

# Becoming a Friendly Adult Nurturer: Ongoing FAN Training

Version 3.5, September 2023

## Three Training Sessions:

1. Philosophy, Structure & Function of SAYF
- >> 2. Essentials for FANs <<
3. Transportation of Young Friends

# **SAYF Mission Statement**

(repeated from the first Module)

Around the world, Quaker youth come together under the name of Young Friends. For over a hundred years these groups have offered youth in the Religious Society of Friends an opportunity for community, education, enjoyment, and service to others.

Following in this tradition, Southern Appalachian Young Friends (SAYF) is an organization under the care of Southern Appalachian Yearly Meeting and Association (SAYMA). SAYF has the express purpose of creating a loving, caring, joyful Quaker spiritual community for teens in the Southeast. In doing this SAYF seeks to foster a safe space for Young Friends to grow and explore Friends testimonies (simplicity, peace, integrity, community, equality, stewardship), values, process, and spirituality. Through retreats, conferences, service projects, business meetings, worship and other activities, SAYF brings Young Friends together as an ongoing Quaker ministry to teens.

# There are many roles in SAYF

- Young Friends - the center and focus
- Nurturers - leaders among Young Friends
- FANs - Friendly Adult Nurturers
- Night Shepherds - adults who come in to monitor retreats during sleeping hours
- Parent Attenders - parents are welcome to observe or participate in two retreats before applying to be FANs
- Resource Friends - come in to help for a short time
- FADs - Friendly Adult Drivers
- Steering Committee
- Support Committee

# Who are FANs

- FAN: Friendly Adult Nurturer
- Primarily provide support and guidance
- FANs are volunteers, approved in the role by their monthly meetings, background checked, and trained by SAYF
- Not all adults present are FANs
  - Other adults at retreats may be Parent Attenders, Night Shepherds, Resource Friends, or FADs
- Important to have diversity among FANs (e.g., male, female, non-binary)
- An individual FAN does not need to come to all or most retreats

# Becoming a FAN

- Be with a Monthly Meeting 6 months or more.
- Attend a retreat to test your leading, if you want.
  - After letter of introduction/recommendation from a Meeting member to Lead FAN
- Request a Minute of approval for you to work with the SAYF program from your Monthly Meeting.
  - Minute should be sent to SAYF Program Coordinator ([awesomesayfers@gmail.com](mailto:awesomesayfers@gmail.com)) before you attend a second retreat.
- Apply for background check at <http://tinyurl.com/youthworkerapp>
- Check process must be complete before you attend a third retreat
- Details available at link at top of <http://awesomesayfers.org/volunteers.shtml>

# What Do FANs Actually Do?

- Work with Young Friends to plan and organize retreats (primarily the Lead FAN)
- Provide transportation to/from and at retreats
- Participate with Young Friends in activities
- Serve as role models
- Experienced FANs guide new FANs
- Bring problems to attention of Nurturing Committee, Lead FAN, or First Aid FAN
- Protect the Community

# General Guidelines for Adults to Promote a Positive SAYF Experience for Everyone

- Be alert and attentive, but not intrusive
- Don't dominate in activities with Young Friends
- Be an adult, not one of the kids
- Avoid forming cliques
- Don't put yourself or Young Friends in compromising situations (more later)
- Remember that SAYF is for the Young Friends
  - SAYF is frequently rewarding and pleasurable for adults - but -
  - We are not there to get our needs met

# What happens at retreats?

- Friday: Arrivals and Introductions (arrivals may be as late as 1am Saturday or later)
  - FAN meeting (including First Aid kit, the Emergency Sheet, ...) and Nurturing Committee meeting
  - Opening Circle (Candle Circle), including local rules
- Saturday: Opening Circle/Guidelines, Programs, Fun, Community Building, Downtime, Meals, Cleanup
  - Programs: Workshops, Worship Sharing, Service Projects, Nurturing Committee Meetings, Meetings for Business ...
  - Community Building: Games, Dancing, Trust Falls, Birthdays, ...
- Sunday: Packing & Cleanup, Meeting for Worship & Epistle, Lost and Found, Departure

# FAN Resources - How Does a FAN Know What to Do?

- SAYF Community Guidelines
- FAN Training Process
- The SAYF Handbook (on website in future)
- The Nurturing Committee
- Mentors - Experienced FANs - Lead FAN -  
...
- Mind the Light (pay attention to what's  
going on inside you)

# SAYF Safety

- Make safety a priority
- Ensure that SAYF Guidelines are honored
- Avoid situations where abuse could occur
  - Maintain personal boundaries
  - Follow "Two-FAN" Rule (adults are not alone with Young Friends) (more to come...)
  - Respect emotional boundaries
- Emergencies: Lead FAN or First Aid FAN in charge. Follow their instructions

