

May 6, 2009

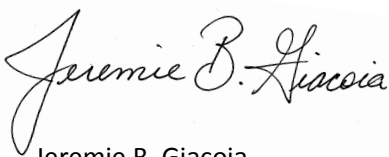
To Whom It May Concern:

As requested in the 2008 General Assembly Responsive Resolution *Youth and Young Adult Empowerment Resolution: Accountability*, the following is a report from the Youth Ministry Office on our activities, events, resources and programs related to the four points referenced in the resolution during the 2009 Fiscal Year.

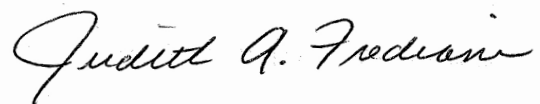
This year, the Youth Ministry Office was charged with maintaining key youth ministry services during a transitional year and supporting the Youth Ministry Working Group and the culmination of the Youth Ministry Consultation process. In this role, our office advocates, provides training and leadership opportunities, and develops resources and programs for youth and those who work with youth. Our goal is a youth ministry that is congregationally-based, multigenerational, spirit-centered, counter-oppressive, multicultural and radically inclusive.

While not exhaustive, the following report outlines many of our efforts in line with the goals of the 2008 resolution. We welcome your feedback and look forward to moving into a new time for youth ministry, together.

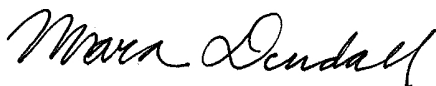
Sincerely,



Jeremie B. Giacoia  
Program Associate for Youth Ministry



Judith A. Frediani  
Director for Lifespan Faith Development



Mara Dowdall  
Interim Youth Ministry Director

### *Topic 1: Invite ministerial support to youth and young adults through inclusive worship and intentional presence.*

We recognize, as did the Consultation on Ministry to and with Youth, that youth ministry is the responsibility of all Unitarian Universalists. As such, our work in this area has been focused on equipping congregations and districts with the skills and resources to provide this support as well as providing opportunities for youth to attend gatherings where this support can be found.

Prior to Fiscal Year 2009, the Youth Ministry Office and the Ministry and Professional Leadership Staff Group co-sponsored the Roundtable on Theological Education and Youth Ministry. This roundtable resulted in recommendations for ministerial competence in youth ministry, which included ideas for Unitarian Universalist Ministers Association (UUMA) chapter youth ministry consultants, continuing education for ministers, and suggestions for courses in theological schools. These recommendations were incorporated in the work of the Youth Ministry Working Group and continue to be guides for our office as we consult with and aid those groups directly responsible.

To further invite ministerial support, the Youth Ministry Office advocated for youth ministry at various continental and district events and meetings. The following is a sampling of those events:

- Liberal Religious Educators Association (LREDA) Fall Conference
- Excellence in Ministry Summit
- Youth Ministry Working Group Meetings
- General Assembly workshops and events
- UU University planning and implementation
- Diverse Revolutionary UU Multicultural Ministries (DRUUMM) Fall Conference
- DRUUMM Asian/Pacific Islander Caucus (APIC) Annual Conference
- Addictions Ministry Task Force

In addition, the Youth Ministry Office meets and collaborates with the Curriculum Office in Lifespan Faith Development and holds joint meetings with the UUA Office of Young Adult Ministries to work together on projects relevant to youth and young adults and exchange ideas and best practices.

Finally, the Youth Ministry Office provides direct consultation to congregations and districts for ministerial support by lay and professional religious leaders for inclusive worship and intentional presence for youth and young adults, including the intentional presence of adults of color for youth of color.

### *Topic 2: Invest financial support in youth and young adult leadership bodies and programs when viable.*

Our office works exclusively on youth ministry resources and programs. The entire Youth Ministry Office budget of approximately \$415,000 supports youth leadership bodies and programs, including the staff that develops and supports those programs.

The Youth Ministry Office financially and administratively supported several groups this year, most notably the Youth Ministry Working Group and the culmination of the Youth Ministry Consultation process. The office also supported the Chrysalis Training Program for youth leadership development, Youth Caucus at General Assembly, and the Youth Social Justice Roundtable.

The Youth Ministry Office provides funds to support individual youth through scholarships. This year, scholarships were provided for travel to DRUJMM Fall Conference and General Assembly. The Youth Ministry Office also helps fund youth leadership development events such as the Sexuality Education Advocacy Training (SEAT).

In addition, a significant part of the Curriculum Office budget of Lifespan Faith Development supports youth programming through the development of multiple programs and resources for junior and senior high youth in the Tapestry of Faith curriculum series, and through the Curriculum Office staff position of Youth Programs Director. Similarly, young adult ministry is supported through Tapestry of Faith programs developed in the Curriculum Office under the Adult Programs Director.

*Topic 3: Provide support for youth and young adult staff and volunteers to receive suitable training and resources, including self-directed anti-racism and anti-oppression trainings.*

Part of the charge issued to the Youth Ministry Office to maintain key services during this time of transition was to maintain the resources and trainings that the office had been providing. In addition, the office developed and revamped several communication fronts to help disseminate resources and training information more successfully.

