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The Future of Youth Work:
A Spiritually-Informed Speculative
Workshop & Foresight Report

Dec 2025 | Zemina Meghji

Credits

Prepared for

West Neighbourhouse House (West NH)

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Meghji is currently Consultant-in-Residence at the Laboratory for Artistic Intelligence where she is developing un.seen.futures, an experimental consulting practice combining decolonial values, traditional divination practices, and contemporary strategic foresight and futures research.

The [Laboratory for Artistic Intelligence](#) engages in transdisciplinary collaborations led by artists and artistic methods to reimagine how things work in the world. Consulting residencies at the Lab offer opportunities for professionals to explore a shift or engage in creative development.

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1. Executive Summary

This document presents the outcomes of a preliminary strategic foresight process on the **Future of Youth Work** undertaken by Consultant Zemina Meghji for the West Neighbourhood House (West NH) Youth Programming Team.

As the leads for working with youth at West NH, the Youth Programming team seeks speculative insights on the future of youth work and recommendations on how to implement strategic foresight into their work and programming. The enclosed report includes many resources:

1. **Insights surfaced** through a guided intuitive sensemaking workshop;
2. **Foresight research** locating the key drivers and signals that are influencing youth today;
3. **Identifying ‘Hopeful Pragmatics’** as a key demographic to engage with in the future;
4. **Action Options and Key Recommendations** articulating different ways of responding to the future, including a worksheet and provocations for continued exploration

Overall, the strategic foresight process identified that in times of complexity and the increasing failure of central institutions, **youth work and youth organizations like West NH are to become even more critical to the wellbeing of young people** and with the rise of trust-based philanthropy, it may be possible for West NH to explore broader change options.

Rising needs and gaps in youth care create opportunities for West NH to respond to, such as relational-focused programming and helping young people prepare for the Solar Punk revolution. Most importantly, however, **there is a growing need for alternative spaces where youth could carve out their own paths** as the appeal and effectiveness of central institutions fall. How will West NH support young people in their journeys and provide an array of educational opportunities? How might West NH reposition itself to be as appealing and culturally relevant as emergent youth-led groups and grassroots movements such as Teen Vogue, the On Canada Project and RISE edutainment, while maintaining a distinctive presence as a social institution with decades of experience? While this report does not provide concrete answers to the above questions, it does begin to offer pathways to consider.

2. Introduction

The Youth Programming Team at West NH seeks to help Toronto youth ages 13 to 30 make connections, learn, and be prepared for the future. The Newcomer Youth Program leads a variety of activities with a focus on skills-building, reducing social isolation, promoting civic engagement, and building English-language skills. The Program helps youth meet new people and engage with others in the community.

The West NH Youth Programming Team was offered a futures-focused workshop by Zemina Meghji, founder of un.seen.futures, a spiritually-informed foresight studio.

In discussion with the West NH Youth Programming Team Co-Leads, four topics were presented as possible focus areas for a futures workshop. The topic of the Future of Youth Work was selected, and the following goals were identified by the team leads:

1. To be in a creative space to think about the selected topic;
2. To leverage the engagement as a way for the team to learn about the future of youth and youth work;
3. To ensure that the outcomes are grounded and implementable;
4. To provide insight on challenges and limitations related to funding and attracting youth to programming.

Insights gained through the un.seen.futures process, and subsequently articulated in this report, directly addresses the aforementioned.

3. Research Approach

'Futures work' is speculative. It consists of engagement and spaces that look to spark our imaginations in order to build new possibilities and outcomes. Futures is always spelt in the plural suggesting that there are always more than one future. The work is always fluid because the future never really arrives so the process of imagining never really ends and so all possibilities and scenarios can always exist.

Foresight is the *application* of Futures work. This is to say that foresight concerns itself with ways in which we can make imagined futures real. 'Strategic foresight' is the process and planning that aims to get us to the futures we have envisioned.

While organizations and individuals have benefitted from this work, **futures and foresight activities and thinking is still largely done through colonial and relatively narrow views; omitting and discarding the rich origins and histories of future-type practices that have existed among human beings for millenia.**

