



Pathfinder Club

Basic Staff

**WORKSHOP RESOURCES FOR
PRESENTERS**

Pathfinder Club Basic Staff Workshop Resources for Presenters

v1.0

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Pathfinder Club Basic Staff CERTIFICATION

Prerequisites

1. Commit to the Youth/Children's Ministry Volunteer Code of Conduct (p 23).
2. Be currently approved by your conference's child protection screening verification.

Overview of Workshops

Pathfinder Club Ministry—PFAD 001

This workshop presents an introduction to club ministry from the Pathfinder Club perspective. It compares the programs and purposes of club and their role in faith development. It also provides a brief history of the club ministries, insignia, and programs, illustrating God's leading and care.

Introduction to Club Organization—PFAD 002

This workshop presents the structure of a club from unit to executive committee. It outlines job descriptions and expectations for each club leader and reviews the qualities of a Christian servant leader. Club structure from local to General Conference is outlined. It also covers club regulations on membership, attendance, forms, etc. and Conference policies including reporting, finances, uniforms, and insurance.

Introduction to Club Programming and Planning—PFAD 003

This workshop reviews the mission and goals of Pathfinders and introduces the planning process. It then reviews the elements of the typical Pathfinder year and their format and/or sequence. This includes regular meetings, required forms and paperwork, honors, Investiture Achievement, Induction, Pathfinder Sabbath, camp outs, Investiture, service events, and Conference events.

Introduction to Club Outreach—PFAD 004

This workshop focuses on how to minister to Pathfinders and how to enable them to minister to others. The Personal Growth, Spiritual Discover, and Serving Others sections of the Investiture Achievement curricula will be reviewed in order to gain an overall understanding of how the Pathfinder program intentionally incorporates Pathfinder club outreach. Also, some of the AY honors classified as Spiritual Growth, Outreach, and Heritage will be reviewed as well as techniques for integrating outreach opportunities into all Pathfinder activities.

Introduction to Basic Drill—PFAD 005

This workshop introduces staff to the rationale and use of drill in the club. It focuses on teaching them the basic stationary drills used during a regular weekly meeting. It then introduces the basic formation movements of "Forward, March... Halt... Column Left, March... Column Right, March." Proper flag use and simple parade commands will be demonstrated as time allows.

Developmental Growth—PSYO 104

This workshop describes the mental, spiritual, physical, and social growth and needs of the typical Pathfinder and how to relate to them effectively. It includes practical pointers on leading, nurturing, and discipling them. The goal is to enable leaders to help Pathfinders mature in the full stature of Jesus Christ.

Introduction to Teaching—EDUC 001

This seminar introduces teaching concepts and educational objectives. It includes learning styles, multiple intelligences, and teaching styles. It gives a summary of Investiture Achievement objectives and encourages the use of outdoor and experiential learning.

Introduction to Medical & Safety —MEDI 100

This workshop covers introductory information on medical forms, release forms, abuse prevention, conference volunteer screening requirements, staffing levels, transportation guidelines, emergency plans, and supervision issues.

Required Field Work

Create a Portfolio that contains the handouts and your personal notes from the workshops you attend.



Recognition of Completion

Everyone likes to have their efforts recognized. Youth leaders who put in untold hours of prayer, planning, counseling, and training are no exception.

Upon completion of the required workshops the participant is awarded an enameled pin and certificate of completion.





Pathfinder Club Ministry

—PFAD 001

Description

This workshop presents an introduction to club ministry from the Pathfinder Club perspective. It compares and contrasts the programs and purposes of the three AY club types and their role in faith development. It also reviews other contact formats (Sabbath School and Church School) that the church uses to minister to youth, and provides a brief history of the AY club ministries, insignia, and programs, illustrating God's leading and care.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- *The Pathfinder Story*
- *Quick Start Guide—Pathfinder Club Director*
- *Pathfinder Staff Manual*
- Pathfinder Flag—as visual aid for teaching the Pathfinder Club Emblem
- Pathfinder Pledge and Law Banners—as visual aids for teaching the Pledge and Law
- Pathfinder Song CD
- Pathfinder Triangle Wall Banner

What Your Participants Will Learn

- The basics of Pathfinder Club Ministry. Age, goals and history.
- History of Pathfinder Club Ministry.
- Pathfinder Song, Pledge, Law and meaning of flag.

Workshop Content

Club Ministries and Purposes

Understand how Club ministries work to grow a child in Christ and keep them connected to the church. The focus of this training is Pathfinders.

- Adventurer Ministries includes children from age 4 through grade 4. The focus of this ministry is strengthening the family in their faith in Jesus Christ.
- Pathfinder Ministries includes children from grade 5 through grade 10. The focus of this ministry is to develop the faith of children and teens in Jesus Christ and provide them with life-long mentors.
- Pathfinder Teen Leadership Training includes teens from grade 9 through grade 12. The focus of this ministry is the same as Pathfinder club ministry with the addition of developing teens with biblical leadership skills.
- Master Guide Ministries includes adults from age 18 and beyond. The focus of this ministry is to train adults for leadership in Adventurer, Pathfinder, Youth, and Young Adult ministries for nurture and outreach for Jesus Christ.

Staff Roles and the Mission of Pathfinder Club Ministry

The strength and effectiveness of Pathfinder club ministry is directly proportional to the influence of the staff. How staff model the Pathfinder Pledge and Law

and their facilitation of the Pathfinder mission and goals will determine the strength of their club ministry.

Review the Philosophy and Objectives and Goals of Pathfinder club ministry. (*Pathfinder Staff Manual*)

Philosophy

Training and saving young people using Pathfinder club ministry to make church attractive through activity.

