Friends,

We propose that North Pacific Yearly Meeting offer internships to college-age Young Adult Friends, because of the clear instructive and supportive benefits it would have for our young people and the whole yearly meeting.

This proposal was originally intended to help address the problem of Young Adult Friend attendance at Annual Session. As students in college and graduate school often need to spend summers interning, this sometimes makes it impossible for YAFs to attend Annual Session. The internship idea, therefore, was aimed at meeting the needs of our college-age Friends.

The internships could also meet the needs of the yearly meeting, however—and in fact as we discussed the subject, potential benefits to NPYM became rapidly apparent. One of the first ideas on the table was to have an intern organize and run Central Friends Camp, which has been a perpetual staffing struggle. Other ideas included helping with the maintenance and design of the website, assisting Finance Committee, doing archival work, and working with outreach and communications.

On a higher level, offering internships would be both a clear message to Young Adult Friends that they are valued and a tangible way to support them. Internships would literally train up the next generation of Friends in the work of the yearly meeting, and instill generational memory—as well as bringing in fresh energy and new perspectives. Internships would mean, at heart, that the yearly meeting supports and benefits its young people directly and concretely, and mean that the Young Adult Friends return the blessing.

The specifics we propose:

1. Personnel and Finance & Legal Committee, perhaps with input from YAFs who have recently held internships, would work out general guidelines for supervision, time requirements, and reporting, and also check with the regional accreditation agency.
2. NPYM committees would assemble internship proposals, including specific goals, the time required to meet those goals, and a designated supervisor. Proposals could also be accepted at large. Personnel Comm. would then distribute the offerings to all relevant colleges—including Quaker schools, of course—and select, with committee input, one or more applicants.
3. Applicants from within NPYM would be given priority over other Quakers, who would in turn be given priority over non-Friends.
4. After the internship is complete, Personnel Committee would consult with the intern’s supervisor, and then write up reports for the intern’s college.
5. The intern would be primarily paid in college credit. We believe—but would like to confirm—that colleges and universities decide for themselves how many credits are to be allotted, but this is tied to time spent interning, which we would carefully specify.
6. As unpaid internships are unpaid labor and lacking in integrity, the yearly meeting would compensate the interns with a small stipend of $200 or $300, plus a full scholarship for attending Annual Session (possibly including travel funds). Lack of funds likely keeps us from properly paying non-students.