

## Community Toolkit

- Business Support for Youth Programs
- Creating an Education Program and Hiring Youth Outreach Staff
  - Creating Youth Recognition Awards/Scholarships
- **Developing a Youth Training/Leadership Program**
  - Involving Young People in the Election Process
  - Mentoring Students and Visiting Schools
    - Setting up Internship Programs
- Working with Youth to Address Specific Community Issues or Needs
  - Youth Philanthropy
- Youth on School, Municipal, and Advisory Boards / Councils

The Maine Department of Education's  
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and

CAMPAIGN FOR THE CIVIC MISSION OF SCHOOLS



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Youth training and leadership programs prepare young people to take up active roles within their communities. They learn how to work as project/activity organizers and how to collaborate with others to complete tasks efficiently. Giving young people the knowledge and tools necessary to be leaders will build self-confidence and motivate them to become more active citizens as young people and later as adults.

### Bangor YMCA

The Bangor YMCA has developed the Interact Leader's Club, a youth leadership club for students in grades 8 through 12. The group, which is made up of 25 teens, works to build and improve leadership skills, to encourage volunteerism and community connectedness, to improve self-esteem and communication skills through special projects, and to conduct fundraisers for local and global recipients. Another branch of this club is a one-week Leader's School that is held at the YMCA's Camp Jordan in the summer. This one-week school is open to young people from grades 6 to 12 and focuses on building leadership and personal/physical skills. Participants in both groups have had the opportunity to attend seminars on job preparation, including resume building and interviewing skills, and have been invited to financial management seminars to build skills for their future. The group emphasizes learning by doing, with many hands-on activities. Participants are required to fill out applications, but are automatically accepted with the stipulation that they must complete at least four hours of community service per month to remain part of the group.

The group works with YMCA staff and peers to develop projects and events that are accessible to the community. The young people meet at least once a month to discuss youth and community issues and ways to resolve those issues. The group's advisor is present at all meetings and helps to form connections within the local community who help with coordinating events and creating volunteer opportunities. The youths assist with event planning and staffing and serve as officers of the club. The weekly meetings, while supervised by the group advisor, are run by the group's president.

One event, planned and organized by the Leaders, was a fashion show to raise money for YouthAids, a non-profit organization based in Washington, DC, that works with young people battling AIDS. The participants had learned about the issue and the organization during a discussion of the AIDS epidemic at one of their meetings. Through discussion with their YMCA staff and help, funding, and public relations efforts from the Rotary, J.C. Penney agreed to sponsor the event and Eastern Maine Community College donated space for it. As a result, the Leaders were able to raise \$2,500 for YouthAids.

The group advisor, Nancy Cambridge, is the Youth and Family Director of the Bangor YMCA, while the other advisors are committee members from the Bangor Area Breakfast Rotary. These advisors attend Leader's meetings on a rotating schedule and provide assistance as needed. The program is funded with assistance from a Rotary Club grant and through fundraising efforts organized by the Leaders. The Bangor Area Breakfast Rotary also provides public relations for the events planned by the Leaders. Cambridge says that, "some of our events proceeds are designated for a particular cause or charity, and others are to raise funds so the Leaders are able to participate in leadership trainings and outings."

According to Cambridge, “What makes our programs successful I believe, is the input of the Rotary and Y staff who act as support and sounding boards for the youth.”

### Maine Youth Action Network

The Maine Youth Action Network, based in Portland, holds an annual leadership conference for young people from all over Maine. The two-day conference is made up of workshops, activities, training, and team building. Through participating in these events Maine’s young people learn about networking with other groups, about local and statewide initiatives, and about finding resources to support youth programs. According to the website, some of the topics to be discussed at the conference are substance abuse, suicide and self-harm, mental health, sexual health, organizing for change, oppression, youth and adult partnerships, skills for strengthening your group, promoting physical activity, creating change for healthy eating, anti-tobacco advocacy, and tobacco control and quitting.

Each year more than 400 young people, middle school to high school aged, attend the conference. Youth group advisors can fill out a registration form, which can be found at the MYAN website, to enroll their students in the conference. Registrations and housing fees are required, which are used to help fund the event, but can be paid in small portions at a time (50% due with the registration form).

While the group relies on outside funding to hold the conference, it uses young people to help organize it. This year a group of 13 or more adolescents are working with the MYAN staff and advisors to organize and plan the conference. Some of the young people were participants in last year’s conference and are able to demonstrate the skills they learned last year in setting up this year’s conference.

