



State of the Federation

2012 Annual Report



NFCYM
NATIONAL FEDERATION FOR
CATHOLIC YOUTH MINISTRY

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

Contributors

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National Federation for Catholic Youth Ministry

State of the Federation Report

January 1-December 31, 2012

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, 2012. 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), National CYO Sports (NCYOS), and the Catholic Youth Foundation USA (CYFUSA).

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Letter from the NFCYM Board Chair

Dear Members,

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 2012 State of the Federation report.

This detailed report highlights the phenomenal work of the organization and the many ways that the 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 on the fiscal health of the organization.

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

In light of this Year of Faith, the future of our organization is bright and committed to passing on a legacy of faith to the young church, as we continue to develop resources and programs that truly evangelize.

Trusting in the Spirit, 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.

Sincerely yours,



John M. Rinaldo
Director of Youth and Young Adult Ministry
Diocese of San Jose
Chair, NFCYM Board of Directors



NFCYM Highlights and Initiatives

Affiliation

In 2012, one hundred seventy-four dioceses—ninety-six percent of all Catholic dioceses of the United States—affiliated with the NFCYM and sixty-five national youth-serving organizations affiliated as collaborating members.

NFCYM Leadership

The leadership of the board includes: chair John Rinaldo (Diocese of San Jose); first vice chair, Michelle Maher (Diocese of Colorado Springs); second vice chair, Rita Ramos (Diocese of Omaha); secretary/treasurer, Kathy Loney (Diocese of Fargo); and episcopal advisor, Bishop Martin Holley (Archdiocese of Washington).

National Staff

- The staff is aligned into four work groups, based upon the main functions of our organization: membership services, operations, meetings and events, and communications and publishing. We are beginning to apply project management principles to our major activities and events to better foster integrated planning, collaboration, and communication within an environment that best utilizes each individual's gifts and skills.
- We welcomed Leigh Sterten as our communications specialist. Leigh has primary responsibility for publications and social media (that extends the reach of NFCYM), while supporting the work of communications, marketing, and website development.
- We also had two interns from The Catholic University of America. James Clement and Meghan Dietzler joined us in September 2012 and will work with the national staff until May 2013.
- We continue to mentor a student, Camila Escamilla, from the Don Bosco Cristo Rey High School in the Archdiocese of Washington.

Board of Directors

There is a separate letter from the chair of the board, but it is worth noting that the board continues to monitor our new ongoing process that will set strategic direction for the organization with full membership participation and will increase NFCYM's capacity for flexibility so that we can respond to the signs of the times more quickly and with increased relevance. The board has also engaged in several discussions around the question, "Given the apparent polarization in society and in the

church, how can the NFCYM effectively advocate for the young church?" This discussion has implications for the role of the executive director and the national staff.

Catholic Youth Foundation USA

There is a separate annual report from the Catholic Youth Foundation USA, but please note that the Foundation conducted several significant fundraising campaigns this year: the Annual Bishops Appeal, the general Annual Appeal, and the Shepherds' Circle; additionally, participation in the Combined Federal Campaign has been a significant source of additional revenue. CYFUSA provided scholarship assistance for NCCYM participants and awarded \$25,000 in grants for youth ministry projects in 2012.

Alliance for the Certification of Lay Ecclesial Ministers

NFCYM, NALM, NCCL, NPM, and FDLC partner 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, both of which are approved by USCCB CCA. Our first cohort of ten candidates started the certification process this year. We are also fostering inter-organizational collaboration on certification and accreditation issues.



National Initiative on Adolescent Catechesis

The NFCYM is an active member in the Partnership for Adolescent Catechesis (PAC), a collaborative effort including the NCCL and NCEA, 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 has been advanced.

- In 2011 a national training program, Transforming Adolescent Catechesis (TAC), was piloted and TAC is now available to interested dioceses. Ela Milewska is the project coordinator.
- In 2013, PAC will collaborate with

Dr. Michael Carotta on the national Confirmation Preparation Project, which will provide training for parishes and dioceses interested in enhancing the experience of young people preparing for the sacrament.

NFCYM Training In-Services

Launched in May 2006, training services are conducted in dioceses across the country annually. Our newest program, Strong Catholic Families: Strong Catholic Youth (SCFSCY), has been booked in over 39 dioceses in 2010-2012, with fifteen dioceses being assisted through grants provided by Saint Mary's Press and RCL Benzinger. In addition, the 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. The NFCYM also created two grant templates for Catholic Home Mission Dioceses to use in requesting funds to host the English or Spanish version during the 2011-2012 year. SCFSCY is a collaborative project of NFCYM, NCCL, NACFLM, and NCEA.

In-services in 2013 will include multi-parish ministry, technology and ministry, and ministry in parishes with culturally diverse settings.

National Conference on Catholic Youth Ministry (November 28-December 1, 2012—Orlando)

More than 2,300 participants, speakers, exhibitors, and volunteers attended NCCYM 2012. The conference included our largest number of exhibitors, live streaming of the general sessions, and several pre-conferences. Our gratitude goes to the host Diocese of Orlando for the wonderful hospitality and support provided by their staff and volunteers before, during, and after the event.

New Diocesan Directors Institute (May 22-25, 2012—Washington, D.C.)

This program, entering its eighteenth year, trained twenty-four new diocesan youth ministry leaders in their role, identifying available resources, and developing peer support groups. NDDI is a collaborative partnership with Saint Mary's Press and the Catholic Youth Foundation USA.

Communications, Publishing, and Marketing

Under the area of Communications and Publishing

the organizational tasks of electronic and print communications and publishing are carried out in relationship to the Communications and Publishing Management Committee. 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 the New Evangelization, Robert Feduccia wrote the cover article on "The New Evangelization through the Lens of *Renewing the Vision*."
- *Affirming Life: Our Response to God's Love* is the fifth volume in the *Living and Loving Our Catholic Faith* series. This past year, in partnership with Saint Mary's Press, we are able to provide the youth ministry community with a resource on the full spectrum of life issues. We are grateful to Cardinal DiNardo for writing the forward to this comprehensive youth ministry and catechetical resource.
- Continuing a focus on supporting Catholic parents, NFCYM revised and published the *Strong Catholic Families: Strong Catholic Youth* booklet (in English) this past year.
- Catholic Identity Patches: Models of Faith and the Women in Scripture aimed at increasing and supporting the Catholic identity of young people in Scouting programs. New patches include: Mary Magdalene, Pope John XXIII, Saint Gianna Molla, Saint Juan Diego, and, Saint Kateri Tekakwitha.



