

Friends World Committee
for Consultation
SECTION OF THE AMERICAS

Comité Mundial de Consulta
de los Amigos
SECCIÓN DE LAS AMÉRICAS

Quaker Youth Pilgrimage Program

Thank you for your interest in becoming an adult leader for the 2010 Quaker Youth Pilgrimage.

The following pack contains:

1. An introduction to the Quaker Youth Pilgrimage
2. Guidelines & Expectations for QYP adult leaders
3. QYP Goals and Objectives
4. An application to be returned to the FWCC Office by September 30, 2009
5. Letter to leaders' references
6. Notice of background check requirements for leaders

215.241.7250

1506 Race Street, Philadelphia, PA 19102, USA

qyp@fwccamericas.org

www.fwccamericas.org

FRIENDS WORLD COMMITTEE FOR CONSULTATION
Section of the Americas
Quaker Youth Pilgrimage Program

INTRODUCTION TO THE QUAKER YOUTH PILGRIMAGE

The Europe & Middle East Section and the Section of the Americas of FWCC organize the Quaker Youth Pilgrimage every two years. It is a four-week event for Young Friends. The Pilgrimage is an opportunity to promote loving understanding of our diversities within the Quaker worldwide family.

The 2010 pilgrimage will take place in the Northwestern United States July 18 to August 15. The theme of the 2010 Pilgrimage is "Living in the Garden of the Spirit" echoing the early migration of Friends to the Northwest US. The Pilgrimage will begin with youth flying into Seattle Washington, USA. The Pilgrimage will bring together 14 Young Friends (aged 16 to 18) from the section of the Americas and 14 from Europe with two adult leaders from each section on a four week journey of exploration. The pilgrims will depart from Seattle on August 15, 2010. The four leaders will coordinate the activities of the Pilgrimage and have responsibility for the care of the pilgrims.

The leader selection process will include careful review of references, background checks, and a telephone interview. The committee hopes to complete the selection process by the end of July 2009. If chosen to be a leader, you will be invited to participate with the Quaker Youth Pilgrimage Committee in conference calls to select pilgrims in the fall.

For further information please contact the FWCC Office in Philadelphia or any member of the Section of Americas QYP Program as listed at the end of Guidelines and Expectations section of this packet. The closing date for leader applications and references is September 30, 2009

FRIENDS WORLD COMMITTEE FOR CONSULTATION
Section of the Americas
Quaker Youth Pilgrimage Program
GUIDELINES AND EXPECTATIONS FOR
QUAKER YOUTH PILGRIMAGE ADULT LEADERS

The QYP Program seeks adult leaders with experience in putting together a group experience for young people. The goals of the Pilgrimage are as follows:

1. To understand and respect different cultures within our Religious Society of Friends and the wider world cultures.
2. To understand Quaker history and spiritual roots.
3. To understand the nature of one's personal relationship to Christ and to Quakerism.
4. To develop committed leadership within the Religious Society of Friends

Procedures for recruiting adult leaders

1. References from youth and adults with whom the leader applicant has worked will be sought.
2. Appropriate leaders will be actively sought and recruited to assure a working team relationship.
3. Past pilgrims and adult leaders will be asked to nominate people they feel might be led to participate as leaders. All of these people, as well as any other nominees, will be asked to consider this possibility and, if led to do so, apply.
4. One member of the host section should be especially knowledgeable about logistics and planning at each venue. At the beginning of the pilgrimage, the leaders will decide on the best way to convene and clerk the leaders group. It is recommended that a clerk be appointed from the four leaders.

Quaker Youth Pilgrimage

1. The Quaker Youth Pilgrimage consists of twenty-eight young Friends, ages 16-18, fourteen from the Section of the Americas and a similar group from the Europe and Middle East Section (dependent on suitable applicants from each Section).
2. Pilgrimages have often taken place in areas of Quaker historical interest. A primary purpose of the program is to encourage young Friends to think about their own experience as Friends, their future as Friends, and the missions of Friends in the world today. In this way, Friends promote conscious development of a pilgrim's relationship to his/her Quaker heritage and develop future Quaker leadership.

