

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



Thank you for your interest in becoming a member of the adult leadership team for the 2012 Quaker Youth Pilgrimage.

The following pack contains:

1. An introduction to the Quaker Youth Pilgrimage
2. Guidelines & Expectations for members of the adult leadership team
3. QYP Goals
4. An application to be returned by **15 September, 2011** to:
Bill Schoder-Ehri
817 E 9th St
Douglas AZ 85607

Electronic apps preferred at: qyp@fwccamericas.org

5. Letter to leaders' references
6. Draft Itinerary
7. Contact details for the QYP Program
8. Queries for potential members of the QYP leadership team

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



QUAKER YOUTH PILGRIMAGE
14 July-13 August 2012

The Pilgrimage

The Quaker Youth Pilgrimage is organized every two years by the Europe & Middle East Section and the Section of the Americas of Friends World Committee for Consultation (FWCC). 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 2012 Pilgrimage will take place in the UK and the Netherlands from 14th July to 13th August. The theme of the 2012 Pilgrimage is “Travelling Cheerfully over the World”. The Pilgrimage will begin with young people arriving in Birmingham, UK. The Pilgrimage will bring together 14 Young Friends aged 16 to 18 from the Section of the Americas and 14 from the Europe and Middle East Section, with two members of the adult leadership team from each section, on a four week journey of exploration. The Pilgrims will depart from Birmingham on August 13th 2012. The four members of the leadership team will coordinate the activities of the Pilgrimage and have responsibility for the care of the pilgrims.

We hope that the leadership team, once recruited, will attend at least one committee meeting in the run up to the Pilgrimage, in order to be part of the planning, and to familiarize themselves with the ethos of QYP. The leadership team will also be expected to arrive in Birmingham several days before the start of the Pilgrimage (on 12th July), in order to attend leadership training and orientation.

The group of pilgrims will come from different cultural, language and theological traditions. During their time together they will experience travelling and learning together and seek to nurture their spiritual lives.

The leadership team selection process will include an interview with the Quaker Youth Pilgrimage Committee and there will also be careful review of references and background checks.

For further information please contact the Clerk of the Quaker Youth Pilgrimage Program
The closing date for leadership team applications and references is **15 September 2011**.

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



**GUIDELINES AND EXPECTATIONS FOR MEMBERS OF THE
QUAKER YOUTH PILGRIMAGE ADULT LEADERSHIP TEAM**

The Committee seeks members of the adult leadership team 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 God, the Divine, Jesus Christ and to Quakerism.
4. To develop committed leadership within the Religious Society of Friends.

Procedures for recruiting the adult leadership team

1. References from youth and adults with whom the leadership applicant has worked will be sought.
2. Appropriate leadership team members will be actively sought and recruited to assure a working team relationship.
3. Past pilgrims and members of the adult leadership team will be asked to nominate people they feel might be led to participate in a leadership capacity. 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 leadership team from the host section should be especially knowledgeable about logistics and planning at each venue. At the beginning of the Pilgrimage, the leadership team will decide on the best way to convene and clerk the leadership team. 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 programme 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 members of the leadership team (usually two from each Section) work together as co-leaders, using team leadership concepts and Quaker processes. Each member brings special gifts and experience to the Pilgrimage. The following themes may serve as guidelines and as points for potential members of the leadership team to discuss with the FWCC Quaker Youth Pilgrimage Committee of either Section.

The Leadership Team and the EMES Quaker Youth Pilgrimage Committee/ Section of the Americas QYP Program

1. Leadership team members and pilgrims from the Americas are selected by the Section of the Americas QYP Program. The EMES QYP Committee selects leadership team members and pilgrims from Europe. Although the host Section drafts the programme, the two committees jointly oversee the Pilgrimage programme.
2. The European leadership team members will meet with members of the QYP Committee before and after the Pilgrimage, usually at a committee meeting. The QYP Committee will assist the leaders financially to attend these meetings. The Section of the Americas QYP Program will provide similar opportunities for the American leadership team members.
3. The EMES committee will provide a leadership team 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 and during the home stays in the early days of the Pilgrimage.
4. The QYP Committee will pay travel and Pilgrimage related expenses of the leadership team, including meals during the Pilgrimage, and will pay an additional amount of \$500US to help with the expenses of being away from home for the Pilgrimage. Aside from these provisions, adult facilitators are volunteers.

The Leadership Team and Pilgrims

1. Adult leadership team members will decide at the beginning of the Pilgrimage the best way to convene and clerk the leadership 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. The leadership team co-ordinates all activities of the Pilgrimage except specific activities planned by the host groups.
4. The Committee and leadership team should see that the pilgrims do not become over-scheduled. The leadership team may wish to arrange a half-day a week for each person free of Pilgrimage responsibilities.
5. The leadership team oversees pilgrims' food, rooms and cleanup, laundry, etc. They will be expected to take the responsibility of getting the group organised 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 member of the leadership team 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 leadership team sees that pilgrims get started on their personal travel homeward after the Pilgrimage.
7. The leadership team deals sensitively with discipline and behaviour issues. When a pilgrim feels isolated, left out, homesick or less capable of dealing with cross-cultural or cross-theological puzzles, a member of the team 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. Members of the leadership team from the host Section will have primary responsibility to keep track of the schedule, route guides, money and checking travel, housing and programme arrangements.
2. The leadership team 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 team's possession, and another copy is kept in each Section's office.
3. The leadership team are to make sure that thank-you notes go to the hosts along the route; the pilgrims will aid in this courtesy.