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

- Launched *Spark & Flame*, the new eCommunication on Catholic Girl Scouting and Camp Fire. It debuted in March for the 100th Anniversary of Girl Scouts. The NCCGSCF Management Committee develops the content for this proactive approach that provides good information to leaders.
- Produced 2013 NCYC DVD Tool Kit that is essentially a website with marketing tools such as, the NCYC promotional videos, HTML advertisements, bulletin announcements, and other messaging. Over 7,000 promotional DVDs have been distributed

to dioceses, collaborating members, NCCYM participants, and NACYML members.

- Increasing NFCYM's profile with the U.S. Catholic bishops is an ongoing and yearlong activity of the NFCYM. NFCYM reaches out to the bishops: through NFCYM's *Annual Bishops Report*, during the November USCCB's meeting in Baltimore, and most recently through a December mailing that invited bishops to NCYC and provided each bishop with an NCYC Promotional DVD, and an NCYC calendar. Each bishop was asked to show the NCYC promotional video at an upcoming priests' council meeting to encourage support for priest participation in NCYC.
- NFCYM regularly produces materials that promote our conferences, activities, publications, and service centers. In addition to creating e-mails and websites and managing Facebook pages that promote specific events like the NCCYM, we also produce materials that are often used when exhibiting at conferences, for distribution to our members, and during our events. Items include: banners, post cards, pens, acrylic tumblers, publication guides, logos, and the like.

Service Centers

National CYO Sports and National Association for Catholic Youth Ministry Leaders continue to expand their services and membership base. Their reports are included in this State of the Federation.

Networks and Liaisons

The NFCYM is involved in several networks and liaisons.

- NFCYM has an agreement with NCYAMA whereby NFCYM serves as the management company for NCYAMA. The agreement includes accounting/bookkeeping, clerical support, meeting planning, website development, communications, and administration.
- Girl Scouts USA: NFCYM staff met with GSUSA national leadership over the past year to discuss their relationship with local dioceses, the NFCYM and the wider Catholic Church. A membership resource with principles of cooperative partnerships is being developed for 2013.
- 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 and USCCB in mobilizing Catholics against poverty and hunger issues.

Strategic Plan

The Strategic Plan approved at the 2006 Annual Membership Meeting has come to an end and the board of directors has created a Strategic Planning Task Group that has developed a long range process for needs assessment, input gathering, and tactical and strategic planning.



NFCYM Board of Directors

Submitted by John Rinaldo, Chair

The 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 2012. In addition, the executive committee met before and after each of the board meetings, as well as one additional time at the NFCYM national offices in Washington, D.C. The executive committee has also begun to have monthly video conference calls. A summary of all board meeting highlights is always available for NFCYM members at our iNet site. Look under our "Organizational Documents/Reports."

One significant item that was addressed in our board meetings for 2012 was our board assessment. The board instituted a new assessment tool in 2011, and in 2012, we analyzed the results. As a result, the board has made some changes to how it operates so that the time the board spends together is more productive and efficient, allowing us to spend more time on significant strategic issues.

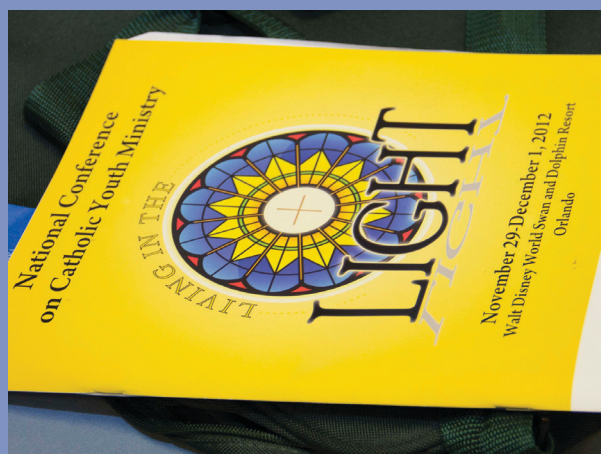
Our first board meeting of the year was held just prior to the NFCYM Annual Membership Meeting in Houston.

This time was spent preparing for the Annual Membership Meeting and reviewing organizational reports.

Our second board meeting took place in Washington, D.C., in May. At this meeting, the board approved the 2012-2013 budget and discussed in detail the results of our board assessment. The board also discerned new officers in the roles of chair (John Rinaldo), second vice chair (Rita Ramos), and secretary/treasurer (Kathy Loney).

Our third and final board meeting of 2012 took place in San Jose, California, in September. Significant actions included holding the annual member meeting of CYFUSA, selecting chairs for several management committees, affirming National Youth Ministry Awards recipients, and affirming collaborating member applications that our members will vote on at our next Annual Membership Meeting. The board spent significant time in dialogue around the issue of the polarization of our church and possible actions our organization can take in light of the changing landscape of our church.

If you have any questions or concerns for the board, please contact your regional board representative or me. Our contact information is available on the last page of this document.



NFCYM Management Committees

Adult Training and Certification Management Committee (ATCMC)

Submitted by J. Michael Norman

The ATCMC promotes professionalism through the call to and formation of Catholic youth ministry leaders by providing training opportunities and certifications processes for the field. Over the past year, this management committee has accomplished many of its goals in these areas.

The Accreditation and Certification Commission (ACC) began to implement the new certification process and publicized/advocated for the standards and process within our organization and beyond. The NFCYM Board of Directors accepted a proposal from the ACC and the ATCMC to disband the commission and have its continuing work with the standards and process incorporated into the National Association of Catholic Youth Ministry Leaders (NACYML). NACYML accepted this new responsibility with great enthusiasm. The ATCMC would like to greatly thank the ACC for their work and specifically highlight Kathy Goller's leadership though this past year's transition.

