

As members of the Youth Ministry Working Group, appointed by President Bill Sinkford, we have been receiving several reports from different groups who are working on improving our Unitarian Universalist Youth Ministry. We see that it is part of our job to take these different reports and draw connections between them so that the overall process of change can be a collaborative one. Therefore we have some additional comments and recommendations that we hope will deepen the tremendous work already done by the Roundtable on Youth Ministry participants.

The reports of the Consultation on Ministry to and with Youth and the subsequent Summit on Youth Ministry have made it clear that we as a faith need to be committed to building a Multicultural Youth Ministry. In addition, the Mosaic Project is currently in the process of assessing the ministry needs of youth and young adults of color and/or Latina/o and Hispanic descent. While the assessment is ongoing initial Mosaic Project survey results show that the majority of congregations responding (95%) have children and youth of color in their programs. Only 10% provide anti-racism/anti-oppression/multi-cultural training for their teachers and youth advisors. Almost 83% have trans-racially adopted children and youth. However, only 15% provide any type of support for the children or their families. These numbers tell us two things. One is that our congregation's church schools are growing more diverse. The other is that many of our congregations still struggle with implementing programs that will help them become multicultural communities.

For our congregations to become truly multicultural we will need to recognize that Youth of color and/or Latina/o and Hispanic descent, trans-racially adopted youth as well as BGLTQ youth and disabled youth have specific youth ministry needs. Therefore any discussion or analysis of excellence in ministry will need to be also discussing ways to build excellence in ministering in the multicultural context that our youth ministries are becoming. It is important to realize that this youth ministry does not just happen in the context of the youth group and that congregations as a whole will need to work to become multicultural regardless of how current demographics in the adult population. The good news is that the work that the participants of the Roundtable on Youth Ministry engaged in did a really good job of laying a framework for how excellence in youth ministry might be achieved. We have some simple ideas for how a multicultural context could be woven through the framework already developed. Our suggestions are based on the five main outcomes identified in the Roundtable on Youth Ministry report.

1. Youth lens in all programs and processes:
  - A multicultural lens can be applied to all programs and processes along with a youth lens.
  - Programs and processes can be geared towards developing multicultural youth ministries.
2. Credentialing requirements creation and evaluation:
  - Linkages should be explicitly made between youth ministry requirements and multicultural, anti-racist and anti-oppression requirements and competencies.

3. Continuing Education and Training:
  - Core competency for MFC, Collegial Consultant training and Ministerial Renaissance Modules, and Interim Ministers training, could include focus on identity development and the special ministry needs of traditionally marginalized groups.
  - They could also include a focus on creating and ministering in multicultural congregations.
4. UUA Board of Trustees' Policy Governance Ends Statements:
  - UUMA Champions with training and experience with multicultural congregations could be included to work with Districts.
  - Pressure could be put on the Board to put priority on supporting multigenerational identity based affinity groups and programs.
5. Panel on Theological Education's Excellence in Ministry Conference:
  - Roundtable could recommend particular people to be present at the conference who have experience with youth with traditionally marginalized identities.
  - Could also recommend people with experience in multicultural congregations.