**L A K E R E G I O N C O N F E R E N C E**

**Youth Ministries Department**



Pathfinder

Directors'

Packet

**L A K E R E G I O N C O N F E R E N C E**

**Youth Ministries Department**

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**PHILOSOPHY OF PATHFINDERS**

**Philosophy of Pathfinder Ministry**

The Pathfinder Club is a Christian Organization for young people working together with adult staff to make things better in their world. This ministry has an emphasis on the mental, physical and spiritual development of our youth. Training young people and leading them to Christ is the most important mission of Pathfinder ministry. Today, there are more than two million Pathfinders worldwide.

At a Pathfinder Club meeting, young people learn skills that help them to become leaders within their communities, schools and churches. Skills in household arts, crafts & hobbies, health science, nature, outreach, recreation and vocation are taught.

Youth learn to share and care about others as they become involved in community service projects and go on short-term mission trips. There are many different areas in which a youth has opportunity to serve, such as: dental, medical, optical, building projects, cleaning up a community or helping with Vacation Bible Schools.

Though Pathfinders is an organization of the Seventh-day Adventist Church, one need not be a church member to become a Pathfinder. Youth can feel proud of belonging to a group that encourages and helps them to be the most caring people they can possibly become.

**Objectives of Pathfinder Ministry**

* Develop the Pathfinder’s appreciation for nature and a concern for the environment
* Give opportunities for the development of leadership
* Give guidance in physical, mental, social, and spiritual growth
* Help Pathfinders learn what God has planned for their lives
* Lead Pathfinders to accept Jesus Christ as their Lord and Savior
* Promote the AY Classes
* Provide a positive church-centered program
* Teach Pathfinders specific skills that will help to make their life meaningful
* Train Pathfinders for active missionary service

**Purpose of the Pathfinder Club**

The purpose of the Pathfinder Club is to introduce young people to Jesus Christ. The program will help them develop 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 knowledge they need to survive in this world while preparing for Heaven.

**Goals of the Pathfinder Club**

|  |  |
| --- | --- |
| * Establish and achieve goals | * Learn and show respect |
| * Meet and make friends | * Open minds to Christ |
| * Assume responsibility | * Physical activities |
| * Study the Bible | * Experience positive social interaction |
| * Provide spiritual growth | * Develop self-worth |
| * Teach good discipline – teamwork | * Develop faith to believe |
| * Help young people mature | * Teach responsibilities |

**PATHFINDER PLEDGE & LAW**

**The Pathfinder Pledge**

By the Grace of God,  
I will be pure, kind and true,  
I will keep the Pathfinder Law,  
I will be a servant of God and a friend to man.

**The Pathfinder Law**

Keep the Morning Watch - (*personal devotions*)

Do my honest part - (*always doing my best, never cheating*)

Care for my body - (*keep my life free from tobacco, alcohol and other drugs*)

Keep a level eye - (*listen to pure talk & music, keep my heart & eyes for Jesus*)

Be courteous and obedient *- (be polite to all, listen and obey rules*)

Walk softly in the sanctuary - (*show reverence*)

Keep a song in my heart - (*look on the bright side of life, be an encourager*)

Go on God’s errands - (*be a willing helper and share the love of Jesus*)

**AY AIM & MOTTO**

**Adventist Youth (AY) Aim**

The Advent Message to all the world in this generation.

*As a Christian, my responsibility in life is to share with others the good news of the gospel - the promise of the soon return of Jesus.*

**Adventist Youth (AY) Motto**

The Love of Christ Constrains Us.

*I will have compassion and appreciation for others to the degree that I accept Jesus’ love for me.*

**MEANING OF THE PATHFINDER EMBLEM**

**RED** (Sacrifice)  
Reminds us of Christ. “For God so loved the world that He gave His only begotten Son, that whosoever believeth in Him should not perish, but have everlasting life.” John 3:16

**“Present your bodies a living sacrifice, holy, acceptable unto God.” Romans 12:1**

**WHITE** (Purity)  
We desire to have the purity and righteousness of Christ’s life in our lives.

**“He that overcometh, the same shall be clothed in white raiment.” Revelation 3:5**

**BLUE** (Loyalty)  
It is the purpose of the Pathfinder Club to help teach us to be loyal to:

**Our God in Heaven; Our parents; Our church.**

**GOLD** (Excellence)  
Standard of measurement. The Pathfinder Club has high standards to help build strong character for the kingdom of heaven.

**“I counsel thee to buy of me gold tried in the fire, that thou mayest be rich.” Revelation 3:18**

**THREE SIDES** (Completeness)  
Completeness of the Godhead — Father, Son, Holy Spirit

**Tripod of education:**

|  |  |
| --- | --- |
| Mental | Crafts and honors |
| Physical | Campouts, work bees |
| Spiritual | Outreach activities, witnessing |

**SHIELD** (Protection)  
In the Scriptures, God is often called the shield of His people. “Fear not . . . I am thy shield.” Genesis 15:1

**“Above all, taking the shield of faith, wherewith ye shall be able to quench all the fiery darts of the wicked.” Ephesians 6:16**

**SWORD** (Bible)  
The sword is used in warfare. A battle is always won by offense. We are in a battle against sin, and our weapon is the Word of God.