Objectives

- Help Pathfinders to understand that the church loves, cares for, and appreciates them and needs them in its total program.
- Show Pathfinders what God has planned for their lives.
- Train Pathfinders for missionary service.
- Work for the salvation of each individual Pathfinder.
- Develop the Pathfinders appreciate for nature and a concern for the environment.
- Teach Pathfinders specific skills and hobbies that will make their life meaningful and will occupy their time profitably.
- Help keep Pathfinders physically fit.
- Give opportunities for the development of leadership.
- Develop a balanced physical, mental, social, and spiritual life.

Mission Statement

“The North American Division Pathfinder Ministries is an organization of the Seventh-day Adventist Church, dedicated to meeting the social, physical, mental, and spiritual developmental needs of junior and teen youth by challenging the Pathfinder to experience a personal relationship with Christ, having a sense of achievement and responsibility, and developing respect for God’s creation including his fellowman.”

Goals

Pathfinder Ministries seeks to meet the Pathfinder’s present and unfolding needs, to the end that we bring them to self-fulfillment and maturity in Christian faith, characterized by their decision to:

- Accept Jesus Christ as a personal Savior and Lord
- Reflect internalized Christian values through mature decision-making and behavior

- Exhibit the righteousness, true holiness, and fullness of stature of Christ
- Demonstrate leadership skills, enabled and empowered to become full partners in active, selfless service supporting the mission of the church

Facilitate a group discussion of specific ways staff can meet the goals and objectives of Pathfinder club ministry. Look specifically at the verbs (action words) in the goals and objectives.

Give time for participants to write at least three ways they plan to personally emulate the Pathfinder club ministry goals to their Pathfinders.

Pathfinder History

Groups began forming in the late 1800s, however, it wasn’t until 1907 that groups became officially organized when the General Conference established its youth department under Elder M. E. Kern.

Suggested Activity

Set up a time line around your meeting room. You can adjust the size according to the space available. You can use 8 ½ × 11 paper or index cards. Print the date on one side and the event on the other. Hand them out to participants. As you go through the dates, have the participants read then attach their date to the timeline. Also, share one or two interesting stories. You can also include some dates of interest from your local conference.

Suggested Dates to Include

- | | |
|------|--|
| 1907 | Missionary Volunteer Societies organized |
| 1909 | Junior MV Societies organized |
| 1918 | First MV census results 1,230 senior and junior societies: 24,638 members |
| 1922 | JMV Progressive Classes introduced: Friend, Companion, Comrade, and Master Comrade |
| 1927 | Conference sponsored Pathfinder club, Anaheim, CA |
| 1928 | Vocational Honors introduced (Automobile Repair, Bird Study, Christian Storytelling, |

Colportage, Cooking, Flower Study, Gardening, Health and Healing, Laundry Art, Needlecraft, Photography, Poultry Raising, Radio, Shoe Repair, Star Study, Tree Study)

- 1930 Pre-JMV/AJY classes developed
First JMV Pathfinder Camp, Idyllwild
- 1946 Pathfinder Club emblem designed by John H. Hancock
- 1948 Helen Hobbs makes the Pathfinder flag
- 1949 Henry T. Bergh writes the Pathfinder Song
- 1950 General Conference official authorizes establishment of JMV Pathfinder Clubs for world field
- 1951 Master Comrade changed to Master Guide
- 1956 Explorer Class added
- 1965 Eager Beaver program instituted
- 1966 Pioneer class added (changed to Ranger 1970)
- 1979 MV changed to AY, JMV change to AJY, Pre-AJY changed to Adventurers
- 1982 Voyager class added between Ranger and Guide classes
- 1985 First NAD Pathfinder Camporee, Camp Hale, Colorado, July 31– August 6
- Today Pathfinders continues to evolve with honor and resource additions and revisions

For more dates see The Pathfinder Story ([AdventSource](#))

Pathfinder Logo, Pathfinder Pledge and Law, Pathfinder Song

Pathfinder Triangle Logo (*Pathfinder Staff Manual*)

The Pathfinder Triangle was designed by Elder John Hancock in 1946. Each of its components has significant meaning. Teach participants each of the components and its meaning.

Pathfinder Pledge and Law (*Pathfinder Staff Manual*)

The Pathfinder Pledge and Law are recited at every Pathfinder ceremony and is the standard by which all Pathfinders and staff live by.

Pathfinder Song (*Pathfinder Staff Manual*)

The Pathfinder Song was written by Elder Henry T. Bergh in 1949. It has been translated into many languages and is sung around the world.

Practice the Pathfinder Pledge, Law, and Song with the participants. Demonstrate opening ceremonies of a club meeting. Use the meaning of the Pathfinder Logo as the worship thought.

Suggested Activities

1. Use the Pathfinder Flag as a visual aid and memorize the elements of the PF Club Emblem
2. Use the Pathfinder Pledge and Law banners as visual aids and recite the Pledge and Law 3–4 times together
3. Sing the Pathfinder Song 3–4 times so it starts getting stuck in their minds



Introduction to Club Organization —PFAD 002

Description

This workshop presents the structure of a club from unit to executive committee. It outlines job descriptions and expectations for each club leader and reviews the qualities of a Christian servant leader. Club structure from local to General Conference is outlined. It also covers club regulations on membership, attendance, forms, etc. and Conference policies including reporting, finances, uniforms, and insurance.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- *Pathfinder Staff Manual*
- *Quick Start Guide—Pathfinder Club Director*, Assemble your Leadership Team
- NAD Pathfinder Uniform Guidelines pathfindersonline.org/uniform
- AdventSource Pathfinder Catalog
- *Seven Steps for Successful Pathfinder Leadership*
- *Pathfinder Club Leadership: A Practical Guide for Pathfinder Directors & Staff*

What Your Participants Will Learn

1. Know what must be done to start or restart a Pathfinder Club
2. Understand the club staff tasks and organize your staff accordingly
3. Know the pieces of the Pathfinder uniforms, where to purchase them, and what they cost
4. Learn the components of a club merit system and how it is used to determine awards

Workshop Content

Starting or Restarting a Pathfinder Club

(*Quick Start Guide—Pathfinder Club Director*, *Pathfinder Staff Manual* as Handouts)

Encourage participants to meet with their Pastor, Conference Pathfinder Director, and Pathfinder Area Coordinator on a regular basis for guidance and direction as they begin building their church's Pathfinder club ministry.

