

BASIC STAFF TRAINING

ADVENTURERS

HISTORY OF THE ADVENTURER CLUB

1863 - Our church became officially organized.

1930 – The Pre JMV classes of busy bee to helping hand were introduced.

1939 - The General Conference authorized the Adventurer classes of busy bee, sunbeam, builders and helping hands

1979 - The Pre-advent junior youth changed to Adventurer club

1972 - The Washington conference sponsored a club for children known as ‘Beavers’

1975 - The North Eastern conference is reported to have had a children’s club concept program.

1980 - Many conferences were sponsoring a club for children though having various titles including the Pre-Pathfinder, Beavers or Adventurers.

1988 - NAD children ministries department invited the interested conferences and specialists to study and evaluate the Adventurer club concept.

1989 -The Adventurer program was accepted by the world church.

A committee met to update the Adventurer curriculum, develop Adventurer awards and write the guidelines for the Adventurer club organization.

1990 - The Adventurer program piloting process began.

1991 - The General Conference authorized the Adventurer club as a global program.

1992 - The Adventurer program which was piloted became fully pledged program.

1996 - The BST curriculum for the staff and teachers was developed.

N/B: The Adventurer curriculum, written by Teresa Reeve was designed as a vehicle for sharing and discovering in preparation for life here and in heaven.

This Adventurer program was created to assist the parents and teachers to cope with the development of a child. The program aims to strengthen their relationship and further the child's development in spiritual, physical, mental and social areas. In this way, the church can work together with the parents to develop a mature, happy child.

Philosophy and Purpose of Adventurer

- To develop awareness of the uniqueness of the junior youth ministry and understand the history of adventuring.
- The Adventurer is spiritual, church-centered and recreational program for ages 4-9 years.
- The ideals of the Seventh-day Adventist church must be made relevant and attractive to the youth ministry.

How to make these Ideals to be relevant

- Instruct these children in the way of the Lord.
- Challenge them to live by the Word of God.
- Help them understand that God loves them.
- Encourage the junior youth to discover their own God-given abilities.
- Build into their life a healthy appreciation and love for God's creation.

Understanding the Adventurers

The following are the ten pillars of child behavior:-

1. Health
2. Education
3. Motivation
4. Parental love
5. Self-discipline
6. Mental attitude
7. Life experiences
8. Childhood trainings
9. Inherited temperaments
10. Habits/Routine/Lifestyle.

General Characteristics of Adventurers

They can be a delighted group who are friendly, enthusiastic and willing to participate in various activities. They also show an interest in things ‘long ago or far away’, yet have limited understanding of time and historical sequence.

Physical Development

- ✓ Have a boundless energy
- ✓ They develop coordination
- ✓ They learn by doing and practicing
- ✓ Have large muscle coordination and balance.

Mental Development

- ✓ Imaginative
- ✓ Memorization comes easily
- ✓ Tend to be very observant
- ✓ Develop high level of creativity
- ✓ Understand by seeing and touching
- ✓ Tend to think literally and takes you at your word.

Social Development

- ✓ Very social and friendly
- ✓ Girls are ahead of boys
- ✓ Likes to repeat stories and activities
- ✓ Wanting to please is their motivation
- ✓ Intense eagerness to learn and ask questions.

Spiritual Development

- ✓ Soaks up in biblical knowledge
- ✓ Motivates by self-advantage
- ✓ Demonstrating their faith consistenting
- ✓ Have an interest in God and wants to please Him.

FAMILY NETWORK AND CHILD ABUSE

Objectives

- Improve understanding of what makes families strong
- Develops parental support for the training of the children.

Background – Purpose

The Adventurer club exists for the purpose of supporting parents in the task of raising children for Jesus Christ.

Reminder – The world of the Adventurer age child is centered around the family. In order to change children's lives for God, the cooperation of the parents and family must be enlisted wherever possible.

Family Network

The Adventurer family network is:

Worthwhile

Parent-based

An opportunity

A regular event

Simple to start

Advantages of Family Network

Family atmosphere

Improved participation

Spread of information

Increased commitment

Increased communication

Improved skills and habits.

Steps for organizing a Family Network

Learn about family network

Have a take with Adventurer staff and parent

Talk with your local pastor

Determine when you want to start and plan the first program

Distribute attractive flyers to all the parents

Solicit the inputs of the parents

Make a schedule of planned meeting

Plan for the first meeting

Advertise the meeting

Network Reward

Award pin

Adventurer class pins

Award at Investiture

Planning AFN (Adventurer Family Network) Meeting

Keep the goal in mind

Positive reinforcement from parents

Communicate, don't give lecture

Have a main event, remember the interest

Use a projector, PowerPoint to aid for presentation

Demonstration of key points

Plan follow-up activities

Emphasizes on prayers.

Joint venture with family life and youth ministries

Four year cycle themes

1. Family relationship
2. Anchoring in Christ
3. The developing child
4. Growing through challenges

CHILD ABUSE

It is an intentionally causing or permitting any harmful or offensive contact on a child's body. It also includes acts of exploitation e.g. child labor, child trafficking etc

Physical abuse – Involves inflicting physical injury upon a child through actions like beating, kicking, pinching, punching and smacking to harm a child.