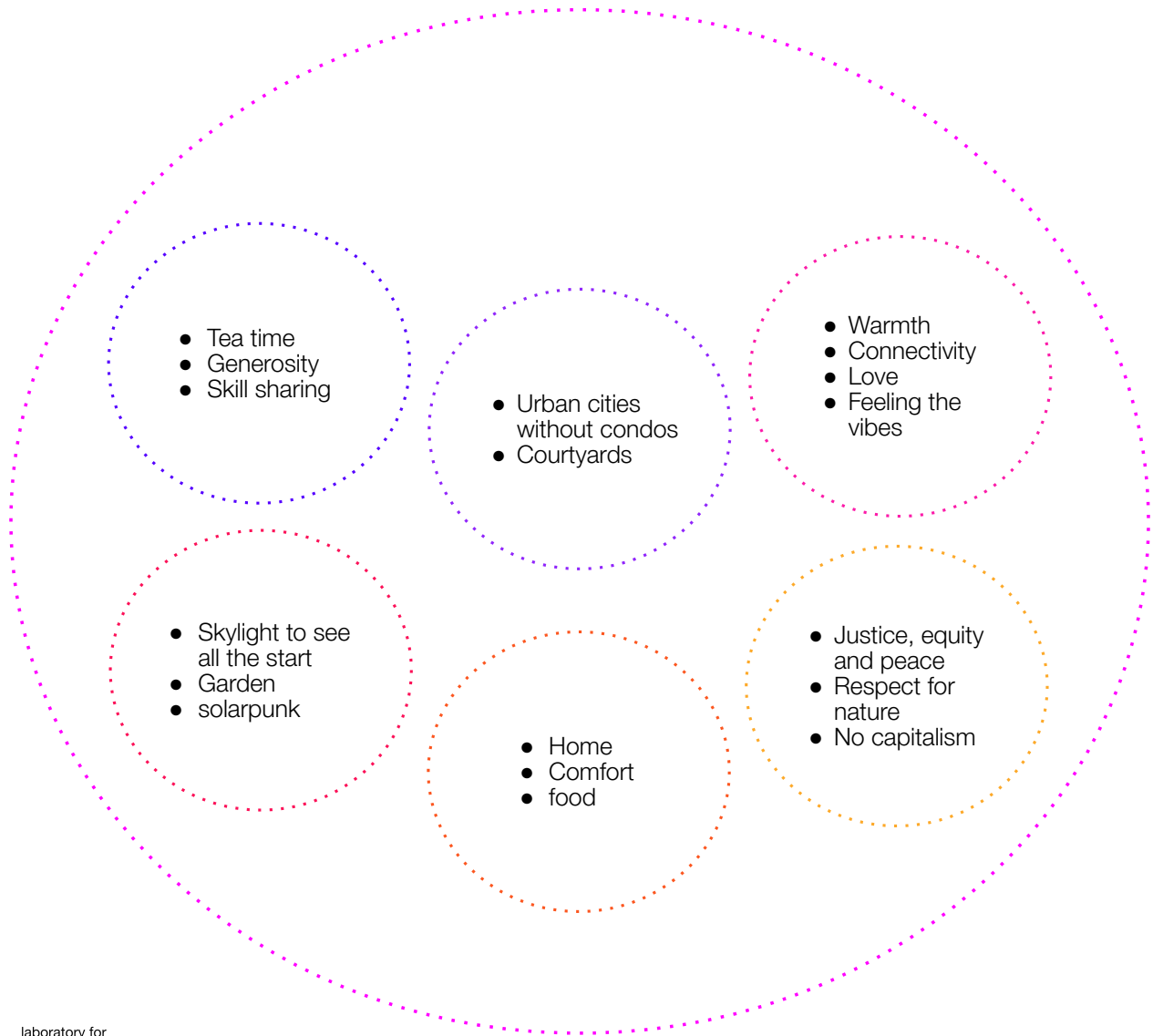
Divinatory practices have been and still are fundamental to the human experience. There are cultures all over the world who have been refining their practice and rituals to work with The Divine, or the unseen, for insight into the future and/or to help with decision-making. Our human history, filled with conquest and war, is ripe with examples showing the critical role that future practitioners have played to consult Kings and Queens (leadership) of times past, and yet despite this rich cultural and historical mosaic, these practices as mentioned, have all been cut out and removed from futures and foresight work....until now.

un.seen.futures looks to re-assert the cultural dimensions of futures work into strategic and operational planning. **un.seen.futures' approach unabashedly calls on The Divine, calls on our *spirits*, the parts of ourselves that are liberated and free and have not and cannot be indoctrinated by colonial constructs and constraints, as a mode of co-inquiry and co-creation. un.seen.futures invites and embraces the unseen aspects of our human experience as a legitimate form of knowledge and a necessary consideration to build whole-futures and systems.**

Internal Reflections from West NH's Futures Workshop

In a three-hour workshop, the West NH Youth Programming Team was invited to co-create a space to imagine and build their own worlds, unconstrained by colonial constructs. Participants were guided to connect with their intuition and Sense of Oneness in order to engage in an inquiry with The Divine. This space also provided an opportunity for the team to engage in creative work and dialogue with one another.

The team spoke to what is most important to them individually, and what they feel they would want to hold on to, or to reach for, as we co-create our futures.



Guiding Themes

Six themes emerged from the discussion. Nature was at the center of the Team's vision, with explicit divergence from man-made engineered or computational technologies, and moving towards more organic forms of technologies.

Connection

- Tea time
- Generosity
- Skill sharing

Humanism

- Urban cities without condos
- Courtyards

Emotion

- Warmth
- Connectivity
- Love
- Feeling the vibes

Safety

- Skylight to see all the start
- Garden
- solarpunk

Nature-aligned Technologies

- Home
- Comfort
- food

Global Movements

- Justice, equity and peace
- Respect for nature
- No capitalism

5. External Research

5.1 Introduction to Drivers, Signals & Scenarios

Signals research revealed alignment between what the Youth Programming Team intuitively felt into and changes happening in the external environment.

“Another world is not only possible, she is on her way. On a quiet day, I can hear her breathing.” - Arundhati Roy

Drivers are large events or factors that have been building up over long periods of time that essentially impact and influence society. **Signals** are normally events, occurrences, new developments that lie at the fringes of society and, subsequently, are more challenging to locate. When combined, signals and drivers can provide insight and sense into the trajectory and/or possibilities of a specific topic or event or idea, and so are important research tools in sensemaking the future.

Scenarios are proposals of possible futures that we may find ourselves in, based on the signals and drivers research. To create tailored future working scenarios for West NH, a second workshop, and some additional analysis would be needed to fully understand the organization, context and additional considerations.

In this report, we will focus on drivers and signals.

5.2 Drivers

Two specific social drivers have been identified for West NH to consider: **Cultural Stagnation**, and **Erosion of Social Capital**.

Many other drivers exist, including climate change, economic precarity, etc.

These two drivers have been selected as they are less discussed in research and media, more easily overlooked, but just as influential.

5.2.1 Driver 1: Cultural Stagnation

Historically, youth have largely been considered the harbingers of the new. Revolutions are led by the young. New artistic movements are usually initiated by younger artists. First-generation immigrant youth tend to be the first ones in their families to introduce and teach their families not only about the new culture they find themselves in, but also about new technologies, and institutional and systemic processes – placing them in positions of authority in helping their families integrate and adapt to the new environments. In addition, new forms of communication are often influenced by generations of the young such as the introduction of new words, increasing usage of emojis, and the creation of memes.

Yet despite what youth can offer society in innovation and culture-making, their positioning is now at risk:

Increasing climate disasters, global unrest, broken social contracts, rising unemployment and a loneliness epidemic are just some of the crises having negative impacts and ultimately altering the youth experience. COVID and the general movement towards the digital are significantly reducing critical and often overlooked IRL (In Real Life) interactions. While these are large factors, closer analysis reveals even more subtle and perhaps nefarious circumstances.