3. The diversity of the pilgrims—from different cultures and language groups, from a variety of worship styles and beliefs, from large Friends' meetings and small isolated groups—serves a major purpose of the Quaker Youth Pilgrimage, to expand pilgrims' knowledge and vision of the whole family of Friends.

4. Adult leaders, (usually two from each Section) work together as co-leaders, using team leadership concepts and Quaker processes. Each leader brings special gifts and experience to the pilgrimage. The following themes may serve as guidelines, and as points for potential leaders to discuss with FWCC Quaker Youth Pilgrimage Program of either Section.

Leaders and the Quaker Youth Pilgrimage Committee

1. Leaders and pilgrims from the Americas are selected by the Section of the Americas QYP program. The EMES QYP Committee selects leaders and pilgrims from Europe. Although the host Section drafts the program, the two committees jointly oversee the Pilgrimage program.

2. The Section of Americas leaders will meet with the QYP Program at the FWCC Annual Meeting in March before the pilgrimage and will facilitate information sharing and team building processes following selection of the leader team.

3. The QYP program will provide a leaders' retreat with study and training in conflict resolution, sexual harassment awareness, and communication skills, and the clarification of rules and roles. The retreat will be held prior to the gathering of the pilgrimage youth participants or during the home stays in the early days of the pilgrimage.

4. The QYP program will pay travel and pilgrimage related expenses of the leaders, including meals during the pilgrimage, and will pay an additional amount of \$250 to help with the expenses of being away from home for the pilgrimage. Aside from these provisions, adult facilitators are volunteers.

Leaders and Pilgrims

1. Adult leaders will decide at the beginning of the pilgrimage the best way to convene and clerk the leaders' group. One leader of the host Section should be especially well informed and responsible regarding the logistics and practicalities en route.

2. The clerk looks for the sense of the group, acts as an enabler, sets the tone and expectations, involves pilgrims in leadership and decision-making as much as possible, serves as spokesperson for the whole group when necessary, and has oversight of the other leadership functions listed below.

3. Leaders co-ordinate all activities of the pilgrimage except specific activities planned by the host groups.

4. The QYP program and leaders should see that the pilgrims do not become over-scheduled. Leaders may wish to arrange a half-day a week free of pilgrimage responsibilities for leaders, in consultation with the other leaders.

5. Leaders oversee pilgrims' food, rooms and cleanup, laundry, etc. The leaders will be expected to take the responsibility of getting the group organized to move from various areas, with transportation arrangements made by the office of the planning Section. Some on-the-spot arrangements may need to be made with help from local Friends. Usually one leader has been asked to take specific responsibility for the meals, although during some pilgrimages a cook/caterer assists the group. Pilgrims themselves are to be involved as much as possible in these tasks.

6. The leaders see that pilgrims get started on their personal travel homeward after the pilgrimage.

7. Leaders deal sensitively with discipline and behavior issues. When a pilgrim feels isolated, left out, homesick or less capable of dealing with cross-cultural or cross-theological puzzles, a leader is to be present and available to provide support and encouragement.

8. Drugs, alcohol or extramarital sexual activity are not permitted at any time during the pilgrimage as such activities may create exclusivity and division within the group notwithstanding that some of the activities may be dangerous and or illegal. Use of tobacco products is strongly discouraged. Smoking is an issue that each pilgrimage should deal with, coming to agreements and making rules sensitive to all participants and to the different venues the pilgrimage will visit. Permanent alteration to the appearance of the body (such as tattooing or body piercing) during the pilgrimage will not be permitted. At all times the high reputation of the pilgrimage should be preserved.

Administration of the pilgrimage en route

1. Leaders from the host Section will have primary responsibility to keep track of the schedule, route guides, money and checking travel, housing and program arrangements.

2. Leaders are to take charge of summoning help in medical emergencies. Medical information forms are required of all pilgrims. A copy of each form will be in the leaders' possession, and another copy is kept in each Section's office.