The National Conference for Catholic Youth Ministry Task Group implemented a very successful NCCYM in Orlando this past November. A special thanks to Gene Monterastelli for serving as chair of this task group and to his team for a great job. Michelle Fisher continues to chair the task group for the 2014 NCCYM in San Antonio.

The *Renewing the Spirit Task Group* implemented a very successful retreat at 2012 NCCYM with Robert Feduccia as the presenter. A special thanks to Steven Polley for serving as chair of this task group.

The *New Diocesan Director's Institute Task Group* planned and implemented a successful 2012 NDDI in Washington, D.C., May 22-25. A special thanks to Michelle Maher and Doug Tooke for co-chairing this task group. Doug Tooke will continue to serve as the chair for the team of NDDI presenters for 2013 and Tom East will serve as chair for the task group beginning in January.

The *Pathways to Ministry Task Group* concluded its work with the presentation of a white paper at the 2012 NFCYM Annual Membership Meeting. We offer a special thank you to Michael Hall for serving as chair of

this task group. The *Fortaleciendo Familias Training Task Group* and the *Strong Catholic Families: Strong Catholic Youth Task Group* continue to promote and offer these important training programs throughout the country.

The ATCMC worked in conjunction with the NCCYM Task Group to help establish ways to assign and calculate clock hours for workshops/presentations at the 2012 NCCYM. There was a worksheet published in the program booklet for the conference. The management committee will continue to work on ways to implement a similar process for other training/workshop opportunities offered by the NFCYM. The management committee also continues to work on a survey for NFCYM members (and others) on preferred delivery systems for training and needed topics for formation. These two objectives will continue to be important work for the ATCMC in 2013.

Louise Dussault (Diocese of Providence) and Christina Lamas (Archdiocese of Los Angeles) both agreed to serve on the management committee beginning January 2013 and Grace Cassetta (Diocese of Las Cruces) has agreed to be the new chair.

The 2012 members of the Adult Training and Certification Management Committee were:

- Grace Cassetta (Diocese of Las Cruces)
- Steven Polley (Diocese of Dodge City)
- Joe Perdreauville (Diocese of Tucson)
- Tricia Tembreull (Life Teen International)
- Mike Norman, Chair (Archdiocese of Los Angeles)
- Bob Walters, Board Liaison (Diocese of Syracuse)
- Michelle Fisher, Board Liaison (Diocese of Orlando)
- Michael Theisen, NFCYM Staff Liaison



Advocacy Management Committee (AMC)

Submitted by Ted Miles

The Advocacy Management Committee shall engage the 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

into the life, mission and work of the Catholic Church and its broader social impact.

2012 Review

NFCYM At-Large Board Representative: The AMC submitted recommendations for the at-large board representative. Armando Cervantes was approved in spring 2012.

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 Ansel Augustine and Ron Landfair. A final report from the 2010 NCCYM net-sourcing session was submitted to guide future work. The report offered highlights, challenges, and key considerations in the following areas: current ministry realities, formation, technology, national outreach/gatherings, and key questions for the future.

Committee Membership: Invitations were extended to a diverse group of youth ministry leaders in order to increase committee and task group membership for 2012 and beyond.

NFCYM Integration: The AMC submitted recommendations for speakers and topics for the 2013 NCYC in the areas of social justice, mission, and special ministries. The committee will continue to explore increased interaction with other task groups and management committees to ensure a stronger integration of these themes in the work of NFCYM.

2012 SMART Objectives

Objective 1: Intercultural Competencies and Catholic Youth Ministry

With the creation of a task group, the Advocacy Management Committee will shepherd a process of self- and institutional-assessment, education, and integration of the USCCB-supported intercultural competencies

in implementing the vision of Catholic youth ministry. Change will be effected through a dual focus on the work of the Federation and (arch)dioceses.

Update: The chair of the task group resigned in April due to personal reasons. As of December 2012, a new chair has not been identified. The USCCB began its series of the Catholic Cultural Diversity Network Convocation (training for intercultural competence) July 11-14, 2012 in Baltimore. AMC and task group members were encouraged to participate in order to help inform our future.

Objective 2: Pastoral Planning for Marginalized Youth

The Advocacy Management Committee will create a task group that will build capacity for effective evangelization with marginalized youth and response to their pastoral needs. Upon establishing an overarching vision statement, definition, and rationale for ministry to marginalized youth, a two-fold strategy of formation and resource development/compilation will offer a framework for developing a pastoral plan specific to marginalized populations and high-risk behaviors or situations. This will be a multi-year collaborative effort with partners in and beyond the NFCYM, beginning with an in-service at the 2013 Annual Membership Meeting.

Update: Judy Alvarez and Joyce Francois have agreed to co-chair this task group. Basic research was conducted in the first half of the year seeking potential grant-funding resources, identifying existing programs and ministries as resources and partners, and focusing the work of the task group on incarcerated youth in this initial phase, and as a model for developing pastoral plans responding to other needs. Research on potential grants identified the importance of a needs assessment across the field of youth ministry in the effort to focus any funding proposal. An initial attempt at this will be completed in a January 2013 survey of the NFCYM membership along with input gathered at the 2013 Annual Membership Meeting in-service. Three conference calls in the second half of 2012 gave organization to the in-service and helped to solidify priority goals.

Key components currently under exploration include:

- Outlining a vision and mission for the plan (based on *Renewing the Vision*, Catholic social teaching, etc.)
- Defining “marginalized youth” and clarifying the rationale for a pastoral plan (sociological and faith-based perspectives)
- Identifying pastoral components—grounded in our call to evangelization—and developed with respect to

various populations. These components may include coalition development, mentoring, story-telling, tools for ministry assessment, best practices at the civic, diocesan, and parish levels, resources (training, funds, websites, action steps, etc.), advocacy, etc.