Influencers and articles are speaking to the disappearance of the youth experience writ large: closing down of malls, a decreasing amount of third spaces, a reduction in available fashion stores catered to younger sensibilities, limited shows catered towards youth, growing restrictions on public space, and generally teenagers going out less, are but some of the **factors that are narrowing the spaces where young people can just be, explore, and exist – stifling opportunities for youth to create cultures of their own and limiting opportunities for self-understanding and self-expression.**

5.2.2 Driver: Erosion of Social Capital

One of the most salient drivers in the youth experience today is the depletion of social capital, and the culprit? Digital apps that claim to make our lives easier or better.

["Friends don't pick each other up at airports anymore"](#) is a quote from an article discussing how friendships today are simply not what they were a few years ago. Technology apps like Uber have taken over what you would normally ask a friend to do. It is increasingly more common for individuals to have a therapist than a best friend that they can call on. Loneliness in youth is on the rise. Across Canada, there are reports of a widespread mental health epidemic on postsecondary campuses. While older generations grew up socializing in person, younger generations feel more safety in online contexts, to the extent that many are increasingly uninterested in intimate sexual experiences, arguably a cornerstone of human connection.

[Social capital](#) is well-understood in the social sector as being associated with improving health, economic, and social goals. While youth seem to be highly engaged online, contemporary research suggests depleting social capital in terms of real life interactions. For instance, in [an article published by the Tamarack Institute](#), Allison Lourash, a doctoral student at Walden University, explains:

Social capital is to think about all the benefits of making friends. Being connected to others, trust, shared resources, and collective action can be segments of social capital. Social capital creates a network when help is needed and just as important as the opportunity to help your friends when they need help (reciprocity).

The use of social applications like Uber for instance, while convenient, takes away from the ritual of helping one another, being there for one another in small, banal ways, which build social bonds and create strong connections of trust and community that amount to social resilience for life's greater challenges.

The more that algorithms dictate the flow and direction of human relationships, the less likely young people are to flex their own, real life, social muscles.

5.3 Signals Research

In classic futures research, signals are indications of the future happening in present time and can be located across disciplines.

This report draws from longitudinal research that articulates characteristics, similarities and differences between generations and how they have been influenced by external events. Through that research, smaller threads were located which have been collected in the form of these signals.

The following signals were selected as they illuminate the ways in which young people are adjusting and adapting in ways that, at times, run counter to the narratives we see in mainstream media. A diverse set of signals such as these are important as it avoids the risk that can come with perpetuating inaccurate narratives about a subpopulation. For instance, some of these signals speak to the enduring themes found in youth while others highlight new shifts in values and priorities. Combined together, the signals selected here help extend our understandings of what the youth experience is today.

5.3.1 Signal: Higher Expectations of Authorities

Emotion

Young people demand more integrity and generally have higher expectations from institutions. If West NH does not operate authentically, living the values they espouse, they are likely to lose appeal to younger generations. Today, being an institution does not automatically inspire loyalty or respect. Institutions have to earn the trust of youth; **there is, arguably, no inherent or immediate value in the name of an institution anymore.** Younger generations want to see organizations match their actions to what they say they are doing, otherwise, they will lose this audience.

Humanism

Both Gen Zers and Gen Alpha's are more likely to gravitate towards organizations who don't present as if they are trying to grab their attention by appealing to what they *think* these generations like. What Gen Z and Alpha **are looking for is authenticity over performance**, specifically Gen Alpha. [Gen Alpha are less likely to use social media in a performative way](#) as compared to other generations. They feel as though posting is a type of performance. Rather, they tend to use social media as a connection tool; using the platform to connect with friends, listen to influencers and play the role as observers rather than active participants **i.e., scroll in stealth.**

Connection



The Gen Z stare has garnered much attention. [Psychology Today](#) suggests that part of what is behind the stare is a resistance to performance.

5.3.2 Signal: Eco Warriors

Global
Movements

Both Gen Z and Gen Alpha have grown up hearing that due to climate change, the world as we know it will likely end during their lifetime. They are deeply concerned and angered by the lack of action, staging school walkouts and weekly [Fridays for Future](#). They expect organizations and governments to step up their game or they will take matters into their own hands.

Nature-Aligned
Technologies

In 2019, fourteen youth across seven provinces and a territory filed a lawsuit against the federal government to force the government to implement an [“adequate science-based climate plan.”](#) Young people are taking both micro and macro actions to ensure that meaningful change is being implemented with respect to the climate.

What is particularly unique about this moment in time for this to be taking place is that young people might not only be interested in safeguarding the climate **but may be looking to reverse the state of ecosystems** which requires an entirely different approach than to simply safeguard what we have left.

Furthermore, as climate becomes central to the values of younger generations, so too will Earth literacy and understanding how to work with Earth and live in harmony with it.



<https://www.cnn.com/2019/09/25/world/greta-thunberg-right-livelihood-nobel-trnd/>

5.3.3. Signal: Motivated by Having No Other Options

Youth around the world are taking matters into their own hands.

Take for instance [recent events in Nepal](#). The youth got together over discord to coordinate a governmental overthrow once they realized their government was engaged in corruption and banned social media. Not only this, they also managed to elect in a new government representative who has been known to speak out against governmental corruption, all within 7 days.

While young people have a history of standing up for rights and causes they believe in, **it is the particular moment in time** in which these acts are occurring that brings about a certain novelty. [This](#) BBC article interviewed a young activist who mentions that what motivates them is **that they feel as though they have no choice. This is an extremely powerful motivator.** From many perspectives, we are witnessing societal collapse writ large. Combined with how some young people are feeling, this may light a fire that **could lead to transformative changes.** This also means that **programs and services geared to young people may have to understand what it means to support young activists** and potentially provide them with the skills they need.



