Pathfinder Club Director

WORKSHOP RESOURCES FOR PRESENTERS
Prerequisites

1. Be at least 18 years old.
3. Be currently approved by your conference’s child protection screening verification.
4. Be a baptized Seventh-day Adventist Christian who loves Jesus and is willing to share this love in both word and deed.
5. Complete the Pathfinder Club Basic Staff Certification.

Overview of Workshops

Introduction to Leadership Skills—LEAD 001
This workshop provides a quick review of the duties of various leadership positions for the ministry being taught and then focuses on desirable attitudes, traits and qualities of Christian leaders. It covers the pluses and minuses of different styles of leadership and shares practical tips on how to lead, with special emphasis on tips for leading in a specific ministry.

The Conference and Your Local Church Board—LEAD 122
This workshop focuses on the specific expectations, guidelines and requirements provided by the local conference to local church ministries. The structure of Pathfinder and Adventurer ministry within the conference will be outlined and suggestions will be made on dealing with conflicts that might arise between local directors and coordinators or the conference. This same kind of information, but in more general terms, is presented concerning local director’s interaction with the local church board. Specific strategies for promoting ministry and building relationship with the board will be given, including information on dealing with a non-supportive board.

Introduction to Recruiting, Screening and Training Staff—LEAD 150
This workshop quickly introduces concepts of volunteer staff recruiting, screening (Including Vetting Volunteers), training, and appreciation. It will offer suggestions on where and how to look for volunteers with the character and personality needed to support ministry. Screening requirements required by the local conference will be reviewed. Suggestions for training curriculum and settings will be briefly shared. The session will also include basic information on how to evaluate staff in order to help them improve their ministry and will share ways to thank them for their service.

Survey of Camping and Campout Planning—WILD 101
This workshop briefly covers the philosophy of camping and types of camping. The bulk of the time will focus on issues and techniques of planning and programming an interesting and safe camping experience. Topics include but are not limited to, location selection, promotion, booking, transportation, activities, food and meal prep, safety (including fire, animal, weather and human), equipment, supervision and spiritual components.

Teaching Investiture Achievement—EDUC 200
This workshop presents the general outline and structure of the Investiture Achievement Curriculum. Special attention is given to the objectives, or intent, of the eight tracks of each level. These tracks are: Personal Growth, Spiritual Discovery, Serving Others, Making Friends, Health and Fitness, Nature Study, Outdoor Activities, and Honor Enrichment. Understanding the intent beneath each track will help leaders implement specific Investiture Achievement requirements and/or
modify and combine them as needed for teaching their unique group of young people. Practical suggestions for creative and dynamic instruction focused on active learning will be included.

**Club Finances—FINA 100**
This workshop introduces the basic information needed to keep accurate financial records for your ministry. Topics include setting and collecting dues and fees, proper receipting, issues with separate bank accounts from the church, the importance of reconciliation of accounting records between ministry and the church, dealing with accounts receivable, and budgeting and cost projections.

**Introduction to Discipline—PYSO 120**
This workshop introduces various views and definitions of discipline. It then covers principles of Christian discipline and specific techniques for effective discipline.

**Working and Communicating with Parents—PYSO 207**
This workshop will present strategies and tactics for establishing trusting relationships between your staff and parents. This includes but is not limited to: Documents that present your philosophy and practice of supervision, discipline, and care; Candid discussion of ministry protocol for complaints or charges of inappropriate behavior; Establishment of regular, frequent, two direction communication; Open discussion of parent expectations and parent participation; Clear guidelines on parent ‘role’ when they are also a staff member; and a parent’s commitment to allow the child to attend ministry events and to avoid denying participation as a form of punishment for non-related problems.

### Required Field Work

1. Establish a relationship with your Pathfinder coordinator.
2. Have and read the Pathfinder Club Handbook and compile a list of action items for the upcoming Pathfinder year.
3. Create a portfolio that contains the handouts and your notes from the workshops you attended, your Pathfinder calendar, meeting schedules, and other paperwork for the year.

### Portfolios

The Director certification requires a portfolio documenting the journey, progress, lessons learned, and completion of requirements.

The portfolio should include a completed certification check sheet and evidence confirming requirement completion. This evidence can come in the form of signed class cards or sign in sheets, class handouts and/or photographs of participants leading or involved in, or proof of applicable research and projects completed as required fieldwork.

The purpose of the portfolio is not only to show completion of all the certification requirements, but also to be an authoritative referral source when faced with similar issues in the future.

The physical portfolio can be a three-ring binder or folder in which all materials are kept. However, fully digital data collection is also acceptable.

The content is what counts, not the form of that content. It should be well organized and easy to check over. Items should be labeled for easy connection to a specific requirement. The form will vary according to the personality and style of the participant.
Portfolio Review
The purpose of the review is to confirm completion of the requirements. It is not to require conformity to any system requiring specific formats of style of presentation. Portfolios are reviewed to determine if they are complete or incomplete. An incomplete portfolio will be returned to the participant with a written explanation of what needs to be added, corrected or complete. Portfolios, whether complete or incomplete, should be returned to the participant in a timely manner.

Review of completed portfolios will be done by an invested Master Guide appointed by the Conference Youth Director of their designee.

Recognition of Completion

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

Upon successful review of the portfolio, the participant is eligible for an enameled pin and certificate of completion.
Introduction to Leadership Skills
—LEAD 001

Description
This workshop provides a quick review of the duties of various leadership positions for the ministry being taught and then focuses on desirable attitudes, traits and qualities of Christian leaders. It covers the pluses and minuses of different styles of leadership and shares practical tips on how to lead, with special emphasis on tips for leading in a specific ministry.

Audience/Participants
Current and future Pathfinder Club Directors, Associate Directors and Deputy Directors.

Resource Material
- There are many books available on leadership. Use resource that focus on Biblical centered leadership

What Your Participants Will Learn
- Leadership roles within Pathfinders, strengths and spiritual gifts needed
- Characteristics of leadership in Pathfinders
- Key Texts: Phil. 2:5-11, Eph. 4:25-32
- The pluses and minuses of different styles of leadership
- Practical tips on how to lead.