**“The sword of the Spirit is the Word of God.” Ephesians 6:17**

**PATHFINDERS ACRONYM**

**PATHFINDERS**

|  |  |
| --- | --- |
| P | Stands for Purity, for Progress, and for Prayer |
| A | Means Activities, which juniors all should share |
| T | Stands for Truth, which we will always love |
| H | Stands for Heroes, for our God above |
| F | Stands for Faithful, which we will always be |
| I | Stands for Independence, from sin we were set free |
| N | Stands for Noble – a noble Christian band |
| D | Stands for Diligent, with loyal heart and hand |
| E | Is for Enthusiasm for every worthy cause |
| R | For Resolution to keep all heaven’s laws |
| S | Stands for True Success, which we will always claim |
|  |  |
| Put them all together – Pathfinders is the name! | |
| Adlai A. Esteb, Sandalwood | |

**HISTORY OF PATHFINDERS**

**1879** Several churches and schools began experimenting with junior societies. These societies were very successful.

**1907** The General Conference of Seventh-day Adventists made the Missionary Volunteer Society for Senior Youth (MV) program official. Milton E. Kern was the first department leader. A “Standard of Attainment” manual was written and the MV Book Club was developed. Anna Matilda Erickson was the first MV Secretary and served until 1920.

**1909** The MV program was expanded to include the younger youth and The Junior Missionary Volunteer (JMV) program became official.

**1911** Several boys clubs, such as the Takoma Indians; the Woodland Clan in Maryland; and Boys Pals in Lincoln, Nebraska, were formed.

**1919** Arthur W. Spalding formed the Mission Scouts in Tennessee, for his boys and their friends. Spalding wrote a Pledge and Law for that club which was the basis for our present Pathfinder Pledge and Law.

**1920** Harriet Holt joined the General Conference as a Junior Youth Secretary and served until 1928.

1. Harriet Holt and Arthur W. Spalding authored the JMV Pledge and Law.

**1922** Harriet Holt and Arthur W. Spalding advocated the basic ideas for Pathfinder Clubs. JMV Classes, Friend and Companion, were introduced, as well as MV Classes Comrade (Guide) and Master Comrade (Master Guide).

**1927** John McKim of the Southeastern California Conference, under the direction of youth leader Guy Mann, started a youth club called Pathfinders. McKim, a Scoutmaster, held the first meetings in his home in Anaheim, California offering Adventist youth Christian club activities. Mrs. Willa Steen, an active church member in the Fullerton Seventh-day Adventist Church, was recruited to be girls’ director.

**1928** The first sixteen MV Vocational Merits now referred to as Adventist Youth Honors were introduced. C. Lester Bond took over the leadership of Junior Youth for the General Conference, leading until 1946.

**1929** Printing of the first *Junior Missionary Volunteer Handbook* included nineteen additional merits, which were renamed Vocational Honors.

**1930** Pre-JMV classes (currently called Adventurers) Busy Bee, Sunbeam, Builder, and Helping Hand, were added for 1 – 4 graders. A second club in Southeastern California Conference was started in Santa Ana, California at the home of Dr. and Mrs. Theron Johnston. Lester and Ione Martin were the leaders.

**1938** The first edition of the Pathfinder Club Drill Manual was printed with updates in 1945, 1968, 1970, 1978, 1982, and the latest in1989. Clark Smith and Henry T Bergh updated the 1940’s edition. Clark was a military man and Bergh a youth director. Together they worked to put proper moves, with kindness, in the Pathfinder Drill Manual.

**1940** For various reasons both clubs had disbanded.

**1946** Youth Director John H. Hancock resurrected the idea of Pathfinder Clubs and a club was started in Riverside, California with Francis Hunt as director. Once again, Southeastern California Conference was leading the way and Elder Hancock designed the Pathfinder emblem that same year.

**1948** The Pathfinder flag was designed by Henry T. Bergh, Central California Conference youth director, and was sewn by Helen Hobbs. Henry T. Bergh appointed the first Pathfinder Coordinators. In Southern California Conference at Glendale, lay-leader Lawrence Paulson began a Pathfinder Club, which by its first anniversary had 150 members. Paulson also started Master Comrade (Guide) Clubs to prepare adults for service.

**1948** The General Conference Youth Department, under the direction of Eldine W. Dunbar and his associates Theodore E. Lucas and Laurence A. Skinner, asked the Pacific Union Youth Leaders to present their plans for the organization and implementation of Pathfinder Clubs. J. R. Nelson, Pacific Union Youth Director, brought his MV council together where they worked diligently to complete the task. Those involved were: Miller Brocket – California Conference, John H. Hancock - Southeastern California Conference, Henry T. Bergh - Central California Conference, and Clark Smith – Nevada-Utah Conference. These young youth leaders divided the responsibilities and got to work. Clark Smith and Henry T. Bergh worked on creating a Pathfinder-friendly Drill Manual. John Hancock and Miller Brocket used two previously written pamphlets on Pathfinder Clubs, one written by Lawrence Paulson and the other one by Henry T. Bergh, and complied the*” How to Start a Pathfinder Club Pamphlet.”*

**1949** Henry T. Bergh wrote the *Pathfinder Song* (copyrighted in 1952). That same year he held the first Pathfinder Leadership Training Camp. The General Conference brought out the first nine Advanced Honors and the Autumn Council in San Francisco voted to accept the Pathfinder program worldwide.