3. Leaders are to make sure that thank-you notes go to the hosts along the route; the pilgrims will aid in this courtesy.

4. Leaders will make reports to the host Section during the pilgrimage and seek advice if necessary. After the pilgrimage, leaders report to their own FWCC Section office or Committee and the written reports will be then be exchanged between the two sections.

5. Leaders oversee the pilgrimage journal; a daily diary in which the pilgrims take turns recording the day's events.

6. Leaders will collect written evaluations from the pilgrims before the end of the pilgrimage. Forms will be provided. Completed forms will be forwarded by the host FWCC section

office/Committee who will then supply to the other section as soon after the event as possible.

7. Other possible tasks for the leaders to accept or delegate according to time and inclination: photographs of the pilgrimage, local public relations for the pilgrimage and FWCC, ongoing contacts with the pilgrims after the pilgrimage, reports to yearly meetings and other Friends' groups on the pilgrimage upon return.

FWCC Section of the Americas Quaker Youth Pilgrimage Program

The QYP Program stands ready to consult with leaders or potential leaders. We seek an enriching experience for pilgrims and leaders.

Sharon Jones Hayden

Northwest YM
20293 10th Dr. SE
Bothell, WA 98012-9679
ssnehayden@yahoo.com

Martha Davis

Iowa YM (Conservative)
1478 Friends End Road
Decorah, IA 52101
davismar@luther.edu

Jeanette Hamby

Wilmington YM
140 Dixie Way
Maryville, TN 37803
RCJEHamby@aol.com

Neil Holzman

Philadelphia YM
51 Columbia Avenue
Rehoboth Beach, DE 19971
neil@mustardresearch.com

Owen Javins

North Pacific YM
1561 Mountain View Drive
Missoula, MT 59802
own@javins.net

Kristin Schmidt

Ohio Valley YM
3960 Winding Way
Cincinnati, OH 45229
schmkr@earlham.edu

Bill Schoder-Ehri, clerk

Intermountain Yearly Meeting
8640 N. Lucretia Mott Rd
McNeal, AZ 85617
bschoderehri@gmail.com

**FRIENDS WORLD COMMITTEE FOR CONSULTATION
QUAKER YOUTH PILGRIMAGE
Goals and Objectives**

**GOAL 1: To understand and respect different cultures within our
Religious Society of Friends and the wider world cultures.**

The mission statement of FWCC reads: To facilitate loving understanding of diversities among Friends while we discover together, with God's help, our common spiritual ground.

OBJECTIVES:

1. The QYP program will select youth and leaders from the wide variety of Friends groups.
2. The QYP program will make special efforts to include more young Friends from Friends United Meeting and Evangelical Friends International yearly meetings than in the past.
3. The QYP program will seek youth from each FWCC Section (The language of the pilgrimage is currently English, and applicants must be able to function in that language. While FWCC has applied for grants for an interpreter, funding may not be in place in time for this pilgrimage. There is, however, scholarship assistance to help pilgrims participate.)
4. The QYP program will plan opportunities for the pilgrims to learn the meaning of "culture" and how it affects our ways of communicating.
5. The QYP program will plan opportunities for the pilgrims to discuss similarities of ideas, needs and life styles held in common and appreciation for the differences.
6. The QYP program will arrange presentations for the pilgrims about different Friends groups and cultures as they relate to the Pilgrimage and its participants.
7. The QYP program will plan opportunities for the pilgrims to study Quaker history and theology while on the Pilgrimage.
8. Using Quaker process, the facilitators/leaders and the pilgrims will make rules that will make it possible for all pilgrims to be comfortable participating in all activities of the Pilgrimage. (Sexual activity, drugs and alcohol are prohibited.)
9. Facilitators/leaders will oversee all activities of the Pilgrimage so that a feeling of community, despite differences, will be developed.
10. The QYP program will plan regular opportunities for all forms of Quaker worship and worship sharing to be experienced by the pilgrims.

GOAL 2: To understand Quaker history and spiritual roots.

To facilitate a growing appreciation and acceptance of Friend's common heritage.