- Focusing the work on priority populations and relevant issues: incarcerated youth; immigrant/migrant youth; youth who are homeless, living on the streets, or locked into poverty; gangs; youth identifying as gay or lesbian, as well as high-risk situations or behaviors: human trafficking; cyber-bullying and technology-driven destructive behavior; suicide; and addiction
- Identifying dioceses who are already have an integrated response in their vision of youth ministry
- Develop formation plan internal to NFCYM for an in-service at 2013 Annual Membership Meeting, scholarships for marginalized youth, and bringing in new collaborating members

Committee members in 2012:

- Judy Alvarez (Salesians)
- Katherine Cho (Diocese of San Bernadino)
- Joyce Francois (Archdiocese of Detroit)
- Rey Malave (La Red)
- Ted Miles, Chair (CRS)
- Candy Nieves (Archdiocese of Louisville)
- John Thorne (Archdiocese of Detroit)
- Joaquin Trejo (Archdiocese of Washington)
- Sr. Adelina Garcia, Board Liaison (Diocese of San Angelo)
- Ansel Augustine, Board Liaison (Archdiocese of New Orleans)
- Ruby Mikell, NFCYM Staff Liaison

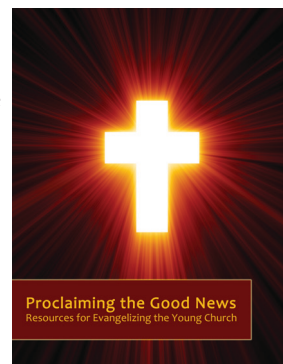
Communications and Publishing Management Committee (CPMC)

Submitted by Mark Mann

The Communications and Publishing Management Committee coordinates communication on behalf of membership, including new publishing projects, electronic media, and revision of existing publications. The 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 any task group and the staff in creating published resources in the name of the membership.

Highlights of this past year include:

- Publication of the resource paper, *Proclaiming the Good News: Resources for Evangelizing the Young Church*. We extend particular appreciation to Lisa Irwin and Sherry Raspa who served as the task group co-chairs.
- The NFCYM working in collaboration with the Federation for Liturgical Commissions (FDLC) the follow up to *From Age to Age: The Challenge of Worship with Adolescents*. The new membership paper, *For Ages Unending* was approved by the FDLC in October and will be presented to the membership of the NFCYM at the 2013 Annual Membership Meeting.
- The publication of the fifth book in the *Living and Loving Our Catholic Faith* series, titled, *Affirming Life: Our Response to God's Life*.



Our continuing projects include:

- Exploring the possibility of creating a faith journal for young people, with the specific intention of creating a resource that extends the NCYC experience for attendees throughout the year.
- Finalizing a resource on climate change, in coordination with the coalition promoting the Catholic Climate Covenant.
- Development of a translation and culturally appropriate adaptation of the online resource True Loves Waits.
- An open and ongoing discussion on creating a professional journal.
- Ongoing development of the public website, as well as the iNet.

To join in the work of some of these projects, check out the task group listing at the 2013 Annual Membership Meeting site on the iNet.

Finally, I am grateful for the hard work, dedication, and support of the management committee members:

- Don Boucher (Diocese of Savannah)
- Armando Cervantes (Diocese of Orange)
- Pat Finan (Diocese of Davenport)
- Crystal-Lynn Medeiros (Diocese of Fall River)

- Rosie Papion-Brown (Diocese of Lafayette)
- Gloria Shahin (Saint Mary's Press)
- Cindee Case (Diocese of Youngstown), Rita Ramos (Archdiocese of Omaha) and Patrick Donovan (Diocese of Wilmington) who served as our board liaisons
- Leigh Sterten, Kathy Carver, Bruce Baumgarten, and Ruby Mikell, NFCYM Staff Liaisons

Finance and Marketing Management Committee (FMMC)

Submitted by Bob McCarty, on behalf of Milissa Thibodeaux

The Finance and Marketing Management Committee monitors the fiscal health of the NFCYM. It carefully reviews proposed and actual budgets and responds to areas of concern. Our Federation 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 which can make planning more challenging.

This past year has been one of much fruit and productivity for the FMMC. The committee reviewed specific financial reports and our long-term objective to reach financial stability through the establishment of an unrestricted operating fund of \$1.8 million. To date, \$1.3 million has been set aside.

In spring 2012 the FMMC developed four-year projections for income and expenses in preparation for finalizing the 2012-2013 budget. We sent a letter to the membership identifying the need to increase our annual dues, to increase the fee for NCYC, and to reinstate a registration fee for the Annual Membership Meeting. The added income will enable the NFCYM to meet its projections and continue to increase our unrestricted operating reserve as we move forward.

In addition, we earmarked \$5,000 for the membership to use for project proposals during the current year, enabling the membership to continue to develop new and exciting projects and initiatives. We also set aside \$10,000 for scholarships to the Annual Membership Meeting to assist members' participation.

This year there has been an emphasis on marketing for the NFCYM and one of our tactical goals is to establish a task group that includes members of FMMC, other management committees, and collaborating members to develop a vision for a comprehensive marketing strategy for the NFCYM. A comprehensive marketing plan has already been developed for NCYC 2013.

The 2012 FMMC was chaired by Milissa Thibodeaux (Lake Charles). The 2013 FMMC will be chaired by Kevin Feyen (Dubuque). The committee includes:

- Kevin Feyen, Chair (Archdiocese of Dubuque)
- Rick Cheek (Diocese of Kansas City in Kansas)
- Kathy Loney, Board Liaison (Diocese of Fargo)
- Bob McCarty, NFCYM Staff Liaison

In conclusion, the Federation continues to work toward establishing financial stability, while maintaining our various projects and initiatives. As a committee we are excited about the work ahead and we are grateful for the continued generosity and support of the NFCYM's membership.