Give each participant the handouts "Starting a Pathfinder Club" and "New Pathfinder Club—Church Board Proposal".

Get Church Board Approval to Start a Pathfinder Club Ministry

- Because having a Pathfinder Club is an outreach ministry of your local church, it is required that your church board approves it with recorded actions in the board minutes.
- Together with your Pastor, put together a proposal to present to your church board.
- Get signatures from church board members as needed to obtain a Certificate of Operation from your conference Pathfinder office and mail or fax the completed form to your conference office.

Gather Your Club Leadership Team

- With the support of your Pastor and the church board, recruit church members to become active as Staff. Share the need, vision, and enthusiasm of what Pathfinder club ministry can do for your youth and larger community around your church.
- Involve your Area Coordinator to join you for Staff organization meetings to help teach the fundamentals of Pathfinder club ministry and to build the vision of your Staff.

Recruit Pathfinders

- Announce Pathfinder club ministry during the worship service. The church congregation can give support and enthusiasm for this ministry as you begin organizing.
- You and your staff should talk with potential Pathfinders and their parents. Let them know what Pathfinder club ministry is and the club's plans for the year.
- Gather names of individuals in your church that can support the club by sponsoring a uniform for a Pathfinder, instructing a specific honor, help with fundraising, etc.

Give the participant's the forms needed to register their clubs with the conference. Let them know what specific guidelines the conference has for Pathfinder club ministry.

Staff Organization and Tasks (*Pathfinder Staff Manual*)

Pathfinder leaders are volunteers who receive no pay for their service to the church. In most cases, those who volunteer for the job are highly committed to Christian ideals. This is the way it should be, for the Pathfinder leader often plays a larger part in providing a Christian role model to young people than any other person in the church.

Review the flow charts on in the *Pathfinder Staff Manual*. Give the names of the current leadership at the top of the chart. Give each participant time to draw the flow chart for their club including the specific names of individuals in each position.

Staff Training and Approval

To understand Pathfinder club ministry, all staff should undergo basic training to help them minister to Pathfinders. To continue effective ministry, continuing education is available.

Because of the significant influence and responsibility Pathfinder staff are given by parents as well as church leaders, all volunteers working with minors must be approved by their conference prior to participating in Pathfinder club ministry.

Let participants know what is required for volunteer approval in your conference.

Club Leadership Team

The Pathfinder Club leadership team consists of a director, at least one deputy director, unit counselors and instructors and a secretary and treasurer. These are the primary roles and each of them have specific tasks as organized by the Club Director.

Review the qualities of a good leader (*Pathfinder Staff Manual*).

- Love God supremely.
- Love children sincerely.
- Serve with enthusiasm.
- Possess emotional stability.
- Enjoy being outdoors.
- Know the essential characteristics of adolescents.
- Learn a variety of skills.
- Develop the ability to organize.
- Maintain good relations with fellow workers.
- Radiate a dignity of presence that assures order.
- Sense of humor.
- Be resourceful and creative.

Review duties of specific club staff positions. (*Pathfinder Staff Manual, A Practical Guide for Pathfinder Directors & Staff*)

If a participant has not been designated a specific role in his/her club, encourage that person to identify a role of interest and discuss it with the club director.

Club Budget and Uniforms

Club Budget (*Pathfinder Staff Manual*)

Every successful Pathfinder club operates within a financial budget. There are common components to a club budget. The finances that flow through the Pathfinder club are managed by the Club Treasurer in cooperation with the Church Treasurer. It is important for staff to be aware of how their club's finances work.

Review the sample budgets in the Pathfinder Staff Manual as well as possible sources of income. It is imperative that clubs operate with fiscal responsibility. Expenses should never exceed income.

Uniforms (pathfindersonline.org and *Pathfinder Staff Manual*)

Review the purpose of the uniform and when it should and should not be worn.

Review the uniform standards as listed.

Review specific uniform standards for your local conference.

Give each participant a current AdventSource Pathfinder Catalog and discover the cost of a standard uniform for a child and an adult including items specific to your conference.

Uniforms can have a major impact on a club budget. Each club must decide how they will manage uniform costs. Clubs have options when considering uniform expenses. They may require parents to purchase the uniform, the club may purchase the uniforms and operate an exchange or rental program, or the club may purchase certain pieces requiring the parents to purchase the remaining items. Clubs may also find sponsors willing to cover the cost of a uniform for a Pathfinder.

Merit System and Awards

The purpose of a Club Merit System is so clubs have a process for fairly awarding their Pathfinders in participation, progress, and development. Good Conduct Award and Pathfinder of the Year Awards have requirements met by the club's merit system.

Merit System and Points (*Pathfinder Staff Manual*)

Each Pathfinder Club should establish a Merit System for their Pathfinder Club and develop their own Merit System point-values which are agreed upon by all Staff members and understood by all Pathfinders and parents. The club's Merit System will help Staff to fairly determine awards to be given to their Pathfinders throughout the Pathfinder year. The key to a good merit system is simplicity.

Review the guidelines in the Pathfinder Staff Manual.

Awarding Good Conduct & Pathfinder of the Year Awards (*Pathfinder Staff Manual*)

The Club's Investiture service is the place to reward club members for completing AY Investiture Achievement levels, honors, and special awards such as the Good Conduct Award and the Pathfinder of the Year Award.

Give each participant the guidelines for these awards from the Pathfinder Staff Manual. Also include any guidelines and/or forms needed by the local conference office.