OBJECTIVES:

1. The QYP program will make plans so that all Pilgrimage activities will have ties to contemporary Friends or Friends' history (Including places to visit, routes etc.).
2. The QYP program will plan visitations with Friends groups along the pilgrims' way.
3. The QYP program will ask local Friends along the route to make local arrangements in consultation with the Committee and facilitators/leaders.
4. The pilgrims, with the help of the facilitators/leaders, will develop a common program presentation to be made by the pilgrims at stops.
5. The QYP program will make plans that will limit non-Quaker related sightseeing during the Pilgrimage.
6. The QYP program will choose and distribute appropriate reading prior to the Pilgrimage.

GOAL 3: To understand the nature of one's personal relationship to Christ and to Quakerism.

To facilitate opportunities for the pilgrims to clarify their own acceptance or rejection of Christ, Christian doctrine and the Quaker faith. To facilitate opportunities for pilgrims to open new doors on self-development and Christian and spiritual growth.

OBJECTIVES:

1. The facilitators will be careful that the pilgrims use every possible opportunity to experience Friends community in both the large group of pilgrims and in small groups.
2. The QYP program will plan small groups that will meet throughout the pilgrimage for worship sharing, Bible study and study of Quaker faith and practice with an openness for doubt, confusion, acceptance and rejection.
3. The QYP program will schedule a time a relative seclusion near the beginning of the pilgrimage for celebration and community building.
4. When possible, the Committee will schedule a time of relative seclusion at the end of the pilgrimage for celebration and relaxed evaluation.
5. The QYP program will plan a follow-up program for each pilgrimage

GOAL 4: To develop committed leadership within the Religious Society of Friends.

FWCC Mission statement: To facilitate full consideration of our Quaker witness in response to today's issues of peace and social justice.

OBJECTIVES:

1. The facilitators/leaders will provide explanation and demonstration of Quaker principles and the manner of Friends in making decisions.
2. The facilitators/leaders will always seek to have Friends' principles and manner of making decisions used during the pilgrimage.
3. The facilitators/leaders will have each rule explained and discussed with the pilgrims so there is a common acceptance by all the pilgrims.
4. When any rules are questioned by the pilgrims or facilitators/leaders, a Meeting for Business will be used to affirm or change the rule.
5. The facilitators/leaders will oversee the development of decision-making processes for daily living. Some decisions will be delegated by the whole to either one person or a committee including at least one youth and one facilitator/leader.
6. The QYP Program and facilitators/leaders will encourage and support self-direction and self-development by the pilgrims.
7. The facilitators/leaders will help the pilgrims understand the pilgrimage as analogous of a Monthly Meeting with regular Meetings for Worship and Meetings for Worship for Business.
8. The QYP program will plan a work camp experience to be included in the pilgrimage.
9. The QYP program will provide support and appreciation to the facilitators/leaders before, during and after the pilgrimage.

QUAKER YOUTH PILGRIMAGE
July 18-August 15 2010
APPLICATION FOR LEADERS FROM THE SECTION OF THE
AMERICAS

First name(s) _____

Last name _____

Address _____

Telephone number(s):

Daytime

Evening

Mobile

E-mail

Membership in the Religious Society of Friends:

Please give the name, phone number and email address of the clerk of your current meeting. If you have been active in your current meeting for less than 6 months, please give contact information for the previous clerk.

How did you hear about the Quaker Youth Pilgrimage?

Signature _____

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APPLICATION FOR LEADERS FROM THE SECTION OF THE AMERICAS

continued

Please note that in signing the application form you are consenting to FWCC conducting criminal and sexual offense background checks. This is a reflection of the requirements imposed on us by our insurance carrier.

Please attach separate sheets, as needed, to give complete responses to the following questions. Number each answer and put your name on each page.

