State of the Federation

2011 Annual Report
National Federation for Catholic Youth Ministry

Vision Statement
We, the National Federation for Catholic Youth Ministry, participate in the mission of the Catholic Church by advocating for and supporting Catholic youth ministry on the national, diocesan, and local level.
As a professional organization of affiliated dioceses and collaborating members, we:
• Advocate for the role and needs of young people in the church and in society and promote the role of the church and the Gospel in the lives of young people
• Promote a comprehensive approach to youth ministry as articulated in Renewing the Vision
• Provide leadership, resources, services, and conferences for the education and formation of diocesan leaders, youth ministers, and young people
• Support diocesan youth ministry leaders and collaborating members
• Dialogue and collaborate with the U.S. Catholic bishops and national leadership organizations for the promotion of youth ministry and the professional development of church leaders

Organizational Values
In response to the Gospel, and in pursuit of our mission and vision, we act in accord with these values:
• The dignity and giftedness of each person
• The baptismal call of each person to discipleship and ministry
• The gifts and charisms of young people
• The richness of diversity
• The challenge of justice and peace
• The wisdom of shared leadership

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Published annually by the National Federation for Catholic Youth Ministry
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State of the Federation Report
January 1-December 31, 2011

State of the Federation Report
This report provides a synopsis of the major activities of the National Federation for Catholic Youth Ministry (NFCYM) from January 1-December 31, 2011. It highlights the major activities and accomplishments of the past year, assesses the NFCYM’s financial position, and reviews the work of the National Association of Catholic Youth Ministry Leaders (NACYML), the National CYO Sports (NCYOS), and the Catholic Youth Foundation USA (CYFUSA).

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Dear Leaders in Catholic Youth Ministry:

On behalf of the National Federation for Catholic Youth Ministry (NFCYM) and as the chair of its board of directors, I am honored to present to you the 2011 State of the Federation report.

This comprehensive report provides a great deal of information about the excellent work of the organization and the many ways that NFCYM fulfills its mission to “serve those who serve the young Catholic Church.” The report consists of updates of the dedicated work and major accomplishments of NFCYM’s management committees, the Catholic Youth Foundation USA (CYFUSA), the National Association for Catholic Youth Ministry Leaders (NACYML), and National CYO Sports (NCYOS), as well as financial updates of the fiscal health of the organization.

In 2011, NFCYM continued to fulfill its mission, despite the challenging economic times. NFCYM was a national voice for the field of Catholic youth ministry and it collaborated with scores of national and international ministry organizations, most importantly with the United States Conference of Catholic Bishops (USCCB). NFCYM is committed to strengthening our current partnerships and collaborating with other organizations that move the field of Catholic youth ministry forward.

The continued success of NFCYM is due in no small part to the generous and gifted members who offer their support, talent, and resources towards the work and mission of NFCYM. In addition, we are blessed to have an excellent national staff and an outstanding board of directors.

As we turn the page from 2011, we look forward to proudly celebrating our 30th anniversary as an organization. Also in 2012, we will come together for our Annual Membership Meeting in Houston and the next National Conference on Catholic Youth Ministry (NCCYM) in Orlando.

With the support of the Holy Spirit and the inspiration of the Catholic youth ministry community, may our ministry continue to make a positive difference in the lives of Catholic youth and in the lives of those who serve the young Catholic Church.

Respectfully,

Michal T. Horace
Director of Youth and Young Adult Ministry, Archdiocese of Portland in Oregon
Chair, NFCYM Board of Directors
NFCYM Highlights and Initiatives
Submitted by Robert J. McCarty, D.Min.
Executive Director

Affiliation
In 2011, one hundred and seventy four dioceses—ninety-six percent of all Catholic dioceses of the United States—affiliated with NFCYM, and sixty-six national youth-serving organizations affiliated as collaborating members.

NFCYM Leadership
The leadership of the board includes: chairperson, Michal Horace (Archdiocese of Portland in Oregon); first vice chair, Michelle Maher (Diocese of Colorado Springs); second vice chair, John Rinaldo (Diocese of San Jose); secretary/treasurer, Debbie McDonald (Archdiocese of Washington); and episcopal advisor, Bishop Martin Holley (Archdiocese of Washington).

National Staff
Staff is aligned in four work groups based on critical areas: membership services, operations, meetings and events, and communications and publishing. This structure fosters intentional collaboration and a better utilization of staff’s gifts and skills.

- We welcomed Don McCrabb as the first full-time president of CYFUSA. His advocacy on behalf of the foundation and his oversight of NFCYM grant applications has been an important support for our work.
- We also welcomed Bonnie Waltz as our executive assistant. Bonnie brings extensive experience and well-honed competencies to our office management.
- Paul Mach joined the staff part-time as program coordinator for NCYOS, working closely with their leadership team.
- Amy Tadlock joined us as part-time communications and operations assistant. Amy just completed her licentiate in canon law and was staff to NCCC.
- We also had two interns from The Catholic University of America. Teresa Nadareski and Amanda Aromatici joined us in September 2011 and will work with the national staff until May 2012.
- We continue to mentor a student from the Don Bosco Cristo Rey High School in the Archdiocese of Washington.

Board of Directors
There is a separate letter from the chairperson of the board, but it is worth noting that the board continues to discuss whether NFCYM is structured for success. These conversations have led to the development of our Strategic Planning Task Group, which will develop and oversee our needs assessment and planning processes.

Catholic Youth Foundation USA
There is a separate annual report from the CYFUSA, but please note that the Foundation conducted several significant fundraising campaigns this year: the Annual Bishops Appeal was well supported, the “Set Five Aside” campaign raised more than $106,500 from NCYC participants, and a matching grant of $100,000. CYFUSA provided more than $125,000 in conference scholarships and youth ministry grants in 2011.

Alliance for the Certification of Lay Ecclesial Ministers (The Alliance)
The National Association for Lay Ministry (NALM), the National Conference for Catechetical Leadership (NCCL), the National Association of Pastoral Musicians (NPM), and the Federation of Diocesan Liturgical Commissions (FDLC) are partners with NFCYM in the Alliance for the Certification of Lay Ecclesial Ministers and have developed a shared national process for certification and have revised the current standards. The standards and the certification process have been approved by the USCCB Commission on Certification and Accreditation (CCA). We are also fostering inter-organizational collaboration on certification and accreditation issues.

National Initiative on Adolescent Catechesis
NFCYM is an active member in the Partnership for Adolescent Catechesis (PAC), a collaborative effort including the National Catholic Educational Association (NCEA) and NCCL, with the support of USCCB. PAC is implementing a six-year national initiative designed to explore the concerns surrounding adolescent catechesis and identify critical issues, approaches, and practices. Two Sourcebooks on Adolescent Catechesis were published, a website developed (www.adolescentcatechesis.org), and a Vision, Outcomes, and Indicators for Adolescent Catechesis have been advanced.

In 2008, PAC received a $450,000 grant from the Lilly Foundation and $75,000 from an anonymous foundation to support the 2008 National Symposium on Adolescent Catechesis and to continue training and research efforts beyond the symposium. In 2010, the OSV Foundation
provided $21,000 for training materials and the Catholic Communications Campaign provided $7,000 to transcribe the website into Spanish. In 2011, a national training program, Transforming Adolescent Catechesis, was piloted and will be available to the field in 2012. Ela Milewska is the project coordinator.