Introduction to Club Programming and Planning—PFAD 003



Description

This workshop reviews the mission and goals of Pathfinders and introduces the planning process. It then reviews the elements of the typical Pathfinder year and their format and/or sequence. This includes regular meetings, required forms and paperwork, honors, Investiture Achievement, Induction, Pathfinder Sabbath, camp outs, Investiture, service events, and Conference events.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- *Pathfinder Staff Manual*
- *Investiture Achievement Director's Guide*
- Conference Pathfinder Yearly Calendar
- Investiture Achievement Card or Journal—Friend level
- Handout—Honor Requirement sheets for required Friend-level honors (Camping Skills 1, Christian Citizenship, Red Alert, Seeds)
- Handout—*Pathfinder Staff Manual*, Sample Club Programs
- Handout—Conference newsletter w/ Conference Calendar (if available)
- *Pathfinder Quick Start Guide*

What Your Participants Will Learn

1. Evaluate your club's mission and goals and relate it to your club planning
2. Build your yearly club calendar that incorporates your conference and school calendars
3. Incorporate aspects of Investiture Achievement into your yearly club calendar
4. Plan your weekly club meeting with opening and closing ceremonies

Workshop Content

Club Mission, Goals, and Club Planning (*Pathfinder Staff Manual*)

The purpose of the Pathfinder Club is to introduce young people to Jesus Christ. The Pathfinder club program will help them develop their body, mind and spirit. With these skills, our young people are able to carry on the work of the church and bring others to the feet of Jesus. More than just skills, we want young people to build a relationship with Christ as their Lord and Savior, thus giving them the relational experience with Jesus that they need to lead their friends to know Him too.

Review the Mission Statement and Goals listed in the Pathfinder Staff Manual. Discuss how these are important to keep in mind when planning club meetings and activities.

Building a Club Calendar

The Pathfinder club yearly calendar is a challenging task to develop. It takes time and effort to gather all the planning details and people together to make a plan but it must be done if your club is going to succeed. Know that your club's calendar planning is crucial for the success of your club.

Church Board Approval

The church board must approve the Pathfinder Club's annual calendar. This provides two important advantages for the club. First, it builds board members' respect for the Pathfinder Club. When the board is aware of the club's plans the club is in a better position to ask for monetary considerations when the board develops the annual church budget. Second, the church board must approve all Pathfinder activities in order for them to be covered by the church's insurance.

The Yearly Calendar

When planning your club's calendar, begin by gathering other calendars that you will need to coordinate with. These include school and conference calendars.

Once you have all gathered all necessary information, you can begin to set your meeting schedule, what day of the week you will meet at what time. Some clubs meet every week, some meet twice a month. Determine what schedule works for your club. Once you know your weekly schedule, begin planning major programs such as Induction, Pathfinder Sabbath, club camp outs, fundraisers, Investiture, etc.

Give each participant a calendar of conference events. Go over a possible yearly calendar.

Investiture Achievement Planning

(Investiture Achievement Director's Guide)

Investiture Achievement (IA) is the core curriculum for Pathfinder club ministry. Most activities and events can be developed and planned to fulfill the requirements throughout the Pathfinder year. Therefore, it is important that you spend time grasping the scope and sequence of Investiture Achievement. Area Coordinators and other experienced Pathfinder staff are available to help you learn how to implement the many Investiture Achievement tasks into your club's planning and programming.

Introduce the six basic Investiture Achievement titles and their corresponding grade level.

Give each participant the scope and sequence Friend & Trail Friend.

Go over the requirements distinguishing between Friend and Trail Friend, and show how they can be incorporated into the weekly meetings. Note that some activities are seasonal.

Weekly Club Meeting Programming

(Pathfinder Staff Manual)

Most Pathfinder clubs meet on a weekly basis; however, some only meet twice a month. How often a club meets, when it meets, and where it meets determines how long a club meeting may last.

Review through the sample weekly meetings listed in the Pathfinder Staff Manual. Demonstrate opening ceremonies with your participants.

Staff Meetings

In addition to club meetings Pathfinder Club Staff should meet at least one time per month or more to plan all the details for club nights as well as other events and activities. Staff meetings are crucial to the success of a Pathfinder club! The club mission and goals should determine the regularity of staff meetings rather than the convenience of time.

Give each participant a sample Staff Meeting Agenda. Staff meetings should include but are not limited to the following:

- Opening prayer
- Treasurer's report
- Investiture Achievement
- Honors
- Special programs (Induction, Pathfinder Sabbath, Investiture, etc.)
- Outreach projects
- Calendar events and changes
- Conference events
- Specific items of interest for your club
- Planning session for at least 3 to 6 months in advance
- Closing prayer

Suggested Activities

- Introduce Investiture Achievement curriculum by providing the Friend-level Journal and walking students through each section's requirements.
 - Explain how Investiture Achievement is the core curriculum for Pathfinder club ministry and the activities can be planned to fulfill the requirements throughout the year.
- Review the Honor sheet handouts and help them understand how to build their yearly club schedule to include the requirements for completion.
- Distribute the Sample Club Programs handout and show how clubs plan their club meetings according to the items they want to accomplish each week throughout the month.
- Distribute a copy of the Pathfinder Conference newsletter and review the yearly calendar specifying the events that are mandatory and those that are optional.
- Review *Pathfinder Quick Start Guide*



Introduction to Club Outreach —PFAD 004

Description

This workshop focuses on how to minister to Pathfinders and how to enable them to minister to others. The Personal Growth, Spiritual Discover, and Serving Others sections of the Investiture Achievement curricula will be reviewed in order to gain an overall understanding of how the Pathfinder program intentionally incorporates Pathfinder club outreach. Also, some of the honors classified as Spiritual Growth, Outreach, and Heritage will be reviewed as well as techniques for integrating outreach opportunities into all Pathfinder activities.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- *Pathfinder Staff Manual*
- *Quick Start Guide: Pathfinder Club Director*
- *Investiture Achievement Director's Guide*
- Serving Communities honor requirements
- *Teen Leadership Training Director's Guide*
- Investiture Achievement requirements for Companion, Explorer, Ranger
- Honors Requirements—Serving Communities

What Your Participants Will Learn

1. Understand how Investiture Achievement requirements enable spiritual development
2. Encourage spiritual growth in your Pathfinders through the Bible and history
3. Engage your Pathfinders in connecting with their community through share-your-faith activities
4. Integrate additional outreach events into your club calendar

Workshop Content

Backbone of Pathfinder Club Ministry (Investiture Achievement Director's Guide)

The Investiture Achievement (IA) curriculum is the backbone of Pathfinder club ministry. It has three sections common to each Investiture Achievement level that intentionally facilitate spiritual development. They are: Personal Growth, Spiritual Discovery, and Serving Others. In this module, we will research and explore each of these sections.

