Progression of a Youth Pod Member

This chart tells what a Youth Pod member should look like at the end of each perspective year. And the middle. And the start. We hope that this will support a conversation to determine the most effective interactions to develop your Pod members

	Start of Year	Middle of Year	End of Year
Eighth Grade (Exploratory)	At the start of the eighth grade a year, an Eighth grade Youth Pod member does not understand what a Youth Pod does, or how it works. At the most, they have participated in one meeting from the previous year, and most of the time those are fun days, and no business is conducted. The main goal of an eighth grader should be to observe and learn. Many Youth Pods have mentoring programs for new members. Create a welcoming environment for these newest members to roll-up their sleeves and participate in the Youth Pod. Be sensitive that EVERYthing needs some explanation for the youngest members of the Pod. Teambuilders and icebreakers are especially important for all Youth Pod members to feel safe, valued and connected to the other Pod members.	By the middle of the eighth-grade year the Youth Pod member should be exposed to most aspects of Pod business. They should also have taken part in at least one grant cycle. By now the member should be taking part in the various service projects and programs that are conducted by the Youth Pod. By this point in time if the Youth Pod member has a mentor, they have worked together to help the eighth grader be immersed in the Youth Pod.	By the end of the year, the eighth grade Youth Pod member should be exposed to all aspects of Youth Pod business. This includes all aspects of grant making and service projects. Test out their knowlege
Freshmen (Understanding)	At the start of freshmen year, the Youth Pod member starts to be more involved in the Pod. This is when the Youth Pod member really begins to build their voice. They start to participate in discussions, as well as increase participation in bigger projects.	By the middle of the freshmen year the Youth Pod member needs to start exploring what their Pod really is working to do, and how that fits in with the rest of the community. The member needs to understand how the Youth Pod is working to achieve these goals. This allows the Youth Pod member to work on larger projects more efficiently.	By the end of the freshmen year the Youth Pod member needs to understand the goals of the Pod, as well as know the bylaws and the mission statement of their Youth Pod. This means the Youth Pod member needs to understand what change the Pod is trying to make, and how the group is going make those changes.
Sophomore (Growth)	The start of the sophomore year is when the real work begins. The youth Pod member needs to be involved in all Youth Pod business, including planning sessions, service projects, and endowment building. This includes being a part of the board/executive committee. The member should know the Youth Pod's needs and goals. He or she should also be able to apply that knowledge towards planning.	The middle of the sophomore year is when many Youth Pods start their new member mentoring program. Most of the Youth Pods have Sophomores mentor the eighth graders. This is important because this helps to get Pod members started off on the right foot, as well as have someone to ask questions if he or she needs any help.	By the end of the sophomore year the Youth Pod member should be ready to be a leader the next year. The Sophomore needs to be aware of the problems that their Youth Pod is facing, and what changes need to be made within the Pod.
Junior (Leadership)	The junior year is one of the most important years for Youth Pod members. This is the year were a Pod member is most involved in their Pod. A Junior Youth Pod member needs to take on the responsibility of being a Leader in their Youth Pod.	The middle of the junior year is when the Pod member truly understands his or her role. This is the peak of Youth Pod member's leadership role. The member should need very little guidance from senior members.	By the end of the junior year the Youth Pod member should be passing on the role of being a leader to a younger Youth Pod member. Juniors need to prepare to empower younger Youth Pod members to become the leaders of the Youth Pod.
Senior (Nurturing)	The beginning of the senior year is when some Youth Pods have the Senior members start to mentor the younger members. The Senior Youth pod member needs to give younger members a chance to take on more responsibility. Seniors need to ensure the Pod is running smoothly and efficiently.	The middle of the senior year is when the Youth Pod member starts to disconnect from the Pod. The Senior starts to focus on the next phase in his or her life. (Graduation, College, Tech School, McDonalds, etc…)	By the end of the senior year the Youth Pod member needs to feel confident that the Youth Pod is better than when he or she joined. Some Youth Pods have a tradition where Seniors donate to the endowment fund.