<https://www.cbc.ca/news/world/nepal-youth-protests-social-media-1.7642523>

5.3.4 Signal: Tech-Saturated

Nature-Aligned
Technologies

Mainstream media talks about how both Gen Zers and Gen Alphas are digital natives and that they maintain a busy-screen-saturated lifestyle. While this is true to some extent, this narrative may contain inaccurate assumptions. One being that these generations *like* all the technology, and that the way to appeal and grab the attention of these generations is through fancy tech.

Connection

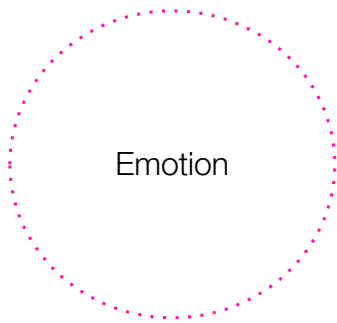
Recent studies showing how, for instance, zoom meetings have a depletive effect may point to the possibility that **these generations could become technologically saturated;** meaning that they end up turning away from technology in search of real life experiences to get away from screens. **This would run counter to the underlying assumptions often embedded in this categorization, that since they are digital natives, they will want all the tech.** This is all to say that our human form may **have a ceiling of on-screen time/engagement with digital products** and so **while they may be more digitally literate than previous generations, it doesn't necessarily mean that this is what they're looking for in terms of larger life experiences.**

Emotion



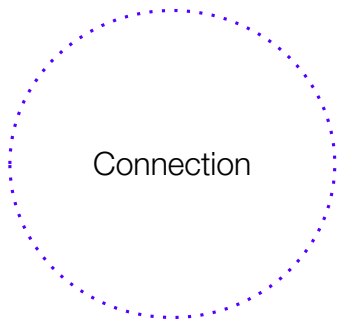
<https://www.verizon.com/about/parenting/who-is-generation-alpha>

5.3.5 Signal: Self-Preservation & Spirituality

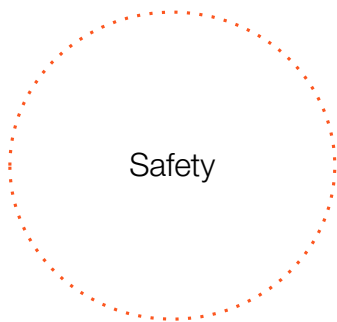


Gen Z and Gen Alpha are known for having strong boundaries around their personal energies.

Gen Alpha specifically are significantly more discerning about what they are watching, **largely to preserve emotional bandwidth**; making themselves less accessible and tend to 'opt out' more easily. They won't engage if they sense that something is going to be emotionally draining for them and they seek out emotionally fulfilling or uplifting experiences. Many news articles indicate that youth are increasingly choosing vocational colleges over universities. ["The most significant trend among Gen Z is their willingness to opt out of the systems they view as outdated or misaligned with their values."](#)

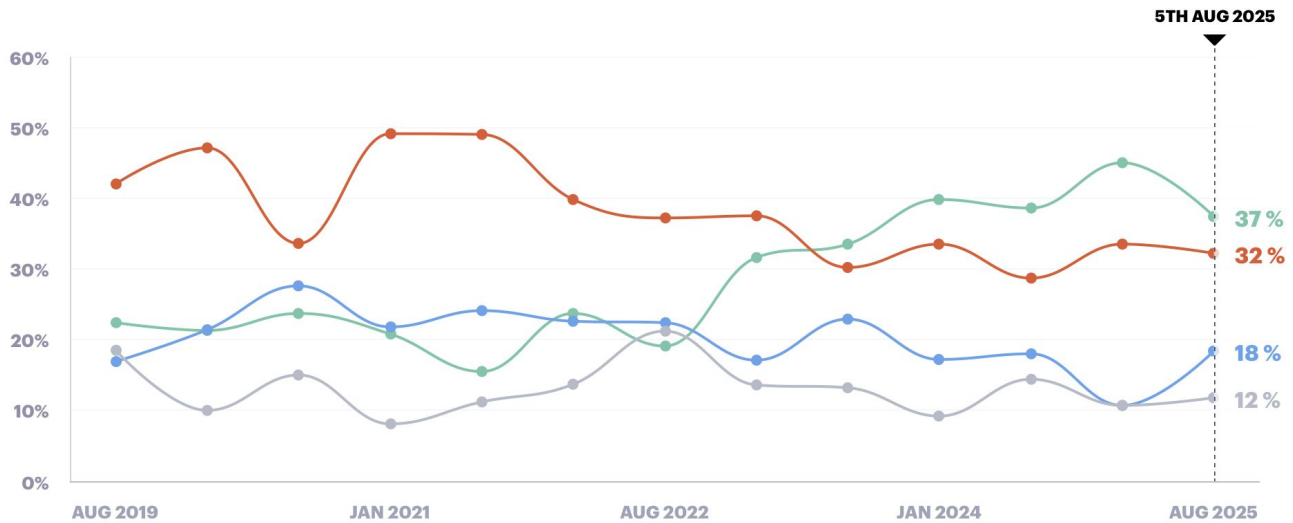


Simultaneously, there have also been reports showing how younger generations are turning to religion and/or spirituality. The graph on the next page shows how belief in God is on the rise among youth as compared to previous generations, and this [2025 Independent article](#) also discusses how spirituality is on the climb.



The rise in religious participation and/or spirituality could be explained by youth's desire to seek out emotionally fulfilling experiences. Emphasis on their emotional preservation could also be informed by learning from previous generations who would burn themselves out. Combined with the overwhelming experience of living through the polycrises, Gen Zers and Alpha refuses to be depleted both in online and real-life environments.

5.3.5 Signal: Self-Preservation & Spirituality (CONT'D)

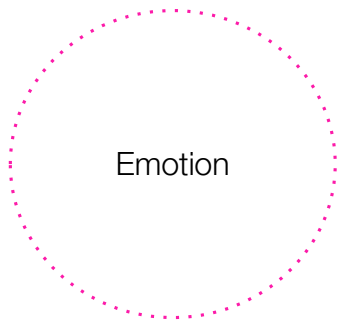


Is Gen Z more spiritually-oriented? The graph above indicates rising belief in God among Gen Zers, virtually doubling the number of believers from 2020 to 2025.

