultant's work; Budget, program consultant time, support and advice, district library resources,

**Ohio Meadville District:**

YAC is funded by the OMD budget Scholarships for training and attendance at special events such as UU-UNO Youth Ministry Consultant on OMD staff

**Pacific Central District:**

Our Board has a Youth and Young Adult working group, and is currently gathering examples of Best Practices in youth ministry. We financially support a YRUU group as part of our district programming, and work closely with them on the quality of their programming. We have an

excellent, highly regarded Coming of Age program. We have a very popular program for youth at our annual District Assembly, and well as workshops for adults about youth ministry."

**Pacific Northwest District:**

The Youth Empowerment Services consultants (Youth Ministry Consultants, Youth Chaplain Team, and Youth Con Consultants) are paid the same rate as adult consultants.

**Pacific Southwest District:**

We have a team that plans youth camps and cons, it is supported financially and by adult volunteers across the District, we also have a counselor in training program for youth to become counselors at camps for elementary and middle school.

**Prairie Star District:**

We actively seek to include youth as much as possible on our committees, although we have the usual difficulties attracting and retaining them. Our Board is discussing ways to make it easier for youth to be an integral part of district leadership.

**St. Lawrence District :**

Youth member of the Board is encouraged to participate fully. Recently her input was most useful on a Task Force to finalize Safety Policy proposal. When a youth member to the Futures Team (long range planning) could not be found, the team solicited youth feedback and comments at Youth Conferences.

Youth are encouraged to consider joining our District Youth Adult Committee (YAC) which is composed of three adults and 8 youth. The YAC is our governing body. The YAC also serves to assist congregational youth groups with trainings and counsel for youth leaders and advisors.

**COMMITTEES & ORGANIZATIONS**

**General Assembly Planning Committee:**

There have been no youth members elected or appointed.

**8. Does your committee/organization support ministry to and with YOUTH in our larger UU movement, and if so, how?**

**DISTRICTS**

**Central MidWest District:**

Scholarships to LDC Training and SDC trainings, conferences, UUNO. We publicize these opportunities and scholarship funds. Annual REALL conference for anyone interested in religious education and youth, District Annual Assembly Focus on youth and young adult issues.

**Clara Barton District:**

The district provides education, advisory support, resources to connect youth to our larger UU movement. The district also celebrates and affirms district youth who actively participate and our UU movement.

**Metro New York District:**

We did have funding for youth council reps when that program was active. In our four-district cooperative, NRG, we do have processes for the youth ministry consultants to support each other in planning. Our Leadership School, UULTI, has a multigenerational focus with youth and young adult leadership. This year we are planning to welcome youth participants to leadership school.

**Mountain Desert District:**

The wording of this question is strange. We are currently re-imagining our district youth ministry to better meet their needs as they articulate them and as we understand them. This is a highly participatory Appreciative Inquiry process involving youth, advisers, parents and staff.

**MidSouth District & Florida District:**

Yes, District Board priority to promote youth work within congregations. MSD is exploring the need and expressing the importance of everyone worshiping together on Sunday mornings. Three congregations have moved their education piece of Sunday morning to a second hour so that the children, youth and adults can worship together. This is a move toward worship with not for. We worship with our children. Our children worship with us. We worship with our youth. Our youth worship with us. We are a faith community worshiping together. Worship is the time we set aside each week to uphold that which we find most worthy. There is no better way for our children to learn who we are and what we value than through worshiping as a whole community. FLD - We preach the same message in Florida. Florida's demographics are difficult. However, several of our larger congregations have youth choirs and youth involvement in worship. This would include youth as Worship Associates, ushers, greeters, storytellers and speakers. In both Districts (MSD and FLD) we talk about the need for worship to feed everyone and to have elements in it that appeal to the three learning styles, all age groups and people with different cultural needs. Regionally (TJ, MSD, FLD and SWC) we are doing two leadership development retreats and youth are welcome. There will be nothing there that is inappropriate for youth to take part in such as alcohol. TJ is hosting a Goldmine Training. Adults and youth from both MSD and FLD will be urged to attend. MSD is in relationship with Thomas Jefferson District and we take turns hosting all-inclusive (all ages) OWL training. Both Districts are supportive of youth events at The Mountain. In both Districts we talk about what keeps young people in denominations, what studies have shown us and how we can. In both Districts we talk about who is not at the table and so whose voice we are not hearing. In both Districts we are pushing for more inclusivity.