Have each participant look over the Companion & Trail Companion scope and sequence. Review the Personal Growth section, specifically 3.b. The Pathfinder Staff help the Pathfinder understand and practice the meaning of “be pure, kind, and true” and “Keep the morning watch” and “go on God’s errands.”

Discuss as a group specific, engaging ways you can help your Pathfinders understand the Pathfinder Pledge and Law.

Suggested Activities

- Download and print—Pledge and Law—*Pathfinder Staff Manual*
Write on the Pledge and Law Handout some ideas of how you would engage your Pathfinders to “Learn the meaning of the Pathfinder Pledge and

Law.” Now review the Personal Growth sections of all the other Investiture Achievement levels in order to grasp an overall perspective

Investiture Achievement and Personal Growth

Pathfinding has proven to be one of the great soul-winning agencies of our church, with a leadership that dedicates its time, talents, and energies, to keeping the program running smoothly. It is designed to help Pathfinders sense their God-given destiny and keep them marching together in step toward the Kingdom of God.

—*Pathfinder Staff Manual*

Download and print—Investiture Achievement Companion Level Requirements. investitureachievement.com. Review the Personal Growth section and notice item 3.b. This is where a Pathfinder Staff can assist Pathfinders in understanding and practicing what it means to “be pure, and kind, and true,” and to “Keep the morning watch” and to “go on God’s errands.”

Investiture Achievement and Spiritual Discovery

Review the Spiritual Discovery section of Investiture Achievement level Companion noticing all 4 components that the Pathfinders are required to learn. Use the resources of your pastor and your entire church membership to come and assist you with your Pathfinders’ learning. These requirements can be spread throughout the Pathfinder year. Many of these activities can be incorporated into your weekly club worship.

Review the Spiritual Discovery sections of Explorer and Ranger.

- How can you incorporate these requirements into your meetings?
- Do you have specific individuals in mind who can assist you?

Investiture Achievement & Serving Others

Pathfinders should teach members how to become good citizens of their communities. Involving Pathfinders in the community fosters an interest in service to others. Clubs can impact their communities in many ways. Volunteering at a soup kitchen, cleaning up litter and building Habitat for Humanity homes are just a few

of the ways clubs can help. Organization is one of the key components to successful community service projects. Community service projects also present great opportunities to involve parents and other church members. Ask for their help in finding projects and organizing the finer details. The more people you include, the more you can accomplish (*Quick Start Guide* —*Pathfinder Club Director*).

Review the Serving Others section of the Investiture Achievement Ranger Level Requirements. The Rangers are required to fulfill specific requirements of the Serving Communities Honor. Discuss how these can be implemented in the club.

Review the Serving Others section of the Investiture Achievement Levels Friend, Companion, and Explorer. How can these requirements be implemented in the club?

Download and print—Investiture Achievement Ranger Level Requirements. investitureachievement.com. Review the Serving Others section. You will notice that the Pathfinders are required to fulfill requirements of the Serving Communities Honor. Now review the Serving Others sections of all the other Investiture Achievement levels in order to grasp an overall perspective.

Integrating Outreach Events into Your Club Calendar

Evangelistic outreach is important to the Pathfinder program. Planning group outreach activities will encourage Pathfinders to share their faith. However, please note there is a difference between evangelistic outreach and community service projects. Both are important to include when planning your calendar. Look for ways to include an evangelistic component in the club’s activities. A club might conduct a Vacation Bible School over Christmas or spring break, use geocaching as a means to distributing literature that tells others about Jesus, hold special Grandparents Day program at a nursing home and include time for the Pathfinders to tell why they love Jesus, conduct a weekly Sabbath afternoon Bible club for neighborhood children around the church, etc.

Share-Your-Faith Activities

It is recommended that Pathfinder clubs incorporate an outreach event or Share-Your-Faith activity once a month. Sometimes this may take the place of the weekly

club meeting. Other times it may be an additional event that happens on the weekend.

Give your participants any requirements for outreach events and share-your-faith activities within the Conference Merit System. Show how they can be incorporated into the yearly Pathfinder calendar keeping in mind what may be appropriate for a certain month or season.

Honors Relevant to Club Outreach

Within the vast collection of Adventist Youth Ministries Honors there is a group of honors classified as Spiritual Growth, Outreach, and Heritage. Within this classification there is also a sub-category of Adventist Community Service honors. Many of these honors are incorporated into the Investiture Achievement curriculum as well as the Master Guide requirements. (See *Investiture Achievement Director's Guide*.)

Discuss with the participant's how to incorporate these honors into club programming. Share your favorites.