Workshop Content

Roles of leadership within Pathfinders
Review and list Pathfinder roles within the club. What strengths and spiritual gifts are needed for each role? Delegator, facilitator, organizer, teacher.

Key Texts
- Phil. 2:5-11,
- Eph. 4:25-32

Leadership in Pathfinders is radically different than how secular leaders are often portrayed; Biblical leadership involves servanthood and submission to Christ.
As Pathfinders, we should define leadership from scripture, rather than from our own opinions or cultural norms. Christ is our ultimate model of leadership. We are to follow Him as our leader, as well as imitate His example of servanthood and follower of His Father. As leaders, listening and watching are crucial skills that are often forgotten in the rush to organize and delegate.
As imitators of Christ, serving others is our focus, not gratifying our desires for power or superiority. In reality, all humans are leaders, and should always seek to act as if others will be following and listening. For instance, before sin Adam and Eve were servants and representatives of God, but also servant leaders of the rest of God’s creatures. God’s intent was for Israel to be a kingdom of priests, for each individual to preach God’s message of good news and grace to the world, not to rely on a few in power to spread the word. Christ perfectly exemplified the servanthood and submission of a true leader.
Strengths and weaknesses of different styles of leadership

Team-builders

The key to a positive and focused team is affirmation to all as much as you possibly can. You should have at least twice as many positive comments as suggestions/constructive criticisms. Tell others about good things that certain ones have done, and tell the criticism only in private and surrounded with praise. Be vocal with your praise, especially to those whom you least want to praise and thank! Remember that your words will change your own thoughts about people. Live a life of integrity; no ambiguity, only consistency (Ps 78:72). Don’t tell one thing to one person that contradicts what you tell others. Network in a positive sense, not to gossip. Biblical servant leadership is really about the good side of politics! You are setting out to build a team.

Facilitators

The goal of a leader is to empower staff and Pathfinders, not to dictate to them what you want them to do. Then you will have a team of people who are confident in themselves, and can do what they need to with joy and enthusiasm, rather than resenting your impositions. Help others think of things to do, especially by asking questions and giving hints, so that they come up with the ideas, rather than a top-down instruction. Then, support them in it, even if it is not exactly how you would have done it.

Peacemakers

Sometimes this can be the most difficult element, when you just want to escape the anger and frustration of those speaking to/attacking you. It is utterly crucial to exhibit calmness even in the face of anger. This diffuses the anger, and helps the person realize that you really care about what they are saying, even though you may disagree. Go forward into crises, rather than stepping away. The temptation is to do away with anger, dismiss crises, but instead be proactive and take the chance to build bridges and encourage those who are down. Seize opportunities to speak to those who are most troubled, even when it is easier to ignore the situation. Pray for discernment and wisdom (example of Nehemiah’s prayer even as he was speaking). Proverbs 8 description of a mediator shows that you must know both sides before you can appropriately intercede.

Leaders should be pure, peace-loving, considerate, submissive, full of mercy, impartial, sincere (James 3:17).

Practical tips on how to lead

Students of People

It is very natural as a human to react to attack with defense, justifying what you have done, and taking action to avoid further hurt. However, Biblical leadership calls us to look for the need/hurt behind the attack, rather than being offended. Especially when interacting with difficult people, speak the truth of their value, rather than what you want them to do. This is important all the time, but is often forgotten during times of hardship. Never pass up an opportunity to talk with someone about Jesus or their needs and desires. The easier road is to think that times will come again, but they may not. The Holy Spirit will empower you and give you words into situations that seem impossible.

Expect Wounds

Criticism happens, and you can never prevent it. We are all different people, with different personalities and backgrounds, and respond/react differently to different situations. Therefore, it is important to remember that your value is ultimately in God, not in what others think of you. If you hold onto this, you can see criticism as constructive, rather than wounding. You can take it to God, and ask what He wants you to learn or change from it. With God’s help, you can even use past failure to inspire success in the future. As you see how God has worked through your weaknesses, you will be more and more confident in His strength, and willing to listen/change/hear what needs to be different in yourself. Have realistic expectations about your own abilities, as well as the response of others.

Make Space for Ideas

To lessen unnecessary confusion or frustration, take time to think through suggestions or concerns that others present, even if they are bizarre and impossible. Many times, they will realize on their own that the idea will not work, rather than blaming you for a lack of consideration. Don’t be content to rely on your previous knowledge and experience. One of the most helpful ways to continue learning is to be in close conversation with other Pathfinder leaders. This provides encouragement and support as well as good and creative ideas.
Learn and Practice Public Speaking

Take any opportunity to plant seeds of God’s grace. Avoid clichés, speak with clarity about the Bible. Illustrate with real-life examples. Be authentic, not artificial. Study thoroughly, but be succinct. Read faces; if it matters to you, it will matter to them. Address head, heart, and will.

Spiritual Influence

This is not magic, or based on some sort of formula. It is really about intentionally cultivating in your own life the things that were important to Christ. People come before tasks. Living life comes before accomplishments. Priorities are focused on God and others, not self. Values are based on Scripture, not on secular norms. Time with others in relationship is key, not just words or deeds. Character is built of the small things you do all day long, reflecting Christ in your daily life.

Lead by Example

Of ultimate importance as a leader is to build your own character. You must be who you want others to be. If you react to difficulties with humor, and face each task with genuine enthusiasm, you will naturally encourage others to have the same characteristics. Your perseverance under duress, and faithfulness in the little things will help those working with you to exhibit the same traits. If your life is consistent and Christ-like, leadership will happen, but not as something you seek. God will work in you to make you into His image, and you will reflect the servant leadership of Christ in all that you do.

Suggested Activities

Split into groups, and examine the following passages. Compare the characteristics of a leader in each passage: 1 Tim 3, Micah 6, 1 Cor 13, Jer 22:3; Zech 7:9-10, Sermon on the Mount. What does this mean for Pathfinder leaders?

As a full group, ask how the above passages apply to the following topics today:

1. Moral confusion
2. Social media to fool others
3. Alienation in families
4. Depression/despondency
5. Competition
The Conference and Your Local Church Board—LEAD 122

Description

This workshop focuses on the specific expectations, guidelines and requirements provided by the local conference to local church ministries. The structure of Pathfinder and Adventurer ministry within the conference will be outlined and suggestions will be made on dealing with conflicts that might arise between local directors and coordinators or the conference. This same kind of information, but in more general terms, is presented concerning local director’s interaction with the local church board. Specific strategies for promoting ministry and building relationship with the board will be given, including information on dealing with a non-supportive board.