4. The leadership team will make reports to the host Section during the Pilgrimage and seek advice if necessary. After the Pilgrimage, they report to their own FWCC Section office or Committee and the written reports will then be exchanged between the two Sections.
5. The leadership team oversee the Pilgrimage journal; a daily diary in which the pilgrims take turns recording the day's events.
6. The leadership team 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 leadership team 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.

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

FRIENDS WORLD COMMITTEE FOR CONSULTATION



QUAKER YOUTH PILGRIMAGE Goals and Objectives

GOAL 1: To facilitate loving understanding of diversities among Friends while we discover together, with God's help, our common spiritual ground.

OBJECTIVES:

1. The Committee will select youth and leaders from the wide variety of Friends groups.
2. The Committee 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 Committee will seek youth from each FWCC Section
4. The Committee will plan opportunities for the pilgrims to learn the meaning of "culture" and how it affects our ways of communicating.
5. The Committee 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 Committee will arrange presentations for the pilgrims about different Friends groups and cultures as they relate to the Pilgrimage and its participants.
7. The Committee will plan opportunities for the pilgrims to study Quaker history and theology while on the Pilgrimage.
8. Using Quaker process, the Committee 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 Committee 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 committee 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 Committee will plan visitations with Friends groups along the pilgrims' way.
3. The Committee 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 Committee will make plans that will limit non-Quaker related sightseeing during the Pilgrimage.
6. The Committee will choose and distribute appropriate reading prior to the Pilgrimage.

GOAL 3: To understand the nature of one's personal relationship to God, Jesus 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.

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 Committee 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 Committee will schedule a time of 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 Committee will plan a follow-up program for each Pilgrimage.

GOAL 4: To develop committed leadership within the Religious Society of Friends. 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 Committee 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 Committee will plan a work camp experience to be included in the Pilgrimage.
9. The Committee will provide support and appreciation to the facilitators/leaders before, during and after the Pilgrimage.

FRIENDS WORLD COMMITTEE FOR CONSULTATION
Section of the Americas



QUAKER YOUTH PILGRIMAGE 2012

REQUEST FOR REFERENCE FOR LEADERSHIP TEAM MEMBER

Dear Friend,

This letter has been given to you by a Quaker who has submitted an application for leadership of the Quaker Youth Pilgrimage in the summer of 2012. 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 2012 Pilgrimage will take place in the UK and the Netherlands from 14th July to 13th August. The theme of the 2012 Pilgrimage is "Travelling Cheerfully Over the World". The Pilgrimage will begin by flying into Birmingham, UK. 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 leadership team members 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 four leadership team members will coordinate the activities of the Pilgrimage and have responsibility for the care of the Pilgrims.

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?
- What can you say about the applicant's team-working abilities, and ability to facilitate rather than direct the activities of young people?
- 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 leadership team members are chosen. The committee will try to choose a leadership team 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 lead this important event.

Please reply by **15 September 2011** to: Bill Schoder-Ehri , 817 E 9th St,
Douglas AZ 85607 qyp@fwccamericas.org

Thank you very much for your help.

Yours sincerely,
Bill Schoder-Ehri, Clerk, Quaker Youth Pilgrimage Program SOA

FRIENDS WORLD COMMITTEE FOR CONSULTATION
Section of the Americas



QUAKER YOUTH PILGRIMAGE 2012

14 July – 13 August 2010

DRAFT ITINERARY AT April 2011 (Subject to change)

“Travelling Cheerfully Over The World”

10 July	Leaders arrive in Birmingham for pre-pilgrimage orientation
14-16 July	Pilgrim Arrivals in Birmingham and homestays with local Friends
16-18 July	Stay at Woodbrooke Quaker College in Birmingham Community Building
18-27 July	To Yealand Conyers in 1652 country (North West England)
19	Sawley Meetinghouse, Pendle Hill
20	Briggflatts Meetinghouse, Firbank Fell
21	Community Day
22	Meeting for Worship, shared lunch with Friends, free time / local walk
23	Swarthmoor Hall, Meetinghouse, Sunbrick, Birkrigg Common
24	Lancaster Castle/Jail
25	Community Day (Experiment with the Light?)
26	Quaker Tapestry, free time in Kendal
27	Journey to Brussels, Belgium
27-29 July	Staying in Brussels
28	Quaker Council for European Affairs (QCEA) visit and walking tour of the European Union buildings
29	Meeting for Worship and shared lunch with Brussels Friends Travel to the Netherlands
29Jul-4Aug	Staying in the Netherlands Retreat time, Alternatives to Violence training, History of Quakers in NL
4 Aug	Travel by ferry overnight from Amsterdam to Newcastle
5-13 Aug	Staying at various locations in England Service project, Retreat time, Closing retreat
13	Pilgrims depart

Many details of the programme may change between now and the start of the Pilgrimage.

