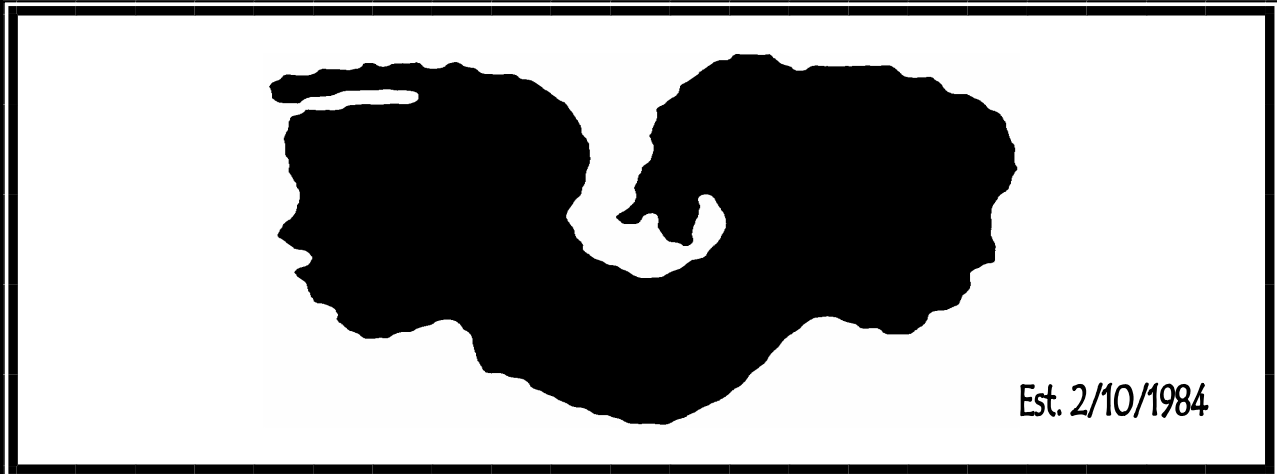


YOUNG PEOPLE IN ACTION



INTERNATIONAL

"Paving The Road For Leadership Excellence"

Chapter Development  
EXECUTIVE SUMMARY



Founded on February 10, 1984, Young People In Action International has continued in it's mission to maintain a sustainable leadership movement of young people, who are committed to Self Improvement, through the development of Spiritual; Social; Educational; Economical and Political competencies.

# Leadership Development

Greetings of Peace;

I would like to welcome you to Young People In Action International. Since 1984, I have believed that young people can be effective leaders which help bring about changes necessary to make our world a better place to live.

I believed in this idea so much that I founded YPA at the age of 17. I, still to this day, have the faith and utmost confidence that young people can be what ever they choose to be. I have expressed to young people and myself that we need to understand the word "choose". If young people decide they want to be part of the problem, then they will be. However, if they choose to be part of the solution, then to me, that is the right choice.

In YPA we teach young people that it is not that we adults have all of the answers. Rather, we direct young people through successful strategies and encouraged them to pay attention to what some of us can teach them. I have always taught, in YPA and throughout my life in general that:

- 1) *It is not that we will always make the right choices, but that we should take responsibility for the choices that we make. and*
- 2) *Role models are not just those of us who set the best examples for young people and others, but role models are also those who are willing to be honest, have integrity, being able to admit our short comings and to help others to do better.*

This organizational process is designed to help young people build the leader within and to develop the skills necessary to lead. This structure acts as a platform for young to practice leadership in a vacuum, in an effort to shape and mold their character and to help them to accomplish their YPA Chapter objectives and their personal and collective leadership goals.

I hope and pray that young people work hard to be successful in YPA and in life in general. I have worked, by the grace of the Creator, since 1984 developing this for them and us, and encourage young people to please take YPA... it's their organization!

On behalf of the Young People In Action International staff, young people, volunteers and pioneers, I would like to extend to all individuals, corporations, governments and foundations, an invitation to take a serious look into our attached Chapter Development–Executive Summary.