Audience/Participants

Current and future Pathfinder Club Directors, Associate Directors and Deputy Directors.

Resource Material

- Pathfinder Club Handbook
- Church Board Quick Start Guide
- Conference area coordinators
- Conference and union personnel and websites

What Your Participants Will Learn

- To understand the responsibility the club leader has to the conference and local church board.
- To communicate effectively with the conference and local church board

Workshop Content

1. Pathfinders is a ministry within the body of Christ and as such needs to interface and work with the body in different ways. Understanding the purpose and value of interfacing with the conference, church board, and local congregation is crucial to the ministry of an effective Pathfinder Club.

2. Key Text “For in fact the body is not one member but many. If the foot should say, “Because I am not a hand, I am not of the body,” is it therefore not of the body? And if the ear should say, “Because I am not an eye, I am not of the body,” is it therefore not of the body? If the whole body were an eye, where would be the hearing? If the whole were hearing, where would be the smelling? But now God has set the members, each one of them, in the body just as He pleased. And if they were all one member, where would the body be?” (1 Corinthians 12:13–19)

3. The conference: the structure of Pathfinder and Adventurer ministry within the conference.

Conference events for Pathfinder Leadership
- Coordinator training
- Staff training and dates

Conference events for Pathfinders
- Camporee
- Teen Snow Outing
- Pathfinder Fair
- Union Camporees

The specific expectations, guidelines and requirements provided by the local conference to local church ministries.
- Reports and Forms
- Club Registration
- Staff Registration
- Event Registration
Suggestions for dealing with conflicts that might arise between local directors and coordinators or the conference.

4. The church board: the local director’s interaction with the local church board. Specific strategies for promoting ministry and building relationship with the board, including information on dealing with a non-supportive board.

- Existence of the club
- Pathfinder Calendar
- Budgets
- Regular Reports
- Sell Youth Ministry

The church: Regular Bulletin updates for the Church

- Invitations to Pathfinder events
- Get individuals involved in teaching honors
- Help out Church members in need
- Inform, inform, inform

The church services of Inspection and Investiture

- Register with the conference as soon as possible
- Read the conference provided materials to prepare for these events

5. Contact personnel for problem resolution

Suggested Activities

- Review your conference and union policies on establishing a club, induction procedures, report forms, TLT program administration, and investiture protocol.
- Research your conference website for locating forms, and uploading them
- Compile contact information for key resource contacts, including area coordinators
Introduction to Recruiting, Screening and Training Staff — LEAD 150

Description
This workshop quickly introduces concepts of volunteer staff recruiting, screening (Including Vetting Volunteers), training, and appreciation. It will offer suggestions on where and how to look for volunteers with the character and personality needed to support ministry. Screening requirements required by the local conference will be reviewed. Suggestions for training curriculum and settings will be briefly shared. The session will also include basic information on how to evaluate staff in order to help them improve their ministry and share ways to thank them for their service.

What Your Participants Will Learn
- Concepts of volunteer staff recruiting
- Screening requirements of the church (Vetting Volunteers)
- Volunteer training opportunities, curriculum and settings
- Ways to express appreciation and thank volunteers for their service

Audience/Participants
Current and future Pathfinder Club Directors, Associate Directors and Deputy Directors.

Resource Material
- Pathfinder Club Handbook (AdventSource)
- A Practical Guide for Pathfinder Directors & Staff (AdventSource)
- Adventist Risk Management website AdventistRisk.org
- Adventist Screening Verification website NADadventist.org/ASV

Workshop Content
1. Working with volunteers is much different than working with paid employees. The goal is to connect God’s mission with their passion and to find God’s call for them within the ministry of the club. Once they have been recruited training them into an effective team is the ultimate goal. This must be accomplished around a shared vision of God’s work to save youth through the Pathfinder ministry.

2. Key text: “Then He said to them, “The harvest truly is great, but the laborers are few; therefore, pray the Lord of the harvest to send out laborers into His harvest.” (Luke 10:2 NKJV)

3. Strategies of volunteer recruitment
Great youth ministry volunteers who passionately care for students, help plan events, teach, and disciple are the common thread among every good youth ministry. If you struggle to find these amazing people, then take some comfort knowing that many other youth ministers also struggle to recruit volunteers. It’s time to learn how to recruit them to your team.
Veteran youth leaders who have excellent volunteer teams know these two secrets:

1. We realize that if our youth ministries are going to grow, thrive, and someday survive after we leave them, it will be because of great volunteers, not because of us.

2. Building and nurturing a solid volunteer team is one of the most important things we do and, therefore, we invest a significant portion of our time to recruiting, training, and supporting our volunteers. The larger the club, the more time we spend investing in volunteers.

With these things in mind, here are keys to a successful volunteer recruitment:

1. Know your vision
2. Know your needs
   
   You need to develop a master volunteer recruitment chart. How many volunteers do you need? Take the time to list all the areas where you have a need: Boy’s director, Girl’s Director, Treasurer, Secretary, Counselors, Teachers (Class and honor), etc. If you have something that you wish someone was volunteering to lead, then be sure you put it on your list: for example, if you really need a volunteer to take on attendance records, then put it on your list. If you don’t list it, then no one knows that you need help in that area. Organizing this information in some type of chart makes it easy to keep track of, so that when people start saying yes, you can fill in each area and easily see where you still have holes.

3. Know what you are asking them to do
   
   People are most likely to say “yes” when asked to do something when the expectations are clear. We recommend developing job descriptions for all major volunteer positions. The job descriptions should include time commitment, responsibilities, and training requirements. When you are recruiting someone, they will want to know what you are asking them to do. A good job description should answer all their questions and set you up for success by allowing you to define the expectations of that position. When a volunteer has not been told what to do, don’t be surprised when they don’t do it.

