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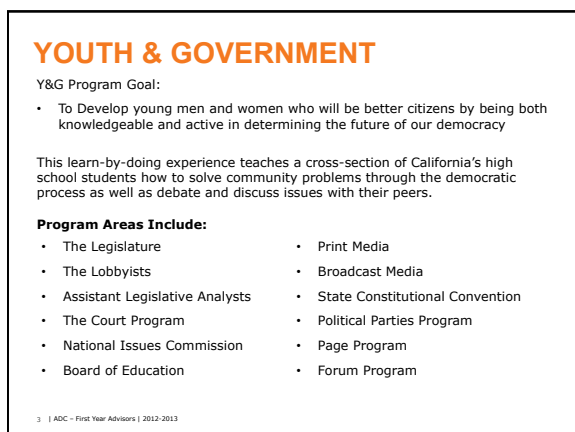
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## Y&G PROGRAM OBJECTIVES

- To provide training and experience in understanding the legislative process
- To develop critical thinking and analytical abilities
- To provide active participation in the legislative process
- To develop interpersonal communication skills
- To provide awareness of social issues and their possible solutions
- To provide opportunities to hear and respect varying viewpoints
- To encourage active participation in political and public affairs
- To develop self esteem and confidence in our youth
- To develop learning-skills which will be applicable throughout life
  - Researching topics
  - Speech development/writing skills
  - Public speaking
  - Debating

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## BEING A Y&G ADVISOR

There are few things in life more rewarding than being a YMCA Youth & Government Advisor

### Advisor Oath:

"We will help our future leaders build more positive skills and qualities that will help them all through life"



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## ROLE OF AN ADVISOR

Your job is to help create and maintain an environment which is:

- Safe
- Fun
- Supportive
- Welcoming
- Educational
- Memorable



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## AS AN ADVISOR YOU WILL

- Attend Meetings
- Attend Conferences
- Be Challenged
- Stay Up Late
- Wake Up Early
- Be A Little Stressed Out At Times
- Be Physically, Mentally, and Emotionally Exhausted

**But Do Not Let Any Of These Discourage You, Because...**

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## WHAT ADVISORS REALLY DO

- Create a Positive Experiences
- Make a Difference
- Work Together
- Role Model
- Educate
- Cheer
- Laugh
- Cry
- Care
- Motivate
- Empower
- Help Build Better Citizens
- Set High, But Reasonable Expectations
- Facilitate and Even Become Lifelong Memories



**...Just To Name a Few**

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## HOW TO SUPPORT YOUR DELEGATES

**Regular check-ins with Delegates go a long way in understanding their needs and wants.**

- Physical Health
  - Eating
  - Drinking
  - Sleeping
  - Using the Restroom
- Emotional Health
  - Be Visible/Seen
  - Be Approachable
  - Be Encouraging
- Cognitive Health
  - Challenge Them
  - Ask Questions
  - Have Them Set Goals



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## SUPPORTING DELEGATES

- A Few Challenges Advisors Face Each Year:
  - Delegates Not Paying Attention During Sessions
  - Delegates Sleeping
  - Delegates Not Participating
  - Delegates Missing Sessions
  - Delegates Becoming Homesick
- A Few Creative Solutions:
  - Reward/Point System
  - Delegation Awards (Advisor vs. Delegate Nominated)
  - "Operation Candy Drop"
  - Page Notes
  - Surprise Session Visits from Advisors

**Find a balance between surprise "gifts" and merit based incentives in order to keep your Delegates engaged**

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## SUPPORTING DELEGATES

When parents ask how it is that I get their child to do such amazing things in such a short period of time, I respond with:

**"I listen to them"**

Many adults focus too much on telling teens what it is that they think the teen should be doing, learning, and attempting. These same adults should be encouraging and supporting these teen's unique interests, talents and ambitions.

### With This Being Said:

- Bonds/trust can be formed between Advisors and their Delegates
- Many of these teens will share things they would never tell their parents
- Know that Delegates may come to you with sensitive/personal information
  - Deflect and discourage rumors/gossip – these lead to a negative culture in your delegation
  - Take accusations and "cries for help" seriously
  - Protect Yourself, Organization, and Delegates
  - Seek the guidance of other adults/Advisors

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## HOW TO SUPPORT YOUR LEAD ADVISOR

