



THE JOURNEY NAVIGATORS 2009

CHAMPIONS FOR YOUTH

NOTES FROM FEBRUARY 26, 2009

Navigator Dinner at the Lodge

ATTENDANCE:

Navigators: Jen McKinney, Vera Gaston, Jennifer Neal, Christopher Nunn, Ieva Grundy, Annie Smith, Brian Durand, Catherine Gray, John Brandon, Janet Wakefield, Tom Plake, Courtney Stepp

Facilitators/Documenters: Jason Wyman, Carol Myers, Judy Burnett, Barb Poore

Highlighting Celebrations Since Last Time:

Brian Durand: Ella Jean born January 30

Catherine Gray: Awarded tenure

Christopher Nunn: New position at Franklin College – will start a minor in Non Profit Management and initiate a volunteer service center for Johnson County

For a New Beginning Poem read and shared

Conversation with Jason Wyman, Youth Development Peer Network

“Youth Development Peer Network” They are a very different organization. He helps organize but the youth workers are the real leaders, they make the decisions. Ten people are on the steering committee. They share leadership and hold each other accountable. It is a different power dynamic. They have been an organization for six years, started as youth workers talking about what works. They decided to start doing some events to get message out to other youth workers. They did lots of events that were about youth workers networking and sharing. They were able to leverage a lot of in-kind services and used a very small budget, only a few thousand per year.

Always operated with a **Consensus model** using 1-4 method:

4 being completely behind,

3 partially behind,

2 reservations but I will publicly support.

1 I need more dialogue. They have never had a one.

Four core values:

Innovation: Innovate all ways in youth development.

Connectedness - Honoring all differences and respecting many – connectedness, making the connections specific, identify why and how we are connected.

Intentionality – look beyond the horizon and try to stay several steps ahead of the game, all recommendations and outcomes are always looking ahead.



THE JOURNEY NAVIGATORS 2009

CHAMPIONS FOR YOUTH

NOTES FROM FEBRUARY 26, 2009

History:

- Sent 3 people to Wingspread conference in Baltimore hosted by American Humanics Workforce Development Coalition. They were the only three in direct service - forced conversation on workforce development and professionalization and helped them realize they needed to get more intentional.
- Had large shift in steering committee, lost members because a lot of members got new jobs, couldn't meet the schedule for meetings, employers wouldn't let them off work to come, etc. Many outside forces pulling people away. Decided on shared leadership of he and colleague. Needed to focus on building the committee back and look for funders. Funders did not like idea of supporting peer led effort and didn't like consensus model of decision making.
- Got \$10,000 to do feasibility study. Network said they wanted to do it themselves so they could redo it again in future if needed. Funder did not like this but finally agreed on hiring a consultant to do focus groups followed by survey. They ran own focus groups but did not do data analysis. Had 150 respondents from Bay Area. Did a workshop using the steering committee as a case study. While they were doing study some money became available - \$55,000 per year for 3 years. Used results of feasibility study in focus groups of youth workers to study what they could learn from the feasibility study. They looked at the data in first session then created four points of connection.
- Got \$10,000 to do feasibility study. Network said they wanted to do it themselves so they could redo it again in future if needed. Funder did not like this but finally agreed on hiring a consultant to do focus groups followed by survey. They ran own focus groups but did not do data analysis. Had 150 respondents from Bay Area. Did a workshop using the steering committee as a case study. Do a yearly youth worker survey.
- The Steering Committee will do 20 recommendations for 2009 tomorrow. He wrote recommendations and then steering committee decides the priority of the recommendation based on 3 questions around importance of the recommendation and personal commitment to it. They ask 4 different questions for each recommendation:
 - What question do you have about this?
 - What resources do you know that could help achieve this recommendation?
 - What concerns do you have?
 - Any other questions.

This is all compiled in a report for every recommendation, members review, then come to meeting where the recommendations are categorized as to what will be needed to implement it

Do we do it?

Do we do it collaboratively?

Do we just inspire others to know about this?



THE JOURNEY NAVIGATORS 2009

CHAMPIONS FOR YOUTH

NOTES FROM FEBRUARY 26, 2009

Now have 10 members on steering committee. Now have independent steering committees for projects so they can make their own decisions:

*Networking events, \$2 per person, brown bag series. This project uses \$7000 from the budget.

Looking for ways to do these events without funds so they are sustainable

*Another project is working on creating a documentary about youth workers and they have their own steering committee. This group needs money and is coming up with a new fundraising model. They want to do a national call on youth films and a film festival. Subject has to be youth work from some angle. They have created an event to coincide with our trip to them.

Four Points of Connection

Interpersonal connection – rejuvenation, values clarification, advocacy

People connections – how we get the message beyond field of youth work and create social value.

Professional connections – peer education and exchange to be model for the field,

Financial connections – livable wages, salary track, perks similar to what teachers might get – financial literacy on the part of youth workers themselves. First partnered with a bank to do this but then with a credit union with similar value base. The credit union has a youth run program with everything done by the youth

They wanted youth to work with youth workers, training the adults in financial literacy. Young people as service providers – gave them access to other youth workers. Surveyed to see what other financial services youth workers might want. Created pie charts that categorizes their dollars according to their organizational structure. Also created a pie chart by funders so people can see where dollars come from as well as where it goes. Outcomes should follow the flow of dollars. More dollars = more outcomes. Staff time allocated the same way.

National Conference on Service and Volunteering put together by Points of Light Foundation, June 20-22, 2009

Plans for our group on June 10, 11, and 12:

June 10 - After school program showcase and literacy program showcase – our group would also showcase their work. Last year 150-200 youth workers attended. Film festival on youth worker documentaries where Indiana will serve as the judges

June 11 – Youth Worker Dialogue – series of 3 two hour conversations open to different sets of youth workers so our group would get to meet lots more people. Conversations around special topics like credentialing, competencies, and social networking. Talk about how to take peer network nationally

June 12 – Divide the group and do site visits to programs in Oakland and San Francisco based upon interests of the group.

Evenings – Fun stuff like dinners and visits to some of the sites in San Francisco.

Arrange flights to arrive early June 10 or maybe even June 9 and leave late in the day on June 12.