1. Describe your participation in activities of the Religious Society of Friends monthly, quarterly, and yearly meetings. Include activities such as seminars, conferences, work camps, Quaker youth activities, public witnesses or other activities.
2. Describe your participation in activities of other organizations related to Quaker concerns and other volunteer activities.
3. What place has Quakerism had in your total life experience?
4. Explain your experience with different traditions of Friends.
5. Describe your knowledge of Quaker history and diversity.
6. Describe your ability to deal with cultural and theological diversity.
7. Describe experiences you have had with youth, particularly with youth ages 16-18.
8. List other experiences or training that you have had that might help you as an adult leader (music, camping, first aid, quantity cooking, work camps, travel, counseling, etc.).
9. Describe the talents and skills that you would bring to the Pilgrimage.
10. Describe three strengths and three weaknesses you would bring to the Pilgrimage.
11. What extent of training have you had in first aid, CPR, life saving or other safety procedures?
12. What languages do you speak? What experiences have you had speaking them? What languages do you understand?
13. Describe experiences you have had living and/or working as part of a group.
14. Explain any health problems, such as allergies or other medical conditions, which other adult leaders should be aware of, before you begin the rigorous schedule of the Pilgrimage (extensive hiking, camping and sleeping in sleeping bags, sharing close living quarters, sleeping on buses, periods of time with little sleep, etc.). What special diet requirements do you have?

(over)

APPLICATION FOR LEADERS FROM THE SECTION OF THE AMERICAS

continued

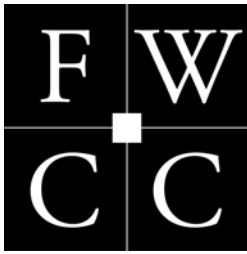
15. Do you prefer a particular diet? If yes, state what kind.
16. Describe any experiences you have had in countries and cultures other than your own, and/or with people from other countries.
17. Why do you want to lead a Youth Pilgrimage?
18. Is there a person that you would like to have as part of the team of adult leaders? Give name, address and telephone number. Shall FWCC start corresponding with him/her?
19. In addition to the clerk of your meeting, please give three more references. Give full names, addresses telephone numbers and e-mail where possible. Include a youth with whom you have worked and an adult who can comment on your ability to work with youth 16-18 years old. None of the references should be from relatives.

A letter is enclosed to be given to each of the four persons named. References must be returned by September 30, 2009, directly to:

Margaret Fraser, Executive Secretary
FWCC Section of the Americas
1506 Race Street
Philadelphia, PA 19102 USA.

In addition to formal references the Committee may also approach others to discuss your application.

Applications for leaders will be considered by the FWCC Section of the Americas QYP in October of 2009, and you will be notified of the outcome soon after. Those appointed as leaders will be asked to participate in the selection of pilgrims by conference call in the fall.



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FWCC
QUAKER YOUTH PILGRIMAGE 2010
REQUEST FOR REFERENCE FOR LEADERS

Dear Friend,

A Friend who has submitted an application for leadership of the Quaker Youth Pilgrimage in the summer of 2010 has given this letter to you. We hope you will help us by sending us your thoughts about the qualifications of the applicant for this experience, in light of the following information.

The 2010 pilgrimage will take place in the Northwestern United States July 18 to August 15. The theme of the 2010 Pilgrimage is "Living in the Garden of the Spirit" echoing the early migration of Friends to the Northwester US. The Pilgrimage will begin with youth flying into Seattle. The Pilgrimage will bring together 14 Young Friends (aged 16 to 18) from the section of the Americas and 14 from Europe with two adult leaders from each section on a four week journey of exploration. This is an opportunity to promote loving understanding of our diversity within the worldwide Quaker Family

The purpose of this experience is for pilgrims to see roots of their Quaker faith and to exercise their maturity in Quaker practice. It will give the individuals the opportunity to consider the relevance of what they see of their Quaker heritage and apply it to their own lives, values and futures. Please address the following questions:

- How long and in what capacity have you known the applicant?
- What can you say about the applicant's ability to deal with a month of strenuous activity and close group living?
- What can you say about the applicant's style of leadership and ability to discipline?
- How do you think the applicant would deal with cultural and theological diversity among both pilgrims and leaders?
- What do you know of the applicant's knowledge of and commitment to Quaker faith and practice?
- What do you know of the applicant's ability and experience in dealing with young people 16-18 years of age?
- Name three strengths and three weaknesses that the applicant would bring to this event.