Download and print the honor requirements.
pathfindersonline.org

Teen Leadership Training

Some clubs have Voyagers and Guides (grade 9 and 10 Pathfinders) who participate in the Teen Leadership Training (TLT) program. In the TLT program there are Outreach Operations where TLTs learn how to plan, organize, and carry out Outreach projects. Be sure to include these Pathfinders in the club staff meetings when planning these activities takes place. (See *Teen Leadership Training Directors Guide*)



Introduction to Basic Drill —PFAD 005

Description

This workshop is intended to help Staff and TLTs to develop a practical understand of the benefits that a Pathfinder Club can obtain through a program of drill and ceremonies. Pathfinders will learn orderliness by standing tall and straight, flag etiquette, and simple drill and marching as a group with discipline and order.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- *Pathfinder Staff Manual*
- *Pathfinder Club Drill Manual*
- *Pathfinder Club Drill: The Basics DVD*
- *Drum Corps Ministry Manual*
- *Drilling with Guidons DVD*

What Your Participants Will Learn

1. Know the basic marching elements of the traditional Pathfinder club meeting opening exercises
2. Execute stationary commands with ease
3. Be effective using your command voice
4. Know the use and care of different types of flags

Workshop Content

Ideas for Workshop Presentation and Activities

- Distribute the Formation for Opening Exercises handout for reference.
- Distribute the Philosophy of Drill handout and compare and contrast the differences between Pathfinder drill and Military drill
- Assemble students in Opening Exercises formation and lead them through a simple club Opening Ceremonies.
- Teach students how to perform simple drill & marching commands
- Distribute The Flag handout and point out certain sentences or paragraphs that you want your students to grasp. Assign students to complete reading the entire handout on their own

Opening Exercises

Traditionally many Pathfinder clubs have followed a simple Opening Exercise ceremony at the beginning of each weekly club meeting. The ceremony involves having the national flag and the Pathfinder flag posted in the front of the Pathfinder room and Pathfinders lined up in single-file formation according to their unit. This ceremony may be facilitated by the Club Director or their designee. The *Pathfinder Staff Manual* outlines a simple Opening Ceremony process.

Explain each detail of the Opening Exercises.

Stationary Drill

Stationary drill commands are basic commands used when standing still.

“The Pathfinder Club is a place where each youth develops his/her individual initiative and personality, that he/she learns to stand tall and straight physically and spiritually. This individuality must not be

suppressed, but it is also important that all learn to work together, play together, and live together in community.

Demonstrate and practice the following commands:

- Attention
- Dress right, dress and Ready, front
- Present Arms
- Parade rest
- Prayer attention
- Stand at ease
- Rest
- Fall out
- Fall in
- Right Face
- Left Face
- About Face

After the stationary commands have been learned, demonstrate Opening Exercise Ceremony using the appropriate commands.

Moving Commands

Simple drill and marching are necessary for orderliness and for getting the Pathfinders into position for various activities. Pathfinder drill is a game to be enjoyed and should be used regularly at club meetings. It should not be prolonged to the point where the youth tire of it.

Demonstrate and practice the following commands

- Forward, march and Halt
- Mark time, march
- Rear, march
- Right flank, march
- Left flank, march
- Column right, march
- Column left, march
- Eyes, right and Ready, front

Flag Etiquette

Pathfinding teaches care and concern for the national flag, state flags, and other flags. It is vitally important that all staff and Pathfinders have a basic knowledge of the use and care of flags.

Go over each courtesy and position as listed.

Teach the rules of saluting the flag.

Demonstrate and practice folding the flag.



Developmental Growth —PSYO 104

Description

This workshop describes the mental, spiritual, physical, and social growth and needs of the typical Pathfinder and how to relate to them effectively. It includes practical pointers on leading, nurturing, and discipling them. The goal is to enable leaders to help Pathfinders mature in the full stature of Jesus Christ.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- *Pathfinder Staff Manual*
- *Pathfinder Games & Events*

What Your Participants Will Learn

1. Know the different characteristics of Junior, Teen, and TLT Pathfinders
2. Learn some new games that will engage Pathfinders in developmental learning activities
3. Discover programming concepts that strengthen Pathfinder involvement by meeting developmental needs
4. Develop a clear understanding of appropriate and inappropriate discipline principles and practices

Workshop Content

Understanding Pathfinders

“What is the cause of behavior? Usually it is an effort to meet a psychological need. Like physical needs for air and food humans have emotional needs too. Most psychologists agree that it is not intellectual but emotional growth and change that are of central importance. A young person’s feelings, not understandings, are the major forces that move them. Effective Pathfinder leaders understand a Pathfinder’s basic psychological needs.”

Pathfinder Staff Manual

Pathfinders focuses on four areas of development: physical, mental, social, and spiritual. To better meet the needs of Pathfinders in these areas it is important to understand the Pathfinder’s characteristics in these areas as they mature. Discuss with participants the stages of development in Pathfinders.

Junior Pathfinders

PREADOLESCENCE (10–12)

- General description
- Mental characteristics
- Physical characteristics
- Social characteristics
- Spiritual characteristics
- Chart

Teen Pathfinders

EARLY ADOLESCENCE (AGE 13–15)

- Mental characteristics
- Physical characteristics
- Social characteristics
- Spiritual characteristics

MIDDLE ADOLESCENCE (AGE 16–17)

- Mental characteristics
- Physical characteristics
- Social characteristics
- Spiritual characteristics
- Chart

Discuss how staff can help meet the needs of their Pathfinders.

Motivating Pathfinders

Involving Pathfinders in activities that build positive relationships among themselves and adults is fundamental to a Pathfinder club ministry. The use of ice-breaker games, hands-on learning activities, teamwork, group planning, practicing drill, involvement in ceremonies, earning awards, traveling together, etc.—these are the types of things that motivate Pathfinders.

Review through the section of the Pathfinder Staff Manual “Motivating Pathfinders” showing how as staff we can influence the lives of our Pathfinders.

Using games and activities are ways to engage Pathfinders. Share with participants the “Philosophy of Christian Recreation” as explained in *Pathfinder Games & Events*.

Go over the “Guidelines for Game Leadership” in *Pathfinder Games & Events*. This is an area that TLTs can become leaders in a club. Discuss how to implement this.

Teach and play a game that helps Pathfinders get to know each other.