Membership Management Committee (MMC)

Submitted by Norma Valdez

The Membership Management Committee oversees issues regarding the entire membership and includes the following members:

- Norma L. Valdez, Chair (Diocese of El Paso)
- Lisa Gomes (Diocese of Honolulu)
- Pat Kane (Diocese of Providence)
- Gerardo Rojas (Diocese of San Diego)
- Rita Ramos, Board Liaison (Archdiocese of Omaha)
- Brigitte Burke, Board Liaison (Diocese of Baton Rouge)
- Matthew Robaszkiewicz, NFCYM Staff Liaison

At present the MMC encompasses the following task groups:

- Prospective Collaborating Members (PCM)
- Annual Membership Meeting Hospitality
- National Youth Ministry Awards
- Members Surveys
- NFCYM and Technology: Programs, Services, and Membership

Over the past year, the MMC and its task groups met numerous times via telephone conference calls to continue work, and evaluate progress of ongoing tasks.

Highlights of this past year include:

- The National Youth Ministry Awards Task Group has begun a conversation to review and revise the process and structure of the national awards.
- The Annual Membership Meeting Hospitality Task Group began a process of redefining their purpose and mission, goals, and objectives.

- 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 2013 Annual Membership Meeting.
- The MMC continues to monitor and revise the smart goals that were identified at the February 2012 meeting.

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 an in-service at the 2012 Annual Membership Meeting by Vikki Shepp and Susan Swanson, VP of Membership and Volunteerism of GSUSA. The presentation provided the membership with a greater understanding of the committee, the alignment of the relationship between Catholic Girl Scouting and youth ministry, and the issues of the previous year. The presentation ended with a request for diocesan staff to provide contact information for GSUSA to facilitate conversations between Girl Scout councils and diocesan offices.

The committee launched its e-newsletter, "The Spark and Flame." Each month subscribers receive information on the committee's work through the four sections of the newsletter: Do, Pray, Celebrate, and Learn.

Vikki Shepp, chair of NCCGSCF, was invited to be on the Advisory Board of the NCCS (National Catholic Committee on Scouting) and she attended their annual meeting. It was the first time a representative from NCCGSCF presented to their membership and paved the way for new and collaboration.



The committee continued work on the Women of Scripture and Models of Faith patch programs, adding new patches for Mary Magdalene, Pope John XXIII, Saint Gianna Molla, Saint Juan Diego, and, Saint Kateri Tekakwitha. Additional patches are in process.

Well represented at NCCYM, the committee hosted a successful networking session, led by Joan Treacy, a luncheon with guest speaker Dr. Carol Eipers, and staffed a booth with NCCGSCF resources. Pat Antonacci received the Youth Ministry award at the Saturday evening closing ceremony and Mass, which was a perfect ending to the conference.

The work of revising *I Live My Faith* is complete; the final part of an adult guide is nearing presentation for approval by the CPMC.

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

- Paula Berghauer (Diocese of Cleveland)
- Jill Heink (Diocese of Lexington)
- Jim Knowles (St. Mary's Press)
- Tolly Patten (Diocese of Helena)
- Vikki Shepp, Chair (Archdiocese of Los Angeles)
- Joan Treacy, Board Liaison (Archdiocese of Washington)
- Leah Zeldin (Diocese of Las Vegas)
- Ruby Mikell, NFCYM Staff Liaison

Youth Events Management Committee (YEMC)

Submitted by Bob Perron

Planning Committee

Again this year, in an effort to better manage the general session content and production at NCYC, we formed a special planning committee. The committee's goal is to respond to the growing complexity of production, technology, and the need to address diversity issues. The committee is made up of diocesan directors, production staff, representatives from the major music publishers, artistic partners, NFCYM staff members, technology experts, and script writers. This group is in consultation with the hosting diocese and the director of liturgy for the host diocese. The energy in the group has been incredible and this model seems to be providing much more efficient communication and creativity. Our hope is to have scripts affirmed at the Annual Membership Meeting in February 2013. Maureen Gross has led the work of the committee and has done a tremendous job.

Marketing Efforts

The NCYC logo, theme song, and promotion video have been completed. Our collaboration with Spirit Juice Studios, along with wonderful work from the national staff, has had a very positive impact on our marketing efforts. We plan to have all forms available online and more information on the website by early spring. Progress and Planning is transitioning to online registration as the primary way to register for the conference.

Keynotes, Mega-Workshops, Workshops, and Emcee

Our keynotes, mega-workshop speakers, and emcee are affirmed, along with our slate of speakers for workshops and the “What Now” round of workshops.

The Enlace task group has done a great job advocating for Latino participation in our conference, both among speakers, animators, and musicians, as well as conference participants. This work is in a time of transition as we look at larger organizational needs and challenges that go beyond the work of our management committee. The Bishop Participation task group continues to look at creative ways to involve more of our bishops in the overall programming of NCYC and we are seeking a new chair at this time.

Collaboration with Young Adult Conference

We continue to work with NCYAMA and NCSC in planning how the National Catholic Collegiate Conference (NCCC) will connect with NCYC. We feel that the first year was very successful and hope to continue to strengthen the conference and its relationship with NCYC.

Members of the management committee in 2012 included:

- Bob Perron, Chair (Diocese of Wheeling-Charleston)
- John Beaulieu (Franciscan University of Steubenville)
- Larry Livingston (Christian Foundation for Children and Aging)
- Marie “Cooky” Perez-Eraci (Archdiocese of Chicago)
- Marilyn Santos (National Pontifical Mission Societies)
- Declan Weir (Declan Weir Productions)
- Jerry White (Diocese of Charleston)
- Armando Cervantes, Board Liaison (Diocese of Orange)
- 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 Youth Ministry Development Management Committee seeks to support the implementation of the strategic plan for NFCYM through leadership of initiatives that support the development of youth ministry.

The year 2012 was another busy year for the Youth Ministry Development Management Committee members and the task groups that we are privileged to support.

Evangelization Paper and Resource

On February 11, 2012, Robert Feduccia presented an in-service on behalf of this task group at the NFCYM Annual Membership Meeting. The presentation was titled, *Renewing the Vision through the Lens of the New Evangelization*. The resource paper and toolkits were refined and approved between February and November of this year.

