

## Who are Resource People?

RPs are the backbone of the Young Friends program- these retreats run on their love, care, and enthusiasm. They bring us wacky games, they teach us their most beloved songs, they sit with YFs through hard times, and they love YFs deeply for who they are, and they do all of this with not nearly as much sleep as they deserve. This program and the Friends community it supports is continually enriched by RPs' faithful work. Here is a list of all the different things RPs do at Young Friends retreats.

1. There are two to three **RP meetings** at the retreat: One before things get rolling on Friday night, 6:00 to 7:00; one during lunch on Saturday; one during lunch on Sunday and an additional huddle if an issue comes up mid-retreat. Just a warning: the meeting to start the retreat can be a little hectic, with hubbub from arrivals, last minute crises, setting up the meetinghouse, etc. Dinner is provided on Friday night so you won't have to stop on the way.

3. RPs co-facilitate an **affinity group** that usually meets on Friday evening and on Saturday evening, for a short evaluation meeting on Sunday morning, and occasionally additionally during the retreat. Affinity groups are everyone's chance to get to know each other and bond in a more intimate, smaller group setting. It's often where the most wonderfully tender moments happen at retreats. The kids in the group are chosen ahead of time and you get a printout of that at the Friday staff meeting. I try to balance the groups by gender, age, leadership roles, and personality (which is sometimes guess work). These ready-made groups are used as chore crews, too. You will receive more information about how to lead an affinity group in an email packet 1-2 weeks before the retreat.

4. Leading a crew for **meal prep and cleanup and meetinghouse cleanup** on Sunday morning. These assignments are made per affinity group and you'll get that information with your list of kids. If you have breakfast prep, you have to get your preppers up ahead of the general crowd, so you need to have them tell you the night before where they will be sleeping and show you their sleeping bag. Emphasize that you are only the helper -- it is their responsibility to show up for their duty on time and to contribute to their affinity group effort. If your crew is doing the cleanup when there's a staff meeting, you get your crew together and started and then come to the meeting. The last morning cleanup usually happens after breakfast, after a last evaluation meeting with your group. Again, you are the prompter and help them

organize to do the task, not the single-handed work finisher.

5. Program **helper or co-planner**. This depends on your interests, abilities, and capacity before and during the retreat. I usually reach out to RPs a month before the retreat to let them know about the theme, a few of my goals for the theme at the retreat, and ways RPs can get involve with helping to plan. RPs can always help with leading program, games, and other activities as much or as little as they are comfortable with. You will never be expected to lead an activity without hearing about it before the retreat. That said, RPs are always welcome to spontaneously offer to lead songs, games, etc during the retreat.

6. **Cheerleader / motivator** — RPs are important for moving the group along to whatever is next, especially when YFs are reluctant to transition to the next thing. Always have an eye on the schedule and an ear for when the coordinator is calling for program to start. It is especially important to have all hands on deck about 30 minutes before lights out telling YFs to get ready for bed. If you're the last RP to arrive at program, consider first doing a "sweep" of the rest of the building to make sure all YFs have arrived.

7. Enforcer of **commitments and rules**. All YFs must commit to participating in program, helping with chores, working to build community (being inclusive of each other) and abstaining from drugs and sexual intimacy (this includes kissing) while at retreats.

There are also rules: for example, in each meeting house about where food can go, to ask RPs before going on a walk, to keep cell phones away as much as possible.

Since we like to keep our high level of trust at these events, so our goal in discipline is that offending behavior stop, not that someone gets punished. Sometimes just a few words can help people realize that they're noticed and their actions count. It's a good idea to bring situations to the RP meeting for consultation or information.

During free time and at night is when the majority of harmful behaviors tend to occur. During free time, make sure you're circulating throughout the building and peeking in each room to see what's up. At night, use the "1 shush rule" — if you have to shush any YFs more than once, you are required to move all of them away from each other.

8. **Counselor**. We perform some counseling functions, especially in our affinity group -- listening well, empathizing, clarifying, following up. But we are not trained therapists. We are limited and should recognize that. We can refer, we can suggest. Most important is that you indicate your availability -- by body language of attention

and interest, by sitting down at meals and in free time with YF's, by following up on conversations if they indicate personal need by the YF.

9. **Game and song** leader. Free time games and songs could be led by anyone, including you. Frisbee, soccer, guitar strumming, card games, singing rounds -- there's lots of options. If you like song leading, and might also help in being an encourager to YF's to lead with you, please let me know.

10. Being on resource person **team**. Part of why we keep doing this work is because of the other adults who do it. You're an extraordinarily funny, lively, thoughtful, empathetic group -- and definitely courageous. So getting to know each other, as well as the Young Friends, is a wonderful by-product. We also need each other for support when we have problems, if we're low-energy, when we want a little adult interlude. Please speak up about your needs.

11. Last, but way-not least, **spiritual coach**. By being attentive to your own spiritual path, by your faithfulness in your spiritual community, by trying to bring your own life into accord with your spiritual values, you can be alert to ways to encourage this among Young Friends. Taking a moment for reflection and prayer in a tense situation, being able to point to the principle behind a practice -- there are many ways to find a "teachable moment".