4. Know who you are targeting.

Create a list of potential youth volunteers. Your list should be at least three times longer than the number of volunteers you need, because some people are going to say “no. A good place to start is the church directory: write down everyone you know who could fill one of your needs. You might consider dividing your list into two groups—those who will work hands-on with the youth and those who will organize and play “behind-the-scenes” roles. Next, start asking other people for suggestions of volunteers. Ask your pastor, your current volunteers, other ministry leaders in the church, and definitely ask the youth (what adults in the church do they look up to because of their faith?). Ask questions like, “Who used to volunteer in youth ministry that doesn’t anymore? What adults do you want mentoring our youth?” Once you have your list, make a note next to each person of the top two areas they might serve in. You want to be as prepared as possible when you call them.

The Big Ask

• Discover their “why”. You know why you want volunteers, there’s a lot of work to be done and not enough hands-on-deck! We’re all at different levels of spiritual maturity; many people who could be great volunteers may need to hear a “why” that’s a bit easier to obtain initially. Start by considering how working with Pathfinders can fulfill their passions. Will they make new friends? Have fun? Get to use a skill that’s not valued as much in their day-job? Those are all great motivations to volunteer. When inviting people to serve, give them all the positive reasons they will want to serve on your team.

• Tell them they’re needed. Create a video of current volunteers talking about how volunteering has benefitted them and how much they enjoy it. Make it easy to sign up for more info on your website and via social media. Make personal contacts with people

• Address their fears. Why would anyone be afraid of volunteering? Mostly it’s simply an issue of the unknown. Put yourself in a potential volunteer’s shoes
for a minute and consider these questions: What are they going to ask me to do? Am I qualified? Develop short descriptions of each volunteer role, include the time commitment, frequency, and skills needed.

- Respond quickly. Make sure your process for receiving and assigning people is efficient. The key is to get them involved and to equip them with the information they need to be successful. If formal training isn’t available right away, pair them up with an experienced volunteer.

4. **Screening requirements required by the church.**

   Why Screening

   Pathfinder background checks,

   Vetting Volunteers

5. **Training and encouraging.**

   Training, equipping, support, and encouragement are essential to volunteer retention. Training opportunities include Pathfinder Staff Training Events, Staff Meetings, One-on-one Interactions.

   Once you have done the hard work of finding people to help you, you certainly want to keep them around so that your recruiting efforts get a little easier every year.

   Express appreciation and thank volunteers. Send handwritten notes, pray with and for your volunteers, ask for their input and follow-up on their suggestions, be prepared and have supplies and information ready for them each time, keep them informed about changes, events or special announcements so they can answer questions from visitors intelligently.

   It takes a concerted effort to build strong, healthy, and committed volunteer teams. Planning, preparation, and well-thought out communication are all part of the package. So, what’s the reward for all this hard work? Volunteers who are excited about serving each week, who are connecting with each other, and who minister through their service to your members and guests.
Survey of Camping and Campout Planning—WILD 101

Description
This workshop briefly covers the philosophy of camping and types of camping. The bulk of the time will relate to issues and techniques of planning and programing an interesting and safe camping experience. Topics include but are not limited to, location selection, promotion, booking, transportation, activities, food and meal prep, safety (including fire, animal, weather and human), equipment, supervision and spiritual components.

Audience/Participants
Current and future Pathfinder Club Directors, Associate Directors and Deputy Directors.

Resource Material
• http://www.ultimatecampresource.com
• http://www.mysummercamps.com/resource

What Your Participants Will Learn
• The philosophy of camping, and different types of camping
• Proper preparation for a campout
• Safety measures
• Spiritual emphasis

Workshop Content
1. The philosophy of and types of camping
   Philosophy/Objectives of Campouts:
   1. To help youth feel the nearness of God and to become acquainted with Him through His creation
   2. To develop an at-homeness in the out-of-doors
   3. To teach self-reliance
   4. To prepare youth for coming events as understood from prophecy
   5. To satisfy the spirit of adventure
   6. To teach ability to cope with natural elements
   7. To learn to enjoy the challenges of adversity
   8. To challenge and overcome fears of the unknown
   9. To provide activities and settings in which leaders and Pathfinders may enjoy fellowship
   10. To teach skills such as observation, tracking, orientation, and survival
   Hiking, backpacking, canoeing, biking, orienteering, winter camping, and wilderness/survival are some of the types of camping Pathfinders may participate in.

2. Planning and promoting the campout
   Planning for each campout should be initiated in the pre-Pathfinder year planning. Counselors and class instructors can then incorporate the planning aspects in which their class is to be involved into their curriculum schedule. Before planning a campout, the leaders must decide what is the purpose of the campout. A clear goal should be set. With the goal clearly in mind, all activities will take on meaning, and planning becomes much simpler. Have a schedule for the entire campout so that staff members know what is expected of them and their units as well as when. Each type of
Campout may require different needs and planning. Differences in the requirements include but are not limited to proper clothing, bedding choices, food choices, fuel supplies, tools required (non-consumable), materials needed (consumable, i.e. toilet paper), appropriate transportation, first aid supplies, and cooking equipment.

Promotion for each campout should begin with the pathfinder year so that parents can mark the dates on their calendar and prepare for the financial and supply needs of their Pathfinders.

3. **Pathfinder involvement in planning and implementation**

The Friend through Voyager classes all have camping-related honor requirements to receive their basic IA pin. Guides have the option to complete an Outdoor Living honor they have not previously earned for the Advanced IA curriculum. See the handout to cross reference responsibilities that each class must participate in or complete before, during and after a campout.

4. **Safety precautions**

Safety is a key component to a successful and enjoyable campout and should have significant attention during the planning process. A word of caution: negligence makes a great lawsuit and may involve all leadership, including those who may not even have been camping. A complete first aid kit should be assembled for the club prior to a campout. Individual first aid kits can be packaged in bags for individual pathfinders as well.

The types of fires, procedures for starting fires in cold/wet weather, and fire usage safety rules as outlined in the honor should be reviewed with Pathfinders before participating in the activities. At least one staff member (preferably all) will have additional first aid/CPR training and have current certification. Keep in mind that all class levels have a first aid-type requirement under the Health and Fitness track. It may be helpful to start these honors before a campout as a component of your camping safety plan.

