



THE JOURNEY NAVIGATORS 2009

CHAMPIONS FOR YOUTH

NOTES FROM FEBRUARY 27, 2009

Agenda

TIME	TOPIC	PRESENTER
8:30 am	Breakfast and Gathering	
9:00 am	Looking at the California Youth Development Peer Network model and process	Jason Wyman
11:00 am	Break	
11:30 am	Working groups: Credentialing and Celebrating Discover what everyone at the table knows and share. What is your group about? What vision? What has it been working on? Don't be afraid to paint it real.	
11:45 pm	Focusing the work Judy says nothing happens in the world that is not sold. Think about what your product is, an idea, a vision, what? Second, who are you trying to sell it to, who is your customer? Figure this out and have a spokesperson to share it.	Judy Burnett
12:00 pm	Lunch	
1:15 pm	Features or Benefits Judy says benefits differ based on the audience. For one product, there are many different benefits for different audiences. What objections will each audience have and how do we build something into our strategy that will address those objections? Strengths and Weaknesses	Judy Burnett
2:30 pm	What will we achieve and how - In two sentences Look at your customers and decide what your message is.	Judy Burnett
3:30 pm	Develop your plans Benchmarks – timelines - commitments	
4:30 pm	Sharing of plans Thanks for your good work today	



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Notes from the day

ATTENDANCE:

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

Expanded Team: Elizabeth Crist Darby, Ike Randolph, Willis Bright, Pam Clark, Karen Glaser

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

Absent: Teri Lock, Kelly Frank

Meeting opened with Indiana Youth Worker video

Janet welcomes and gives background about who we are and asks for group introductions

Jason Wyman, Youth Development Peer Network Presentation

Jason starts with video “I am a Youth Worker, Because”

Jason – promoting an ecologically sustainable model. He identifies two groups here, intermediaries and bottom up youth worker support.

Youth worker centered model – this is the Peer Network – they are not organizationally centered. Their focus is youth workers and first addresses their personal lives, hopes they are in the work because of a personal reason. We connect them to that personal reason. Next area is the professional realm. They start from the personal and then address the professional, next the program, then young people, then community, then society in ever widening ripples.

Outcomes are related to the intention – the focus.

We are changing our name because they don’t really do youth development explicitly. New name should “youth worker” in the name.

Jason asks the question –

What are the biggest myths about youth work and youth workers?

Responses: Anybody can do it. No special training needed. Just a job, a stepping stone to something else. Its not real work - In the meantime work. Penalizes people for loving it by getting low pay Not a real profession.

This comes from people even those involved as youth workers. Maybe we talk about our work in the wrong way? Need to help youth workers talk about the underlying value base of the work they do. This allows connection in a very different way and role models for young people. In behavior guidance training there is a connection between value base and behaviors. The value base contributes to outcomes greater than the monetary value of our work. What is the social value? We need to learn



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from that

dialogue. We are able to do more with less and so we get a greater return on our investment but we don't talk about that in terms that people understand and in terms of our core values.

Core values of Youth Development Peer Network were developed by the steering committee. Core values in lasting organizations never change. Saw that they needed to root their values in the steering committee.

1. **Innovation**- Looking at what exists and making it better – not reinventing the wheel
2. **Connectedness** – youth workers work in many communities and come from many communities. Be explicit about how we are connected, ecology methodology can be communicated to corporate sector for example
3. **Intentionality** – what's beyond the horizon, how are we thinking more strategically about now and the future?

The Youth Development Peer Network process is used in everything – rooted in many sectors, also rooted in adult learning methodology.

1. **Reflect** – these are art forms, not just a skill set. The art of looking inward, sharing our story before connecting with others.
2. **Listening** – the art of hearing others stories.
3. **Inquire** – the art of asking questions – what are the questions that the stories are actually telling us.
4. **Connect** - the art of remembering, believe that we are already connected to the resources we need, we just have to unearth them.
5. **Dream** – the art of vision – this is far down the process, it is informed by all that goes before it and is grounded in reality.
6. **Act** – the art of personal commitment – how will we get there, we enable and hope for personal accountability. If people do not step up, the dream will not happen.

At this point the process can start over.

We are rooted in youth workers, not in a member organization. Want roots to remain in broadest coalition possible which are youth workers. Structure includes:

1. Continuous Improvement – youth worker survey every year, analyze what data is telling us and act on it
2. Resources Committee looks at what we have in financial and human capital.
3. Brown Bag Committee: monthly networking of youth worker
4. Youth Worker Documentary: Working on making a documentary on youth workers
5. Steering Committee: One and two are committees that feed into steering committee. They have some steering committee members and others from outside. Steering committee membership is closed because of need for consistency without continuous education of new



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people. Steering Committee is made up of youth workers representing themselves who have been engaged in some kind of leadership capacity in the organization.

Four areas in which youth workers need support in the field

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, financial literacy on the part of youth workers themselves

Ecology model is the combination of our values. Apples on the tree have three parts. The flesh represents the one time experience. The core represents the values behind the experience. The seed contains the core of what is happening and results in new trees.

Some steering committee members are executive members. Executive members play executive roles such as note taking, one in charge of continuous improvement, resources, financial, supervisor of staff. They have executive roles but do not represent an executive committee

Jason asked the question: **Why are you a youth worker?**

- Because I don't have a choice
- Ieva – its fun and what else would I do
- Ellen – I've always done it
- Janet – realized that there were kids who didn't have opportunities I had and I wanted that for them.
- Jen – youth to recognize what they have and hear their own song
- Vera – I do it because of my son, is fun. He helps me figure out how to help other kids. When I was growing up my Mom didn't believe in talking with kids and for me it is different and I really enjoy it.
- Katherine – young people don't narrow the possibilities. They are wide open and that appeals to me.
- John – I have a responsibility to give back
- Annie – I was shaped to do this work even though I didn't know it.
- Chris - I started as a young person but have figure it out more as I have gotten older.
- Jennifer – I needed a job and I needed to be able to take my child to work with me and then it became a passion.
- Jason – we are in it for personal reasons, it is the same everywhere, there should be some sort of organization that nurtures those personal reasons.



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Carol

wonders about the disparity between it being a calling and an enjoyment and the financial realm and whether we and others believe we deserve abundance while we are giving back and receiving meaning. We need to know that these are not contradictions.

Personal values clarification tied to financial – how to negotiate this with an employer.

We have gone from under serving to disrespecting young people and those who work with them. People think there is an abundance of safety nets for children so that is a misconception also. It allows people to look to other priorities because they think things are ok. Have no knowledge of the cracks in the system and how big they are.

Do people value social safety nets or not? Policy makers do not ever interface with that net so they don't see the need for one. Demand on social service sector to do more with less. Maybe that helps us towards devaluing what we do. Does it?

Do we contribute to poor services when we agree to take on more with less?

Annie has great success stories from Marion County Juvenile Detention Center. How long has Youth as Resources been there? Is this a case study that could have some value in sending a message about young people and services for the Detention Center that are important?

Jason, change takes a very long time; need to think about scope and scale to release us from harsh realities – “Clock of the Long Now” Experience time in a new way – interesting way to inform planning.

Two Groups formed and began their work (Notes are in separate documents):

Credentialing: Ellen, John, Elizabeth, Catherine, Barb, Janet, Tom, Pam, Jason

Celebrating: Jen, Vera, Jennifer, Christopher, Ieva, Annie, Karen, Brian, Jason, Janet, Carol, Tom