**NFCYM Training In-Services**

NFCYM conducts training in-services in many dioceses annually. To date, *Strong Catholic Families: Strong Catholic Youth* has been booked in more than thirty-nine dioceses, with fifteen dioceses being assisted through grants provided by Saint Mary's Press and RCL Benzinger. In addition, NFCYM received an ACTA grant for $10,000 to develop print materials for the project, and the OSV Foundation provided $10,000 to develop the materials and the training for the Spanish version, *Fortaleciendo Familias en la Fe* (Strengthening Families in the Faith) which began in 2011.

**National Catholic Youth Conference (November 17-19, 2011, Indianapolis)**

More than 23,500 participants, speakers, exhibitors, volunteers, staff, and crew participated in the 2011 NCYC. The conference included our largest thematic park, Victory Park, and the largest number of exhibitors. We also had twenty-eight bishops participate. NCYC was enhanced by the use of technology: from Facebook and Twitter, to the live streaming of the general sessions, and select workshops directed to parents. More than 18,000 people in ninety-three countries had 31,400 "visits" to NCYC via the Internet. Our gratitude goes to the Archdiocese of Indianapolis for the wonderful hospitality and support provided before, during, and after the event and their willingness to host NCYC again in 2013.

**National Catholic Collegiate Conference (NCCC)**

The National Catholic Collegiate Conference was a new opportunity for Catholic young adults to gather simultaneously with NCYC. The conference is a collaborative venture between the National Catholic Young Adult Ministry Association (NCYAMA), the National Catholic Student Coalition (NCSC), and NFCYM. More than 275 young adults participated in the inaugural NCCC.


This program, entering its seventeenth year, gathered twenty-five new diocesan youth ministry leaders, including one from South Korea, to discuss their role, identify available resources, and develop peer support groups. NDDI is a collaborative partnership with Saint Mary's Press and the Catholic Youth Foundation USA.

**Communications, Publishing, and Marketing**

The organizational tasks of electronic and print communications and publishing are carried out in relationship to the Communications and Publishing Management Committee. Publication highlights of the past year include:

- The NFCYM Annual Report for Bishops was distributed to the U.S. Catholic bishops in October. With the theme of family, it featured a cover article by Bishop Martin Holley.
- *2012 Living and Loving Our Catholic Faith: Sacraments: Celebrations of Grace* is in production. Designed for parish youth ministry programs, the series helps youth ministers and young people explore the breadth and depth of the sacraments of the Catholic Church.
- The development and distribution of NACYML’s *Getting Started with Technology and Competencies for Volunteers Serving in Youth Ministry Supporting Roles*.

Marketing NFCYM products and services expanded this past year with these initiatives:

- Building partnerships with national and/or regional media outlets such as: Catholic TV, EWTN, and Busted Halo.
- The creation of two short videos, (one for youth and the other for parents/adults), by Spirit Juice, that promoted NCYC.
- Marketing Spotlights that are distributed the third Wednesday of the month, six times a year.
- The creation and implementation of a subscription based e-news communication, The NFCYM Minute with the overall theme of “Take a Minute to . . . Learn, Look, Connect, Pray, and/or Explore.” This monthly communication started in June and is distributed the second Wednesday of each month.
• Significant website updating included: NACYML's public and private sites, NCYC promotional site, NCYC exhibitors site, and NCYC media and press site.

• Print and online advertising most notably through Our Sunday Visitor, the National Catholic Reporter, and FaithandFamilyLive.com.

• The development and distribution of 6” x 9” post cards that replace traditional marketing brochures. These include five post cards about:
  - NFCYM as an organization
  - The Alliance
  - NACYML: 1) Becoming a Member, 2) OnCourse Webinars, and 3) OnCourse Youth Ministry Certificate

Subscription and Facebook Updates (1/30/12)

Electronic communications and social media are playing a larger role in spreading the news about the NFCYM. The following list identifies NFCYM’s current reach:

- The NFCYM Minute: 669 subscribers
- NEW! Newsletter for GSCF: 330 subscribers (begins in the spring 2012)
- NCYC Group Leaders: 264 subscribers
- NCYC FB: 9,257
- NFCYM FB: 765
-NCYOS FB: 181
- NCCGSCF FB: 98
- 2012 NCCYM FB: 216
- NCCC FB: 274
- NACYML: 483

Networks and Liaisons

The NFCYM is involved in several networks and liaisons.

• NFCYM served as an advisor to the USCCB Committee on Catechesis and Evangelization.

• NFCYM continues to serve as the management company for NCYAMA whereby NFCYM provides accounting/bookkeeping, clerical support, meeting planning, website development, communications, and administration services.

• NFCYM was a cosponsor of the 2011 National Symposium on Lay Ecclesial Ministry at St. John’s University in Collegeville, Minnesota.

• Girl Scouts USA: NFCYM staff met with GSUSA national leadership over the past year to discuss their relationship with local dioceses, NFCYM, and the wider Catholic Church. A membership resource and plan of action is being developed for 2012.

• Encuentro: NFCYM has signed on to the leadership team for the Encuentro Strategic Plan.

• Catholics Confront Global Poverty: NFCYM is a partner with Catholic Relief Services (CRS) and the USCCB in mobilizing Catholics against poverty and hunger issues.
NFCYM’s board of directors is the organization’s governing body and oversees the short-term and long-term fulfillment of the organization’s mission, “to serve those who serve the young Catholic Church.” Consisting of twenty members (fourteen geographic regional representatives, four at-large members, an episcopal advisor, and the executive director), the full board met face-to-face three times in 2011. In addition, the executive committee met before and after each of the board meetings as well as two additional times at the NFCYM national offices in Washington, D.C. A summary of all board meeting highlights is always available for NFCYM members at our iNet website. Look under our “Organizational Documents/Reports.”

Two significant initiatives introduced by the board of directors in 2011 included the use of “tactical objectives” and the formation of our Committee for Strategic Directions. The former assisted our committees with establishing short-term, achievable goals that helped to refocus their efforts. The latter will move our organization from long-term strategic goals to more flexible and responsive “strategic directions.” Both of these initiatives will assist the organization in better fulfilling its mission. Several projects were also approved throughout the year, including a youth evangelization toolkit and a survey of youth attending the 2011 National Catholic Youth Conference.

Our first board meeting of the year was held just prior to the NFCYM annual membership meeting in Albuquerque. One of the most significant actions at that meeting was the decision to shift from a development director model to a president model for the leadership of the Catholic Youth Foundation USA. This set in motion the subsequent hiring of the Foundation’s first full-time president (Dr. Don McCrabb) later that summer.

Our second board meeting took place in Washington, D.C. in May. At this meeting, the board approved the 2011-2012 budget, evaluated the executive director, and welcomed several new board members. A significant amount of time was spent on the organization’s strategic directions process and, ultimately, a process was approved which will be implemented in early 2012. The board also discerned two new officers in the roles of first vice chair (Michelle Maher) and secretary/treasurer (Debbie McDonald).