We know that this process will not only change lives of our young people, but will also impact the lives of people and communities all around the world.

Thank you for your time and attention. May the Creator bless you all.

Your brother, friend and servant

*Asad Z. Shabazz*

Asad Z. Shabazz–Founder/President

## YPA INTRODUCTION

### **Our Mission...**

Since February 10, 1984, Young People In Action International has continued in its mission to maintain a sustainable leadership movement of young people, who are committed to Self Improvement, through the development of Spiritual; Social; Educational; Economical and Political competencies.

### **Our Movement...**

Young People in Action International's purpose is to, not only continue as a formally structured organization, but rather to actualize and be understood as a "leadership movement of young people."

- a movement made up of young people who desire to grow and to make a change in themselves and their surroundings by way of addressing issues thru community activism, organizing, and service learning projects.
- a movement of youth role models who help one another to maintain a positive outlook and offer peer on peer support, camaraderie and networking, in an effort to lead drug free and healthy lifestyles.
- a movement that stresses, "young people are people too". That their issues and concerns must be given attention and their methods of solving broad-base community issues must be taken into consideration when attempting to bring about solutions.
- a movement of young leaders who facilitate competence building training exercises and activities.
- a movement poised to ultimately transform leadership development into a socially embraced discipline, which is accepted and promoted by young people as an adequate way for them to reach their full potential.

This organizational process is designed to help youth build the leader within and to develop the skills necessary to lead. This structure acts as a platform for youth to practice leadership, in an effort to shape and mold their character and to help them to accomplish their personal and collective goals and objectives.

### **Our Goal...**

The goal of YPA is to empower young people to acquire self knowledge and mastery, through the utilization and implementation of cognitive behavior methods which promotes and encourages them to practice abstinence from self destructive attitudes and behaviors and to take on personal responsibility for their self development and character building. We teach them to:

- Watch their Thoughts, they become their Words:
- Watch their words they become their actions:
- Watch their actions, they become their behaviors:
- Watch their behaviors, they become their habits:
- Watch their habits, they become their character:
- and to Watch their character, it becomes their destiny.

### **Our Philosophy...**

We have proven, for a fact, that YPA's concept directly impacts, what the prevention, intervention, education and juvenile justice hierarchy systems feel are the causes for at risk behavior amongst young people. We feel confident of this because we understand that typically, when we talk about our youth, we too often use negative terms: what we would like them to stop doing. We want them to stop using drugs, stop drinking, stop dropping out of school, stop having sex, stop getting pregnant, stop being violent, and stop committing other delinquent acts. In short, we would like them to stop having problems and stop being problems. When we focus only on youth problems, we may begin to think of youth only as problems. We all want to reduce risk factors, but if that is all our community programs do, we assume that the absence of risky behaviors automatically assures positive growth. That is a risky proposition.

### **Our Philosophy Continued...**

Our programs and policies are not simply restricted to preventing youth problems or treating problems after they occur. We aim to create positive environments and outcomes to build strengths and resiliency to provide youth with protection against the risks they face. Our youth leadership development program seeks to take prevention a step beyond risk reduction by turning a narrow focus on negative risk factors into positive action strategies. Whether developing community programs or setting national policy, we sometimes think that we can provide youth with development activities only after we have eliminated their problems through prevention or “fixed” their problems through treatment. That is a mistake! In fact, thinking that treatment and prevention must precede youth development can be most damaging to so called “at risk” youth who may need these programs the most. We place priority on treating and reducing risk factors for “at risk” youth because we think their problems are the most serious.

When we get around to supporting youth leadership development programs for these youngsters, we do so only after we have provided treatment and sought to reduce risk. Youth development comes to be viewed as a last step: beneficial but not essential, nice but not necessary. As we design programs in our neighborhoods and in our nation’s capital, the question becomes which problem to prioritize and which “at risk” youth to make eligible (and thus, which youth to exclude). We need to shift our thinking. We need to stop thinking of youth problems as the principal barrier to youth development and start thinking of youth leadership development as the most effective strategy for preventing youth problems. At its most basic, youth leadership development means purposely seeking to meet youth needs and build youth competencies relevant to enabling youth to become successful adults.