**Northern New England District:**

Via the program consultant's work; we are consciously working towards accountability to the youth and young adult resolution passed at 08 GA. I pass on any info from UUA to youth

**Ohio Meadville District:**

We plan to support youth attending UULTI this summer with scholarships. UULTI will provide a special Youth Leadership track.

**Pacific Central District:**

We conducted a survey after the Youth and Young Adult Empowerment Resolutions were passed, asking congregational staff, leaders, and other members to tell us (1) how satisfied they were with both their youth and young adult ministries, and (2) what it would take to strengthen these ministries. Our Board created a special Youth and Young Adult Ministry Working Group. We have an excellent Coming of Age program. We've held many workshops over the passed five years on inclusive worship. We support OWL training for facilitators. We ran 21 pieces on youth issues in our newsletter this past year."



**Pacific Northwest District:**

We encourage youth groups to connect with other youth groups. We highly encourage youth groups to attend General Assembly. We did not publicize the Continental Con when it was in existence and actually discouraged congregations from sending youth (for safety reasons.) We have had several youth from our district serve on UUA committees and task forces. The district had a hand in those connections and we are thrilled with the outcomes.

**Pacific Southwest District:**

We focus on getting support to the congregations and clusters in our District, we want them to offer excellent youth programming and whatever helps the local congregation we support

**Prairie Star District:**

Again, our Youth and Young Adult specialist works closely with UUA staff charged with addressing the needs of youth.

**St. Lawrence District :**

The district support a team attending the NRG training in NJ in August. The Youth Coordinator stays abreast of UUA and NRG initiatives. We support district wide youth events to help teens expand their focus beyond their home congregations. This often serves as a gateway to continental events. Also, we encourage youth to see themselves as leaders in their church community and begin to see themselves as contributing members.

**COMMITTEES & ORGANIZATIONS**

**General Assembly Planning Committee:**

We substantially underwrite and support youth programming at GA. We have insisted on their consultation and full inclusion in UU University programming. We're partnering with youth caucus staff members in monitoring and evaluating each track with a youth-inclusion and ARAOMC lens.

**9. *How does your committee/organization attend to the needs of YOUTH with historically marginalized identities, both within its own membership and in our larger UU movement?***

**DISTRICTS**

**Central MidWest District:**

Groundwork Training, LGBT support group at every youth conferences, and LGBT allies Workshop, Youth Chaplain, LDC and SDC, dialogue in all trainings, Renaissance, integrate it into all trainings, awareness and sensitivity.

**Clara Barton District:**

The district provides education and support for congregations and you around the special ministry. Our trainings and connections include Sally Patton's Involve training, youth advisor trainings, joint collaboration with the local LREDA chapter, and religious educator cluster meetings.

**Metro New York District:**

The youth do have identity groups at their events to support marginalized youth. They plan AR and SJ cons and events.

**Mountain Desert District:**

We have a DRUUMM chapter but few youth have elected to join it. We do some cultural sensitivity training for everyone and maintain right relations in all our gatherings.

**MidSouth District & Florida District:**

MSD - Strategic planning will help us to identify issues and plan for naming the needed changes.  
FLD - has an ends statement that states the importance of anti-racism and anti-oppression work to the movement., district and to the health of congregations.

**Northern New England District:**

Our district staff has embarked on training and strategizing to respond to needs and gifts of marginalized communities of all ages; There is a district sponsored Welcoming congregation workshop where youth are invited to attend or present.

**Ohio Meadville District:**

No specific programs.

**Pacific Central District:**

We have had workshops on this at District Assembly, and are planning a workshop this year on Claiming Identity for people of color. We are just beginning a Racial and Cultural Diversity Committee to help with these kinds of issues."

**Pacific Northwest District:**

Our focus is almost exclusively on empowering congregations to do so. Our biggest success has been in multi-generational efforts around GBLT programs. However, there is an implicit effort to support youth of color in leadership positions.

**Pacific Southwest District:**

We have done workshops, encourage their participation in leadership and have a scholarship fund that helps people of color participate at District events. We are offering a multicultural religious education Renaissance Module this spring to help religious educators find ways to support historically marginalized identities in their programs, including youth.