Our third and final board meeting of 2011 took place in Colorado Springs in September. Significant actions included holding the annual member meeting of CYFUSA, finalizing a board assessment tool, selecting chairpersons for several management committees, and affirming collaborating member applications that our members will vote on at our next membership meeting. The board also took time to reflect on the changing landscape of the Catholic Church, Catholic youth ministry, and the NFCYM.

If you have any questions or concerns for the board, please contact your regional board representative or me. Our contact information is available near the end of this report.
NFCYM Management Committees

Adult Training and Certification Management Committee (ATCMC)
Submitted by Grace Cassetta

Great work was accomplished by all our task groups in 2011 as they continued their efforts in adult training and spirituality. Over the past year our focus has been on the Accreditation and Certification Task Group/Commission, National Conference for Catholic Youth Ministry Task Group, and Training Services Task group though all the task groups have done amazing work.

Accreditation and Certification Commission (ACC)
Kathy Goller continues as chair of this task group/commission, with Cathy Becker as secretary. The NFCYM participates in the Alliance for the Certification of Lay Ecclesial Ministers through the Accreditation and Certification Commission. Kathy Goller and Bob McCarty serve on the Alliance Commission which directs the work of the Alliance and its task groups. The new national certification process and revised standards for Lay Ecclesial Ministers was approved by the USCCB CCA at their fall board meeting. The ACC is proceeding with work in two areas: implementation of the certification process and marketing/advocacy for the certification process and standards. In addition, the ACC is working in conjunction with NACYML to implement the process with its members and the partner certification review committee will be a shared responsibility with NACYML.

Adult Spirituality Task Group
Judy Alvarez served as the chair of this task group. At the 2011 NFCYM Annual Membership Meeting, the task group concluded its work by submitting ideas for new directions for the spiritual growth resources on the NFCYM webpage and moving the sacred space and Café Soul sub task group to NCCYM task group. We thank Judy and the members of her task group for their great work in adult spirituality.

NFCYM Training Services Task Group
The original mandate of this task group was to explore ideas for training. However, the task group had moved into different task groups to run the present training offerings. Since it is the purview of ATCMC to suggest topics or areas of training, a new structure has been identified whereby the management committee will identify training areas and a task group will be established to monitor that offering. Moving forward, there will be three new task groups: Technology in Ministry, Strong Catholic Families-Strong Catholic Youth, and Fortaleciendo Familias.

2012 NCCYM Task Group
Gene Monterastelli serves as chair of this task group. The steering task group and the sub task groups have been actively planning for Orlando. The keynote speakers, emcees, and deep track presenters have been confirmed. The workshop presenters and netsourcing facilitators have been selected and invitations are being extended. The promotional flyer is available on the NFCYM and NCCYM websites.

NDDI Task Group
Michelle Maher continues as chair of this task group. The 2011 NDDI was a success as evidenced by the positive evaluations. A more in-depth study of the StrengthFinders tool was beneficial and the pre- and post-NDDI mentor/mentee work has made a positive impact. The task group for the 2012 NDDI is being formed. The dates for the 2012 NDDI are May 22-25, 2012, in Washington, D.C.

Pathways to Ministry
Michael Hall is the chair of this task group. The task group will conclude its work at the 2012 NFCYM Annual Membership Meeting in Houston when the ATCMC reviews the task group’s white paper, Pathways to Ministry: Barriers and Recommendations, and makes recommendations for the creation of new task groups.

Renewing the Spirit Task Group
Steven Polley continues to serve as the chair of this task group. As the task group prepares for the 2012 Renewing the Spirit retreat, it is addressing two pressing items: finding additional members and developing the format for the program. To that end, invitations have been extended to five potential new members, and the task group is reviewing past evaluations and the NCCYM schedule to determine the best time frame and structure. In addition, they are seeking collaborating members to be the leader/facilitator of the retreat.

Strong Catholic Families: Strong Catholic Youth Training In-Service
This task group is in the process of naming a new chair. The National Association of Catholic Family
Life Ministers (NACFLM) and NCCL have joined NFCYM to sponsor these trainings. Linda Moses of NACFLM (Diocese of Dallas) and Lee Nagel of NCCL join NFCYM’s six trainers. RCL Benzinger is exploring the possibility of providing grants for certain dioceses for the training. In addition, Home Mission grants are a possibility for mission dioceses. NACFLM and NFCYM are also exploring a joint training venture, “Ministry with Families,” which could be a follow-up to Strong Catholic Families.

Fortaleciendo Familias Training In-Service
Christina Lujan serves as the chair of this task group. Fortaleciendo Familias was piloted in the dioceses of Dallas, Knoxville, and Los Angeles. The task group is reviewing the feedback from the pilots to determine any changes or needs. Overall, the training is being well received by all (dioceses, parishes, leaders, and parents). The task group is also focused on developing ways to market Fortaleciendo Familias and is exploring submitting an article to Oye Magazine.

Technology and Ministry Training In-Service
Leigh Sterten continues to chair this task group, which is exploring online options for offering this in-service.

Key Issues and Challenges for the ATCMC
ATCMC will need to address the changing needs of diocesan and parish leaders in the areas of training and spiritual development, especially in light of current challenges: economic issues, downsizing, multi-ministry, multi-parish positions, and differing theological perspectives.

The members of the Adult Training and Certification Management Committee are:
- Grace Cassetta (Diocese of Las Cruces)
- Rey Malave, Board Liaison (La Red/Diocese of Orlando)
- Mike Norman, Chair (Archdiocese of Los Angeles)
- Joe Perdreauville (Diocese of Tucson)
- Steven Polley (Diocese of Dodge City)
- Tricia Tembreull (Life Teen International)
- Bob Walters, Board Liaison (Diocese of Syracuse)
- Michael Theisen, NFCYM Staff Liaison

Advocacy Management Committee (AMC)

Submitted by Ted Miles
The AMC engages NFCYM, through its internal and external relationships, to assess and influence the organization’s priorities and practices in its advocacy for: youth and their families; youth who are in the margins and at-risk; youth ministry leaders; and, ethnic and cultural groups.

NFCYM At-Large Board Representative
AMC submitted recommendations for the At-Large Board Representative. Ansel Augustine was affirmed in Spring 2011.

Intercultural Competencies Reflection and Follow-Up
Part of the work of the AMC focused on review of the feedback obtained during the Intercultural Competencies Professional Development Session at the 2011 Membership Meeting. The review consisted of identifying relevant themes, opportunities, needs, and concerns around this issue with focus on the development an action plan at the 2012 Membership Meeting. Possible projects under consideration are: partner identification, toolkit, resource directory, resource website, train-the-trainer workshop, and updates on relevant work at the USCCB, and follow-up to 2010 University of Notre Dame gathering.

Black Catholic Youth Ministry Vitality Project
Ongoing visioning, networking, and support for Black Catholic youth ministry leaders continued throughout the year under the leadership of Ron Landfair and Ansel Augustine. Plans are underway for increased representation at the 2012 NCCYM built around the creation of a net-sourcing workshop/track. Many of the same insights and challenges named in the AMC review of the intercultural competencies session are also being addressed through ongoing discussion within this task group.