Today, proponents of youth leadership development still see the reduction of existing problems through prevention as vitally important. But they also hold that while we develop strategies to prevent dangerous activities, we must be equally adamant about stating positive goals that we wish all young people to achieve and then begin helping them to reach those goals. They see youth development as an ongoing process that promotes positive outcomes for all youth. Youth leadership development programs are important for youngsters who have not taken their first drink and for teenagers already undergoing treatment for drug addiction. Youth from inner city, lower income families need to have the same needs met and acquire the same competencies as their peers from suburban and upper income neighborhoods. When needs are not met and competencies are not acquired, all young people are “at risk.”

### **Our Expansion...**

Keeping in step with our movement, YPA will be expanding upon its more than 25 years of leadership development, by way of implementing a 10 year plan to develop YPA Chapters on College Campuses throughout the United States and various parts of the world, who will then link directly with youth in those local high schools. The chapters will be comprised of a collective body of young people who are elected and/or appointed to positions which are responsible for the organization and management of the local YPA Chapters along with registering with our partner agency, The Boy Scouts Of America, as a “coed” Venturing Crew.

The Chapters are responsible for organizing activities, addressing community issues, participate in service learning projects and various scout venturing initiatives, raise funds, build memberships, travel, network, adopt schools in other countries, and participate in citizenship type activities, just to name a few. All such activities are designed to and centered around improving conditions in the lives of young people and the communities they live in and beyond. Supported by an intense training process and a strong collaboration with the Boy Scouts Of America, this process is designed to cultivate true leadership development and allows YPA members the opportunity to practice the art of organizing, conducting meetings, service learning, conflict resolution, business management, networking, activism, advocacy, and more...

## Our Objectives

### Our Objective #1...

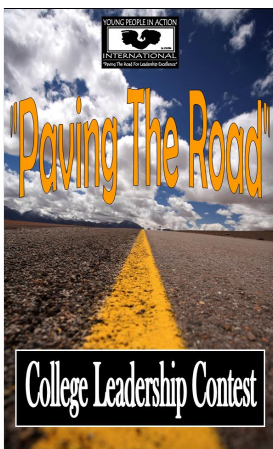
To establish YPA Chapters on College Campuses, throughout the United States of America and to empower them to adopt other countries around the world in an effort to form international chapters.

### Our Process Objective #1...

We will facilitate the distribution of information, fliers, web access, direct relationships and focus groups, on College Campuses, throughout the United States, in an effort to recruit local students along with community based volunteers who express an interest in the development of YPA chapters. In this pursuit we will deploy YPA staff and volunteers to canvas these areas to build relationships with key people. We will also work hand-in-hand with our identified national collaborative partners and establish new partners in other markets as well. Furthermore, we will organize and implement our “Paving The Road” College leadership Contest as outlined in the rear portion of this document.

### Our Outcome Objective #1

To establish and maintain YPA chapters in at least 10 various colleges, annually, throughout the U.S., and other countries, in an effort to serve the leadership needs of up to 1000 youth per year. It is our intention to create a win-win opportunity for all involved, and to empower young people into leadership, higher education, service learning, healthy life styles, productive futures and more...



We thought very carefully about how to meet our objective with a broad reaching impact. If there is no other service or activity that we desire more to accomplish, it is our first and number one objective:

***Objective 1:** To establish YPA Chapters throughout the United States of America and to empower them to adopt other countries around the world in an effort to form international chapters.* It is our greatest desire to obtain funding that would meet our total needs, but in the real world we must think with an open mind. That lead us to come up with a concept that would allow us to reach more colleges and students, but also be cost effective for those who are willing to invest in this exciting new initiative and that is the implementation of the Young People In Action–College Leadership Contest entitled “Paving The Road”.