# Protecting Young Friends is the First Priority

- Be observant - especially during downtime.
- Know where emergency information is posted.
- If an activity is dangerous, warn & deter, gently but firmly.
  - Allow swimming only with a lifeguard in a designated swimming area
- Pay attention to Local Rules and Community Guidelines.
  - Especially the "No fires except in designated activities" rule.
- Coordinate First Aid with the Medical Release Forms.
  - The First-Aid FAN is responsible for dispensing medications.
  - The First Aid Kit is adult-access only.
  - Always consult Medical Release Forms before dispensing medications.
  - Seek someone with first aid training for treating minor injuries

# Protecting adults is also important

- Help drivers get enough sleep
- Pair up with other FANs when checking retreat boundaries
- Respond promptly to risky adult behavior
- If you observe questionable adult behavior involving a Young Friend -
  - This is not a Nurturing Committee matter - take it to the Lead FAN or a Steering Committee member right away
- If the behavior is not questionable but obvious - intervene!

# **SAYMA Youth Programming EMERGENCY MANAGEMENT PLAN**

SAYF's Emergency Management Plan outlines the procedures and chain of command for:

- **medical emergencies,**
- **events that may result in a crisis** for an individual or family, such as the death in the family during a retreat,
- **allegations of abuse or sexual abuse.**
- Plan will be available at retreats. Note especially the chain of command. Follow instructions.

Any incident at a SAYF retreat resulting in disruption of the program, injury, or filing of a police report requires completion of a SAYF incident report. This is primarily the responsibility of the lead FAN but input from others may be necessary.

**SAYF requires that FANs report any suspected or observed abuse to the lead FAN or SAYF Steering Committee Clerk.**

Identifying and responding to allegations of abuse can be challenging. SAYF does not offer specific training for responding to such allegations, however each state offers **FREE, self guided training** that can be found online. We suggest FANs participate in the training for their state. If you need help finding a training, please ask.

# Use Team Resources to Keep Retreats Safe

- Other FANs can help you decide whether a situation is a safety issue.
- You are not alone;
  - Exception: sometimes in a vehicle while transporting YFs.
  - Use police if needed in lieu of other FANs (e.g., if group needs to separate in a medical emergency).
- Nurturing Committee members will be helpful in dealing with non-emergency safety problems.
- Steering Committee members or the Lead FAN can and should be consulted if you have concerns about the safety of a situation or activity.
  - Lead FAN should have phone numbers of Steering Committee members not at the retreat, for decision-making backup.

# SAYF Guidelines Promote Safety

Dichotomy — Young Friends want to be trusted; We need to be aware of Young Friends' activities

- Look around outside, preferably before dark -- understand the Retreat setting.
- The physical boundaries for different times of day are set in Local Rules.
  - Two FANs with strong flashlights walking around outside at night is sometimes needed.
- Be observant without being intrusive.

# Guideline Infractions Have Consequences

- The purpose of consequences is not to punish, but to teach.
  - Shun the act, not the violator.
  - Help YFs and FANs learn to consider the effects of their actions.
  - Nurture them so they can grow in the light.
- A Community Care Meeting may be convened after a guideline infraction.
  - Discernment - to discover what happened.
  - Mediation - if there is a dispute.
  - Accountability - to decide on appropriate consequences.

# Community Care Meetings

- Are an important element of SAYF process.
- Should be restorative and not be seen as punitive.
- Involve both Young Friends and adults (FANs and sometimes parents).
- Are usually clerked by a member of the Nurturing Committee.
- Provide a sense of healing for the community after disruptive incidents.
- Usually at the retreat, but may happen later to include the wider community

# Avoid Situations Where Abuse Could Occur: Maintaining Personal Boundaries is Vital

- Don't hit, yell at, threaten, or otherwise interact violently with a Young Friend.
- Don't interact sexually with a Young Friend! (physically or verbally)
  - Touching should never include the breast, buttocks, or groin.
- Adults should not discuss their own sexual experience or genitals with teens.
  - At times discussions may involve sexuality or sexual orientation. Adults involved in those discussions should use discretion to avoid personal disclosure (beyond perhaps your own orientation), especially with very young SAYFers.
- Don't act in a way that could have the appearance of abuse.
  - Avoid unwanted/uninvited touching or embracing; you should always ask first (a good role-model behavior; we undertake to model consent).
  - A-frame (sideways) hugs preferable to frontal embraces.
  - Touching or embracing should be brief, public and never in private.