5. **Spiritual emphasis**

Particular attention should be given to the spiritual emphasis of the campout. If it is not, then a more worldly view of worship may overtake Sabbath and some of the special blessing of Sabbath worship may be lost. The following are some scheduling guidelines which can help keep Sabbath scheduling appropriate and of value:

1. The program is not an end in itself; it is a tool by which the purposes of camping are realized.
2. Programs ought to be planned with the members of the group which are to be served (each class has worship or skit requirements in the personal growth and spiritual discovery tracks).
3. All phases of the program should be related to the developmental level of the campers who are to participate.
4. The program should be child-centered, not activity or adult-centered.
5. The program content should be based upon sound educational principles.
6. The program should consist of an integrated series of experiences consistent with the overall purposes of the organization rather than a hodgepodge of opportunistic stunts and isolated events.
7. Sabbath activities should be planned with the proper observance of the Sabbath. Campers need carefully-planned and structured activities during the Sabbath hours.

We often plan the Sabbath schedule around our own desires for the day, rather than around the needs of the campers for a full, enjoyable and meaningful day. Often wake-up time is delayed compared to other day’s schedules, even though most campers are up early and excited about their first day camping. In the afternoon, “free time” is set aside so we may rest; however, the campers then find themselves with unsupervised, unstructured time which will often be filled with non-Sabbath-type activities. We should clearly understand the purpose God chose for setting this day apart from the rest- as a time for communion with Him, a time to learn more about Him through the means He has provided. Sometimes we plan our Sabbaths at camp with more of a world’s view of worship, which translates “Spend a little time in ‘church’, then the rest of the time is yours”.
**Suggested Activities**

Plan a campout for your club using the information from this course. Outline specific responsibilities that will be designated to each class for planning, preparation and implementation during the campout. Plan a schedule for the campout. Use the following questions to help guide you in beginning the planning process.

1. What type of campout will it be?
2. Where will the campout be? What special considerations of club/staff members do I need to keep in mind when choosing a location?
3. What are the camping skills requirements for each of the classes attending the campout?
4. Which parts of planning and preparation will be delegated to the classes?
Teaching Investiture Achievement—EDUC 200

Description

This workshop presents the general outline and structure of the Investiture Achievement Curriculum. Special attention is given to the objectives, or intent, of the eight tracks of each level. These tracks are: Personal Growth, Spiritual Discovery, Serving Others, Making Friends, Health and Fitness, Nature Study, Outdoor Activities, and Honor Enrichment. Understanding the intent beneath each track will help leaders implement specific Investiture Achievement requirements and/or modify and combine them as needed for teaching their unique group of young people. Practical suggestions for creative and dynamic instruction focused on active learning will be included.

Audience/Participants

Current and future Pathfinder Club Directors, Associate Directors and Deputy Directors.

Resource Material

- Investiture Achievement Director’s Guide
- Investiture Achievement cards, journals, and posters
- InvestitureAchievement.com
- Pathfinder Club Handbook

What Your Participants Will Learn

- The purpose and objectives of Investiture Achievement
- How the Investiture Achievement curriculum fits into your Pathfinder calendar
- The eight Investiture Achievement tracks and the intent beneath each track
- Teaching Investiture Achievement to Pathfinders

Workshop Content

1. Understanding the objectives of Investiture Achievement

   The objective of Investiture Achievement is to provide a means by which Pathfinders can be trained in service for God and as good citizens of their communities. There are six levels of Investiture Achievement determined by the grade the Pathfinder is in: Friend (5th grade), Companion (6th grade), Explorer (7th grade), Ranger (8th grade), Voyager (9th grade), and Guide (10th grade).

2. The eight tracks and the intent beneath each track

   (As published on investitureachievement.com)

   1. Personal Growth: Understanding that God values each Pathfinder contributes to the Pathfinders’ development of positive self-worth and encourages confidence in the abilities given to them by God. To aid Pathfinders in this understanding, the Personal Growth track encourages each Pathfinder to have a personal relationship with Jesus through a daily devotional life, Bible study, and prayer. The daily devotional life aides the Pathfinder in creating a personal habit of daily time with God that can set the foundation for the rest of their life. In this track Pathfinders also learn how to apply the Pathfinder pledge and law to words, actions and beliefs.
2. **Spiritual Discovery:** Hearing stories of God’s love, protection, and guidance in the lives of real people makes God come alive for Pathfinders. In the Spiritual Discovery track, Pathfinders grow spiritually through the study of real people in the Bible and Christian history. Each IA class explores doctrines of the Seventh-day Adventist church, laying a strong foundation for Pathfinders to understand and commit to being baptized, active members.

3. **Serving Others:** Focusing on the needs of others encourages Pathfinders to embrace all of God’s diverse family. In the Serving Others track, Pathfinders experience the joy of service through outreach, friendship evangelism, and other church or community activities.

4. **Making Friends:** Establishing friendships promotes positive spiritual and social growth. In the Making Friends track, Pathfinders learn how to be a friend to others, to the community, and to the planet. Pathfinders have the opportunity to model the positive benefits of a Christian lifestyle, develop and apply morals and values, and demonstrate civic responsibility.

5. **Health and Fitness:** Learning God’s principles for a healthy life teaches Pathfinders of God’s concern for their physical, emotional, and mental health. In the Health and Fitness track, Pathfinders apply health and fitness principles, share these principles with others, and practice basic first aid and safety procedures.

6. **Nature Study:** Exploring nature is an exciting way for Pathfinders to experience God. In the Nature Study track, Pathfinders learn about God through observation of nature, time spent outdoors, and environmental stewardship.

7. **Outdoor Living:** Practicing outdoor living skills is fun and challenging way for Pathfinders to develop life and problem solving tools. In the Outdoor Living track, Pathfinders perform outdoor skills, solve outdoor challenges, and participate in outdoor team activities. Outdoor activities offer Pathfinders relationship building time with mentors, whether TLT’s or adults.

8. **Honor Enrichment:** Once a Pathfinder has completed an investiture achievement level, she or he can then complete the honor enrichment and other advanced level activities for that investiture achievement level. Honor enrichment promotes personal growth and allows Pathfinders to explore their interests by earning new honors, learning new skills, and studying new content areas. Honor enrichment provides opportunities for Pathfinders’ accomplishments to be acknowledged publicly by the church and community. Public acknowledgment increases Pathfinders’ sense of self-worth. At the close of the school year, Pathfinder Investiture services provide a meaningful affirmation of the responsibilities and accomplishments of each Pathfinder.