Effective Program Planning

When planning club programs, it is important to take into consideration the interests and developmental needs of your Pathfinders. What young Pathfinders experience as new and exciting Teen Pathfinders have already been doing for two or three years and deem the “boring.” It is common that a club will lose their Pathfinders by the time they get into 8th grade

unless there is a new experience of Pathfinding that will challenge and excite them to stay involved. This is the same with Teen Pathfinders—they need to be challenged to become TLTs. Also a club will lose their TLT Pathfinders if there is no way for them to transition into Staff according to their interests—not the Staffs’ interests.

Give each participant the handout “Pathfinder Program Planning”. Discuss planning activities for a group of varied ages.

Review the “Planning the Program” section in the Pathfinder Staff Manual.

Discuss with participants appropriate activities for Junior Pathfinders, Teen Pathfinders, and TLT Pathfinders.

Interacting and Involving Pathfinders

Along with intentional Programming there also needs to be shared responsibilities as well as appropriate interaction with staff. For instance, what happens when a staff member tells a Pathfinder or Staff to do something?

- Junior Pathfinder: will most likely gladly do it.
- Teen Pathfinder: most likely question them.
- TLT Pathfinder: most likely walk away.
- Collegiate Staff: most likely tell them what they think about the task.

How we treat Pathfinders at every level is vital to their continued involvement and effectiveness.

Remind participants of the qualities of a Pathfinder leader as outlined in the Pathfinder Staff Manual. Also, Staff meetings are vital to keeping a program running smoothly.

Proper Discipline

“In a Pathfinder club good discipline provides an environment that is conducive to cheerful attitudes and cooperative behavior. It emphasizes guidance rather than restraint and is constructive rather than destructive. It is not crippling; it is enabling. It encourages self-control and purposeful activity and discourages punishment.”

Pathfinder Staff Manual

It is vital to the success of a Pathfinder club and the cooperative participation of the Pathfinder staff to make sure that all staff members agree upon and follow the same discipline guidelines of the club.

Teach the participants the principles in the “Club Discipline” and “Administration of Discipline” sections of the *Pathfinder Staff Manual*.

Share a possible discipline policy for a club.

Discuss examples of proper and improper discipline.



Introduction to Teaching —EDUC 001

Description

This seminar introduces teaching concepts and educational objectives. It includes learning styles, multiple intelligences, and teaching styles. It gives a summary of Investiture Achievement objectives and encourages the use of outdoor and experiential learning.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- Honors Requirement Sheets: Camping Skills I, Christian Citizenship, Red Alert, Seeds (Friend level Investiture Achievement)
- Honors requirement Sheets: Camping Skills I, Christian Citizenship, Red Alert, Seeds (from Friend Level of Investiture Achievement)
- *Pathfinder Staff Manual*

Investiture Achievement

- *Investiture Achievement Director's Guide*
- *Playing Our Past*
- *Campfire Stories of SDA Pioneers*
- *Devotionals from the Pledge and Law*

Honors

- *Honors Worksheets*
- Pocket Guides: Emergency First Aid, Knots, Edible Wild Plants, Dangerous Animals and Plants
- *Wild Plants to Eat*
- *Why Knot?, Why Knot? DVD, Pro-Knot Outdoor Knots*

- *Sign Language Honor Book*
- *Flight: The Genius of Birds DVD*
- *Metamorphosis DVD*

Programming

- *Pathfinder Bible Experience*
- *Pathfinder Games & Events*

What Your Participants Will Learn

1. Know the fundamental teaching concepts
2. Discover your learning styles and multiple intelligences
3. Explore what styles of teaching you will use to be an effective teacher
4. Understand the learning objectives of all eight tracks of Investiture Achievement

Workshop Content

Teaching Concepts and Objectives

There are three fundamental teaching concepts we need to keep in mind as we plan our Pathfinder activities, train our teachers, and evaluate our effectiveness. These teaching concepts are: achievement, responsibility, and respect for authority. Know that anyone can become a teacher and Pathfinder club ministry has teaching resources to help even the least likely "teacher."

Discuss the reasons we teach Investiture Achievement and honors. Discuss the three fundamental teaching concepts and their objectives as laid out in the *Pathfinder Staff Manual*.

Achievement: Young people need to experience successful completion of worthwhile tasks with a sense of purpose.

Responsibility: Young people should learn to accept and faithfully carry responsibility in accordance with age and experience.

Respect for authority: Young people need to understand and accept the principle of authority.

Learning Styles and Multiple Intelligences

Learning styles are simply different approaches or ways of learning. Most of us have a preferred style, but also have the ability to learn via other styles as well. There are three primary learning styles: visual learner (learn through seeing), auditory learners (learn through listening), and tactile/kinesthetic learners (learn through moving, doing, touching). Effective teachers intentionally teach in ways that engage their students in as many learning styles as possible.

Discuss the characteristics of each learning style.

Conduct a learning styles evaluation with your participants.

Multiple intelligences are different ways to demonstrate intellectual ability. Here are seven modalities: Visual/Spatial, Verbal/Linguistic, Logical/Mathematical, Bodily/Kinesthetic, Musical/Rhythmic, Interpersonal, and Intrapersonal. Teachers who understand the characteristics of each of these can provide teaching styles that will be most effective with their students.

Discuss the characteristics of each modality.

Ask your participants to identify the modality that describes them best.

Teaching Styles and Environments

Teaching Styles

Often, teachers teach in the style or modality they are most comfortable with. Great teachers use teaching styles that are most effective for the learning styles of their students. It is important that teachers become effective with as many teaching styles and modalities as possible so they can adjust and adapt when needed.

Give specific examples of how to teach Investiture Achievement requirements or a Pathfinder honor in a way that engages multiple learning styles and intelligences.

Teaching Environments

In Pathfinder club ministry it is important that teachers and instructors can teach in environments from a classroom to an outdoor amphitheater, from driving down the road to sitting around a campfire, from playing games in a camp lodge to rappelling side-by-side. Not only does the setting determine the style of teaching but also the number of students being taught.