Committee Membership
Invitations have been extended to a diverse group of youth ministry leaders to increase committee membership for 2012 and beyond.
2011 SMART Objectives

As part of the NFCYM’s move toward tactical goals rather than long-range strategic planning, AMC has identified two objectives:

1. Devise a process of awareness, education, and promotion for increased and shared use of the multicultural scholarships by June 2011. This process was to be implemented beginning with dissemination of information to the board at their summer 2011 meeting for use in regions’ planning during fall 2011. Additional review of the recommendations generated at the 2011 Membership Meeting will ascertain the need for further changes which, if necessary, would be proposed before the 2012 Membership Meeting. The task will be reviewed at the 2012 Membership Meeting due to changes in the membership assigned.

2. Identify key resources and potential partners in and outside of the NFCYM membership that lead to success in ministering to youth in gangs and incarcerated youth by September 1, 2011. AMC will utilize this list to initiate a task group by the 2012 Membership Meeting to help further a pastoral challenge to and, eventually, a pastoral response from the NFCYM. Discussions throughout the year have helped to identify existing groups and resources on this issue. Further research regarding diocesan work and potential partners will be brought to the 2012 Membership Meeting with the following items to be addressed:
   - Clarify definitions of at-risk youth populations and identify appropriate partners for each with the goal of organizing a professional development session for 2013 Membership Meeting.
   - Identify dioceses that already have an integrated response in their vision of youth ministry.
   - Establish a task group with the goal of developing a directory of resources (with the need to further clarify the user audience).
   - Explore connection to the Strong Catholic Families: Strong Catholic Youth training in-services and other NFCYM resources.

The members of Advocacy Management Committee are:

- Judy Alvarez (Salesians)
- Ansel Augustine, Board Liaison (Archdiocese of New Orleans)
- Katherine Cho (Diocese of San Bernardino)
- Stan Cordero (Diocese of Santa Rosa)
- Joyce Francois (Archdiocese of Detroit)
- Sr. Adelina Garcia, Board Liaison (Diocese of San Angelo)
- Rey Malave (La Red/Diocese of Orlando)
- Ted Miles, Chair (Catholic Relief Services)
- Candy Nieves (Archdiocese of Louisville)
- John Thorne (Archdiocese of Detroit)
- Joaquín Trejo (Archdiocese of Washington)
- Ruby Mikell, NFCYM Staff Liaison

Communications and Publishing Management Committee (CPMC)
Submitted by Mark Mann

The CPMC coordinates communication on behalf of membership, including new publishing projects, electronic media, and revision of existing publications. CPMC also advises staff on the publication of resources addressing extraordinary circumstances. In essence, the management committee serves the membership in a role similar to a “development editor.” We work with other management committees, task groups, and the staff in creating published resources in the name of the membership.

To strengthen our service to the membership, the management committee has created the role of “task group advisor” in which a member of the CPMC serves as a resource to a task group chair of a publication project, providing guidance throughout the publication process. CPMC wants to help make the process of turning great ideas into resources as smooth as possible.
Highlights of this past year include:

- NACYML published its set of competencies for volunteers in a supporting role in parish youth ministry in July.
- NFCYM, working in collaboration with FDLC, was awarded a $15,000 grant from the Calvin Institute for Worship to revise the resource From Age to Age: The Challenge of Worship with Adolescents. A task group made of members of both organizations will begin their work in January 2012.
- The approval for publication of the fourth book in the Living and Loving Our Catholic Faith series focused on sacraments, titled Celebrations of Grace. The book is planned for publication in January 2012.
- The Strong Catholic Families: Strong Catholic Youth resource is now available in Spanish.

Our continuing projects include:

- An open and ongoing discussion on creating a professional journal.
- Ongoing development of the public website, as well as the iNet.
- Development of a resource on climate change in coordination with the coalition promoting the Catholic Climate Covenant.
- Development of a translation and culturally appropriate adaptation for the Hispanic community of the online resource True Loves Waits.
- Assisting with the revision of the National Catholic Committee for Girl Scouts and Camp Fire’s I Live My Faith recognition program and the development of a new recognition program for the K-2 age group.
- Assisting the Youth Evangelization Task Group in developing a resource paper and tool kit.

The members of Communications and Publishing Management Committee are:

- Don Boucher (Diocese of Savannah)
- Cindee Case (Diocese of Youngstown)
- Armando Cervantes (Diocese of Orange)
- Pat Finan (Diocese of Davenport)
- Rosie Papion-Brown (Diocese of Lafayette)
- Rita Ramos (Archdiocese of Omaha)
- Leigh Sterten (Ministry Training Source)
- Shawnee Baldwin, Board Liaison (Diocese of Hartford)
- Kathy Carver, NFCYM Staff Liaison

Finance and Marketing Management Committee (FMMC)

Submitted by Milissa Thibodeaux

The FMMC monitors the fiscal health of NFCYM. It carefully reviews proposed and actual budgets and responds to areas of concern. NFCYM is largely driven by conference and publications revenues that determine the stability of the operating budget. It also means that the budget runs on a two-year cycle, making planning more challenging.

This past year has been one of much fruit and productivity for the FMMC. Over the course of the year the committee reviewed the financial reports and developed an objective to reach financial stability through the creation of an unrestricted operating fund of $1.8 million. To date $1.1 million has been set aside and we are aiming to get to $1.3 million by year-end. In addition, we earmarked $10,000 for the membership to use for project proposals during the current year. Our goal is for this to be a permanent line item which would allow the membership to continue to develop new and exciting projects and initiatives. FMMC also approved, once again, one complimentary registration per member organization to attend the 2012 Annual Membership Meeting.

At the 2011 Membership Meeting, we reviewed a financial report for the 2010 NCCYM and approved a revised pricing proposal for discounted groups in both fees and comp passes for exhibitors at future NCCYMs.

This year we have also seen significant developments in marketing for NFCYM and plans are being made to continue to grow in this area. One of our tactical goals is to establish a task group which includes members of FMMC, other management committees, and collaborating members to develop a vision for a comprehensive marketing strategy for NFCYM. It is our hope that we will be able to recruit members for this task at the 2012 Membership Meeting.

The big event for NFCYM in 2011 was NCYC in Indianapolis. In an attempt to promote awareness of NCYC to Catholic schools in the local diocese and surrounding area, we approved the implementation of a pilot program in the host Archdiocese of Indianapolis to provide one comp registration to any campus minister or theology teacher bringing a delegation of any size to NCYC and a comp day pass to all Catholic high school principals. It was our hope that this program would create a better awareness of NCYC and thus
bring a brand new audience to NCYC in 2013. We also established a single-day registration fee for any clergy to allow them to experience NCYC and to be present to teens from their specific parishes. It was our belief that offering this day rate would have lasting effects on both the clergy and teens with whom they are ministering in their parishes and schools, and would also help us in our marketing for NCYC in 2013. In addition, we put together a budget for NCYC based on 21,000 paid registrations and our actual number of paid attendees was 20,100. The revenue shortfall will hopefully be offset by an increase in exhibiting fees and savings in expenses.

In conclusion, NFCYM is doing well financially and we are excited about the work ahead.