**St. Lawrence District:**

The current focus is being welcoming and inclusive in a general sense. The Youth Coordinator and PC have spoken of the need for more specific programs in the future; We strive to be empowering and accepting and to develop a culture where all youth are comfortable participating. All of our trainings include anti-oppression, inclusion components.

**COMMITTEES & ORGANIZATIONS****General Assembly Planning Committee:**

We provide Youth Caucus with the space, funds and freedom to do this, with our liaison advice and support available. We support the Right Relationship team.

**10. What plans, if any, does your committee/organization have to become more inclusive and supportive of YOUTH in the future?**

**DISTRICTS**

**Central MidWest District:**

Online Youth Advisor Trainings, ongoing effort always looking to enhance in our agenda and planning for all district events. Also, increasing staffing to half-time / district plans to move the current half-time Youth & Young Adult position to full-time in a year.

**Clara Barton District:**

The District envisions well-educated, committed congregational staff and leaders who embrace a vision of multigenerational ministry and actively work towards this vision. We see our role is to support the youth and our congregations in this important work. We anticipate the recommendation of the Youth Ministry Roundtable to include youth as central participants to district support of youth ministry in our congregations. We plan to continue to connect congregations for clustering opportunities around OWL, Coming of Age, and other youth events. We see our role as a conduit and educator regarding these opportunities.

**Metro New York District:**

We plan to continue funding youth programming and the youth ministry consultant.

**Mountain Desert District:**

Our new district youth ministry program is designed to work collaboratively with congregations to strengthen their programs while relying on the district for immersion experiences, meaningful trips and major opportunities.

**MidSouth District & Florida District:**

Continued cooperation with "Beacon," Florida's successor to YRUU, and encouraging congregation-based youth ministry. MSD - Strategic planning. FLD - considering electing Youth to the Board

**Northern New England District :**

Looking at resource development for small congregations to possibly include specific resources for youth and young adults in small congregations; Many, many hours [invested in]writing policies, designing and offering workshops, advocating and promoting for youth. I work with both youth-adult committees on an ongoing basis.

**Ohio Meadville District:**

We are hosting a series of Youth Ministry Cluster Experiences to help our clusters move toward shared programming with the hope that the youth programs in the congregations will be strengthened

**Pacific Central District:**

We hope to start a Leadership School for youth, using the Goldmine model that has been so successful in PNWD.

**Pacific Northwest District:**

We continue to fine-tune this area, which I believe is one of the strongest areas of our district work. A new list-serve is forming for youth serving on congregational boards in our district. We finally have the numbers to support such an effort.

**Pacific Southwest District:**

To continue the work we are doing.

**Prairie Star District:**

We are planning a Youth Summit for the fall to bring together youth and adults from throughout the district in hopes of revitalizing our youth programming on the district level.

**St. Lawrence District:**

In the wide-ranging discussions around the proposed Safety Policy, there was attention paid to not only keeping youth safe, but also encouraging their full participation in doing the work of the district; this is who we are and what we do!

**COMMITTEES & ORGANIZATIONS**

**General Assembly Planning Committee:**

We're waiting for the new youth ministry structure to emerge and plan to accommodate to that and what youth identify as needed. So we'll do more of the same but with adjustment.

## General Questions

11. *What recommendations, if any, would you make to the UUA in its effort to support ministry to and with YOUTH and YOUNG ADULTS?*

### DISTRICTS

#### Central MidWest District:

Examine how to shift congregation culture - this is critical; ministers need to be on board and supportive or the congregation won't be. Examine best practices across the country and how they can be shared, replicated, supported and used. Create a collection of resources and models that can be disseminated to regional trainers that can be adapted for particular needs. (not rigid or inflexible models/leaders). Sending out timely announcements and complete information of youth opportunities with consideration of a typical congregational calendar. Relevant, diverse, Accessible (cost!) Trainings. New Ideas, visionary leadership. Resources for organizing and assisting marginalized identity groups. Youth and Young adult contemporary web presence. Bridger tracking and models for congregations to support bridgers. Support for District Staff: resources, trainings/meetings, best practices, conference calls.

#### Clara Barton District:

I think it is essential for UUA and District Staff to have direct and regular dialogue and connections in support of ministry to and with both youth and young adults. We should function as members of the same team.

