

Diocesan Youth Leader Gathering October 6-8, 2015

Living Compass:

- Tools and training materials focused on wholeness and wellness.
- Training for Congregational Wellness Advocates to lead this program in your congregation or organization.
- Christian and secular versions of the program in churches, Boys and Girls Clubs, YMCA, etc.
- The program has versions for adults and youth.
- Advent resources and a Camp curriculum is also offered.
- More details: <http://www.livingcompass.org/>



Diocesan Supported Confirmation for Youth:

- Most offer curriculum recommendations.
- Confirmation Camp was offered in Southern Ohio, curriculum has been shared.
- Diocese of Arkansas doesn't offer a retreat but, St. Paul's in Fayetteville, Arkansas offers a retreat.
- Recommendations from the Forma network:
 - Small churches suggested to use My Faith, My Life with an adult from parish, like a dual book study. Each read a chapter and discuss it over coffee for 20 min. after church (Randall Curtis, Diocese of Arkansas)
 - Re:form (ELCA program) as a supplement (Vicki Garvey, Diocese of Chicago)
 - Use website: myfaithmylife.org with additional resources and activities.
 - Consistent check-ins with the clergy of the church or in the absence of clergy, the Bishop. (Ben Linder, Missioner to Children, Youth and Families, Emmanuel Episcopal Church, Mercer Island, WA)

Unique Programs:

- **Peer Ministry:** <http://www.peerministry.org>
Equip students to lead. If youth aren't leading, they are leaving. Resources/training modules for welcoming, listening, and helping.
"Plan It" one-day planning retreat for Youth Ministers
500 Free Conversations about anything! (created by students)
Recommended by Chad Senuta, Diocese of Chicago
- **Forma:** <http://episcoforma.org>, Christian formation network for the Episcopal Church
2016 hiring an executive director
Certificate programs in Youth & Young Adult ministry and Lifelong Formation
On web site: Youth Resources > Member created/adapted resources -- great place to host schedules for youth events, sample policies, sample forms, etc. E-mail yours to Randall Curtis at curtisonline@gmail.com to get more stuff added!
2016 Forma Conference, Jan. in Philadelphia, pre-conference by CPG

- **Migra:** <http://www.keyhallonline.org/profiles/migra-public-reading-scripture/>
A youth event where we read the entire Bible out loud...youth get to be a part of something pretty cool, during a youth event with all the same fun stuff we always do.
- **Hugs Camp:** <http://www.dionc.org/Youth/hugs-camp.htm>
Helping Understand God through Sharing. Camp for youth and young adults with special needs. Each camper has a buddy (or up to 3 or 4 depending on their needs). The buddies are high school students who apply to be a part of it. A typical camp experience. The helpers come away learning a lot about themselves! College students apply to be counselors.
- **Episcopal Mission Center in Philadelphia (EMC):** www.episcopalmissioncenter.org
Social Justice and Retreat Program for Youth and Young Adults
Located on St. Luke's Episcopal Church campus, 60 bunk-bed space, also St. Maggie's House (Double-occupancy rooms)
one-week-long sessions working with service partners, evenings we do reflection, worship; also can do "Alternative Spring Breaks" and shorter weekend retreats
Missional Living is really what we're all about! We create some space to reconnect with the Baptismal Covenant.
- **Lift Every Voice, 2016** (<http://lifteveryvoice.dionc.org>)
Diocese of North Carolina, Started with Freedom Ride
Youth/Young Adult (ages 15-22), a 3-year initiative to build an understanding of social injustice; for young people who are committed to learning how to make change
[Sign-Up Form Lift Every Voice Newsletter](#) (monthly, includes resources!)
- **EYLA:** Episcopal Youth Leadership Academy, Diocese of Oklahoma
1-year program for 6th - 9th grade, they apply, they must get a mentor, meet 6x per year (throughout the diocese), get leadership training prior to Camp: budget, finance, time management, taught how to plan a project, "nice meal" etiquette, bullying, reconciliation.
Sabrina Evans
- **Youth Networks** in the Diocese of West Missouri: a youth minister for a geographical network of churches who each can't afford their own youth minister, provides a weekly youth group for anyone in the area.
- **Unplanned Retreat**, 6-12 graders
Meet the kids where they are instead of assuming we knew what they needed.
Friday night: 25 pieces of paper listing anything/everything available ... put your name next to whatever you want to do.
The kids wanted to play and rest.