The members of the Finance and Marketing Management Committee are:

- Margaret Betit (Archdiocese for the Military Services)
- Lisa Bagladi (World Library Publications)
- Matthew Boerke (Diocese of Salt Lake City)
- Kevin Feyen (Archdiocese of Dubuque)
- Joyce Gillooly (Diocese of Pittsburgh)
- Debbie McDonald, Board Liaison (Archdiocese of Washington)
- Milissa Thibodeaux, Chair (Diocese of Lake Charles)
- Bob McCarty, NFCYM Staff Liaison

**Membership Management Committee (MMC)**

*Submitted by Norma Valdez*

The MMC oversees issues regarding the entire membership. Over the past year, the MMC and its task groups met numerous times via conference calls to continue our work and evaluate progress on the smart goals that we identified at the 2011 Membership Meeting:

- Transition the task group on potential collaborating members from the board of directors back to MMC. (Completed in 2011)
- Compile and evaluate the 2010 Diocesan Director Survey, the NACYML Youth Ministry Leader Survey, and the Mentoring Survey and make recommendations to the membership. (In progress)

In January 2011, the MMC published and presented findings from the 2010 Diocesan Director Survey. Over the summer, the Prospective Collaborating Member Task Group collected input from the membership and made recommendations to the MMC and the board regarding applicants for collaborating membership. The organizations put forward for affirmation are being presented at the 2012 Membership Meeting.

In September 2011, the National Youth Ministry Awards Task Group and the MMC submitted changes to the Standard Operating Procedures for the biennial awards process. The changes, outlining additional requirements regarding nominations and references, were approved by the Board of Directors at their summer meeting.

The Membership Meeting Hospitality Task Group is reviewing the feasibility of adding additional responsibilities to include hospitality for spouses/family attending the annual membership meetings.

Two new task groups, one focusing on membership surveys and one looking at technology and its effect on membership and programs, will be organizing during the 2012 Membership Meeting.

The members of the Membership Management Committee are:

- Lisa Gomes (Diocese of Honolulu)
- Pat Kane (Diocese of Providence)
- John Rinaldo, Board Liaison (Diocese of San Jose)
- Gerardo Rojas (Diocese of San Diego)
- John Smestad, Jr. (Archdiocese of New Orleans)
- John Thorne (Archdiocese of Detroit)
- Norma Valdez, Chair (Diocese of El Paso)
- Rob Williams, Board Liaison (Diocese of Harrisburg)
- Matthew Robaszkiewicz, NFCYM Staff Liaison

**National Catholic Committee for Girl Scouts and Camp Fire Management Committee (NCCGSCF)**

*Submitted by Vikki Shepp*

The NCCGSCF oversees the religious recognition programs and training opportunities for diocesan and parish leadership, and for Catholic leaders in Girl Scouting, Camp Fire, and other Catholic youth groups. We also help to develop national policies and guidelines to assist regions and dioceses in the implementation of religious emblem programs and any other programs developed by the NCCGSCF.
The committee's work for the year included the launch of two new patch series: Women in Scripture and Models of Faith. There are four patches available now: St. Anne, St. Elizabeth, Blessed Mother Teresa, and Sarah. Additionally, a patch celebrating 100 years of Girl Scouting was released. The committee was well-represented at the Girl Scout USA (GSUSA) National Convention held in November. The work of revising I Live My Faith resulted in the draft being submitted to the CPMC; we look forward to its publication in 2012.

We continued to struggle with the accusations directed towards GSUSA. On-going misinformation and the use of social media perpetuated the onslaught of e-mails to Bob McCarty, the committee members, and GSUSA. In order to strengthen the relationship between the organizations, a number of meetings have been held, action plans put in place, and the hard work of clarifying roles continues. Bishops attendingNCYC were invited to a breakfast where representatives from NFCYM, GSUSA, and the attending bishops and their diocesan directors of youth ministry engaged in dialogue around the issues.

The members of National Catholic Committee on Girl Scouts and Camp Fire Management Committee are:

- Jill Heink (Diocese of Lexington)
- Jim Knowles (St. Mary's Press)
- Vikki Shepp, Chair (Archdiocese of Los Angeles)
- Joan Treacy, Board Liaison (Archdiocese of Washington)
- Ruby Mikell, NFCYM Staff Liaison

Youth Events Management Committee (YEMC)

Submitted by Bob Perron

Much of the YEMC’s attention at the 2011 Membership Meeting was focused on finalizing programmatic details for the 2011NCYC in Indianapolis. We also affirmed Signed. Sealed. Delivered. as the theme for 2013 NCYC. We reviewed keynote speaker recommendations from the task group and tabled making a final decision until the 2012 AMM in Houston.

In November, we completed the successful implementation of the 2011 National Catholic Youth Conference (NCYC) hosted by the Archdiocese of Indianapolis. We are particularly grateful for the work of Kay Scoville of the Archdiocese of Indianapolis, Declan Weir and Fran Brookes of Declan Weir Productions, and Maureen Gross of NFCYM. With the help of more than 1,000 local volunteers, we were pleased to have welcomed 20,097 attendees, approximately 200 speakers and performers, and twenty-eight bishops. The thematic park, Victory Park, was wildly successful in all areas. From the bishop trading cards, to the disability course, to the coffee house to its central focus on service, the park engaged and educated participants in multiple ways. We are particularly proud that NCYC attendees generously provided 15 pallets of non-perishable food items to local food pantries, 1,200 books to libraries and youth serving organizations that lost their collections during spring flooding, 500 duffel bags for youth in foster care, 260 pillowcase dresses for communities in Haiti, more than 400 cards and letters for active duty service men and women, and 36 scarves for area homeless shelters. Interest in NCYC from publishers, vendors, itinerant ministers, and others continues to grow as evidenced by the 7.5 percent growth in the number of exhibit booths (302 in 2011, up from 281 in 2009) and 4.3 percent increase in the number of exhibitors (218 in 2011, up from 209 in 2009) since Kansas City. Other highlights included the talents of emcee ValLimar Jansen, the keynote presentations by Bob McCarty, Mark Hart, Christina Lamas-Lujan, Joia Farmer, Bishop Luis Zarama, and Mike Patin, and the largest and most diverse “class” of youth animators since the program began in 2001.

As we move into 2012, the YEMC will be focusing on moving the NCYC planning timeline up so that more programming decisions (keynote speakers, mega workshop topics and speakers, and main stage warm up acts) are finalized by September in the year preceding the conference. It is our hope that having these details in place will assist diocesan and parish leaders in their efforts to market NCYC to youth and their parents.

We are also very interested in the results of the Enlace Task Group’s survey of NCYC group leaders regarding diversity among NCYC attendees and the NFCYM survey of NCYC youth attendees and the factors that influence their faith. We are excited about returning to Indianapolis in 2013.