Enquiries for prospective Quaker Youth Pilgrimage Leaders

These queries have been put together for your own use. They will not be used as selection criteria, but will be useful for you as you decide whether a role in the leadership team is for you. Please feel free to discuss these with any member of the Quaker Youth Pilgrimage committee.

Do you enjoy being in community with 16-18 year olds?

Do you have, or are you willing to get, Youth Work experience for this particular age group?

Are you able to be an adult presence supporting young people to:

- devise and run their own retreat and programmes, only supplying guidance when necessary?
- set their own community agreements, with guidance only when necessary?

Can you provide suggestions if asked for and otherwise keep your own counsel, unless the leader team sees an absolute need for guidance to be given?

Can you allow space for the pilgrims to develop themselves?

Do you have knowledge of Quakerism such as Clerking, Eldership, Oversight, worship sharing, and Meeting for Worship for Business?

Can you support pilgrims to take on these roles, and use these processes to develop leadership?

Are you open to and do you value our different Quaker traditions?

Are you open to using the Bible and hymns and to Christianity as well as other religions and their sacred books?

Can you be authoritative and use discipline where necessary, but also step back and allow others to make mistakes and learn from them?

Do you have or are you willing to gain, understanding of Non Violent Communications skills (NVC), mediation skills or compassionate listening?

Do you enjoy using your own initiative and allow others, whether leaders or pilgrims, to use theirs too?

Are you willing to learn from young people and be guided by them?

Are you adventurous **and** disciplined?

Are you able to work as part of a team (washing up, cleaning up together with pilgrims)?

Do you have stamina?

Do you know how to take care of yourself and ensure you take rest in rotation with others in the leader team?

What practical skills can you offer?

What emotional skills do you have?

What organisational skills do you have?

What creative skills do you have?

Do you see challenges as opportunities?



QUAKER YOUTH PILGRIMAGE

14 July – 13 August 2012

UK and The Netherlands

Personal Details

Adult Leadership Team Application

First Name(s) <input type="text"/>	Last Name <input type="text"/>
Address <input type="text"/>	Daytime telephone number <input type="text"/>
	Evening telephone number <input type="text"/>
	Mobile telephone number <input type="text"/>
Date of Birth <input type="text"/>	Email address <input type="text"/>
Names and ages of children or other dependants: <input type="text"/>	
<input type="checkbox"/> Married	
<input type="checkbox"/> Single	
<input type="checkbox"/> Other	

Membership in (affiliation with) the Religious Society of Friends:

Names of Monthly and Yearly Meetings, names, telephone numbers and e-mail addresses of clerks of those Meetings. If you have been active in your current meeting for less than 6 months, please give contact information for clerk of your previous meeting.

Would you be comfortable driving a 15-passenger van?*

(Do you hold the relevant driving licences?)

How did you hear about the Quaker Youth Pilgrimage?

Signature: _____ Date: _____

To be returned before 15 September 2011 to: **Bill Schoder-Ehri 817 E 9th St., Douglas AZ 85607**
qyp@fwccamericas.org



QUAKER YOUTH PILGRIMAGE
14 July – 13 August 2012
UK and The Netherlands

IN ANSWERING THE FOLLOWING QUESTIONS, PLEASE USE ADDITIONAL PAPER, AS NEEDED, FOR COMPLETE RESPONSES. NUMBER EACH ANSWER TO CORRESPOND WITH THE QUESTION. PUT YOUR NAME ON EACH PAGE.

1. In what ways do you participate in and contribute to your local, regional, general or yearly Meeting/Church, and to other Quaker activities?
2. What other activities do you participate in which reflect your Quaker concerns (eg. voluntary work, peace campaigning, conservation activity)?
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, including parenting, particularly with youth ages 16-18.
8. List other experiences or training that you have had that might help you as a member of the adult leadership team (music, camping, quantity cooking, work camps, travel, counselling, 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. Describe any experiences you have had in countries and cultures other than your own, and/or with people from other countries.
15. Why do you want to lead a Quaker Youth Pilgrimage?
16. Explain any health problems, such as allergies or other medical conditions, which other members of the adult leadership team 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.).
17. Do you prefer/require a particular diet? If yes, state what kind.
18. Is there a person that you would like to have as part of the adult leadership team? Give name, address and telephone number. Shall FWCC start corresponding with him/her?



QUAKER YOUTH PILGRIMAGE
14 July – 13 August 2012
UK and The Netherlands

19. In addition to the clerk of your Meeting, please list three (3) 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.
20. Describe anything else particularly important to you (see also the separate list of queries for your personal guidance)

A letter is enclosed to be given to each of the four persons named. References must be returned **directly to Bill Schoder-Ehri prior to 15 September 2011**

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