**1950** Laurence A. Skinner was appointed as the first World Pathfinder Leader, a position he held until 1963, for the new Pathfinder organization.

**1951** First Pathfinder Fair was held September 23, at Dinuba, California in the Central California Conference. The second Pathfinder Fair was held in Southern California Conference, at Glendale, on September 30. The name Comrade was changed to Guide and Master Comrade was changed to Master Guide.

**1953** The MV songbook, *Singing Youth* was published and October 7 brought the first *Junior Guide* Magazine. The magazine’s name was changed to *Guide* in 1964. The first Pathfinder Camporee was held at Camp Winnekeag, Ashburnham, Massachusetts in the Southern New England Conference, October 9-11.

**1954** The second Camporee was held in Southeastern California Conference at the JMV Pathfinder Camp, Idyllwild, California on May 7-9. Central California Conference also had a Camporee that year.

**1956** Explorer Class Level developed.

**1957** Pathfinder Sabbath was added to the church calendar giving the Pathfinder Club church recognition. The program informs the church of Pathfinder objectives, recruits adult members as staff and encourages boys and girls to join the club.

**1960** The Pacific Union Conference held the first Union Pathfinder Camporee April 11-14 at Lone Pine, California.

**1963** John H. Hancock becomes World Pathfinder Director.

**1966** Pioneer Class Level added – name changed to Ranger in 1970.

**1970** Leo S. Ranzolin elected World Pathfinder Director.

**1971** The first division Camporee was held in Sweden for the North Europe - West Africa Division.

**1975** The first Congressoree was held at Soquel, California May 2-4.

**1976** Master Awards, Aquatic, Artisan, Conservation, Farming, Homemaking, Naturalist, Sportsman, Technician, Wilderness, and Witnessing were added.

**1979** MV changed to AY (Adventist Youth), JMV changed to AJY (Adventist Junior Youth) and Pre JMV was changed to Pre AJY.

**1980** Leo S. Ranzolin becomes World Youth Leader. Michael H. Stevenson elected World Pathfinder Director.

**1982** Voyager Class Level was added.

**1985** North America Division (NAD) held their first Camporee on July 31 - August 6 at Camp Hale, Leadville, Colorado.

**1986** Malcolm Allen was elected World Pathfinder Director.

**1989** NAD Friendship Camporee held August 7-12 at Mount Union, Pennsylvania. Pathfinder Leadership Award (PLA) and Pathfinder Instructors Award (PIA) introduced.

**1994** NAD Dare to Care Pathfinder Camporee was held at Morrison, Colorado August 2-6.

**1999** NAD Discover the Power Camporee was held at Oshkosh, Wisconsin August 10-14.

**2004** NAD Faith on Fire Camporee was held at Oshkosh, Wisconsin August 10-14.

Reference: for additional Pathfinder history refer to *The Pathfinder Story* by Bob Holbrook, 2007

# ESSENTIALS FOR STARTING A PATHFINDER MINISTRY

**Congratulations!**

You have just embarked on one of life’s greatest adventures with God. Through continued prayer and personal Bible study the Holy Spirit will guide and equip you as you establish Pathfinder ministry in your church. You and your church will never be the same again!

**How to begin a Pathfinder Club:**

Included are forms that will assist you in this exciting new adventure.

Acquire these Pathfinder Ministry resources from the Lake Region Conference Youth Department.

Contact your Pastor, your Area Coordinator, and your Conference Pathfinder Executive Coordinator and plan to meet with them on a regular basis for guidance and direction.

Read the little booklet *Seven Steps for Successful Pathfinder Leadership* and follow the steps as outlined with guidance from your Area Coordinator.

Purchase a Pathfinder Staff Manual and become familiar with the Philosophy & Objectives and the concepts and structure of Pathfinder ministry.

Get church board approval to start a Pathfinder 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, review the following *New Club Questionnaire* form in order to put together a proposal to present to your church board.

Get signatures from church board members as specified on the following *Pathfinder Club Yearly Application* and submit (mail, email, fax) the completed form to the LRC Youth Ministry office.

Gather your Leadership Team.

Once the Lake Region Conference Youth Ministry Office receives your *Pathfinder Club Yearly* *Application* you will receive a *Certificate of Operation* and the Directors Packet. The Directors Packet is full of resources to help you build your Pathfinder ministry.

With the support of your Pastor and the church board, recruit members to become active as Staff. Share the need, vision, and enthusiasm of what Pathfinder ministry can do for your youth and larger community around your church.

Involve your Area Coordinator to join you for Staff organizational meetings to help teach the fundamentals of Pathfindering and to build the ministry vision of your Staff. (See the following document *Pathfinder Staff Meeting Planning*.)

Congratulations! You are on the journey of Pathfinder ministry!

**NEW CLUB QUESTIONNAIRE**

Please print and fill in, sign and/or initial each line.