3. **When and how Investiture Achievement might be taught in your Club year**

It is important that staff understand the scope and sequence of Investiture Achievement, how their individual level of curriculum fits into the big picture, and how to teach it. There are a variety of methods for tracking the Pathfinders’ progress such as wall charts, record cards and journals.

4. **Teaching Investiture Achievement to Pathfinders**

Investiture Achievement (IA) is the core curriculum for Pathfinder ministry. It needs to be taught in a way that meets the individual needs of the Pathfinders. This may look different from one year to the next. Due to time limitations, not all of the requirements will be able to be completed during a Pathfinder meeting. At-home work teaches the Pathfinder responsibility and accountability. Instructors should follow up with the Pathfinders between meetings to encourage and remind Pathfinders of at-home work. Finding the best way to connect with the pathfinder whether it be text, sending a note home or social media is key for success in this area. Involving parents in encouraging their Pathfinder can be effective as well.

5. **Practical application of ideal, creative instruction**

The ideal model for teaching Investiture Achievement incorporates lecture, group activity, and synthesis and application. These three components can often be given equal time depending on the content of the lesson. Following this model, class participants can be instructed to
create and present a plan for teaching or adapting an Investiture Achievement lesson to one of the suggested activities below club. Many members have helped the cause of Pathfinders especially if they have children in the club.

**Suggested Activities**

- Review 2-3 club calendar examples of incorporating Investiture Achievement work into the Pathfinder schedule and create a calendar for your club.
- Accommodating Investiture Achievement to individual and special needs.
- Adapting Investiture Achievement to multi-grades
- Teaching an Investiture Achievement level to teach the skills they are learning to others (i.e. another level)
- Explore honors which can be taught during campouts.
Club Finances — FINA 100

Description

This workshop introduces the basic information needed to keep accurate financial records for your ministry. Topics include setting and collecting dues and fees, proper receipting, issues with separate bank accounts from the church, the importance of reconciliation of accounting records between ministry and the church, dealing with accounts receivable, and budgeting and cost projections.

Audience/Participants

Current and future Club Directors, Associate Directors and Deputy Directors.

Resource Material

- Sample of Pathfinder Club Budget
- Sample Income and Expense Journal
- Pathfinder Club Handbook
- Conference Youth Leadership
- Account ledger and receipt books

What Your Participants Will Learn

1. The purposes of finances in the club
2. Information for obtaining funds in the club
3. Information for dispersing funds in the club
4. How to maintain accurate financial records
5. Fundraising ideas and guidelines

Workshop Content

The purpose of finances in the Pathfinder club

- The goal of finance is to teach salvation through Pathfinder activities and to minister to our church and community.
- The objective of the budget is to provide equipment, supplies and club facilities to make the club attractive and provide the right kind of training for the youth of the church.

Sources of income for the club

- Annual membership fees. These are the primary revenue of a club. Every member should be expected to pay a moderate amount per year as part of their membership obligations. This fee should not be heavy, or cause any prospective member to forgo the privilege of membership.
- Church subsidy. Churches must include the Pathfinder Club in the church budget. Churches that realize the operation of a good club is of great importance to the whole church program will be willing to contribute a regular amount toward the club expenses. All club leaders should urge that this matter be considered on the church board.
- Offerings. An offering is taken on Pathfinder Sabbath. This offering is usually earmarked for a special club project as outlined in the budget.
- Sponsorship by church members. Here is an excellent way to finance special projects and trips. Church members can be persuaded to sponsor a club or some of the activities and needs of the club. Many members have helped the cause of Pathfinders especially if they have children in the club.
- Special projects. While it is not the duty of Pathfinders to spend too much time in fundraising projects, some time can be spent each year for special projects like new equipment, new club
house, etc. This can capture the enthusiasm and imagination of every member. The new club house or the new equipment will then mean much more to the Pathfinders.

- **Fundraising campaigns.** These are an important, supplementary source of income. Pathfinders should not be overburdened with campaigns.

**Basic information needed to disburse funds in the club**
- The equipment, supplies, and club facilities needed for the club.
- Annual expenditures for the Pathfinder club accounting procedures.

**Steps for better financial management**
- Handling of funds is to be done by the club treasurer under the local church accounting procedures.
- Delineate protocol of handling finances, within the club structure.
- A carefully prepared budget.
- Care in the distribution and handling of funds.
- Each club needs a designated treasurer who is sometimes a deputy director.
- All funds received by the club treasurer should be turned over to the church treasurer.
- The club should always receive a receipt for all funds turned in.
- The church books will be audited at least once every two years which will provide a protection to the officers of the club.
- Club treasurer should obtain spending money from the church treasurer in the form of petty cash.
- Petty cash spent should be accounted for with supporting receipts.
- Major payments should be paid by church treasurer upon request by club treasurer.
- Where two or more churches form a single Pathfinder Club they should elect a treasurer to serve the large club who holds all club funds. In that case, the club books should be audited once a year.

**Fundraising ideas and guidelines**

**General Guidelines**
- Has it been approved?
- Harmony with local ordinances
- No resemblance to gambling
- Will product be sold on its own merit?
- Will purchasers get money’s worth?
- Any conflict with other local Pathfinder Clubs?
- Is the fund-raising service/product in support of biblical doctrine as taught by the Seventh-day Adventist Church?
- Is the community invited to participate?

**Salesmanship**
- Set up goals and work toward them.
- Have small incentives for Pathfinders in the form of ribbons or prizes.
- It is better to set attainable goals so that the Pathfinders will have the satisfaction of reaching or going beyond their goal, rather than being disappointed.
- Witnessing through gifts of literature.

**Financial Records**
- Sample Income and Expense Journal from Pathfinder Club Handbook.
- A Sample Pathfinder Club Yearly Budget from Pathfinder Club Handbook.
Suggested Activities

- Resource: Sample blank templates
- Sample Income and Expense Journal
- Sample Pathfinder Club Budget
- Think, pair, share using blank Income and Expense Journal. Using the sample Income and Expense Journal as an example, have candidates work on completing a blank journal in small groups. Discuss.
- Think, pair, share using blank Pathfinder Club yearly budget. Using the sample Pathfinder Club Budget as an example, have candidates complete blank club budget. Discuss
Introduction to Discipline
—PYSO 120

Description
This workshop introduces various views and definitions of discipline. It then covers principles of Christian discipline and specific techniques for effective discipline.