## **Ideas and Suggestions for Implementation**

### How will the group's leader/advisor be chosen?

Choosing an affective advisor for a leadership program is the most important decision. An affective advisor will be passionate and organized and will help to inspire the young people to become passionate about being leaders themselves. Interview, consult coworkers and peers, and look for a person with not only passion, but with the time and dedication to make the program work.

### How do you choose the students who will participate?

It may seem simplest to choose students who are already in leadership roles (whether as student council reps, key-club members, or peer advisors), but this may not be the most affective choice. While there are some young people with a natural ability to take on leadership roles, it is important to branch out and focus on those who have potential and need more help. Some options to consider are:

- Student applications: have students fill out applications where they can discuss their desire to participate and their goals.
- Selection: consult guidance counselors, school administrators, and teachers to determine which students would be most interested and aided by the program.

### What is the goal or purpose of your leadership project?

Determining the overall goal of the leadership training will help to direct and shape the development of the program. Do you want students to become better community leaders? Do you want them to act as more effective school or peer leaders?

### What topics need to be addressed in a youth leadership training program?

To determine what needs to be addressed in a youth leadership program, it is important to consult the young people who will be participating. By considering what they would like to see in the program and how they would like to see it run, it is more likely that the students will feel more engaged and enthusiastic about what they are doing.

### How will your program be funded?

Find local sponsors to support the group. Local businesses are often willing to support projects when presented with the plans and goals. This can be one of the first projects that young people tackle when trying to form a leadership group. Have them organize the group's goals and potential projects and have them present the ideas to different groups, like the local Rotary Club. This will help young people get started as well as show everyone that they are dedicated to becoming active participants in the community.

### How will group projects be run?

Work as mentors or advisors for the participants, but allow them the opportunity to do the majority of the planning and organizing. This gives them the opportunity to find out what does and does not work, and also gives advisors ideas about what aspects of leadership training need more or less attention.

## Case Study Resources

Nancy Cambridge  
**Bangor YMCA**  
127 Hammond Street  
Bangor, Maine 04402  
207-941-2808  
ncambridge@bangory.org  
[www.bangory.com](http://www.bangory.com)

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**Maine Youth Action Network  
(MYAN)**  
510 Cumberland Avenue  
Portland, Maine 04101  
207-874-0060 x201  
bjr@propeople.org  
<http://www.myan.org/index.php>

## Additional Resources

### 4-H

4-H is a community of young people across America who learn leadership, citizenship, and life skills. It is learning by doing. Any youth aged 5-18 can participate in 4-H programs in Maine. 4-H helps young people develop leadership skills, participate in a community service projects, learn about science, learn how to use computers, manage money or start a business. <http://www.maine4h.umaine.edu/> and <http://www.fourhcouncil.edu>

### The American Legion

For information on more national youth leadership programs like Boy Scouts, Girl Scouts, Campfire USA, Street Law, the National Youth Leadership Council and the National Youth Network go to [http://www.legion.org/?section=children&subsection=com\\_cy\\_resources&content=com\\_cy\\_res\\_youth](http://www.legion.org/?section=children&subsection=com_cy_resources&content=com_cy_res_youth)

### Boys 2 Men

Boys 2 Men is an organization that supports positive, non-violent male development. They offer an annual conference on aspirations and have other leadership and skill building programs throughout the year (these include asset-building workshops for adolescent boys and their fathers and adult mentors, monthly televised community forums, an e-newsletter, and a school-based media literacy project). <http://www.boystomen.info/index.html>

### Communities for Children and Youth

Communities for Children and Youth is a statewide initiative of the Maine Children's Cabinet designed to create a partnership between state government and local communities to promote positive child and youth development. Since 1997, 71 communities have joined the network, representing more than 325 municipalities and 70% of the state's population. Their web site also offers "Advocacy Skills Information," links on locating legislative documents, contacting your senator, representative, or legislator, and information on public hearings. <http://www.maine.gov/cfc/>

### Democracy for Kids & Young Voters

Maine.gov offers a variety of ways to be informed and involved in voting. Projects include the Maine Youth Vote Media Project where students produce their own public service announcements. [http://www.maine.gov/portal/government/edemocracy/dem\\_kids.html](http://www.maine.gov/portal/government/edemocracy/dem_kids.html)

### FusionBangor

Launched in March of 2005, Fusion:Bangor was founded as a collective voice for young professionals who want to make a difference in their region, meet and mingle with folks of like age and mind and make the Bangor Region a better place to live and work and play, for all generations. <http://www.fusionbangor.com/index.htm>