1. There are \_\_\_\_\_\_\_\_\_\_\_ potential Pathfinders (grades5-12) in my church or churches.

|  |  |  |
| --- | --- | --- |
| Name of Church(es) | # of Potential Pathfinders (at each church) | |
| 1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  | 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  | 2.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  | 3.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. I am interested in beginning a club and have read the booklet *Seven Steps for Successful Pathfinder Leadership.* I intend to follow the steps that lead to starting our club. \_\_\_\_\_\_\_\_
2. The following names are potential Pathfinder staff. They will participate in Staff Training prior to starting our club. (Suggested Staff to Pathfinder Ratio: is 1 Staff to 6 Pathfinders with a minimum of one adult male for boys and one adult female for girls as required.)

|  |  |
| --- | --- |
| 1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | 4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | 5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | 6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. Our club could meet on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and have \_\_\_\_\_\_\_ meetings a month. (2-3 meetings a month are recommended plus an outing and/or outreach activity.)
2. We will have at least one staff meeting a month on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
3. I will introduce a preliminary budget to the church board and ask for their support for a Pathfinder Club by \_\_\_\_\_\_\_\_\_\_\_\_\_\_ (enter date)
4. I will introduce the Point System into my club by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (enter date). This provides staff with discipline and a tool to accomplish goals. It gives Pathfinders a sense of what is expected. The key to a point system is consistency and accuracy which teach responsibility.
5. I would like our Pathfinders to be in dress uniform by (Circle one):
   1. a. Induction b. January c. Fair (May) d. next Pathfinder year

I would like our Pathfinders to be in field uniform by (Circle one):

* 1. a. Induction b. January c. Fair (May) d. next Pathfinder year

1. I want to begin the progressive class level work by \_\_\_\_\_\_\_\_\_\_\_\_\_\_ (enter date)
2. I would like the following honors to be taught during the year.

|  |  |
| --- | --- |
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |

1. Although not mandatory, I plan for our club to be involved with the following events (circle all that apply):
   1. Pathfinder General Council (August) Pathfinder Induction Ceremony
   2. Pathfinder Camporee Pathfinder Sabbath (ours and other clubs)
   3. TLT Bootcamp (Oct / Nov) Pathfinder Investiture Ceremony
   4. Pathfinder Fair (May) Area Outings and activities
2. The following names are staff interested in completing the Master Guide program.

|  |  |  |
| --- | --- | --- |
| Name | Phone # | Email Address |
| 1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 2.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 3.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 4.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| 5.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. I will meet with our local Pathfinder Area Coordinator for help and advice in getting started. My Area Coordinator is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# PATHFINDER STAFF MEETING PLANNING

**Why hold staff meetings**?

* + Discuss upcoming meetings, events and next month’s calendar
  + Keep staff informed
  + Discuss problems and suggestions
  + Make decisions together
  + Confirm the monthly report before sending it to the Conference

**Who may attend Pathfinder Staff meetings**?

* + All Pathfinder staff & TLTs
  + Pathfinders in order to meet their AY Class Level requirements
  + Pastor and/or Assigned Church elder
  + Area Coordinators and/or Conference Pathfinder Executive Coordinator by invitation

**When should meetings be held**?

* + Once a month – more if necessary
  + After a Pathfinder meeting – recommended for emergencies only
  + On a separate night
  + Try to keep it to the same evening each month

**Where should meetings be held**?

* + At home of a Staff member with children
  + Church Pathfinder room
  + Wherever it is convenient

**What Staff preparations are necessary?**

* + Volunteer Application Form
  + List of Staff responsibilities
  + Calendar of events

**How are the meetings held**?

* + Director is usually the chairperson and prepares the agenda (another staff could also do this)
  + Make copies of the agenda in advance for staff to study
  + Club secretary takes notes of meetings (Be sure all Staff members get a copy of notes)
  + Keep accurate minutes on file
  + Stay with your agenda as much as possible

**Staff Retreats**

* + Hold prior to beginning of Pathfinder year to discuss plans and activities for the upcoming year
  + Ideally plan for a weekend to provide ample time to plan for Pathfinder year
  + Ideally plan for retreat at an off-site location to provide uninterrupted time to plan
  + Invite all who may be critical to planning Pathfinder year including TLTs
  + Complete local calendar and include Conference dates to minimize conflicts

**Enjoy your staff and affirm them often**!

* + Give out notes of appreciation as well as verbal appreciation
  + Have a get-together for Staff so they get to know each other
  + Play together – Staff are just older Pathfinders who want to enjoy Pathfinder ministry too

**Remember we are ALL volunteers**!

**CLUB MEMBERSHIP**

Pathfinder membership is based on grades as follows:

Junior Pathfinders are grades 5-6

(Participation of youth under grade 5 must be at least 10 years old and must be approved by local Club Director.)

Teen Pathfinders are grades 7-12

(Participation of youth in grade 7 must be approved by local Club Director.)

TLT Pathfinders are grades 9-12

(There are no exceptions for age or grade level)

Pathfinder Staff must be out of high school and at least 18 years old with approved Volunteer Application Form by the Lake Region Conference

(There are no exceptions for age since all must be legal adults)

Club activities include honors, outings, regular club meetings, AY class levels, drilling and marching, and fund-raising campaigns. The Pathfinder must agree before joining the club to participate and cooperate in these activities.