Audience/Participants
Current and future Pathfinder Club Directors, Associate Directors and Deputy Directors.

Resource Material
• Pathfinder Club Handbook (AdventSource)
• White, E.G., (1952). Education, by Ellen White

What Your Participants Will Learn
• What is the purpose of discipline
• How to educate staff
• When and how it is best

Workshop Content
1. Key Text: 1 Kings 19:11-12. Then He said, “Go out, and stand on the mountain before the LORD.” And behold, the LORD passed by, and a great and strong wind tore into the mountains and broke the rocks in pieces before the LORD, but the LORD was not in the wind; and after the wind an earthquake, but the LORD was not in the earthquake; and after the earthquake a fire, but the LORD was not in the fire; and after the fire a still small voice. (1 Kings 19:11-12).

Turning up the volume often does not get the response we want in a discipline situation because it triggers defensive fear or flight reactions that shut down productive thought. God spoke in a still, small voice when He needed to discipline His weary prophet.

2. What is the purpose of discipline? To win disciples for Christ. Discipline has both an outward and an inward emphasis, each with different purposes. External discipline is correction from someone else to change or correct bad behavior. Internal discipline sets a precedent for the future by internalized moral guidelines that we are determined not to cross. This workshop examines both types of discipline within the context of being a director of a Pathfinder club. We are working with a group of young people that are transitioning between a need for external discipline (called “punishment”) to internal discipline (that is needed for life). In our Clubs will be young people in all areas of this transition.

3. When and how it is best to discipline

Techniques of discipline.

Establish rapport with Pathfinders. When a child experiences a relationship characterized by warmth, love, understanding, acceptance, etc. there is a natural tendency to want to please by doing what is asked.

Set a good example. Speak often about doing what is right because it is right. Talk about doing good even when no one is looking; about character building being a personal effort. But don’t say these things if you are not going to live up to them for you will do a ton of harm if you are caught not living up to these words.

Be ‘in charge’ naturally. Assume that you are in charge and that Pathfinders know this too.
Don’t be impulsive or inconsistent. Two culprit areas: the rules and consistency. Say what you mean and mean what you say. Don’t let your words fall to the ground. But at the same time, don’t speak them if you don’t mean them. If you do, then you have to follow through. Don’t threaten as you will have to follow up.

Keep rules to a minimum. It is better to set the rule and let it be. Many clubs have three: don’t lie, don’t disobey, and don’t be disrespectful. Others have: Don’t hurt yourself, don’t hurt others, don’t hurt things. If these are broken, take the Pathfinder to the side and talk with them, if it continues, talk with them with their parents. Additional steps are needed for persistent problems.

Don’t punish energy. Most kids are not ‘bad’ kids (meaning disobedient, disrespectful and liars). Most have a lot of energy. This is not bad. We actually want that. We want young people who are on fire. We just need to have patience and direct that energy into useful tasks. Sometimes it helps a young person with a lot of energy to ‘shadow’ the director.

Plan program carefully. Any spare moments that are unused by you (the leaders) will be used by Pathfinders in a chaotic manner. Start and end on time. Move from activity to activity with energy, knowing what is coming up next.

Anticipate. See potential problems before they happen and you will be able to warn the child. Often a gentle pat on the shoulder is all that is needed to help the Pathfinder know that you know what is happening or about to happen. Sometimes a kind word helps through a trouble spot. Another tactic is diversion. A dose of reality helps through frustrated times. Praise the positive. Allow child to save face.

Allow honesty. A place they can feel “peace” (within the Club) – this is at “Church”. We should encourage honest answers (as long as they are respectful) so that we can help them see all sides and expand their thinking. We should challenge them. And we certainly should make them feel like their ideas are welcome and often useful.

Stay cool. Don’t overreact. The worst thing you can do is lose your mind in a crisis or in a heated moment. Your calm will be like cold water on a fire. Remember that young people reflect the mood of the leaders (especially the ones they respect.) So when we need to adopt a posture of correction, we should convey the attitudes we want to see reflected back.

Take time to learn the facts. Try to hear all sides before making a judgement. Often there are good reasons for what happened. Never accuse. If you do make a mistake and jump to conclusions, you need to admit your mistake. Young people are forgiving. They are also resilient.

Realize what hat you are wearing. We are all volunteers, we may have minimal counseling skills. But we can try to see the real problem. Sometimes outward expressions are just the smoke of the fire that is burning inside. Often all a young person needs is to have someone who is willing to listen. To help with this, see if you can have the young person evaluate their own actions. Remember, the goal is internal discipline.

Never ridicule. Self-worth is fragile in adults, but extremely so in young people. Pathfinder club is all about building this up, not tearing it down. We correct for the purpose of building better people for service to God and others.

4. How to educate staff

It is important to know what our response is before we get into a discipline situation. As directors it is equally important that we get all of our staff on the same page regarding discipline before that situation arises.

5. Development of club strategies

What is effective discipline? When a person learns what behavior is not acceptable and why. It may include, punishment, explanation (hinders relationship with God, keeps one from achieving goals, infringes on rights of others), a behavior contract.

When we understand what the Pathfinder is going through, the discipline we employ is as effective as possible. External discipline should be redemptive not vindictive. Never punish in anger or to get revenge. Always punish with thought in mind that you want this person to be close to you in the future not that you want them to “go away”. If you do, you will find kind ways to administer what must be done.
Verbal Interaction – what we normally do with our voices

Caution ticket – a method of warning them that they are going too far

Isolation & Written contract – for situations that need one-on-one attention

Parent conference – just prior to suspension

NOTE that some situations call for immediate suspension without previous four steps: substance abuse, sexual violation, use of weapon

Now we will have you, the Directors, write you behavioral management plan. You will need to decide on rules you want for your club (probably want to keep these simple) and what procedures you will follow in discipline situations

**Suggested Activities**

- Write a Behavioral Management Plan
- Establish rules for your club
- Establish discipline procedures for your club
Description

This workshop will present strategies and tactics for establishing trusting relationships between your staff and parents. This includes but is not limited to: Documents that present your philosophy and practice of supervision, discipline, and care; Candid discussion of ministry protocol for complaints or charges of inappropriate behavior; Establishment of regular, frequent, two direction communication; Open discussion of parent expectations and parent participation; Clear guidelines on parent ‘role’ when they are also a staff member; and a parent’s commitment to allow the child to attend ministry events and to avoid denying participation as a form of punishment for non-related problems.