**Objective #2:** To facilitate a leadership contest where by college students would be given the opportunity to compete for a chance to win a two week long YPA leadership training process in beautiful Cabo Rojo Puerto Rico, with the understanding that they will be responsible for returning to their respective campuses to form YPA chapters. In that two weeks, the students would undergo an extensive training, coupled with intensive initiatives, excitement and fun. The leadership training would consist of 1 week of our flag ship training process “The Five Core Disciplines of Leadership”. Venturing Leader Specific Training, Venturing Fast Start, Mediation training–certification, Red Cross First Aid/CPR/AED Certification and Disaster preparedness training.

### Training Overview

#### The Five Core Disciplines of Leadership

The YPA leadership development training curriculum is designed to build the competencies relevant to enabling the participants to become successful members of the society both presently and into adulthood. Leadership which promotes:

- **Spiritual Development**–a healthy balance in life with spiritual, physical and mental centeredness
- **Social Development**–positive socialization, relationship building, healthy eating and cultural development
- **Educational Development**– overall, self knowledge and specific educational excellence
- **Economical Development**– workforce development, entrepreneurship, financial stability and understanding economic development
- **Political Development**– resource implementation, citizenship, government, infrastructure development, people leadership and broad based responsibility of a society.

In order for young people to grow and be successful they must be given the tools necessary to achieve that end. In these areas we address key factors to help them develop their holistic leadership potential at the same time preparing them to lead.

### Venturing Leader Specific Training

Venturing Leader Specific Training This training syllabus is designed to be used by council and district Venturing training committees to introduce adult Venturing crew leaders to the basic information needed to operate a crew. The training offers five sessions: Here's Venturing, Understanding and Protecting Youth, Leadership and Organization, Awards and Recognition, and Resources and Program Planning. Session 2 includes both Venturing Youth Protection videos. This training is designed to be completed in five hours.

### Venturing Fast Start

This booklet illustrates how using the Venturing program planning process can get a Venturing crew up and running and off to a successful start. It also provides information about training youth officers. This 23-page booklet is designed to be reproduced locally to help orient new crew Advisors and officers.

### Priority Management Training

Participants are challenged to address the issue that there is no true ability to manage time, rather, that we can only manage our priorities. This evaluation and assessment tool is critical in helping them to become more clear about what their priorities are and how much time they are dedicating to them and forces them into honestly owning their responsibilities as it relates to meeting their short and long term goals.

### Mediation certification

Our free online mediation training program was the first of its kind and we are proud of its continuing success. Since the course was launched, thousands of students, including attorneys, judges, professional mediators, Fortune 500 executives and many other individuals from different professional backgrounds and nearly 50 different countries have enrolled in this popular free mediation program to enrich their careers and personal lives by acquiring valuable negotiation skills while earning a certificate. In collaboration with the Business and Negotiation Skills Programme and Teacher Training Programme at the University of St. Andrews, Extension Language Programmes, Scotland. TWZ Enterprises certifies that this activity has been approved for 4 MCLE Credits, including 1 Ethics Credit by the State Bar of California.

**Process Objective #2:** to advertise the Paving The Road contest to 10 pre selected colleges each year, for 10 years. (a total of 100 US colleges) The contest would be open to any and all students who would be returning to their campus the following year and who would be willing to open a YPA chapter upon their return to their college. The contest judges, who will consist of YPA volunteers from around the country and parts of the world, will select 1 male and 1 female winner from each of the participating schools. (20 students per year with a total of 200 students in 10 years) We will create a web based contest portal where students will register, participate and sign the contest rules and agreement. They will also be required to list 3 character and 3 professional references as well. (a complete contest outline, rules, requirements, regulations and more will be develop by the contest committee to be announced at a later date) The contest would run for no more than 5 months on each campus promoted through campus organizations, newspapers, blogs, flier drops, etc.