### ***Chrysalis Trainings***

The Youth Ministry Office administers the Chrysalis Training Program. In this program, the office maintains a database of trainers, offers training of trainers, and handles the administrative work of setting up the training team. In this system, districts, organizations or clusters of congregations contact the Youth Ministry Office requesting a training on particular dates. These trainings are the Basic Advisor Training, the Advanced Advisor Training, the Leadership Development Conference, the Spirituality Development Conference and the Chaplain Training. Once the training is requested, the Youth Ministry Office will select trainers and provide support to the planning team and training team as they work together. This structure may change as the Youth Ministry Office responds to the Youth Ministry Working Group's recommendations.

In Fiscal Year 2009, there were three Basic Advisor Trainings, three Spirituality Development Conferences and one Chaplain Training that the office administered. The office also consulted with several districts hosting their own trainings. There was no Training of Trainers this year.

### *Electronic Communication*

The Youth Ministry Office undertook several communication tasks this year to enhance our ability to share information with youth and those who work with them. We continued to maintain a number of email lists for youth and adults to discuss a variety of topics around youth ministry. A listing can be found at <http://www.uua.org/leaders/youth/21244.shtml>.

One of our largest communication undertakings was a restructuring of all youth content on [uua.org](http://www.uua.org). Previously, there was no centralized location to access both youth resources as well as get updates about the youth ministry implementation process. This restructuring linked all youth content to [www.uua.org/youth](http://www.uua.org/youth) to make it easier to navigate. Paired with this restructuring is a continual effort to reorganize, revamp and update our electronic resources.

This year has also seen two quarterly newsletters – Youth Ministries Updates – that shared updates about the Youth Ministry Working Group process, events and scholarship opportunities, as well as recaps of events and announcements. It is our hope to increase the number of newsletters produced for next year.

Additionally, in support of and in conjunction with the release of the Youth Ministry Working Group report, we created a Facebook Fan page called Unitarian Universalist Youth Ministry to help disseminate the report and create another communication nexus for sharing training opportunities and new resources.

### *Direct Consultation*

As previously mentioned, the Youth Ministry Office provided direct consultation to congregations and districts regarding youth ministry.

### *Anti-Racism, Anti-Oppression, and Multiculturalism Opportunities*

Our office helps provide youth with anti-racism / anti-oppression / multicultural (AR/AO/MC) development opportunities in a number of ways. One way is through involvement with the Groundwork program. In November 2008, members of the Youth Ministry Office staff gathered with other UUA staff and Groundwork trainers and mentors in a weekend meeting to discuss the future direction of the program. A report was commissioned from this meeting and a consultant researcher was hired in December 2008. The report was completed in March 2009 and shared with Groundwork trainers and appropriate UUA Staff and consultants, as well as the leadership of Diverse Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) and Allies for Racial Equity (ARE). This report with help the new Youth and Young Adults Ministries Office improve and expand AR/AO/MC opportunities.

Additionally, we utilize an AR/AO/MC lens in the development of our Chrysalis Trainings and some of our Chrysalis Trainings contain explicit AR/AO/MC components. Feedback on the Chrysalis program was provided by Laura Spencer as part of the Mosaic Project and her recommendations are being compiled for the Program Associate for Youth and Young Adult Leadership Development, who will manage the Chrysalis Program beginning in Fiscal Year 2010.

Additionally, Rev. Dr. Monica Cummings, the Program Associate for Ministry to Youth and Young Adults of Color, co-facilitated Pastoral Care for Religious Educators on two occasions (once in the Prairie Star District and once in Metro New York) with a component on culture and identity development for youth and young adults of color.

*Topic 4: Attend to the needs of youth and young adult constituents with marginalized identities by providing resources and opportunities within the congregation and at the district and associational levels.*

The Youth Ministry Office holds the need to support and minister to youth with historically marginalized identities as one of its priorities. This is achieved through funding, resource development and direct staff support.

In late 2008 the Youth and Young Adult Ministries Offices hired Rev. Dr. Monica Cummings as Program Associate for Ministry to Youth and Young Adults of Color. She will continue in this position in Fiscal Year 2010. In this position, Monica supports and works with the DRUUMM Youth and Young Adult Steering Committee and provides support to religious educators and district staff colleagues about the specific emotional and pastoral needs of youth and young adults of color (Pastoral Care for Religious Educators facilitation, mentioned in the above section). Additionally, Rev. Cummings is working to partner with Districts and Youth and Young Adults Cons to provide workshops and facilitate conversations on identity development. As part of this outreach, she presented at the Thomas Jefferson District Annual Meeting and attended Metro New York District Youth Con with Program Associate India McKnight in May.

The Youth Ministry Office also made funds available to Diverse Revolutionary Unitarian Universalist Multicultural Ministries (DRUUMM) and Interweave to distribute as financial aid for youth to attend the annual meetings of these organizations. Our goal in this was to provide assistance for youth with historically marginalized identities to participate in these community events.

### *Recommendations*

A major focus of our work this year was the support of and participation in the Youth Ministry Working Group process and its culminating report. As our office's work was so clearly intertwined with this group, it would be artificial to put forward our own recommendations in this report. Instead, we want to use this opportunity to support and echo the recommendations of the Youth Ministry Working Group report and Mosaic Project report and encourage all Unitarian Universalists to consider how they can best engage with these recommendations to make congregationally-based, multigenerational, spirit-centered, counter-oppressive, multicultural and racially-inclusive youth ministry a reality for all our youth.

The report of the Youth Ministry Working Group can be found at [www.uua.org/youthministry](http://www.uua.org/youthministry). The Mosaic Project report can be found at [www.uua.org/mosaic](http://www.uua.org/mosaic).