The members of the Youth Events Management Committee are:

- John Beaulieau (Franciscan University of Steubenville)
- Larry Livingston (Christian Foundation for Children and Aging)
- Bob Perron, Chair (Diocese of Wheeling-Charleston)
- Randy Raus (Life Teen International)
• Marilyn Santos (La Red/Diocese of Metuchen)
• Kay Scoville, Board Liaison (Archdiocese of Indianapolis)
• Christina Theriot, Board Liaison (Diocese of Alexandria)
• Maureen Gross, NFCYM Staff Liaison

Youth Ministry Development Management Committee (YMDMC)

Submitted by Tom East

The YMDMC seeks to support the implementation of the strategic plan for NFCYM through leadership of initiatives that support the development of youth ministry. The year 2011 was busy for YMDMC and the task groups that we are privileged to support.

Youth Survey at NCYC was a new task group formed to survey the youth who participate in NCYC about their faith and spiritual needs. More 2,000 young people responded to this survey in Indianapolis! The findings of this report will be shared at the 2012 Membership Meeting. This is an exciting process and one that we hope will continue so that each time we gather with young people we take the time to check-in with them to see how they are growing in faith and how we attend to their spiritual needs.

Other projects include:

• Evangelization Paper and Resource task group and authors have been working diligently to prepare the final draft of the resource paper and toolkits. These practical and visionary resources will be available just in time as the church begins to celebrate the Year of Faith this fall.

• Encuentro Alianza is a task group that will support the NFCYM partnership in the strategic plan for Pastoral Juvenil Hispana.
• Young Adolescent Ministry will continue its work of compiling resources for this vital ministry.
• Adolescent Catechesis will reconvene and begin work in the goals selected at last year’s meeting.
• The Human Sexuality Resource for Hispanic Youth is now being supported by the CPMC.

Our Smart goals were approved by the committee and submitted to the board in November 2011:

1. By February 2012, develop a process for shepherding tasks to completion. This process will include:
   • Methods for supporting and communicating with the task group chair
   • Guidance in working with NFCYM approval and budget processes
   • Assistance in developing a realistic timeline and prioritized goals
   • Support for assembling a task group with people who possess the needed gifts

2. By February 2012, analyze the Needs Assessment and Survey Results to determine new directions for the support of Youth Ministry Development. The result of this work will include:
   • A summary of the survey data that pertains to youth ministry development
   • Consultation with parish and diocesan leaders
   • Recommended actions and projects that could become future task groups

The members of the Youth Ministry Development Management Committee are:

• Ansel Augustine (Archdiocese of New Orleans)
• Kathy Bull (Diocese of Colorado Springs)
• Tom East, Chair (Center for Ministry Development)
• Michelle Fisher (Diocese of Orlando)
• Ken Johnson-Mondragon (Instituto Fe y Vida)
• Annie Keough (Diocese of Dallas)
• Kathy Loney, Board Liaison (Diocese of Fargo)
• Marcos Martinez, Board Liaison (Catholic Relief Services)
• Pat Rinker (Diocese of Lansing)
• Doug Tooke (Diocese of Helena)
• Michael Theisen, NFCYM Staff Liaison
This was a historic year for CYFUSA. Through the generosity of our benefactors, many of them from the young church gathered at the 2009 NCYC in Kansas City, we were able to provide $101,015 in scholarships for our young people to come to 2011 NCYC in Indianapolis.

We were also blessed with another $100,000 challenge grant for 2011. The young church responded to the CYFUSA’s Put 5 Aside Campaign by giving $106,000 at the closing liturgy. The challenge grant will be used to “develop and promote young adult ministries.”

CYFUSA provided $7,500 in scholarships for members to attend the 2011 NFCYM Membership Meeting and continued to help underwrite the New Diocesan Director Institute (May 2011 in Washington, D.C.) with a $3,000 grant.

In January 2011, the CYFUSA Board of Directors awarded $22,662.50 in grants to the following recipients:

- **Our Lady of Loreto Ridgeview Ministry**  
  Archdiocese of Denver  
  This is a special ministry that reaches out to incarcerated youth.

- **House of Peace—Hope Is Something You Do**  
  Archdiocese of Milwaukee  
  This ministry engages older youth to teach conflict resolution and peace making skills to middle grade students.

- **The Partnership on Adolescent Catechesis—Transforming Adolescent Catechesis**  
  Archdiocese of Washington  
  This is the flagship effort of the Partnership on Adolescent Catechesis to significantly change the way catechesis is done in parishes and schools.

- **New Evangelization Week**  
  Diocese of Portland in Maine  
  This was the second week-long gathering of young people for training in the new evangelization.

- **Leadership Intensive Training Project**  
  Diocese of Beaumont  
  This launches an intensive leadership training program for 50-60 youth so they can become positive role models in their parishes, schools, and community.

- **St. Jude Catholic Church’s Youth Leadership and Social Justice Project**  
  Diocese of Las Cruces  
  This is a parish based effort to combine youth leadership development with social justice efforts.

- **Diocesan Youth Leadership Camp**  
  Diocese of Memphis  
  This program focuses on the development of youth leaders and vocation discernment.

- **TEC Core Team and Spiritual Director Webinar Training**  
  Archdiocese of St. Louis  
  This grant will help provide easier access to youth and adult training for TEC over the Internet.

Personally, I was thrilled to be called forth as the first full-time president of the Catholic Youth Foundation USA. I am deeply honored to serve with such a talented group of people dedicated to the young church, 12.7 million Catholic young people between the ages of twelve and twenty-four.

Changing the leadership structure of CYFUSA was a bold move by the board of directors. It sets the stage for a deeper and expanded vision for youth ministry in this country. To do that, we need to strengthen our core base of support among the leaders of youth ministry—past, present, and future. We also need to engage the Catholic faithful to commit more of their time and resources to the young church.

A copy of the 2010 Catholic Youth Foundation USA Annual Report is available to all NFCYM members. It gives more detail on the activities of the Foundation, especially the grant recipients. The 2013 grant requests are due November 9, 2012.
NACYML is currently in the eighth year of operation as a service center of NFCYM. The past year has seen continued participation of members in the ongoing work of NACYML and new challenges for this association.

A look back at highlights from 2011 sheds light on how NACYML works to promote the profession and practice of Catholic youth ministry.

**Highlights**

- Membership remained relatively the same during 2011. Faced with economic challenges, a good number of our membership lost positions, had a reduction in work hours, or were asked to cut budgets substantially. The NACYML presence at NCYC resulted in the renewal of lapsed membership, current members taking advantage of the opportunity to renew, and recruitment of new members through the NACYML booth. Renewal letters to members were not mailed in December as in the past, as it was decided to kick off of a new marketing campaign to begin in February 2012. The 2011-12 membership stands at 303 in 48 states, the District of Columbia, the Military Archdiocese, Canada, and the United Kingdom.

- Competencies for Volunteers Serving in Youth Ministry Supporting Roles was released in December. This publication, orchestrated by our Membership Services Committee, is now available and is a valued resource in training volunteers who fill supporting roles in youth ministry. Many thanks to all those who put many years of work into this publication. Copies can be obtained through the NFCYM Store.

- NACYML continued to offer a complimentary membership for one year to new diocesan directors in order for them to become acquainted with NACYML, its members, and work.