The image above is a screenshot of an interactive graph by YouGov, available [here](#). YouGov is an international online research data and analytics technology group, reportedly [one of the most accurate in the world](#).

The graph can be sorted based on different age groups. The image above show the results when applying the 18-24 age range (Gen Z). What is particularly interesting is the jump in beliefs about God between August 2022 to August 2025 - jumping from 19% to 37% and hitting a peak at 45% in January 2025 followed by a drop leading us to August 2025. When looking at the 25-49 group which would be a mix of Millennials and Gen Zers, we see that the percentage towards beliefs in God is 12 points lower, suggesting perhaps that relatively rising beliefs in God appears to be a Gen Z specific thing. One speculates this could potentially be a coping mechanism as a way to deal with the polycrises and/or is simply an emotionally fulfilling experience that allows them to refill their emotional bandwidth or inner reserves.

5.3.6 Signal: The Optimism of Youth



In spite of the bad news stories, a [recent news](#) story by Moyo Lawuyi interviewing the Class of 2026 nonetheless re-affirms the perennial optimism and resilience of (some) youth.

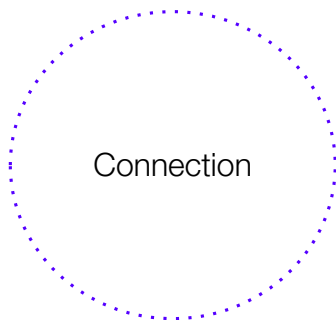
Lawuyi narrates her experience growing up during COVID and the impact that has had on their experiences. Moyo also interviews her fellow soon-to-graduate Gen Zers, revealing how their minds and hearts are navigating contemporary life. Many of these Gen Zers express their dreams to live independently while also acknowledging the state of the housing and job markets. Despite their awareness of current realities, they remain optimistic about what their future holds and are determined to live a life of meaning even if that means a pay-cut.

The [Solarpunk movement](#) is one well-aligned with the optimism of youth, offering [“an unapologetically optimistic vision of the future that imagines a radically different societal and economic structure in harmony with nature.”](#)



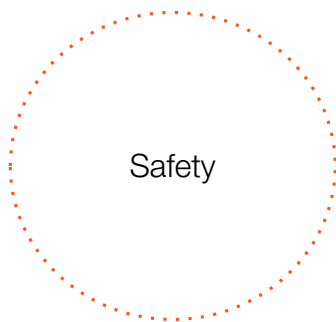
<https://thelocal.to/the-future-according-to-the-class-of-2026/>

5.3.7 Signal: Gen Z Surprisingly Family-Oriented

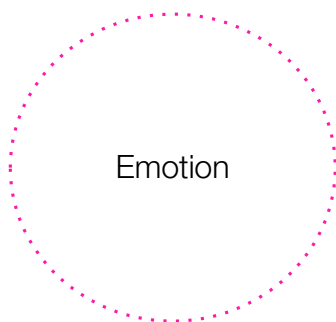


In part due to the impossible housing market, and another to the challenging job market, young people today are staying at home longer and earning later.

The implications of this are many but one thing that keeps coming up is how this has made **younger people more family oriented, caring deeply about their parents' opinion**. But this dependence is two-way: challenges brought about by the metacrisis are extending parenting roles.



A [Macleans article published in February 2025](#) mentions how parenting has become a 24/7 job and is delaying retirement plans: “parents spend all their waking hours crafting emails to teachers about how their kids learn best, hopping from one activity to the next, hoping to discover their child’s “thing” and diving into rabbit holes of internet research about the right way to get their kid to eat their vegetables. Other modern parental stressors like youth mental health and social media addiction require a hands-on approach, just at a time when our own parents were taking the foot off the gas and letting us pursue our teenage independence. The result is that parents and kids are now fused together in a way that isn’t easily disentangled.”

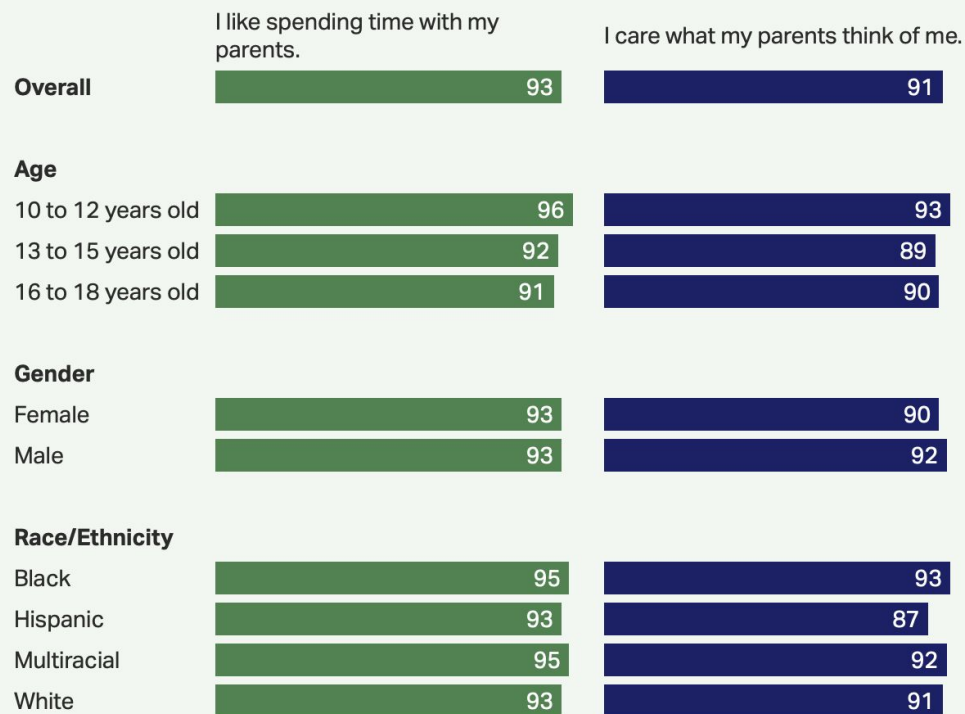


While there are mixed reviews on parent-child relationships from previous generations with [some Millennials being documented as quite close to their parents](#), [others describing how terrible their childhoods were](#), and [this 2024 PEW Research reports positive parental ties spanning across both Gen Z and Millennials](#), it seems that, at least for now, parental opinion matters deeply for Gen Zers and could play a significant role in the development of worldviews, for better or for worse.