### Girls & Boys State

Girls State and Boys State are summer leadership and citizenship programs for high school students between their junior and senior years. They are sponsored by the American Legion and the American Legion Auxiliary, and are held in each U.S. state (except Hawaii). In Maine, Girls State is held at Husson College, and Boys State is held at Maine Maritime Academy. [www.mainelegion.org/programs](http://www.mainelegion.org/programs) or [www.legion.org](http://www.legion.org) or [www.legion-aux.org/girlsState.aspx](http://www.legion-aux.org/girlsState.aspx)

### Hardy Girls, Healthy Women

Girls Unlimited! is a day-long conference for girls across Maine. It is held at Kennebec Valley Community College in Fairfield each year, and they offer workshops and activities to hold girls' interest, challenge them and to help them to think critically about the world around them. Other programs and leadership trainings are offered throughout the year. <http://hardygirlshealthywomen.org/index.php>

### Hugh O'Brian Youth Leadership (HOBY)

HOBY is a leadership program for high school sophomores across America. Actor Hugh O'Brian founded leadership seminars which began in 1958 and eventually grew into 3-day seminars for high school sophomores in 1977. Today it is one of the nation's foremost youth leadership development organizations. <http://www.hoby.org/>

### Hurricane Island Outward Bound School

Outward Bound Discovery is an outdoor leadership program designed to serve at-risk and committed delinquent youth and families, schools and communities exposed to factors that put youth at greater likelihood of becoming delinquent or chronic offenders. The mission is to inspire youth to remain crime free and stay in school to reach their full potential in education, community, career and life, through attaining academic achievement, character development and social responsibility. They are located in Rockland, Maine. <http://www.outwardbound.org/discovery.html>

### The Institute for Civic Leadership

The Institute for Civic Leadership enhances Greater Portland's civic capacity by training and supporting a network of skilled leaders, building cross-sector relationships and providing ongoing resources and life-long learning opportunities. They offer a 15 day leadership training that teaches collaborative leadership and problem solving techniques suited to addressing community issues and complex agendas, and gives participants new skills to lay a foundation for sustainable change in their civic work, and within their organizations. <http://www.civicleadership.org/>

### Jaycees

The United States Junior Chamber (Jaycees) gives young people between the ages of 18 and 40 the tools they need to build the bridges of success for themselves in the areas of business development, management skills, individual training, community service, and international connections. Visit the national site to view state chapters. <http://www.usjaycees.org/>

### Jobs for Maine Grads

JMG helps high-school seniors reconnect to school and successfully graduate and transition into the workforce. Project Reach was created in 1995 to inspire middle school students in Maine. Project Reach partners with public middle schools to offer students an experiential-based curriculum that increases motivation and teaches real-world skills necessary for academic and career success. The program combines classroom learning, leadership development, and organized community service learning. <http://www.jmg.org/programs.html>

### KIDS Consortium

- A. Capitol Forum—a civic education program for Maine high school social studies students and teachers at the Maine State House. For one day they gather and deliberate with each other, public policy makers and legislators on the role of the U.S. in world affairs. <http://www.kidsconsortium.org/choices.html>

- B. **Project Citizen**—a cooperative learning process for students that involves identifying and researching a public policy problem in their community, developing their own solution, and creating and implementing an action plan. Students develop a portfolio of their work and present their project to community members. [http://www.kidsconsortium.org/project\\_citizen.html](http://www.kidsconsortium.org/project_citizen.html)

### League of Pissed Off Voters

The League engages voters aged 17-35 by working to organize local groups and volunteers to persuade and turn out progressive young voters in all states. They are a national, youth-driven, power-building organization that uses hip-hop and the creative arts to reframe politics as accessible and important to young people. The League has two city affiliates in Maine Waterville and Portland. <http://waterville.indyvoter.org/> and <http://portlandme.indyvoter.org/>

### Maine Campus Compact

The Maine Campus Compact is coalition of 19 college and university presidents committed to the civic purposes of higher education. Campus Compact promotes community service, encourages partnerships between campuses and communities, and assists faculty who seek to integrate public and community engagement into their teaching and research. Their student programming offers opportunities for students to mobilize and act on issues of importance to them (social change, community involvement, political activism, student leadership, service). <http://www.mainecomact.org>