Discuss different the different environments of Pathfinding and what kinds of things Staff can teach in each one.

Effective Teachers

A successful teacher: has planned well, works the plan, is able to adapt, and sees teachable moments and responds to them. They are also constantly looking for fresh ways and creative activities that can accomplish their teaching goals.

Investiture Achievement and Honors

You have already been introduced to Investiture Achievement in previous modules. The strength and stability of every Pathfinder club is directly proportional to the integration of the Investiture Achievement curricula and the honor requirements that it prescribes. Because Investiture is such an integral part of a successful Pathfinder club it is imperative that club staff become outstanding instructors for the requirements and honors.

Discuss the resources and tools available for teaching Investiture Achievement and honors such as the *Investiture Achievement Director's Guide* and the *Honors Worksheets*. Include the following web sites:

- investitureachievement.com
- pathfindersonline.org
- investitureachievement.org



Introduction to Medical and Safety —MEDI 100

Description

This workshop covers introductory information on medical forms, release forms, abuse prevention, conference volunteer screening requirements, staffing levels, transportation guidelines, emergency plans, and supervision issues.

Audience/Participants

New Pathfinder Directors, Staff and TLTs. Individuals completing the pre-requisites for Master Guide

Resource Material

- *Pathfinder Staff Manual, Safety and Liability*
- *Pathfinder Staff Manual, Child Abuse*
- Adventist Risk Management *Pathfinder Safety, A Duty to Protect* booklet

What Your Participants Will Learn

All who attend this workshop are new Pathfinder Staff or TLTs. It is imperative that this workshop be interactive and activity-based. Help them be interactive by having activities that they can do together.

Workshop Content

- Use the material in the *Pathfinder Staff Manual, Safety and Liability*, to help them understand the seriousness of being a staff member.
- Show them the different types of first aid kits and who should be responsible for them
- Using as a handout, review the *Pathfinder Staff Manual, Child Abuse*, to give them an introduction to the topic. They can read the material on their own.

CHILD PROTECTION PLAN RESOURCES

Seventh-day Adventist Church in North America



NAD - YOUTH/CHILDREN'S MINISTRY VOLUNTEER CODE OF CONDUCT

Acknowledgment

Because I want the best possible environment for our children and youth to grow up in, it is important that those working with children have guidelines for conduct in order to protect both themselves and those under their care. As a ministry volunteer, I want parents and others to feel comfortable and confident with me.

My Commitment to Volunteer Ministry

As a Youth/Children's Ministry Volunteer, I will:

1. Provide appropriate adult supervision at all times for the children for whom I am responsible.
2. Have at least one other adult, eighteen (18) years of age or older, to help with the supervision of children. If I find myself in a situation where I am the only adult present, under no circumstances will I allow myself to be alone with one child (the "two-person rule"). This protects the child as well as protecting the adult from possible allegations.
3. Ask a child's permission before physically touching him/her anywhere, even when responding to an injury or problem. This is especially true for any areas that would normally be covered by a T-shirt and/or shorts. If an injury is within this area, make sure another adult works with you as care is provided.
4. Refrain from physical and verbal attacks and corporal punishment which are inappropriate behaviors and should never be used as discipline. "Time outs" or "sit-in-that-chair" may be helpful discipline methods to use with children.
5. Affirm children with appropriate touching by keeping hugs brief and "shoulder-to-shoulder" or "side-to-side." I will keep hands at (not below) the shoulder level. For small children who like to sit on laps, I will encourage them to sit next to me.
6. Provide extra care when taking small children to the restroom. I will take another adult along, or leave the door open.
7. Be aware of conducting activities in rooms that do not have an interior viewing area, or I will leave the door open during the activity to allow easy observation by others.
8. Cooperate with the volunteer screening process and complete the Volunteer Ministry Information form, as required by the church.
9. Be aware of the signs and symptoms of child abuse and aware of the legal requirements for reporting suspected cases of abuse. In addition to any legally required reporting, I agree that if I become aware of any behavior by

another individual which seems abusive or inappropriate towards children I am supervising, I will report that behavior to the church pastor, elder, or directly to the Conference Treasurer's or Risk Management Director.

10. Cooperate with church leadership in conducting children and youth ministries by being a volunteer who is loving, kind, firm, and always a thoroughly professional person. Working with children and youth is not only a privilege; it is also a serious responsibility that must be approached with utmost care.
11. Participate in orientation and training programs conducted by the church.
12. Uphold the standards of the Seventh-day Adventist Church.

* In the event I find it impossible to comply with the above, I will comply as closely as possible with the Code of Conduct and act in good faith for the welfare of the people involved.

**Thank You for your service as a Youth/Children's Ministry Volunteer
Please retain a copy of this document and keep it for reference.**



Basic Staff Certification is something that every Pathfinder Club leader and TLT should complete. These eight workshops are basic to leading Pathfinder Club Ministry.

Presenters responsible for these workshops should make sure that, in addition to communicating the information, they take time to make the workshop practical and give participants time to think about how they are going to apply this in their club.

Workshops in the Basic Staff Certification include:

- Pathfinder Club Ministry—PFAD 001
- Introduction to Club Organization—PFAD 002
- Introduction to Club Programming and Planning—PFAD 003
- Introduction to Club Outreach—PFAD 004
- Introduction to Basic Drill—PFAD 005
- Development Growth—PSYO 104
- Introduction to Teaching—EDUC 001
- Introduction to Medical and Safety—MEDI 100

Each of the workshops includes a description of the content, the audience or participants that you can anticipate will attend, resource material, what your participants will learn, basic content for the workshop and suggested activities.

The Pathfinder Club Basic Staff Certification is part of the Adventist Youth Ministries Training (AYMT) which includes certifications for Adventurer Club Ministries, Pathfinder Club Ministries, Master Guides and Youth Ministries.



AdventSource

AYMT