Emotional Psychological abuse –Involves actions that causes serious behavior, emotional or any mental disorder.

Sexual abuse – It is an inappropriate sexual behavior such as fondling genitals, intercourse, rape, sodomy and sexual exploitation of children by persons responsible for their care.

Exploitation of Children

This refers to the use of a child in activities which benefits others. These are not limited to child labor and child prostitution. These activities are detrimental to the child's physical or mental health, moral, spiritual or social-emotional development.

Child Neglect

This may be physical, educational or psychological neglect. Physical neglect includes deliberate failure to provide adequate food or clothing, appropriate medical care and supervision. Educational neglect is related to the failure to provide an appropriate schooling or special education needs.

Signs and symptoms of child abuse and neglect

Retardation of learning

Suicidal ideas or thoughts

Trembles and appears frightened

Eats abnormally or loses appetite

Restless and unable to complete any task

May cry or scream without any justification

May at times develop anti-social behavior

Alienate themselves from others

Unusually physically aggressive or rough during play

The child directly talks about feeling of distress or unhappiness

May possibly practice child abuse themselves when they will be adults

Irritable towards others and unable to work or even form friendship with others.

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PATHFINDER

1. HISTORY, PURPOSE AND PHILOSOPHY OF THE PATHFINDER

1863 – The Seventh-day Adventist Church was officially organized.

1879 – Luther Warren (14) and Harry Fenner (17) started the first youth society.

1893 – The young people's society of Christian service was organized in Lincoln.

1894 – Luther Warren organized sunshine bands in South Dakota.

- The young women's dorcas society emerged in Battle Creek, Michigan

- The G.C also organized a junior youth society in South Austria led by Elder A.G Daniels

1901 – The G.C took steps toward forming an official young people's organization.

- The first published devotional lessons for the society appeared in the youth instructor.

1904 – A small manual on young people's work was published.

1907 – The morning watch calendar was published

- The Church voted for the young people's day (Missionary volunteer's day)

- The Seventh-day Adventist's department of missionary was organized.

1908 –The junior reading course was adopted.

1917 – The youth department introduced 8 hours training on junior methods and thus the BST course was enacted.

1920 – Harriet Holt became the first junior youth director at the G.C.

1922 – The JMV classes were introduced as friends and companion became among the first.

- A department of M.V was formed to facilitate the involvement of youth in missionary activities.

1924 – The M.V week of prayer was initiated.

1927 – Master Comrade was officially approved.

1928 – Vocational honors were introduced.

-The first MV youth congress was held.

-A leadership training course was initiated to train the Master Comrades.

1929 – The first JMV handbook was published.

1930 – The name ‘Pathfinder’ was first used at summer camp in California.

1931 – The first Master Comrade investiture took place.

1938 – The Master Comrade manual was published.

1948 – Helen Hobbs designed the Pathfinder flag.

1949 – Henry T. Bergh wrote the Pathfinder song.

1950 – The Pathfinder training course and booklet was published

-The Pathfinder club was officially recognized by the world church.

1951 – The Pathfinder staff manual was published.

-The first Pathfinder fair was held.

-Master Comrade changed to Master guide.

1952 – The Pathfinder song was copyrighted.

1954 – The first Pathfinder camporee was held at California (Idyllwild)

1960 – The first Union camporee was held.

1962 – The Pathfinder drill manual was published.

1963 – John Hancock was elected as the world Pathfinder director.

1966 – The first NAD Camp directory was published.

1970 – The Pioneer class name changed to Ranger.

1974 – The Pathfinder staff manual was revised and expanded.

- 1979 – Junior missionary volunteer changed to Adventist junior youth.
- 1980 – The missionary volunteer camp directory changed to world Adventist camp directory.
- 1981 – The Pathfinder songbook was published.
- 1982 – The new Pathfinder world replaced the missionary volunteer world.
- 1995 – The Pathfinder website and webpage was opened.
- 1996 – The BST curriculum was developed.
- 2001 – The AY honors handbook added seventeen new honors.
- 2014 – The first pan African camporee was held in Kenya.
- The International Pathfinder camporee was held in Oshkosh.
- 2015 – The ECD Pathfinder camporee took place at Uganda (Katebe).

Philosophy and Purpose of the Pathfinder club

- ❖ To develop awareness of the uniqueness of the junior youth ministry and understand the history of pathfinding.
- ❖ The Pathfinder is spiritual, church-centered and recreational program for ages ten to fifteen years respectively.
- ❖ The ideals of the Seventh-day Adventist church must be made relevant and attractive to the youth ministry.

How to make these Ideals to be relevant

- ❖ Instruct the children in the ways of the Lord.
- ❖ Challenge them to live by God's Word.
- ❖ Help them understand that God loves them.
- ❖ Encourage Junior Youth to discover their own God-given abilities.
- ❖ Build into their lives a healthy appreciation and love for God's creation.

2. UNDERSTANDING THE PATHFINDERS

Mental Characteristics

- ✓ Learns quickly
- ✓ Alert but subject to day-dreaming
- ✓ Boys have interest in science while girls show interest in home making.