The task group and authors worked diligently with NFCYM staff to complete the final draft of the Resource Paper and Toolkits and prepare for final publication. The resulting Resource Paper, *Proclaiming the Good News: Resources for Evangelizing the Young Church*, was released during the NCCYM in Orlando, just as the church continues to celebrate the Year of Faith that began in October. The toolkit elements will be available in the NFCYM's online store. Congratulations to the authors and to the task group chairs, Lisa Irwin and Sherry Raspa.

Youth Survey at NCYC

This task group was formed to survey the youth who participate in NCYC about their faith and spiritual needs. Over 2000 young people responded to this survey in Indianapolis! The findings of this report were shared by Michael Carotta at the Annual Membership Meeting in Houston and published as a complete report and an executive summary titled, *Growing Catholics: Factors Influencing the Faith Development of Religiously-Active Youth*. 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. We offer kudos for the quick work of this task group and to the primary authors, Michael Carotta and Charlotte McCorquodale.

Process for Supporting Task Groups

In February 2012, the YMDMC began to develop a process for supporting the development of creative ideas that support the development of youth ministry. This was one of the two SMART Goals submitted by the YMDMC to the Board of Directors. This process includes:

- 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

This process is now provided in a draft titled, *Supporting Projects from Idea to Completion*. This document will be revised for distribution to the YMDMC membership and to interested NFCYM members and committees.

In the February meeting, the YMDMC will revise this draft and continue work to address our second SMART Goal:

The YMDMC will 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 following Task Groups are also supported by the YMDMC:

- 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 is in need of a new task group chair.
- The Human Sexuality Resource for Hispanic Youth is now being supported by the Communications and Publishing Management Committee.

The membership for the YMDMC includes new members and a new board liaison. Starting February 1, the new chair will be Frank Mercandante of Cultivation

Ministries. This is the current list of generous leaders who are part of this committee:

- Tom East, Chair (Center for Ministry Development)
- Michelle Fisher (Diocese of Orlando)
- Ken Johnson-Mondragón (Instituto Fe y Vida)
- Annie Keough (Diocese of Dallas)
- Marcos Martinez (Catholic Relief Services)
- Pat Rinker (Diocese of Lansing)
- Doug Tooke (Diocese of Helena)
- Kathy Loney, Board Liaison (Diocese of Fargo)
- Michael Theisen, NFCYM Staff Liaison



Catholic Youth Foundation USA

Submitted by Donald McCrabb, D.Min., President



The Catholic Youth Foundation USA is unique among organizations. It is a subsidiary of the National Federation for Catholic Youth Ministry. Established on June 13, 1989, CYFUSA is often described as the “fundraising arm” of the Federation. Believing that youth ministry is vital to the life of the church, the Federation has an independent, voluntary CYFUSA Board of Directors who labor to assure a faithful future providing funds to support the formation of youth and the adults who work with them, and the development of innovative programs. Some of the highlights for 2012 are:

- A robust presence at the 2012 NCCYM: 16 of 19 board members in attendance, an information booth, a six-minute general session report and appeal, collection envelopes with response device (\$7,064.06), a raffle to benefit the Foundation (\$2,553), and a donor recognition reception
- Scholarships for 73 youth ministry leaders to attend 2012 NCCYM
- Processing the responses to its largest annual appeal, 20,000 letters to donors, NFCYM names, store names, and 2011 NCYC adults
- Sponsored a reception for the *Pastoral Juvenil* workshop for bishops at their meeting in Baltimore
- Provided a planning grant (\$30,000) to NFCYM for the NCCC and a planning grant (\$5,000) to NCYAMA
- Ended fiscal year 2012 in the black with \$100,000 of deferred income
- Launched a Facebook page that currently enjoys more than 200 followers
- A new website was designed and launched using responsive web design, to work well on multiple devices
- Stabilized the Combined Federal Campaign and received close to \$30,000 in pledges
- Thirty-four bishops donated over \$9,000 to CYFUSA; a 56% increase in participation from 2011

- Staff is working closely with NFCYM staff to identify and recruit major donors and sponsors for 2013 NCYC
- Mark Pacione from the Archdiocese of Baltimore now serves on the board
- Helped to underwrite the New Diocesan Director Institute, benefiting 24 new leaders in youth ministry
- Board approved eight grants, totaling \$24,950, to six dioceses and two Catholic organizations for the development of youth ministry. These grants were for peace building initiatives, outreach to the young Black Catholic community, intercultural ministry with youth, extending youth ministry through technology in a rural diocese, developing youth music leaders, and partnering with parents to form a stronger Catholic identity

The Board of Directors will meet in Savannah, Georgia, (February 3-4, 2013) to consider strategic directions for the Foundation, current operations, and deliberate on grants (31 grant requests were received, totaling over \$110,000).

In this day and age of rapid communication through social media, the Foundation wants to explore ways to continually lift up the “good news” of youth ministry. One critical need we have is volunteers who are willing and able to tell the story of youth ministry. Diocesan leaders can make a significant difference in the Foundation’s ability to share the “good news” of youth ministry by recruiting volunteers to tell the story of youth ministry in word, picture, and video.

Finally, thank you for all the ways you support the Foundation. Many of our oldest and most generous donors are diocesan directors. Many of you also encourage your bishops to contribute annually. Finally, a good number of our dioceses are “CYFUSA partners,” who give an annual donation through their youth gathering or from the diocesan office.

National Association of Catholic Youth Ministry Leaders

Submitted by Charlotte McCorquodale, Ph.D.



National Association of
Catholic Youth Ministry Leaders

A Community of Practice

The NACYML Leadership Team (LT) continues to discuss and work toward a shift of NACYML from being a national association of members (focused inward on “what do I get for my membership”) to a “community of practice” (focused outward on “what can I contribute to the practice of youth ministry”) for the field of Catholic youth ministry and ultimately the church.

It is critical as this paradigm shift occurs that the field of Catholic youth ministry comes to understand NACYML as a community of all youth ministry practitioners, regardless of whether they serve: in dioceses, parishes, national organizations, and schools, as collaborators, itinerant ministers, or in other community roles.