Audience/Participants

Current and future Pathfinder Club Directors, Associate Directors and Deputy Directors.

What Your Participants Will Learn

- Strategies for establishing trusting relationships between your staff and parents
- Communication characteristics
- Sharing your philosophy and practice
- Techniques for relating with difficult situations
- How to engage parents in your club and communicate effectively

Workshop Content

1. Establishing trusting relationships between staff and parents. Dealing with parents is similar to appropriate Christian relationships with any human being. Focusing on sufficient communication, honesty, and affirmation builds rapport. Treat each situation separately, and learn to speak the truth with love.

   The need for communication: This is probably the most crucial element of dealing with parents. Expectations for Pathfinders, as well as schedule updates, can be given out by email/Facebook, as well as in a parent meeting. When new children join, it is helpful to give the parents a questionnaire to ascertain any important things to know about the Pathfinders. Parents also love to know when their kids succeed and are a help in the club, as well as when difficulties arise.


3. Communications characteristics

   The following flow out of a Christlike life of how you would want a leader to treat you as a parent: clarity, succinctness, frequent communication, using diverse methods of communication so everyone understands, confidence in what Christ has set before you to do/say.

   Affirmation. The more good things that you can say about a child to the parents, the more the parents will trust that you care about their child. It is also important to look for ways to affirm parents as well. Positivity and compliments not only encourage better behavior, but even can change your own mindset towards difficult situations/families.

   Remember that many times, the journey and process of growth and relationship is rewarding, even when there are bumps along the road. One good way to connect parents and Pathfinders and staff is to do service projects together.
4. **Sharing your philosophy.** Share your philosophy. Pathfinders is not about hierarchy and power, but provides a safe place for kids to grow in Christ and community. The difficulty is that in this postmodern society, kids often do not come from strong, safe, Christian families. So, it is even more crucial to model to parents this safety and community support. Rather than reacting to difficulties, try to anticipate and prevent them before they can arise. Make sure that any sensitive conversations remain confidential, unless abuse is involved. Share with parents how you plan to empower their children to be leaders, which will involve making mistakes. This is complicated, as some kids are punished harshly for any small mistakes, while others are never allowed to make mistakes, so individualized discussion with parents and treatment of situations is a must. When it comes down to deciding between protecting kids and having parents like you, kids must come first.

Be Your Honest Self. People can usually tell when others are not genuine and sincere. Be yourself, and don’t be ashamed of that, realizing that not all families may fully click with you. Live each moment as if you are in the presence of Jesus. Be open and honest about mistakes you have made; this goes a long way towards building trust with parents. Be the first to apologize and make things right, don’t wait for others to do so, even if they may have been upset unnecessarily.

5. **Techniques for relating with difficult situations**

Be willing to take criticism. This is one of the most complicated and difficult parts of being a director. Some parents either help too much or criticize too much, and can be a hindrance as staff.

Ideally, Pathfinders are at the age when they need and even thrive under small amounts of separation from parents.

However, it is unavoidable in small churches/clubs, and most clubs would not exist without parental help. Therefore, it is crucial to have very clear communication about expectations for parental staff from the very beginning of each year.

When setting up staff for various classes, separate parents and kids as much as possible. However, no matter what is done, favoritism will be present, mostly unintentionally, but there nonetheless. If you expect it, though, it loses at least some of its power.

You may have to take criticism from both sides, so be willing to stand firm on your position to protect kids, and remain calm and kind at all times.

Learn to Laugh. Almost every interaction with parents provides an opportunity to laugh. And if you love to be with people, all people, even the difficult ones, you will find even more chances to laugh, rather than times of frustration. Many of the most amusing times are with parents.

Making a mental or actual notebook of things that amuse you can help to alleviate the stress of difficult interactions. If there is nothing that you can find to laugh about in the situation, spend extra time than you normally would in talking to God about your confusing and painful experiences. He is the only one who can turn our mourning and trials into joy and peace through His presence and strength.

Each situation and interaction with parents is different. You cannot usually directly apply one response to the next instance. Therefore, it is always crucial to listen, listen, listen, and watch body language and tone, before you respond. It is better to remain silent for a while or say gently that you need more time to think before responding, rather than saying something you may regret for years.

Choose to speak love into crises, being the first to apologize, rather than reacting to the escalation of others.

Take every opportunity possible to affirm kids to parents, parents to kids, as well as both to their faces. Look for ways to bridge gaps between people, and encourage community and support.

Discern as much as you can of the backstory before you enter a situation with recommendations or decisions. Pray, pray, pray for wisdom as you interact with parents and Pathfinders. Always love, but never hesitate to speak the truth (in love) where it needs to be spoken.

Treat parents the way you would want to be treated. Communicate clearly, speak the truth in love, and live with consistent integrity.
Suggested Activities

Split the class into groups, and ask them to use the principles above to discuss how to deal with the following situations:

• Parents complaining about discipline
• Two parents complaining about bullying – same kids
• Parent staff making decisions that go above yours, regarding their kids
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.
The Pathfinder Club Director Workshop Resources for Presenters includes helps for each of the eight workshops required for Pathfinder Club Director Certification.

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.

These workshops include:

- Introduction to Leadership Skills – LEAD 001
- The Conference and Your Local Church Board – LEAD 122
- Introduction to Recruiting, Screening and Training Staff – LEAD 150
- Survey of Camping and Campout Planning – WILD 101
- Teaching Investiture Achievement – EDUC 200
- Club Finances—FINA 100
- Introduction to Discipline – PYSO 120
- Working and Communicating with Parents – PYSO 207

Each of the workshops include 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 Director 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.