- In October, the executive team met in conjunction with NFCYM staff in Washington, D.C., to evaluate the current workings of NACYML and to develop future objectives. The meeting was extremely beneficial. Some results include:
  - Obtaining vendor discounts, incentives, or promotions for our membership. Vendors present at NCYC were approached to see if they would like to participate. Rich Rasmussen is currently chairing this project. Thanks to Michael Theisen for his assistance with the project.
  - A redesign of our members’ only website is currently being discussed for implementation in 2012. Changes were completed on our public site.
  - A membership drive and new marketing campaign will take place starting in February 2012.
  - New promotional postcards for membership, webinars, and certificate programs were designed and used at the NACYML booth at NCYC.
  - Discussion on alternative funding sources took place. Chris Semmel, treasurer, will remain in contact with Don McCrabb of CYFUSA for additional guidance in this area.
  - NACYML will take over the responsibilities in fostering participation in the Called to Witness program through Catholic Relief Services. In consultation with CRS and NFCYM, a NACYML representative will be a part of this year’s selection process.

- We acknowledge the impact that NACYML members have in the field of ministry through leadership and participation in opportunities and experiences, such as NCYC, NCCYM, local and diocesan leadership, as well as leadership within the organizations and services of collaborating members, and the larger youth ministry community.

- NACYML participated in the 2011 Lay Ecclesial Ministry Symposium as a sponsoring organization. This multi-day symposium held at St. John’s University in Collegeville, Minnesota, offered insights in the advancement of Lay Ecclesial Ministry. NACYML representatives in attendance: Glen McCall, (chair), Mary Mueller (past chair), Robbie Anderson, Christina Semmel, Brian Hefer, and Cathy Becker.
• The publications committee’s addition to the *Getting Started* series, “Technology in Ministry,” received approval and was published in March of 2011.

• OnCourse, an online continuing education program, offered a series of seven webinars in collaboration with Ministry Training Source (MTS). This year’s offerings began in October. Topics and presenters are:
  ✓ “To Be Pilgrim Companions: Roles and Boundaries in Youth Ministry and Catechesis” presented by Dr. Charlotte McCorquodale (MTS) and Rev. Trey Nelson (Diocese of Baton Rouge).
  ✓ “What’s New in Adolescent Catechesis” presented by Ela Milewska, National Initiative on Adolescent Catechesis (NIAC).
  ✓ “Using the Practice of Discernment in Teen Leadership Development” presented by Christina Semmel (Center for Ministry Development/Saints Peter and Paul Church, Cary, Illinois).
  ✓ “Are You Certifiable? An Introduction to the National Certification for Lay Ecclesial Youth Ministry Leaders” presented by Dr. Charlotte McCorquodale (MTS).
  ✓ “Don’t Worry, Be Happy?” presented by Rich Rasmussen (Immaculate Conception Church, Ithaca, New York).
  ✓ “Leadership as Ministry: The Dance of Professionalism” presented by Robert McCarty (NFCYM).

• NACYML continues to encourage those in ministry less than five years to attend the Institute for New Youth Ministers presented by Cultivation Ministries. NACYML gives each attendee a complementary one-year membership. Special thanks to Frank Mercadante for the many years of service to implementing this most valued resource for those new to the field.

• NACYML, in partnership with Saint Mary of the Woods College (Indiana) and MTS, continues to offer an online youth ministry specialization certificate program. Response to the courses has been positive. The first group of students is approaching their fourth semester in the program.

• Discussions have taken place with the Certification and Accreditation Committee in a continuing dialogue on the role NACYML will play in the upcoming national certification process. Meetings between the two groups are also scheduled just prior to the board meeting in Houston.

• NACYML continues to be in dialogue with several other Christian denominations concerning the We Love Our Youth Worker program. This document, originating in the U.K., deals with recognizing individual Christian parishes/congregations for their overall support of youth ministry. Several dialogues have taken place over the past year with most of the denominations approving the document. At this time, the NACYML Leadership Team has not given their approval due to certain wording contained in the document. Permission has been granted by the copyright owners for NACYML to write a Catholic version of the document in order for approval. This process will be discussed further at our Leadership Team Meeting in Houston.

**Leadership Team Updates**

New Members: In January 2011, four new team members joined the Leadership Team. The new members are Jennifer Campagna (Reading, Massachusetts), Christina Semmel (Cary, Illinois), Kelly McLaughlin (Santa Maria, California), and Richard Rasmussen (Ithaca, New York). All will serve four-year terms on the leadership team.

In August, the NFCYM Board affirmed three new members to the Leadership Team beginning in February 2012. The new members are Kimberly McMillan (Franklin Park, Illinois), Charlotte McCorquodale (Baton Rouge, Louisiana), and Patrick Sprankle (Clarksville, Maryland). Each will serve a four-year term.

Leadership Team Members who completed their three-year term in January of 2011 included: Joseph Perdreauville, (Tucson, Arizona), Jim Flanagan (Boston), and Dean Diomedes (Los Angeles).

Leigh Sterten was honored at our January 2011 meeting for her service as our NFCYM Board Liaison. The NACYML Leadership Team wishes to thank Leigh for her many years of dedicated service in this role.

Within the Leadership Team in January, the following people were discerned to these positions:
  • Vice Chair: Jenn Ledonne (Alexandria, Kentucky)
  • Treasurer: Christina Semmel (Cary, Illinois)
  • Publications/Communications Chair: Kelly McLaughlin (Santa Maria, California)
Regional Liaison Assignments for 2011:

- Region 1—Jennifer Campagna
- Region 2—Richard Rasmussen
- Region 3—Glen McCall
- Region 4—Christina Semmel
- Region 5—Jenn Ledonne
- Region 6—Brian Hefer
- Region 7—Robbie Anderson
- Region 8—Brian Hefer
- Region 9—Joan Martinez
- Region 10—Joan Martinez
- Region 11—Kelly McLaughlin
- Region 12—Nancy Longo
- Region 13—Kelly McLaughlin
- Region 14—Judy Anderson

In September, Robert Williams (Harrisburg, Pennsylvania) was named liaison from the NFCYM to NACYML. The Leadership Team welcomes Rob and looks forward to his term of service in this role.

Leadership Team Projects for 2011 focused on:

- Continuing to build relationships with diocesan offices.
- Dialogue with NFCYM management committees to see how NACYML can assist or participate.

NACYML Hopes for 2012

- Improving the technological capacity of the website in an ongoing effort to meet the needs of members.
- Continuing to invite members to the mission and work of NACYML.
- Increase membership by twenty percent.
- Enhance membership benefits for members by increasing discounts, offers or incentives from publishers, itinerants and others.
This year, Ron Landfair came on as a member of the leadership team after serving as board liaison; Shawnee Baldwin was named this summer as our new board liaison; Brian Hanlon was discerned as secretary for the executive committee; and Paul Mach was hired as the organization’s new program coordinator in April.

National CYO Sports is one of the lead agents of a discussion to bring together the different national Catholic sports organizations around the same table to try and strengthen all of the organizations. We hope to have this gathering in the near future. Some of the other organizations are Play Like A Champion from Notre Dame and Catholic Athletes for Christ.

We are working on updating our website and other communication resources in order to make them more useful for people in the field. Our efforts will include developing a database of all diocesan contacts in the area of athletics.

NCYOS continues to work with American Sports Education Program to market the online training available to dioceses. This has been a great collaboration for us. We hope to have the organization partnership in the near future.