**Outcome Objective #2:** Secure 20 winners of the contest from 10 different colleges, who will attend a two week training process in Cabo Rojo Puerto Rico. After such time, these individuals will be trained and certified in six key areas of discipline. Once completed, the participants will be ready to return to their respective colleges to organize 10 chapters per each year for 10 years (a total of 100 chapters) where they will encourage the participation of at least 20 additional college students, who will work directly with 100 students from local high schools, who will ultimately become a part of that local chapter to help them to execute their collective organizational objectives.

**Funding Objective #2:** To obtain financial and other resources from corporate sponsors and other funding and in-kind opportunities in an effort to raise up to \$120,000.00 for this annual project. We will also promote a campaign called "Change 4 Change". This will help us to find alternative ways to have a continual flow of small resources in many locations. Note: a formal budget is available upon request.

### Our Target Population...

Our target population is college aged students who will organize and open chapters along with students from local high schools who will assist them, be mentored and participate in chapter activities and events. The chapters also illicit support from parents, educators, professionals, business people and other adults, as volunteers and advisors.

### Our Chapter Activities...

The YPA Chapter activities & responsibilities are designed to give the members, their elected officials, parents and volunteers, the opportunity to carryout the overall mission of YPA.

*Below is a list of general YPA activities which must be executed annually:*

- **Boy Scouts Venturing:** the chapter will be responsible for registering as a Boys Scouts of America venturing crew and participating in pre selected activities relative to being a Venturing Crew. In this relationship all members are covered and protected by liability insurance, by BSA, with respect to all related activities.
- **Annual Training:** officers and key members must complete the “Five Core Disciplines of Leadership” training process annually.
- **Community Organizing:** responsible for working with community based organizations to participate in at least two key community organizing activities per year.
- **Service Learning Project:** responsible for identifying and mapping the core areas of expanding difficulties in the urban community and implementing positive and sustaining solutions to address: housing; employment; poverty and education, and to work side by side with Boy Scouts Of America and other community based organizations in this effort.
- **Change4Change–Fund Raising Drive:** Chapters are responsible for utilizing fund rising containers and to be involved in other various fund raising activities.
- **International Exchange:** Each chapter is responsible for the adoption and formation of a YPA chapter in another country to become their sister chapter. In this effort, these chapters will connect with one another and maintain relationships through pin/email pals, student exchange, travel, international service projects and community activism.
- **YPA Social Network:** All Chapters and their members must establish a face book page identifying their local chapter. All members of that chapter must join that specific page and must join the national YPA page. Through this network, they are able to blog, post events, organize meetings, connect to outside social networks, post messages, network with other chapters and individuals, locate careers, forums, photos, videos, news, etc.
- **Disaster Preparedness Awareness Day:** In light of all of the natural disasters that occur throughout the world, YPA found it important to focus some serious attention on this subject matter. Utilizing <http://www.fema.gov/areyouready/> and its resources, YPA chapters are responsible for organizing with their local governments to host a day for the community to get familiar with disaster preparedness and learn what to do incase of a disaster.
- **Candidates Night:** Chapters are responsible for organizing a candidates night during primary and general elections, in an effort to give young people and elected officials the opportunity to communicate in an open forum.
- **Founders day:** On or about February the 10th of each year, chapters will be responsible for organizing a founders day event, in an effort to commemorate the legacy of the founder and his work and to celebrate another year of service.

### **“YPA–Venturing Crew” Registration Membership**

Linking with Boy Scouts of America's Venturing Program has afforded Young People In Action the benefit of a solid system of organization, protection and integrity. Venturing wants every eligible youth, young man or young woman, to have the opportunity to join a Venturing crew that matches his or her interests and we feel that this collaboration fits that perfectly. After careful evaluation of the Venturing membership system of organization, YPA has incorporated it as our official registration process. Simply speaking, starting a new YPA Chapter has now become starting a new Venturing Crew... “YPA–Venturing Crew”.