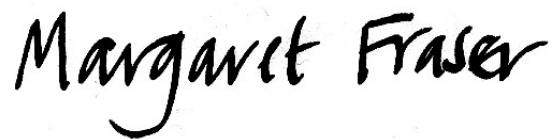
It is of course of great importance for the success of the Pilgrimage that appropriate leaders are chosen. The committee will try to choose leaders that complement each other in terms of experience, age, gender and personality. **We hope you will feel free to express your candid thoughts and feelings regarding the applicant's ability to be one of the leaders of this important event.**

Please reply by **September 30, 2009** directly to the FWCC Office:

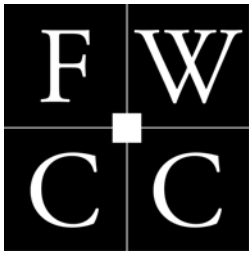
Friends World Committee for Consultation
Section of the Americas
Attention: Margaret Fraser - QYP
1506 Race Street
Philadelphia, PA 19102
FAX: (215) 241-7285
E-mail: QYP@fwccamericas.org

Thank you very much for your help.

Sincerely,

A handwritten signature in black ink that reads "Margaret Fraser". The signature is written in a cursive, slightly slanted style.

For Bill Schoder-Ehri, clerk
Quaker Youth Pilgrimage



Friends World Committee
for Consultation
SECTION OF THE AMERICAS

Comité Mundial de Consulta
de los Amigos
SECCIÓN DE LAS AMÉRICAS

To applicants for leadership of the Quaker Youth Pilgrimage

Dear Friend,

Thank you for your interest in being a leader of the Pilgrimage. The purpose of this letter is to tell you about our new child safety policy and procedures for selection and guidance of pilgrimage leaders and host families. We stress that this is not in response to an incident. Unfortunately, it is a commentary on the times and a reflection of the requirements imposed on us by our insurance carrier.

References

Everyone who applies to be a Pilgrimage leader needs to supply references, a monthly meeting contact, and information about criminal convictions. Even those who have worked with us in the past need to complete this form, because the reference checks are more thorough now and we did not previously ask the questions about relationship with a meeting and criminal convictions.

In addition to the clerk of the applicant's meeting, we will require references from three people. At least one reference must be a professional or institutional reference. At least one reference needs to be from someone who has observed the applicant with children. None of the references may be from family members.

Meeting involvement

All applicants must be active in a meeting for a minimum of six months before their application is considered. In order for FWCC to verify the connection, they must provide information on how to contact the clerk of their meeting. If they have been involved with their current meeting for fewer than six months, they must give the contact information for the clerk of their previous meeting, too. FWCC will contact references and the clerk of the meeting(s).

Criminal and sexual offense background checks

A previous conviction of a criminal offense does not necessarily preclude a person from becoming a leader but it must be listed and described as part of the application. Because pilgrimage leaders staff overnight programs and go off-site with children (i.e. those under 18 years) we must run computerized criminal history checks and sexual offense investigations on all applicants. The results of the checks will be transmitted electronically to the FWCC office where they will remain in confidential files and then destroyed. FWCC will pay for these checks. We cannot use copies of clearances received elsewhere. There are no exceptions to this requirement.

Host families

A valuable part of Quaker Youth Pilgrimage is overnight home stays with families. Meetings and local Friends identify suitable hosts who are well-known to their meeting. We will not conduct background checks on host families but will require at least two pilgrims to be housed together. We have prepared a document for host families and pilgrims, a draft of which is enclosed.

If you have any questions, please feel free to contact me. I stress again that pilgrimages have been held for many years with no incidents or problems. Pilgrims' safety and wellbeing has always been a concern, but we are now required to be more formal in some of our procedures.

Sincerely,

A handwritten signature in black ink that reads "Margaret Fraser". The signature is written in a cursive, slightly slanted style.

Margaret Fraser,
Executive Secretary