#### Metro New York District:

Continue funding this ministry. Provide resources and training for youth and young adult staff and volunteers.

#### Mountain Desert District:

These ministries are best supported at a congregational level. Our historic response has fractured congregations leaving us with little capacity to worship, work or celebrate together. Resources need to be put into congregations.

#### MidSouth District & Florida District:

I would urge us to give and demand respect both for the individual and the institution. For far too long we have not demanded respect nor behaved respectfully. We should not make youth token members of any board, committee or any other body - but rather engage people of all ages in real relationship and deep discussion. We should make a concerted effort to foster connections and make room for the leadership and the vision of youth. This would mean that we design leadership experiences that take into consideration all of the people in our movement with a gift for leadership. I am not sure that we have yet asked ourselves the deepest question. It is important that we figure out what it is about us that makes us focus our anxiety on our youth about every 7 - 10 years. I began working with UU youth in 1978. The relationship with our youth was broken then and we have found ourselves over and over again making attempts to fix the relationship by restructuring. LRY - Consolidation - Common Ground I & II - YRUU - Consultation on Ministry to and with Youth. All of these steps could be seen as the movement itself growing up. We are only 47 years old and have had a difficult struggle with our own institutional adolescence. I know that the Consultation on Ministry is an attempt to engage in deep dialog and I applaud that. However, each attempt has been a restructuring and is a technical solution to an adaptive issue. Restructuring

won't fix a relationship. We must stay engaged - deeply and genuinely engaged so that the relationship itself becomes the norm. We must stay in this struggle respectfully calling ourselves and each other back into covenant. We must have high expectations and we must stay the course taking principled stands for the good of the whole and not allowing emotions to throw us off course. As we, together discover the changes that we need to make for the good of our movement it is important to honor the hard work of those who came before us, live our covenant and polity fully and put things in place today for a better more inclusive tomorrow.

**Northern New England District:**

Send this survey out again in 6 months. It is a strong reminder of the need to refocus on the work. Thank you; Work closely with district staff. I think the Youth Summit and ongoing work with YM working group is superb!

**Ohio Meadville District:**

Support the theological schools in their efforts to prepare ministers to serve these populations. Clear, well-communicated and user-friendly bridging materials

**Pacific Central District:**

I think UUA staff should be aware, if they are not already, that there is fairly low interest in youth and young adult ministry coming from our congregations, in spite of the overwhelming vote of the delegates. The delegates might have voted differently if the resolution required something of THEM. In some cases, these resolutions actually seem to create feelings of resentment back in the congregations, who see them as something not from their delegates, but from "the UUA." Here are some of the comments on this from our survey: "Doubtful that very many are paying close attention to continental developments." "Frankly I have felt kind of bullied by the responsive resolution process in the past--it feels like yet another demand from on high to get in sync with the new ""party line,"" regardless of our context, history, and current priorities." "We look to the UUA more as a way to share wisdom and pool resources, and less as a source of marching orders." "GA resolutions are a bunch of people hopping onto the politically correct bandwagon of the moment. They mean nothing. We passed five of them in Portland as fast as they could be announced; people voted yes and checked their dinner reservations.""

**Pacific Northwest District:**

Encourage (short of mandate - ha!) ministers to get involved in the lives and ministry of the youth and young adults, particularly at the local levels!! Please keep those categories separate. They really are (at least) two unique chronological and developmental groups with unique developmental and spiritual needs. In seminaries, develop courses to train future ministries in what they need to know to support vibrant youth and young adult ministry. We all deserve that!

**Pacific Southwest District:**

To find more ways to support the local congregations, clusters, and regions in their programming.

**Prairie Star District:**

I like the idea of a combined Youth and Young Adult office, housed in the Lifespan Faith Development staff group. It would certainly be helpful if those of us who work with youth and young adults on the district level could have one place to address our questions and concerns.

**St. Lawrence District:**

Funding for YA trainings and professionals is very much appreciated! Recent revisions to the Bridge program will increase our ability to stay in contact with recently bridged young adults, and so receives the support of our YACM consultant. We support the change in definition of youth, and

look to the Task Force to propose specific and realistic ways of organizing Youth and Young Adult Ministries. Decision should be made ASAP about the Chrysalis Program, and if it is continued adequate trainings of youth trainers should be provided. Adjustments should also be made so that costs of trainings can be reduced; provide adequate funding to train youth leaders and advisors so that youth programming is intentional, and substantial. Make this information easily accessible and affordable. Assist youth and adults to understand and implement youth empowerment. Always include youth voices in the development of resources and trainings.