5.3.7 Signal: Gen Z Surprisingly Family-Oriented (CONT'D)

Gen Z Children Overwhelmingly Value Their Parents' Opinions and Enjoy Spending Time With Them, Regardless of Age, Race/Ethnicity or Gender

% Yes



Walton Family Foundation-Gallup Voices of Gen Z Study, March 13-20, 2024

[Get the data](#) • [Download image](#)

GALLUP

Gallup: Voices of Gen Z Study, <https://news.gallup.com/poll/651752/five-things-know-gen-kids-parents.aspx#:~:text=While%20some%20Gen%20Z%20children,91,2024>.

This graph visualizes how Gen Zers across the age ranges from 10 to 18 years old value their parents' opinions and enjoy spending time with them.

6. Future Leaders: The Hopeful Pragmatics

Future Leaders: The Hopeful Pragmatics

Contrary to what we may read in mainstream media, and in defiance of the drivers previously articulated, the aforementioned set of signals reveal that there is a trending undercurrent that presents a different perspective. In the face of the many challenges facing young people, a substantive, growing number of youth are **The Hopeful Pragmatics**.

While young people are very aware of the many challenges that are in front of them, this group remains not only hopeful but enthusiastic. These young people are already learning what it means to sacrifice: sentiments among The Hopeful Pragmatics are focused on finding meaning above all else. Despite the high costs of living, and their dreams to live independently, they all indicate that they would rather take a cut in pay in exchange for more meaningful work.

Hopeful Pragmatics are moving forward with eyes wide open and spirits unbroken.

Preservation is Priority: Hopeful Pragmatics continue to keep humanity's spirit alive but in different ways. **They are highly intelligent individuals who are not challenged by or excited by what current systems have to offer them.** While some individuals from this group somewhat subscribe to current systems, it is not necessarily out of interest or enthusiasm per se, but more about what they feel they need to do to preserve themselves, their families and their friends, and elicit change in these systems.

Emotions as Decisions: Emotional literacy appears to be a conscious consideration among this group; leveraging their emotional awareness to help them make decisions around whether to interact and/or engage. The ongoing polycrises seems to impact the emotional health of these younger generations which could create emotional variance: some young people may struggle between feeling like there isn't a place for them versus others who will thrive in the complexity and are no longer waiting for opportunities to come to them. Others still may flip flop between these two states. **Understanding these differences will be help West NH provide the appropriate supports accordingly.**

Future Leaders: The Hopeful Pragmatics (CONT'D)

Religion, Spirituality and Land: Many of these young people have **a growing connection/practice to faith be it in the form of religion and/or spirituality** and so it is suspected that religion and/or spiritual communities will be important going forward. This, combined with their desire to protect Earth through climate action, may be an intersection worth exploring, perhaps more so than attempting to attract them through fancy technologies.

Action and Alignment over Everything: It is important to mention the **value of action** within this group. As the name suggests, this demographic does not have their heads in a cloud. They are firmly rooted and are motivated and prepared to take action towards what they value and feel is important. **They are not interested in false talks, armchair discussions and/or surface-level promises.** Integrity matters to them and they make decisions, judgements and choices based on how integrous they feel an organization is being.

What is particularly **profound** about this group is that while some may seem wise beyond their years, they still require preparation, guidance and mentorship from adults and organizations **they feel they can trust.**

Hopeful Pragmatics are the future youth leaders with whom West NH are most aligned, and that West NH would be well-positioned to support with the guidance they may need.

7. Future Work: Recommendations for West NH

7.1 Future Work: Recommendations for West NH

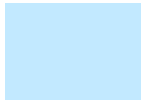
Given the drivers and signals presented, a set of possible actions for West NH have been developed. These actions range in impact and can be valuable strategy and planning tools as they articulate a range of possibilities for which organizations can take action towards. As such, these action themes should help West NH with forward-looking planning and preparation.



Current Conditions: The Youth Programming Team expressed the desire to offer a broader range of programs but felt constrained by funder limitations. The Team also mentioned wanting help attracting youth engagement, and ongoing dissatisfaction with how funding outcomes are evaluated.

Importantly, as evidenced by this futures workshop, West NH is thinking about the future and looking toward new directions. With continued engagement, the following recommendations could be fleshed out into strategies that can attract new and different revenue streams.

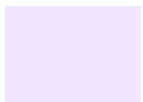
7.2 Future Work: Action Themes for West NH



Friendship + Connection: West NH may find that their programming continues to offer opportunities for young people to connect with one another. As third spaces dwindle, the spaces West NH offers becomes even more crucial to the emotional development and social fulfillment of young people. West NH may also consider creating non-denominational communion and/or ritual-making spaces to nurture the movement towards spirituality for some young people. While this will help the organization grow, it will be incremental.



Civic Participation: West NH might consider specializing in teaching youth the classic 'soft skill' of how to be in relationship with themselves and the world - e.g. being able to enter a grocery store without feeling overwhelmed, being able to approach a stranger to speak to them, feeling comfortable answering the phone etc. There is growing research showing how younger generations lack relational skills for work, and of course, many funding opportunities available today are focused on getting young people ready for the workplace.