Resources from the Diocese of Chicago Staff:

- Dent Davidson: associate for arts and liturgy, does great music for the House of Bishops, ddavidson@episcopalchicago.org
- Vicki Garvey: associate for lifelong Christian Formation, also does: congregational development, ordination process, vgarvey@episcopalchicago.org

LGBT Inclusion

Andrea Foote, Diocese of California:

- Task Force working on a trans* inclusion policy for youth.
- Goal of adding an addendum to our Safe Church policy. "Called to Right Relationship"
- Part 1: making our spaces more gender neutral (labeling cabins by number instead of gender), dividing by "waffles vs. pancakes" instead of boys & girls.
- Brothers & Sisters in Christ vs. Children of God -- pay attention to what is gender specific
- Having frank conversations with kids that are welcoming and open: workshop times at camp (facilitated by adults)
- At camp, asked youth to identify their preferred gender pronoun on their nametag (her, him, they, etc.)
- Gender-safe sleeping spaces: if you identify as male sleep on the left, identify as female sleep on the right, and neither sleep in the middle
- Have it be a safe space where youth can "try-on" using other pronouns, etc.

Eric Travis, Diocese of Michigan

- EYE 2011: put transgender student person in a single room in the dorm with their sex (would want to do the opposite today...put them in a dorm room with the gender they identify as)
- My preference is to put people in the space where they identify. Have people always change clothes in the bathroom (not in cabins)
- "CIS Gender" = identify with the gender they were assigned at birth
"Trans Gender" = do not identify with the gender they were assigned at birth
- Remove all "binary" gender (not just give them M/F options on forms)
- Ask them "where would you feel comfortable sleeping?"
- Treat them the same way we would treat a student with food allergies
- Get rid of the idea of "purpling" and euphemisms .. just say, "no sexual activity" or no unwelcome physical touch
- As open as the adults/leaders can be to say "this is a safe space" to talk about these issues, questions, etc.
- I can be a voice for change, include people to teach me and train me and make me more sensitive
- We try to have everyone sleep in the same room...make allowances for people with concerns

Joshawa Trader, Diocese of West Missouri

- experiencing more and more trans* students or gender neutral students
- we're all going to sleep in one big room together as a community

Randall Curtis, Diocese of Arkansas

- Have private bathrooms in the infirmary and a couple cabins. Offer those up for people "who feel uncomfortable" using the shared bath house.

James Lawrence, Diocese of Central Gulf Coast

- Had 2 students in the girls cabins identify themselves as male on the first night in the cabin during introductions. Campers were incredibly welcoming, open, affirming, and inclusive ... parents had a harder time when they heard about it.
- Asked students what they needed to be comfortable? (They wanted to go by male names and male pronouns that they preferred.)

- Asked parent who complained, “Everyone is welcome at our camp, what would you suggest we do instead?”

Carol Bianchini, Diocese of Northern Indiana

- Our policy requires us to have a shepherd at night to watch over all the kids and that everyone stays where they are supposed to be.

Questions:

- What do you do in a more conservative environment? do you get push-back from students? parents?
- How can we share our voice and respect other people’s voices at the same time?
- What about camp cabins or hotel rooms?
 - Tell the group: “What if we had a trans* person come visit us for the week? Where should they stay?”
- Don’t WAIT to make a policy until someone comes forward. No one wants to be the person you made a policy for. Most trans* students are self-conscience enough, we need to start training our communities before-hand. Plus, if we wait until someone comes forward, we’ll be scrambling and making bad decisions.
- How do we help the churches provide safe spaces?
- We have to be leaders on this...we’re not experts, but if not us, who?

Resources / Links:

- Human Rights Campaign: <http://www.hrc.org/resources/entry/stances-of-faiths-on-lgbt-issues-episcopal-church>
- TransEpiscopal: <http://blog.transepiscopal.com>
- Think B4 You Speak <http://www.thinkb4youspeak.com/>
- World Professional Association for Transgender Health: <http://www.wpath.org>
- Eric Beers, Camp Director, Waycross Camp and Conference Center, eric@waycrosscenter.org
- <http://www.acacamps.org/campmag/1109/transgender-youth-role-camps-might-play>
- <http://www.acacamps.org/campmag/1203/does-your-camp-reinforce-resist-relieve-gender-stereotypes>
- <http://www.acacamps.org/campmag/1305/out-about>
- 10 Things Well-Meaning White Teachers [and Youth Workers] Bring Racism Into Our Schools [and Churches] <http://www.diomassyouth.org/resources.htm>

Technology for Ministry

- Forma Directory > Advanced Search > State/Diocese who do Youth Formation (or any type of formation)
- <http://zoom.us> (video conferences) \$99/year, no user id/account required for invitees, meetings are recordable in MP4 file downloaded to your computer (free for meetings 40 minutes or less)
- Remind (text messaging / group message program ... for sending announcements)
 - Can add a “badge” to your message to allow them to respond with a simple answer Yes, No, Maybe
 - Web site interface and phone app
 - Can schedule messages for weeks/months in advance