### Maine Development Foundation

MDF is a statewide public-private partnership that was created by the Governor and Legislature in 1978 as a private, non-profit corporation with a broad mandate to promote Maine's economy. Leadership Maine is a unique statewide program designed to build a broader pool of talented leaders in Maine to shape our state's future. It consist of a year-long experiential program covered in 12 days to provide 40 - 45 established leaders with a statewide perspective of the economy, give information to meet the challenges of tomorrow, and encourage the building of networks to spark collaborative change in Maine. <http://www.mdf.org/leadme/home.html>

### Maine Women's Fund

The Maine Women's Fund is a community of individuals, businesses, and foundations that support political, economic, and social equality for Maine women and girls. Launched in 2000, the New Girls' Network was started to create a web of young, active, and powerful women throughout Maine. The New Girls' experience, geared to women in their 20s and 30s, begins with a nine-month exploration of philanthropy, leadership, activism, and feminism. It continues with a life-long connection to a growing network of women—150 to date—committed to empowering Maine women and girls. <http://www.mainewomensfund.org/>

### Maine Women's Policy Center

The Maine Women's Lobby ensures that women and girls in Maine can lead healthy and productive lives free from violence and discrimination. Three leadership programs are offered: Women's Political Leadership Forum, Girl's Day at the State House, and Women's Leadership Action Coalition. The Girl's Day at the State House brings 8<sup>th</sup> grade girls to Augusta to meet the Governor, engage in mock public hearings, job shadow their legislators, and meet other girls interested in government. <http://www.mainewomen.org/>

### Maine Youth Leadership

Each year more than 100 high school sophomores from all parts of Maine are invited to participate in a four-day Motivate ME Seminar. The popular and energetic event is designed to recognize and develop personal leadership skills. The Motivate ME seminar is at no cost to students, parents or schools. <http://maineyouthleadership.org/index.html>

### Maine Youth Voices

Maine Youth Voices is a grant funded youth organization dedicated to creating the opportunity for youth to proactively engage in prevention strategies surrounding underage alcohol use in their schools and communities throughout the state of Maine. Currently, there are fourteen MYV groups across the state.

<http://www.neias.org/MYV/>

### Realize!Maine

Realize!Maine is a public-private partnership created by, for and of Mainers ages 20-34. Realize! is a catalyst, a collaborative, and a convener of Maine's young people with a stake in our common future.

<http://www.realizemaine.org/>

### Rippleffect

Rippleffect was born in late May of 1999 when a team of six set out from Lubec, Maine, on a kayak journey to memorialize the lives of several people who had died of AIDS. They were all personal friends of founder Ted Regan, who organized the expedition as both an homage to his friends and mentors, and as a way to educate youth about the disease. It has become a community-based youth development organization specializing in adventure and wilderness experiences that build confidence and self-esteem.

[http://www.rippleffect.net/about\\_us/](http://www.rippleffect.net/about_us/)

### A Rising Tide

A Rising Tide is non-partisan, not-for-profit organization whose mission is to engage, encourage and energize young people aged 16 to 35 who want to get civically engaged. Main goals are to educate young people on the inner workings of grassroots campaigning, help trainees gain firsthand knowledge of the legislative process, and also provide competent and effective workers for political campaigns. Contact

[arisingtide@maine.rr.com](mailto:arisingtide@maine.rr.com) OR call 207-879-0553/207-650-2343

### United States Senate Youth Program

This program brings two student leaders from each state, the District of Columbia and the Department of Defense Education Activity to spend a week in Washington D.C. experiencing their national government in action. Each delegate will be awarded a \$5,000 College Scholarship for undergraduate studies.

<http://hearstfdn.org/ussyp/index.html>

### YES! to Youth

YES! to Youth provides hands on experience for youth in grades 4-12 through education, athletics & media production. Students bring the world of mathematics, science, multimedia communication and journalism to life in the real world. YES! offers after-school and summer programs in computer applications, print journalism, robotics, and broadcast journalism to provide young people with creative, hands-on experiences that allows them to build skills and confidence. [www.yestoyouth.org](http://www.yestoyouth.org)

### Youth On Board

Youth on Board prepares youth to be leaders and decision makers in their communities and strengthens relationships between youth and adults through publications, customized workshops, and technical assistance.

<http://www.youthonboard.org>

### Youth in Government (Model State)

Youth in Government is a program of the YMCA camp of Maine. It is a leadership program that allows any High School student in Maine to participate. Students get hands on experience in how Maine's Legislative process works by spending three days in the State House, using the actual chambers, and committee rooms that the real legislature use each day. <http://www.maineypcamp.org/yig/index.php>