Education: Educational institutions are facing a significant amount of pressure: both in terms of budget cuts and also in terms of quality of education provided. Based on the findings, it is possible that we see a scenario where less and less people enroll in higher education, at least for The Hopeful Pragmatics. This will create a gap and desire for community-based education and training that might feel more relevant, localized, and actionable.



Inclusive Innovation: Hopeful Pragmatics seek radical, relevant innovation and hold different social norms and values from previous generations. How will West NH ensure its future programs help accelerate and provide space for young people to explore innovation-making and culture-building within a community context? How adaptable and mutable will West NH be in response to youth-led impulses? How will West NH hold space for all people, and impart the skills and values needed for inclusive community solutions?

7.3 Future Work: Staging Scenarios Worksheet for West NH

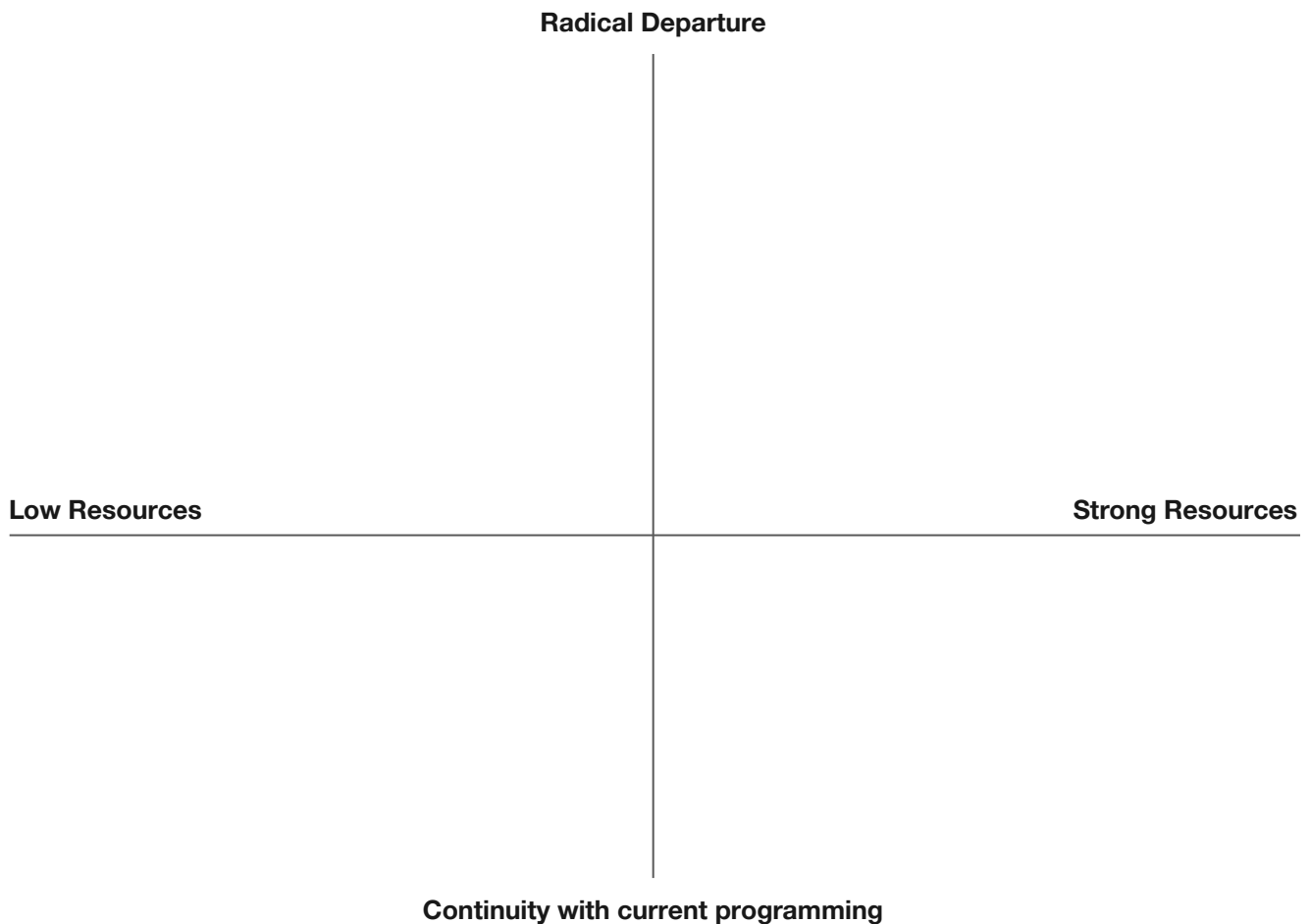
This worksheet can be completed as part of other follow-on activities guided by un.seen.futures, or worked through on your own. Reflect on each action theme and try to generate ideas aligned with the themes for as many quadrants as makes sense for West NH. The goal is to brainstorm ideas that span the spectrum of possibilities.

■ Friendship + Social Connections

■ Education

■ Civic Participation

■ Inclusive Innovation



7.4 A Few Programming Provocations

To help spur thinking and generate ideas, a few provocations follow below:

1. The Youth Programming Team at West NH could consider offering a workshop series that may resonate with The Hopeful Pragmatics. These series could include topics such as:
 - a. Learning how to make relations
 - b. Mutating and Transforming
 - c. Learning to Re-Earth our Homes
 - d. Preparing for the Solarpunk Revolution
 - e. Learning how to Repair

2. Partnerships could help also strengthen program offerings:
 - a. [Seed, Oil and Spirit](#) teaches plant medicine grounded in spirituality which may be a good educational partner to help deliver on some of the aforementioned programming ideas.
 - b. Ethical renewable energy start-ups willing to deliver some workshops/provide educational opportunities.
 - c. [Connecting with Indigenous initiatives who have been working on building their own broadband infrastructure](#) to reduce digital divides and establish more sovereignty.