The inward focus was important for NACYML in its early years. However, as the organization matures, it is clear that we need to take the next steps to develop an organization that harnesses the wisdom and experience of youth ministry leaders at all levels. The work and proposals we present are based upon the LT’s efforts to make this paradigm shift. For more information about what we mean by a community of

practice, please see: <http://www.ewenger.com/theory/index.htm>

2012 Accomplishments

The LT, Executive Committee, and the NFCYM staff have been hard at work on several initiatives, during the past year, including:

- *New LT Members Approval.* Approval of the three new Leadership Team members; this process was led by Jen Campagna Tidd and the discernment committee. We welcome Craig Gould, Eric Groth, and Kathy Bull to the LT and thank them for being willing to step forth and lead.

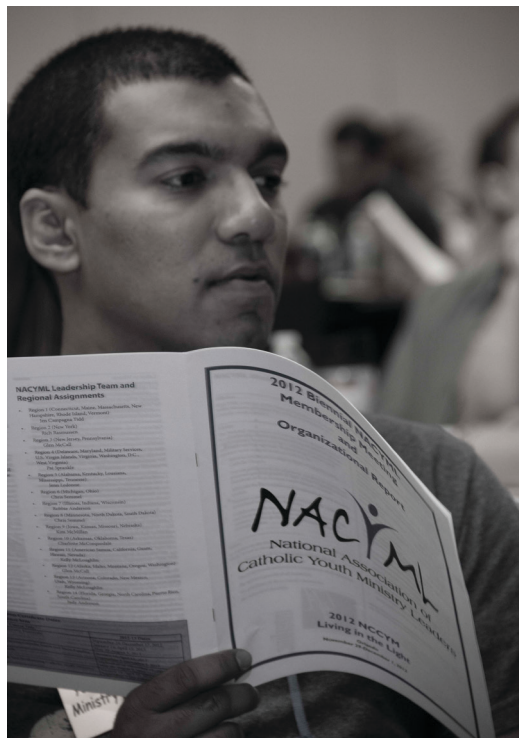


Leadership Team members



- *Shift the Responsibility of National Certification from the NFCYM to NACYML.* The NACYML LT and the NFCYM Board of Directors have approved the shift of responsibility for national certification to come under NACYML with staff support from the NFCYM. The proposal for this change was developed collaboratively by Jen Campagna Tidd (chair of NACYML Certification Committee) and Kathy Goller (chair of NFCYM Commission for Certification and Accreditation). The coming year will focus on the nuts and bolts of how NACYML will lead this process for youth ministry leaders.

- *NACYML Notes.* The monthly communication with members has received positive feedback from members. Jenn Ledonne had been coordinating this effort; however, Kelly McLoughlin and the Communications Committee now have taken over responsibility.
- *NACYML Coupons.* This is a program that provides discount offers especially for NACYML members, from collaborating members of the NFCYM and other youth ministry organizations. The list has been posted to the website. Rich Rasmussen and the Membership Committee have led this effort for the organization.
- *Biennial Membership Meeting and Banquet.* NACYML membership had its biennial meeting on the first day of the NCCYM in Orlando. This was the first time the meeting has taken place within the conference instead of prior to the conference, which resulted in the largest registered attendance at a NACYML meeting.
- *2013 NCCYM Certification Preconference.* Jen Campagna Tidd and her committee, in conjunction with the NFCYM Commission, hosted a preconference at the NCCYM on National Certification for both parish and diocesan leaders.
- *OnCourse Continuing Education.* The webinars for this year have been set and are now free to all members. Additionally, the dates for the OnCourse Youth



- Ministry Specialization Certificate have been set and promotion has begun. We are pleased to announce our new higher education partner for this program, Loyola Institute for Ministry, New Orleans. Students will be able to take up to 12 hours of graduate credit at a highly discounted tuition rate.
- *Proposal to Change the Committee Structure of NACYML.* The Executive Committee met with the NFCYM staff in June and the NFCYM staff to discuss how NACYML can be structured for success. The LT has created a subcommittee of LT members who are working with Jenn Ledonne on the specifics related to changing our structure. The goal of this change is to expand the leadership of committees and task groups beyond LT members as we currently have in our structure. Additionally, we are seeking to find a way to utilize focus or topic groups to explore issues related to the practice and profession of youth ministry. These groups, along with continuing education efforts such as OnCourse webinars, are the first steps in realizing NACYML as “community of practice” for the field of Catholic youth ministry. The NACYML membership will have an opportunity to discuss and provide input on the new structure both prior to and at the biennial membership meeting.
- *NACYML Finances.* In the past year we have been working to examine the best format for NACYML’s budget cycle and structure. Chris Semmel, treasurer, has led this effort, and has begun seeking grant funding for our organization, with the assistance of Don McCrabb, president of the Catholic Youth Foundation USA.
- *NACYML Ten-Year Anniversary Committee.* We are now forming an ad hoc committee to plan for the celebration and milestone of NACYML’s tenth anniversary.

As you can see from this long list, there is a lot going on within NACYML to offer excitement and hope for the future of our organization and all those who serve the young church! After many years’ experience in ministry, I can honestly say that this organization is filled with some of the most hardworking and passionate leaders I have ever known. Please consider sharing in this work and making a contribution to the field of Catholic youth ministry!

National CYO Sports

Submitted by Tauno Latvala and Paul Mach



We will once again be discerning two new officers at our meeting before the Annual Membership Meeting and then adding four new Leadership Team members. We will be further developing committee structures at the AMM so that we can more effectively do the work of NCYOS as well as invite new and retain previous NCYOS leadership as part of our efforts.

Board of Champions

We will form a Board of Champions that will augment the efforts of the Leadership Team to encourage and support those who are *"Keeping the Faith While Keeping the Score."* The board will consist of athletes and coaches who have a strong Catholic faith that will champion the cause of the importance of faith, sports, and the NCYOS.

Development

The Leadership Team met with Don McCrabb of CYFUSA to explore grants/foundations as well as other funding opportunities.