Members must be faithful in attendance. Many clubs establish limits on absences and tardiness. Pathfinders who do not comply with these regulations are dropped from the club.

The Pathfinder’s parents/guardians must be willing to cooperate with the regulations and activities of the club. At times, they will be asked to supply money and time to support their child’s membership.

New members pay an application fee and all members pay club dues on a weekly, monthly or quarterly basis as established by their club.

Each Pathfinder should have a complete Pathfinder Class-A Dress Uniform and Field Uniform. The Pathfinder comes to all meetings and club-sponsored events in the complete uniform designated by the club director for each activity.

Pathfinders are expected to obey all regulations and instructions of the Pathfinder staff.

Club members must be willing to participate in Share-Your-Faith activities, which include community projects and outreach programs.

Pathfinders are expected to participate and cooperate in all Conference events, such as Camporees and Fairs.

Pathfinders must learn and keep the Pathfinder Pledge and Law.

# PATHFINDER LEADERSHIP RESOURCES

Listed below are resources that are invaluable for starting and leading a successful Pathfinder Club. It is recommended that churches acquire these resources so that club Staff can use them as guidance in establishing their Pathfinder Club.

These and other resources are available at the Conference Pathfinder office and *Advent Source.*

**LRC Pathfinder Directors Packet** is provided by the LRC Youth Director’s office to each club once they have become registered with the conference. It is a packet that includes the specifications of how Lake Region Conference Pathfinder ministry operates and required forms that must be submitted to the Youth Directors’ office. It is continually updated by the Conference Pathfinder Executive Coordinator and has additional information on Pathfinder leadership.

**Seven Steps for Successful Pathfinder Leadership** is a booklet that covers the step-by-step process for starting a Pathfinder Club. This can be purchased at AdventSource.com

**Pathfinder Staff Manual** is the primary resource for Pathfinder ministry! It contains an immense wealth of information and ideas for making a club successful. This can be purchased at AdventSource.com

**AY Honor’s Manual** contains requirements for all General Conference AY Honors as well as various Division honors, including North American Division. This can be purchased at AdventSource.com

**AY Classes Instructor’s Manual** takes the instructor through each step in leading young people to complete their class level preparing them to be invested and to prepare for the next level. This can be purchased at AdventSource.com

5th grade - Friend 6th grade - Companion

7th grade - Explorer 8th grade - Ranger

9th grade - Voyager 10th grade - Guide

**Pathfinder Drill Manual** This resource shows how Pathfinder Drill and Marching is used, and works together with kindness and fun, teaching Pathfinders how to learn to listen and respond as a club. This can be purchased at AdventSource.com

**Pathfinder Uniform & Accessories** are divided into three (3) categories. Class A is the formal Pathfinder uniform and the shirt and accessories can be purchased at Advent Source. The LRC Class A uniform patch can be purchased at the LRC Youth Department office. Class B is the local club uniform and should be worn at local club meetings, field events and other non-formal events and activities. Each club has discretion as to what consists of their Class B uniform and the final design and vendor. Class C is the LRC field uniform. This item can be purchased at the LRC Youth Department office. See the LRC Directors’ Packet for more information.

# PREPARATION BEFORE REGISTRATION

Advertise the Registration dates early in the church bulletin, newsletters, in the schools and give personal invitations both verbally and by mail to Pathfinder age youth. Obtain a list from your local Church School and Sabbath School for this age group.

**REGISTRATION PACKET**

It is very helpful to put together a “Registration Packet” for each of your Pathfinders and parents to complete on registration night that contains the following forms and information.

|  |  |
| --- | --- |
| **Information to be filled out and signed by**  **Pathfinders & Parents**  Pathfinder Membership Application  Permission & Emergency Consent Form  Club Requirements and By-laws  Health and Medical Records form  Media Release Form | **Information for Pathfinders & Parents**  Monthly & Yearly calendars  Good Conduct Award requirements  Pathfinder of the Year requirements  Pathfinder Club Points information  Uniform information  Pathfinder Insurance information |
|  |  |

**Pathfinder File** **Pathfinder Staff File**

Application 1. Application

Health record 2. Health Record

Emergency Contact Info 3. Emergency Contact Info

Digital Photo 4. Digital Photo

**Pathfinder Club Member Application**:

Each Pathfinder and Parent or Guardian is to complete this form each year. The completed form is put into the Pathfinder’s file. It has a voluntary waiver of claims clause.

**Pathfinder Commitment and Pledge Form**:

Each Pathfinder is to complete this form each year. The completed form is duplicated. One goes in the Pathfinder’s file and the other in the Pathfinder’s Notebook. If you are ever challenged with the Pathfinder’s behavior, refer to the form that was signed and dated as a reminder of their

“promise.”

**Club Requirements and By-Laws**: (Refer to your Church or Pathfinder club’s requirements)

Each club should have its club requirements and bylaws in writing as well as their Merit System. These forms are to be signed by the Pathfinder and parent(s)/guardian and can be referred to in case of discipline problems later as a reminder of their agreement.