#### **Starting a New “YPA–Venturing Crew”.**

These are the simple steps (managed by BSA) to organize a YPA–Venturing Crew:

1. A survey is conducted annually in community high schools to determine students' recreational, hobby, and avocation interests.
2. A meeting is called of key people within an organization, with a Scouting representative in attendance. The representative explains the Venturing program, describes the key volunteer leader positions, and plans the recruiting of adult leaders.
3. The crew committee and Advisors are recruited and meet with the Scouting representative. Responsibilities of adult leaders are explained. The Scouting representative also discusses program ideas and helps develop a one-year program. The crew's one-year program is reviewed and adopted.
4. The organization's top executive writes a personal letter to each young adult selected from the survey, or identified through other recruitment efforts, and invites the youth and their parents to attend an organizational meeting. This letter is followed by a personal phone invitation from a member of the organization to each prospective youth.
5. The first meeting is held, involving young adults, the adult committee, and selected consultants. Adult Advisors share the program plans with the new Venturers (youth) and discuss member involvement and leadership roles through the election of youth officers.

#### **What Youth Want**

YPA and Venturing research has revealed these major points:

- High school students have many vocational and avocational interests.
- Teenagers want a broader experience that provides practical “hands-on” experience and is tailored to their cultural backgrounds.
- Teenagers want to belong to a group that provides a secure, supportive place from which to address the youth development issues that affect them. These issues include experimentation, moving from dependence to interdependence, social relationships, psychological changes and sexual maturity, leadership, truth, and a re-evaluation of values.

#### **Registration Forms**

Each member of a YPA–Venturing Crew (youth and adult) is required to register with the Boy Scouts of America through their local Area Council office. Registration provides liability insurance coverage and a supplemental medical insurance policy, so it is important for the protection of both youth and adults. It also provides for a thorough local law enforcement and FBI criminal background check on all adults who are desirous to become a volunteer of the crew or employee of YPA.

The registration fee is \$15.00 per year. For membership and \$25.00 per year for the Crews dues. When paying for a full year, an additional \$1.00 supplemental medical insurance fee is required. Boy's Life magazine is available for those who want it for \$10.80 per year as well, with the understanding that dues and fees are subject to change at any time with notice.

### Our Measurement and Results..

YPA takes pride in its programs and activities but believes that any organization, which serves the needs of young people, should also prove that its services are positively impacting their lives. YPA has taken this challenge head on and has developed three forms of follow up and evaluation. YPA's follow up and evaluation methods are as follows:

- **Priority Management**–Participants are challenged to address the issue that there is no true ability to manage time, rather, that we can only manage our priorities. This evaluation and assessment tool is critical in helping them to become more clear about what their priorities are and how much time they are dedicating to them and forces them into honestly owning their responsibilities as it relates to meeting their short and long term goals. Designed as a pre/post evaluation tool, we are able to track their progress or lack of progress on an annual or biannual basis. This tool is so effective, we utilize it in every program and training module that we offer.
- **Chapter reports**– YPA monitors the activities of each youth chapter by directing them to submit monthly online reports.
- **Issues & solutions survey**– In order for YPA to stay abreast to youth issues, we have devised an annual survey which provides for them a five step process to bringing about solutions:
  - Step 1: Identify the issues/concerns.
  - Step 2: Develop solutions for these issues/concerns.
  - Step 3: Devise strategies to bring about solutions.
  - Step 4: Establish time periods for when the solutions and strategies will be expected to render results.
- **Feed back**– Through a simple, yet efficient, e-mailing process, YPA members are able to submit their concerns, suggestions and ideas, to the YPA headquarters, on a daily and/or as need basis. This allows YPA to trouble shoot, direct ideas, and/or answer concerns immediately. These processes allow for YPA to ascertain where young people are with respect to issues which concern “them”. It gives the youth a sense of pride and honor when they know that they are actually being heard and that they can do something about the condition of their personal lives, their Chapter and the community in general. Furthermore, YPA will publish an annual report of all of its activities for the prior year.