## **COMMITTEES & ORGANIZATIONS**

### **General Assembly Planning Committee:**

There's need for both financially supported age-specific programming at GA and other big gatherings, and more truly intergenerational programming that includes roles in leadership and planning for youth and young adults.

### **Interweave:**

Don't forget our queer youth and young adults! BGLTQ youth and young adults need our support more than our queer adults, and more than our straight youth, I think. And thank you for including us (Interweave) on this survey.

- 12. *Are there any other ways in which your committee/organization is responding to the "Youth and Young Adult Empowerment Resolution"?***

## **DISTRICTS**

### **Central MidWest District:**

Since the Resolution emerged from leaders in our district many of its core values and ideals are already embodied in our organization. We continue to hold out a vision of fully integrated youth and young adults to our congregational leaders, drawing from the newest, most relevant (non-UU) publications and organizations that engage youth and young adult ministry.

### **Clara Barton District:**

We are sponsoring a facilitated conversation between ministers and religious educators on the topic of multigenerational ministry this spring. We have made our congregations and our religious professionals aware of the empowerment resolution and the recommendations of the UUA Youth Ministry Consultation. We continue to provide tools, resources, training around appropriate and effective youth ministry. The Empowerment Resolution has resulted in our being more intentional as District Staff about articulating what we currently do, what we encourage our congregations to do, and what we plan to do in the future. We intentionally work towards making direct more connections for our congregations to youth ministry opportunities and commitments on the congregational level, at the district level, and at the national level,

### **Florida District:**

In truth, we're waiting for further inputs from studies such as this.

### **Northern New England District:**

Not that I am currently aware of; as said before, I publicize it as a responsibility our district should make toward youth and YAs. I intentionally spend much time and consequently district funds on

youth ministry. We are ramping up youth advisor trainings (home grown), youth leadership skills trainings, and organizational development work for district youth-adult committees. My main focus is to educate congregations to do their work better and more consciously.

**Ohio Meadville District:**

The OMD UUMA chapter has been invited to support the Youth Ministry Cluster Experience initiative. Karen L notes - "In all honesty, I have been waiting for some guidance from the UUA, so I appreciate this opportunity to engage with these issues" Thank you.

**Pacific Central District:**

With only two staff members to cover everything we are at the limit of our capacity to do more unless we take even more time away from other priorities. I wish it were otherwise.

**Pacific Northwest District:**

It was a topic of discussion for our Youth Empowerment Services team. They are looking forward to reading the report from this survey.

**Prairie Star District:**

We are just beginning to work on our response. We're planning on using the resolution as a guidepost for our plans to make our district as supportive of youth and young adults as possible.

**St. Lawrence District:**

The YACM consultant uses email to keep young adults in district informed of the process. Youth Coordinator is aware, and process has been discussed at meeting of Board of Trustees; we are encouraging youth to bring these topics and this resolution into play at their home churches. We are encouraging congregations to support youth through funding and programming that meets their expressed needs.

**COMMITTEES & ORGANIZATIONS**

**General Assembly Planning Committee:**

Designing and giving priority and support to the Synergy Worship at GA, which brings the youth and young adults into collaboration and leadership to present a major, highly visible program at GA. Insisting on youth and young adult consultation in the planning of UU University as one of our core requirements for the UUU planning team, and our plan to monitor its intergenerational inclusiveness.

**Interweave:**

We are not responding to the resolution. We are designing a program that is consistent with the values of our congregations in partnership with our youth.



## Appendix A – Participating Committees, Districts, and Organizations

Thanks to the following committees, districts, and organizations for participating in this survey.

Central Midwest District  
Clara Barton District  
Florida District  
General Assembly Planning Committee  
Interweave Continental  
Metro New York District  
Mid-South District  
Mountain Desert District  
Northern New England District  
Ohio Meadville District  
Pacific Central District:  
Pacific Northwest District  
Pacific Southwest District  
Prairie Star District  
St. Lawrence District