- Ask What You Can Do To Contribute/Learn More
- Know and Support Their Vision and Goals for the Year
- Take Initiative Once You Learn the Routine
- Be Informed
  - Subscribe to Bulletins
  - Be Aware of Upcoming Deadlines
- Carry Around a Journal, Paper, Writing Implement
  - Take Notes – Seize learning opportunities
  - Get to know your Delegates
    - Write Down Quotes
    - Gather Testimonials "Y-Stories"
- If Given Permission: Take Pictures of your Delegates in Action
- Take On Advisor Duties with Enthusiasm
- Act Professional/Role Model

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## SUPPORTING YOUR DELEGATION

Plan To Attend Everything You Are Able To:

- Meetings
- Parent Night
- Fundraisers
- Bill Hearing Night
- Conferences
  - Program/Role Sessions
  - Friendship Services
  - Delegation Dinner
  - Advisor Duties

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## SUPPORTING YOUR DELEGATION

### CONFERENCE ADVISOR DUTIES

- Camp Roberts advisor duties may include:
  - Culinary Host & Hostess
  - Deputy Dean Duty
  - Chair/Table Duty
  - Social Event Duty
  - Delegation Cleaning Assignments
  - Barrack Clean-Up
- Sacramento advisor duties may include:
  - Social Event Duty
  - Elevator Duty
  - Floor Duty
  - Capitol & Supreme Court Door Duty

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## SUPPORTING CALIFORNIA YMCA

- Leading By Example/Role Modeling for our Delegates
- Deans
  - "Delegates send themselves home"
  - "We do not send Delegates home, but we will facilitate their exit"
- All Advisors Are Deans
  - Code Of Conduct
  - Name Tags
  - Dress Code
- No Double Standards
- No Innocent Bystanders
- Being A Y&G Advocate In Your Community

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## THE Y&G WAY

California YMCA is committed to providing "The Y&G Way":

- Everything we do will be guided by the values we hold: Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship
- We Strive for excellence, without being obsessed with perfection
- All people have worth and value, are basically good, want to do their best, and can learn, change, and grow. All people will be treated with dignity and respect
- California YMCA Youth & Government exists to give people the opportunity to succeed and reach their highest potential. We emphasize participation over competition
- Staff members and volunteers are our most valuable resource. Our decisions and programs are most effective when accomplished through our staff-volunteer-delegation partnership

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## THE Y&G WAY - CONTINUED

- We will constantly check for participant, volunteer, and staff satisfaction with our programs, services and operating methods and immediately correct any deficiencies which we find
- We will provide programs which are safe for participants, volunteers, and staff
- We will require the highest standards of behavior from our participants, volunteers, and staff. Our enforcement of these standards will be strict, but caring and calm, and will keep the dignity of the people involved at the highest level of importance
- The behavior requirements of our organization are the same for the staff and volunteers as they are for the participants. There are no double standards
- We want everyone who is involved with us to enjoy and be personally rewarded by their involvement.

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## YOU ARE NOT ALONE

Know Where To Go When You Need Assistance

- For That Personal Touch:
  - Your Lead Advisor
  - Other Delegation Advisors/Lead Advisors
  - Advisor Development Team
  - Core Staff
  - Program Staff
  - Deans
  - Returning Delegates
- Visit the Website:
  - [www.calymca.org](http://www.calymca.org)
- Refer to the ML/C Advisor Manual:
  - Tons of Useful Information about Program Areas and Running for Office
- Subscribe to the ML/C Email Bulletins
  - Dates, Deadlines, and Conference Information

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## WHAT DO TEACHERS MAKE?

Friends, family members, and even acquaintances may ask you why it is that you are a Youth & Government Advisor.

- Why would anyone want to volunteer year after year?

*What Teachers Make* by Taylor Mali

- (Clean Version) <http://www.youtube.com/watch?v=h5yg0u1MkDI&feature=related>
- (Def Poetry) [http://www.youtube.com/watch?v=8I\\_JK6tTGKo&feature=related](http://www.youtube.com/watch?v=8I_JK6tTGKo&feature=related)

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## BEING THE BEST YOU CAN BE

Take a few minutes to jot down some goals you want to achieve this year in Youth & Government.

- Remember that successful goal setting is **SMART**:
  - **S**ensible – Must be clearly understood in written form
  - **M**easurable – Add a quantity or measure you want to achieve
  - **A**ttainable – Must be reasonable yet push beyond your "comfort zone"
  - **R**esponsible – Assign a "Who" and a "How"
  - **T**imely – Set a timeline and a completion date

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## QUESTIONS & ANSWERS

**THANK YOU!**

ADVISOR DEVELOPMENT CONFERENCE  
FIRST YEAR ADVISORS  
Presented By: Matt Martinez (Burbank Community YMCA)

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