### Our Conclusion...

It is our philosophy that when we talk about young people, we too often use negative terms and express what we would like them to stop doing. We want them to stop using drugs, stop drinking, stop dropping out of school, stop having sex, stop getting pregnant, stop being violent, and stop committing other delinquent acts. In short, we would like them to stop having problems and stop being problems. When we focus only on youth problems, we may begin to think of youth only as problems. We need to shift our thinking. We need to stop thinking of youth problems as the principal barrier to youth development and start thinking of leadership development as an effective strategy for preventing these kinds of problems all together.

At its most basic, we believe our style of leadership development means purposely seeking to meet needs and build competencies relevant to enabling young people to become successful adults. Always interjecting parents and family, our concept of youth leadership cultivates the creation and sustainability of an environment that discourages the use of alcohol, tobacco, and other drugs, as well as, the abstention from violence, crime and other risky behaviors.

Utilizing the "Cognitive Behavioral Theory", which assumes that maladaptive, or faulty, thinking patterns cause maladaptive behavior and "negative" emotions which is counter-productive and interferes with everyday living, ultimately leading to negative consequences in a young persons life. YPA focuses on impacting an individual's thoughts or cognitive patterns with leadership driven activities, in order to change his or her behavior and emotional state, by way of creating environments that breed expectations of leadership and service, embracing the formula which teaches young people to:

- Watch their Thoughts, they become their Words:
- Watch their words they become their actions:
- Watch their actions, they become their behaviors:
- Watch their behaviors, they become their habits:
- Watch their habits, they become their character:
- Watch their character, it becomes their destiny.
- 

Imagine a society where young people have taken on this type of responsibility! For 26 years YPA has proven the effects of its leadership process and have trained and served more than 10 thousand young people who presently live and work throughout the United States and in many parts of the world.

Our long-term objective is to organize YPA Chapters on College Campuses, high schools, religious and community based organizations, and apartment complexes, etc. throughout the United States, and for them to adopt and sponsor sister chapters on campuses and in communities throughout the world.

In all, Young People in Action International truly believes that young people are undoubtedly our future. Thus, we fully accept the responsibility of empowering them to develop the leader within and to insure that the appropriate partnerships, programs and concepts are implemented and that we are producing the necessary changes in the communities, in which we live.

YOUNG PEOPLE IN ACTION



INTERNATIONAL

"Paving The Road For Leadership Excellence"

# "Change 4 Change"

**-Fund Raising Drive-**

For more information visit us at [www.youngpeopleinaction.com](http://www.youngpeopleinaction.com)

*Matt England*

# **“Change4Change”**

## **Fund Raising Drive**

For nearly 30 years, YPA has been dedicated to the leadership development of young people. In all of years, we have maintained the integrity of our mission largely due to the fact that our funding sources have been grass roots based and also we do not compromise what we set out to do back in 1984. True to the founding nature of our concept regarding leadership, we have come up with a new campaign to raise funds for years to come. We believe that if large numbers of individuals simply give a little and participate in encouraging others to do the same, we will be able to generate foundational dollars which are out of the control of traditional funding sources. Does this mean that we do not accept traditional funding sources? No! We appreciate any and all funding that helps to move our program forward.

Here's how you can help:

- Contact YPA via our contact form at [www.youngpeopleinaction.com](http://www.youngpeopleinaction.com) and inform us that you would like to help with the Change 4 Change Fund Raising Drive.
- We will contact you and discuss how we can move forward with your assistance.
- We will then forward you information on steps that you can take to help us in your area. For example, but not limited to placing our containers in community stores, groceries, etc.. On your desk at the office; In schools (colleges as well); Apartment communities; Religious institutions; On your job; Local banks, lawyers, dentist, doctors and other professional offices and even in your home, the homes of your family and friends and door to door in your community.
- It is our plan to have 1000 containers in the market place within 10 years.

We realize that many people would like to volunteer but do not always have the time to do so. This way is not only based on your time, but is also very helpful to us. Please contact us. The future of our program greatly depends on people like yourself to stand up and help.