National Resource in Youth Ministry through Athletics

NCYOS was invited to participate in:

- The National Center for Missing and Exploited Children dialogue on "Safe to Compete: Protecting Child Athletes from Sexual Abuse"
- National Foundation for Infectious Diseases, "Adolescent Wellness Roundtable"

Trainings and Consultation

- Training: Archdiocese of New Orleans, Diocese of Springfield in Illinois
- Consultation: Diocese of Laredo, Diocese of Syracuse
- Sports and Spirituality Conference: Neumann College, Seattle University, and Notre Dame collaborate to host this annual conference; we aim to participate in 2013

Communication

- National CYO Sports is working on updating our website and other communication avenues in order to provide resources and better communicate with people in the field of youth ministry through athletics.

- We are in the process of developing a database, updating and maintaining contacts in the area of youth ministry and athletics from Catholic leagues, Catholic high schools, as well as youth ministry programs that use athletics as an evangelization tool.
- Please have your (arch)diocesan leadership contact us to make sure that we have the correct information (please send it to ncyos@nfcym.org).
- A monthly e-newsletter for distribution to our partners and database is in process.

Partnerships

Partnerships are explored to further our ability to resource the communities we serve, enhance the work of NCYOS, and develop income streams.

- American Sports Education Program (ASEP) continues to be a primary partner
- Partnership Form developed for aiding the discernment process and review of potential partners
- NCYOS is in process with several potential partners

NCCYM

National CYO Sports found NCCYM in Orlando to be a great success for our organization. Our booth, even if not in the best location, led to some great discussions and was a source for many to get more information.

Netsourcing Session: Our networking session was well attended and was very fruitful, for both our organization and for those that attended.

Workshops: Intent was to promote sports and faith as viable partners in evangelization as well as to support and inspire those individuals working to make that a reality in their local communities. The four workshops were well received.

- Matthew Schwartz, "The New Evangelization and Athletics"
- Mike Patin, "Renewing the Athletic Vision"
- Mike Carotta, "Competitive Sports with Catholic Values"
- Ron Landfair, "Athletics and Catholic Identity"

Face-to-Face Meetings

The primary work of NCYOS is done by conference call or e-mail but we do have two annual face-to-face meetings.

- The Executive Committee met in Washington, D.C., in December 2012. We reviewed our organizational plan to help us with vision, structure, marketing, and tasks for the coming years
- The full NCYOS Leadership Team will gather for a full day in Savannah, Georgia, prior to the Annual Membership Meeting
- In addition, those members of the Leadership Team who attended the NCCYM gathered in Orlando, for a breakfast meeting



NFCYM Income Statement

Fiscal Year 2012

(Ending June 30, 2012)

	Year to Date Actual	Annual Budget
REVENUES		
Management and Administration	\$123,719.35	\$114,500.00
Membership Services	\$247,758.47	\$325,400.00
Publications	\$186,216.07	\$178,500.00
NCYC	\$4,443,564.12	\$4,752,500.00
NCCYM	\$360.00	\$15,000.00
TOTAL REVENUES	\$5,001,618.01	\$5,385,900.00
EXPENSES		
Management and Administration	\$1,158,450.84	\$1,214,849.00
Membership Services	\$223,007.05	\$345,091.00
Publications	\$101,190.51	\$99,561.00
NCYC	\$2,403,276.18	\$2,811,186.00
NCCYM	\$20,064.87	\$33,370.00
TOTAL EXPENSES	\$3,905,989.40	\$4,504,057.00
NET INCOME	\$1,095,628.60	\$881,843.00

NFCYM Income Statement (Ending December 31, 2012)

	Year to Date Actual	Annual Budget
REVENUES		
Management and Administration	\$58,409.32	\$114,500.00
Membership Services	\$112,683.67	\$270,250.00
Publications	\$76,927.12	\$199,500.00
NCYC	\$0.00	\$0.00
NCCYM	\$619,882.81	\$781,100.00
TOTAL REVENUES	\$867,902.92	\$1,365,350.00
EXPENSES		
Management and Administration	\$631,138.55	\$1,263,493.00
Membership Services	\$44,526.11	\$250,390.00
Publications	\$49,541.50	\$113,900.00
NCYC	\$85,312.12	\$310,524.00
NCCYM	\$331,845.14	\$463,469.00
TOTAL EXPENSES	\$1,142,363.40	\$2,401,776.00
NET INCOME	(\$274,460.52)	(\$881,843.00)

NFCYM Statement of Financial Position

December 31, 2012

ASSETS

Cash	\$619,536.00
Marketable Investments	\$2,606,678.00
Accounts Receivable	\$60,320.00
Inventory	\$26,450.00
Furniture and Equipment, Less	
Accumulated Depreciation of \$504,132	<u>\$0.00</u>
TOTAL ASSETS	<u>\$3,321,896.00</u>

LIABILITIES AND FUND BALANCES

Liabilities

Payroll Taxes	\$1,210.00
Accounts Payable	\$93,469.00
Deferred Grants	<u>\$85,480.00</u>
Total Current Liabilities	\$180,160.00

Fund Balances

Restricted Fund Balance	\$60,000.00
Unrestricted Fund Balance	<u>\$3,081,736.00</u>
Total Fund Balances	\$3,141,736.00

TOTAL LIABILITIES AND FUND BALANCES	<u>\$3,321,896.00</u>
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Rosters

2011-2012

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- **At-Large (Advocacy)**
Mr. Ansel Augustine
(Archdiocese of New Orleans)
- **At-Large (Advocacy)**
Mr. Armando Cervantes
(Diocese of Orange)
- **At-Large (Collaborating Members)**
Ms. Lisa Bagladi
(World Library Publications)

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- Ms. Kathleen Carver
Associate Director
- Ms. Maureen Gross, CMP
Director of Meetings and Events
- Mr. Don McCrabb, D.Min.
President, Catholic Youth Foundation USA
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Membership Services Coordinator
- Ms. Leigh Sterten, M.T.S., M.S.
Communication Specialist
- Mr. Michael Theisen
Director of Membership Services
- Ms. Bonnie Waltz
Executive Assistant

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