7.5 Recommended Follow-on Actions

Some additional follow-on actions are also suggested for West NH to think about that could help move the organization further along their innovation and growth journeys:

1. **Coordinated Sector-Based Action:** Dealing with unrealistic funder expectations was cited as the greater barrier for West NH's Youth Programming Team. While West NH may already be invested in funding advocacy as an organization, West NH's Youth Programming Team may specifically want to coordinate with other youth-led teams in the nonprofit sector to negotiate a significant reimaging of funding relations. Trust-based philanthropy efforts, including this [recent initiative led by Tamarack](#), and other pre-existing work like the ONN's sector-wide Evaluation Strategy have helped 'till the soil' for systems change.
2. **Strategic Planning for Youth Programming:** Attracting youth was also cited as a challenge. In comparing the intuitive signals and external signals identified in this research process, it is clear that the West NH Youth Programming Team intuitively hold core values that can guide the development of relevant future programming. Leading with equal parts intuition and evidence requires structured support. The Youth Programming Team Leads would benefit from continued work with un.seen.futures to devise comprehensive strategies based on foresight research, with revenue plans attached.

8. Conclusion

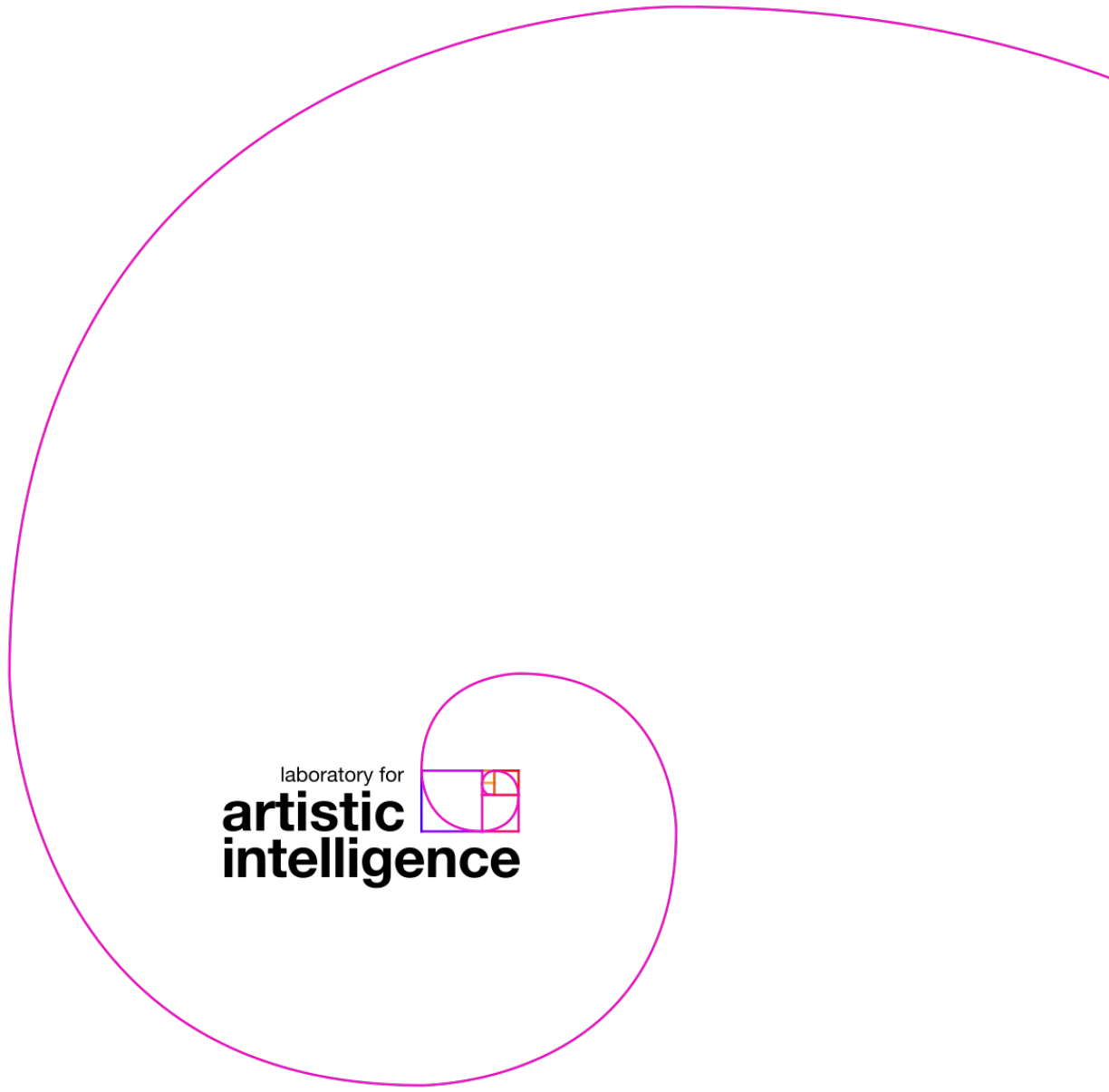
Conclusion

In today's context, adaptability will be vital to survival. Change is the name of the game and youth work will need to support young people through ever-changing times that are re-defining what stability looks and feels like. But in this change lies an opportunity for West NH: **Young people need groups like West NH's Youth Programming Team to create alternative spaces that will incubate initiatives that might replace the role of central institutions.**

Additionally, from what we have learned about The Hopeful Pragmatics, they are not swayed by the allure of what traditional institutions can offer them. But may, nonetheless, require the programs and services that these institutions used to offer, but perhaps in different iterations and/or forms.

This report has offered West NH both a view into a pertinent demographic for them to work with as well as some overarching actions that the organization could further explore that simultaneously may appeal to The Hopeful Pragmatics and fill the vital gaps left behind by crumbling institutions such as through providing soft skill training or being a place for inclusive innovation; the possibilities are endless.

Ultimately, it will be important for West NH to think about ways in which the organization can create challenging, engaging and warm spaces for these young people and offer an interesting alternative to mainstream systems.



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