# The Two-FAN Rule Protects FANS & Young Friends

We try to have two or more adults present whenever adults and Young Friends are together to minimize the possibilities for misinterpretation or false allegation. Be alert for this while at retreats and plan ahead to avoid compromising situations at departure and arrival sites.

It is never OK for an individual FAN and an individual YF to be alone in a closed room. Just don't! If you find yourself in that situation, get out of it immediately.

- Although individual Meetings are in charge of transportation to and from retreats, we also strongly urge you not to be alone with an individual YF at the departure or arrival site.

An individual FAN with two YFs is better, but still not advisable. Let the Lead FAN or Steering Committee member know if such a situation is unavoidable at a retreat.

Two FANs and one Young Friend is better ...

Two FANs and two Young Friends is comfortable ...

The usual case is two or more FANs and several to many Young Friends.

# There Are Occasional Exceptions to the Two-FAN Rule

- One-on-one counseling:
  - It's important that other FANs or Nurturing Committee members know what is going on.
  - Set a time limit and let others know what it is.
  - The best arrangement is to separate from the group but stay in plain sight of others - don't go out in the woods or go into an empty room and close the door.
- One-on-one should usually be requested or initiated by a Young Friend rather than by a FAN.
  - Again, let other FANs or NC members know where you're going beforehand.

# Respect emotional boundaries

- We want to interact positively.
- Maintaining personal physical boundaries helps in respecting emotional boundaries.
- Some Young Friends bring serious issues to retreats.
- We help by creating a supportive "retreat space."
- We help by being role models.
- We may be able to help by thoughtful words and deeds.
  - A need for discernment here - be inviting, not intrusive. You may, for example, be talking with at least one abuse survivor.
- We are NOT surrogate parents, except...
  - Take appropriate action if guidelines are broken.
  - Respond to injuries and emergencies.

# In an Emergency, Take Control

- Young Friends are not in charge during emergencies. (Usually they respond very helpfully and responsibly.)
- Notify the Lead FAN and/or First Aid FAN immediately.
- Emergencies are very rare at retreats.
  - Most FANs have never dealt with one.
- Medical emergencies:
  - Have First Aid FAN assess the situation.
  - Use Medical Release forms.
  - Get the needed help! This may or may not involve an Emergency Room; Prompt Care centers may work. Don't hesitate to call 911.
  - Don't handle it alone; be sure someone else knows what has happened.

*See Appendix 1 for examples*

- Other emergencies
  - Ensure that needs are met.
  - Use the community resources.

# Coping with Medical Problems

- Follow Medical Release Form instructions.
  - The First-Aid Kit is adult-access only; consult the First Aid FAN.
  - Always consult Medical Release Forms before dispensing medications.
  - Seek experienced help in treating minor injuries.
- Anything more than a minor injury requires professional treatment; get whatever assistance is needed.
  - Notify the Lead FAN immediately; Lead FAN will notify a parent or guardian as soon as practical.
  - The Local Information Sheet has locations for emergency aid facilities; know where it's posted.
  - Transport (with another FAN) the Young Friend to treatment center, emergency room, etc, or call 911.
- Medical Release Forms should always accompany Young Friends when going offsite.

# Reprise of FAN Resources

- SAYF Community Guidelines
- FAN Training Process
- The SAYF Handbook (on website in future)
- The Nurturing Committee
- Mentors - Experienced FANs
- Mind the Light

## **Appendix 1: Examples of medical emergencies at retreats**

### **1. SAYFer injures knee, cannot bend it, and is in great pain (ca 2005)**

The SAYFer was being physical inside after dinner on Saturday night. He leaped over the back of a couch, and injured his knee. He was in considerable and vocal pain, and he could not bend the knee. We lifted him carefully up from the floor and onto a table. Given his extreme pain and immobility of the joint we decided he needed professional treatment. Agreeing that he could not get into a car or van to ride to the ER, we called 911 for an ambulance. We tried unsuccessfully to reach his parents. We gathered his medical form and decided on two FANs who would ride to the hospital with him. When the ambulance arrived in perhaps 10 minutes and brought in a stretcher, the SAYFer was much better. He was no longer in substantial pain, and he could bend the knee somewhat and could put some weight on it. He felt he did not need to go to the hospital. We released the ambulance (as far as I know, we did not need to pay for it). He took some OTC pain medicine, and a pair of crutches was found. We later reached the parents, who concurred with what we had done. The SAYFer was able to participate in the rest of the retreat and managed the four-hour car ride home without great difficulty.

**2. Another example would be good ...** Robin (Asheville) may have one concerning a bee sting/allergic reaction.