**Health and Medical Records**: (Refer to the Lake Region Conference Directors Packet) Use a different color each year to help distinguish who has up-dated and who needs to. It is very important that this form is completed accurately.

**Permission & Emergency Consent form**: (Refer to the Lake Region Conference Directors Packet) This should be filled out and signed at this time as well. This form is duplicated; the original goes in the Pathfinder’s file and a copy kept by Club Staff and taken on every field trip.

**Monthly & Yearly Calendars**: (Refer to the Lake Region Conference Pathfinder Directors Packet)

Each monthly calendar should have information concerning times of meetings, which uniform should be worn, sharing activities, outings, etc.

**Pathfinder of the Year requirements**: (Refer to the Lake Region Conference Pathfinder Directors Packet)

It is important that these requirements be read by the parents. It is also important that the Pathfinders are encouraged from the beginning of the year to attain these goals.

**Pathfinder Club Weekly Points**: (Refer to the Lake Region Conference Pathfinder Directors Packet)

This helps each Pathfinder understand how important his/her regular attendance, uniform and attitude will help them achieve the highest points possible.

**Uniform Specifications**: (Refer to the Uniforms – Supplies section of the Lake Region Conference Pathfinder Directors Packet) The staff member in charge of ordering uniform items will need to have a chart to help with sizing and ordering. If each staff member is in complete dress uniform at time of registration, this will help parents and Pathfinders “catch the vision” of what the club will look like. (Refer to the Advent Source catalogue)

**Insurance Information**: (Refer to the Policy section of the Lake Region Conference Pathfinder Directors Packet) This information should be read by each Pathfinder, Parent, and Staff before you make any outing plans. Be certain that all forms are completely filled out before any field trips.

# GETTING YOUR CLUB ORGANIZED

**Prepare**

Reconfirm what each person will be doing the next week (You have already planned the agenda at your last meeting)

Make a to-do list and work on it until it has been completed

Don’t procrastinate as things done at the last minute are often caused by lack of organization and create a loss of control

Assign each staff member to be responsible for devotions unless you have a club pastor or chaplain. This is a good time to insert activities from the progressive class levels.

**Counselor notebooks**

Names, addresses and phone numbers of Pathfinders in their units (Remember these are to be kept confidential)

AY Class Level groups

Yearly calendar

Events for the year

What uniform is required for each event?

Addresses for staff with phone numbers and e-mail addresses

**Pathfinder notebooks** can be made up and color coordinated to match the classwork levels.

Copy of the Pathfinders application

Copy of commitment and pledge that the Pathfinder has signed

AY Class Level material

Honor class record

Instructions for knots

Yearly calendar

Pathfinder’s club points

**Administrative files** **including**:

Pathfinder applications

Copy of Permission & Medical Consent form for each Pathfinder. Keep another copy at home or church in case of emergency. (Remember these are to be kept confidential)

Medical records

Uniform information and if renting uniforms, a complete list of what the club owns

Staff information and Volunteer Service Information forms

Copy of all Staff information and Insurance Cards

General File Events

Attendance Po

# CLUB OUTINGS

Club outings come in several forms, General Outings and Extreme Outings, and throughout the year many of the various types of outings will be experienced by your club membership.

Outings are an important part of Pathfinders as they are the glue that keeps the club together. Working, playing, learning, and experiencing new things together are what bind your group.

While on outings, Pathfinders are able to “work” on honors and because they are doing it together in a different setting it won’t seem like work at all.

Class Level work is another area which the club membership can work on while on outings, including camping skills and outreach.

You have many choices and the following list is just the beginning of what is out there to do:

|  |  |
| --- | --- |
| **Club Campout**  **Backpacking**  **Unit outing** | Mountains, beach, desert, churches, “back yard”... |
| **Outreach activities** | Feeding the homeless at a soup kitchen |
|  | Reading to the elderly in a care facility |
|  | Taking flowers to a shut-in |
|  | Mowing the lawn of a church member who is unable to mow |
|  | Man a booth at the County Fair |
|  | The list is almost endless - use your imagination |
| **Excursions** | Rock museums |
|  | Seeing Eye Dog Institute |
|  | Aquariums |
|  | Fish hatchery |
|  | County Fair to see the displays |
|  | The list is almost endless - use your imagination |
| **Reward trips** | Miniature golf |
|  | Special hike |
|  | Caving |
|  | Rock climbing |
|  | Amusement Parks |
|  | And many more... |

Take your Pathfinders into nature as much as possible to experience what God has made for each of us.

**PATHFINDER PUBLICITY**

Remember everything you do reflects on the church and on the club. Be a positive influence in your church and community, smile and go the second mile. You will want the Pathfinder Club publicity to be favorable! Communication is an important tool for your Pathfinder Club.

Monthly newsletter to Pathfinders and their families

Active bulletin board at church with pictures and captions

Articles in the church newsletter

Articles in the **Lake Union Herald**

Stories and pictures in the local newspaper

Helping at church

Ushers in Class A uniform Deacons / Deaconesses

Telling stories Sharing musical talents

Babysitting Assisting evangelistic meetings

Cleaning up church and grounds of church Sabbath School teachers

Greeters - inside and outside (if raining bring umbrellas and help people to the door)

Helping in the community

Community clean up days

Picking up trash along the roads (check for any age limits on this activity)

Collecting canned goods and preparing food baskets for needy (Oct / Nov)

Christmas gifts and food for needy family

Volunteer as Salvation Army bell ringers at Christmas time

Volunteer at the hospital or Adult Foster Care Homes

Marching in parades, i.e. MLK, Memorial Day, July 4th, Veterans Day, Christmas, etc...