NCYOS is looking at ways to have a bigger presence at NCCYM in Orlando and at the 2013 NCYC. We will continue to develop that plan in the coming months.

The National CYO Sports executive committee had a face-to-face meeting in Washington, D.C., in October 2011. We worked on development, marketing, and the website with NFCYM staff members. We are continuing to develop an organizational plan to help with vision, structure, marketing and tasks for the coming years.
# NFCYM Income Statement
(Ending June 30, 2011)

**FISCAL YEAR 2011**
**INCOME STATEMENT (FEDERATION SUMMARY)**
**FOR THE TWELVE MONTHS ENDING JUNE 30, 2011**

<table>
<thead>
<tr>
<th></th>
<th>Year to Date</th>
<th>Annual</th>
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<tbody>
<tr>
<td></td>
<td>Actual</td>
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<tr>
<td><strong>REVENUES</strong></td>
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<tr>
<td>Management and Administration</td>
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<tr>
<td>Membership Services</td>
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<tr>
<td>Publications</td>
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<td>Adolescent Catechesis</td>
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<td>NCYC</td>
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<tr>
<td>NCCYM</td>
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<tr>
<td><strong>TOTAL REVENUES</strong></td>
<td>1,201,423.53</td>
<td>1,401,500.00</td>
</tr>
</tbody>
</table>

|                      |              |              |
| **EXPENSES**         |              |              |
| Management and Administration | 1,046,558.25 | 1,030,122.00 |
| Membership Services  | 179,691.96   | 241,747.00   |
| Adolescent Catechesis| 94,516.74    | 176,450.00   |
| Publications         | 52,253.17    | 105,497.00   |
| NCYC                 | 343,813.81   | 310,025.00   |
| NCCYM                | 421,848.07   | 498,064.00   |
| **TOTAL EXPENSES**   | 2,138,682.00 | 2,361,905.00 |

**NET INCOME**

($937,258.47)  ($960,405.00)
### NFCYM Income Statement (Ending December 31, 2011)

**NATIONAL FEDERATION FOR CATHOLIC YOUTH MINISTRY**  
Income Statement (Federation Summary)  
For the Six Months Ending December 31, 2011

<table>
<thead>
<tr>
<th></th>
<th>Year to Date Actual</th>
<th>Annual Budget</th>
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<tr>
<td>Management and Admin</td>
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<td>Publications</td>
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<td><strong>5,385,900.00</strong></td>
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|                      |                     |               |
| **EXPENSES**         |                     |               |
| Management and Admin | 563,507.55          | 1,214,849.00  |
| Membership Services  | 90,658.03           | 345,091.00    |
| Adolescent Catechesis| 49,488.16           | 0.00          |
| Publications         | 34,546.34           | 99,561.00     |
| NCYC                 | 2,203,320.84        | 2,811,186.00  |
| NCCYM                | 4,104.20            | 33,370.00     |
| **TOTAL EXPENSES**   | **2,945,625.12**    | **4,504,057.00** |

| **NET INCOME**       | $1,678,962.76       | $881,843.00   |
# NFCYM Statement of Financial Position
## December 31, 2011

**NATIONAL FEDERATION FOR CATHOLIC YOUTH MINISTRY**  
*Statement of Financial Position*  
*December 31, 2011*

## ASSETS

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<th>Description</th>
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<td>Cash</td>
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<td>Marketable Investments</td>
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<tr>
<td>Accumulated Depreciation of $504,132</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$3,261,576.00</strong></td>
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## LIABILITIES AND FUND BALANCES

### Liabilities

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<td>Deferred Grants</td>
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### Fund Balances

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<td>Unrestricted Fund Balance</td>
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</tbody>
</table>

**TOTAL LIABILITIES AND FUND BALANCES**  
**$3,261,576.00**
Rosters

2010-2011

NFCYM Board of Directors

- Episcopal Advisor
  Most Reverend Martin Holley
  (Archdiocese of Washington)

- Region 1
  Mrs. Shawnee Baldwin
  (Archdiocese of Hartford)

- Region 2
  Mr. Bob Walters
  (Diocese of Syracuse)

- Region 3
  Mr. Rob Williams
  (Diocese of Harrisburg)

- Region 4
  Ms. Debbie McDonald
  (Archdiocese of Washington)
  Secretary/Treasurer

- Region 5
  Ms. Christina Theriot
  (Diocese of Alexandria)

- Region 6
  Ms. Cindee Case
  (Diocese of Youngstown)

- Region 7
  Mr. Paul Mach
  (Diocese of Joliet)

- Region 8
  Ms. Kathy Loney
  (Diocese of Fargo)

- Region 9
  Ms. Rita Ramos
  (Archdiocese of Omaha)

- Region 10
  Sr. Adelina Garcia, OSF
  (Diocese of San Angelo)

- Region 11
  Mr. John Rinaldo
  (Diocese of San Jose)
  Second Vice Chairperson

- Region 12
  Mr. Michal Horace
  (Archdiocese of Portland)
  Chair

- Region 13
  Ms. Michelle Maher
  (Diocese of Colorado Springs)
  First Vice Chairperson

- Region 14
  Mr. Rey Malave, Sr.
  (Diocese of Orlando)

- At-Large (NCCGSCF)
  Ms. Joan Treacy
  (Archdiocese of Washington)

- At-Large (Advocacy)
  Mr. Ansel Augustine
  (Archdiocese of New Orleans)

- At-Large (Advocacy)
  Mr. Marcos Martinez
  (Catholic Relief Services)

- At-Large (Collaborating Members)
  Ms. Lisa Bagladi
  (World Library Publications)

NFCYM Staff

- Mr. Bob McCarty, D.Min.
  Executive Director

- Mr. Bruce Baumgarten
  Director of Technology

- Ms. Kathleen Carver
  Associate Director

- Ms. Maureen Gross, CMP
  Director of Meetings and Events

- Mr. Don McCrabb, D.Min.
  President, Catholic Youth
  Foundation USA

- Ms. Ruby Mikell
  Director of Operations

- Ms. Elzbieta Milewska
  PAC Coordinator

- Mr. Matthew Robaszkiewicz
  Membership Services Coordinator

- Ms. Amy Tadlock, JCL
  Communications and Operations Assistant

- Mr. Michael Theisen
  Director of Membership Services

- Ms. Bonnie Waltz
  Executive Assistant

Management Committee Chairs

- Adult Training and Certification
  Mr. Michael Norman
  (Archdiocese of Los Angeles)

- Advocacy
  Mr. Ted Miles
  (Catholic Relief Services)

- Communications and Publishing
  Mr. Mark Mann
  (Diocese of Grand Rapids)

- Finance and Marketing
  Ms. Milissa Thibodeaux
  (Diocese of Lake Charles)

- Membership
  Ms. Norma Valdez
  (Diocese of El Paso)

- NCCGSCF
  Ms. Vikki Shepp
  (Archdiocese of Los Angeles)

- Youth Events
  Mr. Bob Perron
  (Diocese of Wheeling-Charleston)

- Youth Ministry Development
  Mr. Tom East
  (Center for Ministry Development)