- GroupMe (text messaging / group messaging program), app.groupme.com
 - App is not required, they can just receive text messages if they don't have a smart phone
 - Web site interface and an app on your phone (both iPhone & Android)
 - People you add to the group have to respond to "opt-in" to be a part of the group
 - Communicate with your Diocesan Youth Council or your Camp Staff
- Formstack/Wufoo (online forms and payment)
 - Automatic confirmation e-mails to parents or different subsets of registrations
 - Automatic notifications to parish youth ministers or rectors
 - ONE form with different options for students, adults, staff, etc.
 - Control what they input by having drop-down menus for parish-name
- Canva (easy, free graphic design)
- PosterMyWall.com (easy to design a poster in various sizes, \$7 per poster to download for high res quality, can download free with small watermark in corner)
- inbox.google.com -- also an app for your phone ... let's you mute certain e-mails until you're back in the office
- CustomInk.com -- have your youth design t-shirts online and send the design to you. Easy delegation and ordering! (no tax, no shipping, no artist fee) Must give them 2 weeks notice for free shipping
- Trello -- collaborative work online, boards to organize different topics, teams of people can contribute to the different boards www.trello.com
- MinHubApp (phone/tablet app, attendance database for reporting and trends, with photos, great for learning student names) <http://minhubapp.com> (one time purchase fee, currently IOS only)
- Evernote -- great for keeping to-do lists for various events (I use it to keep track of what I do every month, since I work independently, it's a good way to have a record that I'm actually working!) It has a companion app called "Scannable" which can be used to scan receipts and save them to your Evernote account to make turning in those expense reports much easier!
- <http://www.eformationvts.org/conference-details>
Ecumenical conference on ministry in a digital world

Racial Resources

- [Teaching Tolerance](http://www.teachingtolerance.org): <http://www.teachingtolerance.org>
 - free educational materials to teachers
 - a place where educators who care about diversity, equity and justice can find news, suggestions, conversation and support.
- What are the demographics of your diocese? do your events represent that?
- Diocese of Missouri
 - Certain events seem to reflect more diversity, and others don't at all. Why is that?
 - Our youth leadership and clergy does not reflect the diversity of our parishes.
 - This is really personal for people ... they are living it, they are in trauma. Have a "trauma informed response"

- <https://www.trinitywallstreet.org/trinity-institute/2016/home>
Trinity Institute: Listen for a Change
An annual theological conference, January 21-23, 2016
Brings action-oriented theologians and thought leaders together to provide better understanding, inspiration, and ideas you can use in your community to make a positive impact.
The conference is also broadcast via the internet to a network of Partner Sites (you can find partner sites on their web site or sign-up to be one)
- Focus on local social justice issues
 - Don't pretend like the church is outside of all this ... work on the stuff that is racial or gender inequality, bring people in to talk about issues
 - Divide into groups based on "What is one issue that you feel passionate about?" Have them come up with plans that they can do as young people.
 - Invite the local chief of police to come talk at a youth event!
- The Social Justice Network of the Episcopal Diocese of Eastern Michigan
 - Facebook group with conversations and information about things that are happening
- Salt Lake City was too white, too racist of a place for our General Convention. It was traumatic for people of color to attend and spend time there. We expect too much if we ask people of color to constantly have to stand-up and point out the injustices. White people need to help and stand-up, too (some are).
 - Young people were turned away from the Exhibit Hall
 - Young people of color / non-white ethnicity were asked much more to see their name badges

Mission Experience Opportunities

- <http://www.episcopalchurch.org/page/episcopal-youth-mission-manual>
- <https://www.facebook.com/inspiringmission>
- Fr. Smith, AR, Mission experience in small town America and Heiter Ranch (showers, youth center) curtisonline@gmail.com for more information
- Episcopal Mission Center, Sarah Hedgis, shedgis@diopa.org, 215-313-9151
1-week summer sessions (other year-long and shorter programs, too)
60-bed "simple living" facility
breadth of service projects with Philly organizations and Episcopal formation

Sharing Forms, Policies, Schedules (please add more if you have them!)

- [Best Practice in Youth Ministry](#)
- Youth Worker Training Guide (Diocese of Kansas):
<https://edokiyouth.files.wordpress.com/2013/10/youthworkerguide1.pdf>
- Diocese of Kansas Safe Church Policy: <http://www.episcopal-ks.org/resources/documents/SafeChurchPolicy2014.pdf>
- Diocese of Kansas Youth Minister Hiring Guide:
<https://edokiyouth.files.wordpress.com/2013/10/manual-for-hiring-2015.pdf>

Episcopal Church Youth Ministries Office Blog / Newsletter Topic Ideas:

- Improv as Ministry (Jess Elfring-Roberts)
- Quarterly “who-what-where-when” for Diocesan Youth Coordinators .. upcoming conferences, details about EYE & Official Youth Presence at GC, etc. Just the basics with links to more info.

Notes from the Diocesan Youth Leader Gathering at the Diocese of Chicago on October 6-8, 2015.