There are a few “common sense” ways for helping the Pathfinder program have good publicity.

● Always ask before using church facilities. Don’t assume you can just use the church any time you want. Check to see if available.

Clean up after each program. Pick up and clean any spills on tables, floors, etc. It will be appreciated.

Put away items that have been used. Put tables, chairs, etc. that were not set out, away where you found them.

Have work bees to go the extra mile at church and club. You may do yard work, clean up, painting, etc. but be sure to get permission first.

Keep Pathfinders in units, no running around, church property may get damaged. If an item is broken, repair it, or report it.

Stay together when doing can collecting or ingathering. Pathfinders running across lawns and acting up won’t help good publicity.

Have the Pathfinder units write special invitations to programs and hand deliver them. We all know that the Pathfinder program is better with Pastoral and parent support.

Think of ways you can help in your church and community.

Be creative and think of helpful things you can do. Remember it is not just good publicity. It is also teaching sharing, caring, and responsibility to Pathfinders.

**THE FIRST MEETING**

**Congratulations!** Your local church board has selected a Pathfinder Club Director and is giving you an opportunity to do Pathfinder ministry in the name of your church. They have agreed to support the club through prayers and financial support. You have applied to the Lake Region Conference to start a Pathfinder Club. You have advertised and encouraged Pathfinder age youth to join the Pathfinder Club. You have had your first staff meeting and staff members have filled out their appropriate Volunteer and Drivers Questionnaire forms. The staff has decided which honor classes will be offered as well as class instructors. The Class Levels are set up and are ready for teaching, and the instructors are in place as well as counselors for the number of units you anticipate you will need. Now what do you do?

**Get ready** for your first meeting registration by preparing each station of registration and be certain you have copies of all necessary materials. You will need one parent/sponsor packet for each Pathfinder you anticipate for enrollment night.

**Parent packet** includes the following papers:

1. Club membership requirements
2. Club membership application
3. Club point system
4. Drawing of proper placement of emblems and insignia
5. Emergency information form
6. Health and medical forms
7. Pathfinder commitment and pledge
8. Pathfinder calendar - club, district and conference dates
9. Uniform requirements for dress and field uniforms

**Plan stations** or areas in your room with table and chairs for each area where Pathfinders and parents can sit down and complete the activity necessary for each station.

**Registration** - have prayer with your staff and pastor at least ten minutes before time to begin registration. Be certain you have extra forms, pens, and other materials necessary to help the registration procedure go smoothly. Remember to smile and speak with each person.

**Station 1** Table and chairs to sit in while filling out the first four forms

**Station 2** Explanation of AY Class Levels and sign up for offered AY Class Level.

**Station 3** Sign up papers for 1, 2, and 3 choices for honor classes

(Your club may be offering only one or two choices of honors) Display a description of honor classes to be taught - show Pathfinders and parents what they can look forward to and what will be taught.

**Station 4** Uniform order forms and measurements for uniforms - staff member manning station four will need to understand sizes and how to measure for club T-shirt, district T-shirt, and dress uniform.

**Station 5** Secretary and treasurer meet with each parent/guardian. It is important they know the Pathfinder members and make arrangements for fees to be paid.

Welcome and opening exercises should be kept short (10-15 minutes). Include Pledge and Law, Pathfinder Song and short worship.

Explain the weekly schedule and the importance of being on time for meetings and to promptly pick up their Pathfinder after each meeting.

Talk about the upcoming Camporee and give out an information letter and a list of what to bring to the Camporee. Make certain the Permission and Medical Consent form and fees have been signed and returned to the club secretary/treasurer.

Show Pathfinder Video (Pathfinders Strong) while the parent completes paperwork. Some may need to go back and finish up their registration if they have not finished.

Allow about five minutes for questions and answers. Keep this time positive. Explain where and when parents are to drop off and pick up their Pathfinders. Closing Prayer may be offered by the Club Pastor.

Staff will need to be available following the meeting to answer questions and finish up any registrations.

**CLUB MEETING SCHEDULE (Sample)**

Your schedule may vary depending on your needs and how you do things.

Thirty minutes before the Opening Ceremonies – **pray** for your Pathfinder Club

Fifteen minutes before Opening Ceremonies – exercises **set-up**

1. Chairs
2. Flag stands and flags
3. Guidons
4. Honor tables
5. Table for taking an attendance record and dues

Ten minutes before Opening Ceremonies – unlock doors

* Begin taking **record and dues** as Pathfinders arrive

**Opening Ceremonies** (15 minutes)

* Color Guard
* Pledge of Allegiance
* Pathfinder Pledge and Law
* Pathfinder Song
* Worship
* Prayer

**Drilling and Marching** (20 minutes)

**AY Class Levels** (20 minutes)

**Honor Classes** (60 minutes)

**Closing Ceremonies** (5 minutes)

1. Announcements
2. Prayer
3. Hand out materials to be taken home at the door on their way out

If your club decides to meet for just 1 1⁄2 hours, you will have to cut back on the time given for several of the activities. Drill and Marching (15 minutes), Class Levels (15 minutes), and Honor class (40 minutes).

Start on time and end on time. Staff and Pathfinders are to help put supplies away and clean up the area in which they were working.

**UNIT METHOD**

Arrange your young people into units of boys and units of girls. Do not mix genders in the same unit. Units are best kept to about six per unit. This makes it easier for the counselor to care for the needs of the unit and provide adequate supervision. When a unit gets too large it is easy to overlook members of the group, and some who need individual attention may be left out.

Each boys unit must have at least one male staff and each girls unit must have at least one female staff. Teen Pathfinders must have an adult staff to supervise them and guide them in the skills they need to develop.

The counselor sets the tone for their unit. They can bring spiritual leadership to the unit as well as fun times while they complete projects.

Pathfinders are always supervised with an adult and work as a unit. The unit moves as a team going everywhere and doing everything together.

**Unit Method Exceptions**

Counselors do not need to be with their unit when they have released their unit to another adult for honor or AY Class Levels. The unit is still under the supervision of another adult. If the counselor does not have responsibilities elsewhere, they stay with the unit and help the instructor.

**Why the Unit Method?**

* Pathfinders need supervision for safety and guidance
* Creates camaraderie
* Helps each Pathfinder feel part of the club
* Unit members know where to go and what is expected of them
* Gives the unit strength to help each Pathfinder grow physically, mentally and spiritually

**Unit Captain & Duties**

The counselor chooses the unit captain. The captain is to encourage the unit toward achievement and success and should be an example by using their influence to inspire each member of the unit to do their best. Term of service varies from three months to a year. Duties include:

* Assist the counselor and take charge of the unit in their absence
* Drill their unit as assigned by the counselor
* Report unit attendance at roll call

**Unit Scribe & Duties**

The unit scribe is the *record keeper* of the unit. The scribe is chosen by their unit to serve a term of three months to a year. They should reveal a good Christian spirit toward the rest of the unit. Duties include:

* Record attendance, check uniforms, collect club dues
* Record points awarded the unit or individuals in the unit as directed by the counselor
* Fill in for the captain when they are absent
* Give absence excuse form to members of the unit who have been absent
* Collect the excuse form at the next meeting and be sure the records are corrected
* Excuses need to be marked by the staff - excused or unexcused

**UNIT GUIDONS**

Each unit has its own guidon. The guidon is 14 inches wide and 22 inches long and is attached to a 66-inch (5 1⁄2 foot) pole. Each unit has a stand for the guidon so it may be at rest where your unit normally falls in. The flag will also be placed outside the unit’s tent when they go camping. This flag identifies what unit occupies that space.

**Guidon Flags**

The Guidon is the unit identification flag. It is carried at ceremonies and other times when prescribed by the director. The flag is also, as stated above, used for the weekly meeting and at campouts, such as Camporee.

You may have each unit design their own guidons or your club may already have guidons that have been printed professionally. Even if you have them already printed, you may want to allow units to pick from the different choices you already have on hand.

You may design your guidons with animals, birds, insects, mountains, rivers, etc. Guidons can either be drawn, painted, machine embroidered, hand stitched, silk screened, etc. The ideas are almost endless.

The unit counselor chooses who the guidon bearer will be. This Pathfinder will be responsible for the guidon during parades, at campouts, at club meetings and any other time the guidons are used.

Guidon rules for carrying and executing commands are listed in the Pathfinder Drill Manual available from Advent Source.

**DRILL AND MARCHING**

Pathfinders are **not** to be militaristic with shouting, threats and punishment. Drill teaches youth to listen and move quickly to the commands given.

Be sure your club has the newest edition of the Pathfinder Club Drill Manual. It is a must! Your drillmaster(s) should acquaint themselves with the manual so that they know for certain they are teaching correctly the Pathfinder Drill and Marching techniques. **Pathfinder Club Drill: The Basics** is a video or DVD, which came out in 2003, and is a wonderful asset for any club. There are varying ways of doing drill and the video makes it simple where all can learn.

Encourage your Pathfinder staff to learn with the Pathfinders by being a part of the weekly drill sessions. The knowledge they learn will help them feel less stress during club inspections, marching in local parades and at the Pathfinder Fair.

Make it fun! Have a drill down which encourages listening. Let your overactive Pathfinders try making the calls. They will soon learn that it is not as easy as it looks or you may discover a great drillmaster. The calls need to be made at the correct time and on the correct foot so the movement can be properly executed. This gives the Pathfinders a better sense of how difficult it may be and will encourage them to do their best for the club during drill and marching.

**DRILL TEAM SIGN UP**

All Pathfinders do drill and marching. Besides this club activity, plan on having a club drill team. Membership in this group is not mandatory, like club drill and marching, but we encourage you to become a part of this exciting Pathfinder event and showcasing your team’s skills at the annual Pathfinder Fair.

This team may meet before or after club meetings or on a different day. They may also have extra practices before special events to help the team become sharper and to move as a unit.