Physical Characteristics

- ✓ Grows rapidly
- ✓ Tremendous appetite
- ✓ Have an excellent health
- ✓ Their hormones develops/adolescence begins

Social Characteristics

- ✓ Frequent mood changes
- ✓ Age of loyalty to peer
- ✓ Seek more individual freedom
- ✓ Have attraction for the opposite sex

Pre-adolescence (10-12 years)

Early adolescence (13-15 years)

Middle adolescence (16-17 years)

Pre-adolescence

Mental Characteristics

- ✓ Have a golden memory
- ✓ Are alert and eager to learn
- ✓ Loves stories and some good books
- ✓ Have a real interest in collection of things.

Physical Characteristics

- ✓ Their body and mind are well balanced for coordination
- ✓ This is the healthiest period of their lives
- ✓ In their restless period, they have desire to exercise their body.

Social Characteristics

- ✓ Likes secret code and adventurer
- ✓ Interest in the opposite sex is minimal
- ✓ Learn in team work but retain an independent spirit
- ✓ This is an age of great hero worship and great credulity
- ✓ They are learning teamwork, but retain an independent spirit.

Early Adolescence

Mental Characteristics

- ✓ Learns quickly
- ✓ Alert but subject to day-dreaming
- ✓ Begins to take interest in special area.

Physical Characteristics

- ✓ Health is excellent
- ✓ Physical growth is quite rapid
- ✓ Girls mature faster than boys

Social Characteristics

- ✓ Attraction to the opposite sex
- ✓ Money making often grips them
- ✓ This is the age of their loyalty

Spiritual Characteristics

- ✓ Tends to experience conflicts with their conscience

- ✓ Interest in the service projects develops during this age
- ✓ Less tendency to demonstrate their feelings on spiritual matters
- ✓ Thirteen is the age with the second large number of them getting baptized.

Middle adolescence

Mental Characteristics

- ✓ Their ideas begins to be shaped
- ✓ They are likely to question everything
- ✓ Have great respect and are inclined to take answers for something believed to be truth.

Physical Characteristics

- ✓ Sexual development
- ✓ Muscle becomes developed
- ✓ Height and weight is 85% of adulthood.

Social Characteristics

- ✓ Critical and very sensitive
- ✓ Very sensitive and often guided by public opinion
- ✓ Money making often grips them at this age
- ✓ Likes cliques and wants to be surrounded with special friends.

Spiritual Characteristics

- ✓ Are able to recognize spiritual values
- ✓ Service projects focus on what life is all about
- ✓ Begins the process of determining their own approach for religion
- ✓ What has not been done before laying foundation now becomes very difficult.

3. CLUB LEADERSHIP

Leadership is influence, it also means you have people who follow you otherwise you're just out taking a walk by yourself. An effective leader will:

- Like to help people
- Know their subject matter
- Be flexible and responsive
- Be understanding of others need
- Admit when they don't know anything
- Enjoy using resources in addition to their own
- Always want to communicate and relate well with others.

Attitude and Qualities of a Christian leader

- Real love for children
- Know how to organize
- Enjoy out of doors
- Are resourceful and creative
- Have a sense of humor
- Master diversified skills
- Optimistic and enthusiastic
- Lives a Christ-centered life
- Have a commanding personality
- Understands the characteristics of junior youths

Five styles of Leadership

1. Authoritative (autocratic/dictatorial) Leadership: - This is a kind of leadership where a leader retains much power and decision making. He/she does not consult nor allow any inputs of others.

Advantages

- Lots of things get done
- Things are very organized
- Poorly managed becomes highly managed.

Disadvantages

- Creativity and staff involvement is low
- Group members are almost puppets

- Hostility, resistance and resentment may emerge
- If a leader leaves, vacuum of leadership is left behind
- Aggressive and discontent attitudes grow among the members.

2. Evaluative Leadership: - It is similar to Authoritative except that the leader asks for inputs which are included in decision making but will usually not acknowledge the involvement of others in the process.

3. Bureaucratic (political) leadership: - This is where everything is done 'by the book' according to the laid down policies, protocols and procedures.

Advantages

- Discipline is easily managed
- Rules are clearly defined and understood
- Staff and Pathfinders know what to expect

Disadvantages

- Little room for adaptability
- Low involvement of Pathfinder staff
- Rules may not be well defined, known or understood

4. Democratic (Participative) leadership: - This is when all members are part of the decision making.

Advantages

- Creativity is high as all are involved
- Somewhat adaptable to match all situation
- If the leader leaves, things usually continue.

Disadvantages

- Discipline may be a problem to deal with
- Rules may also not be well defined, known or understood.

5. Laissez-faire Leadership: - This is where a leader provides little or no direction and gives much freedom as possible. All power and authority is given to the staff/pathfinders who determines goals, make decisions and resolve problems on their own. The leader may let the subject have their own way and does not seem to care.

Advantages

- Lots of creativity
- Highly skilled staff flourishes
- Gives group freedom to express themselves
- Staff with drive makes lots of things happen.

Disadvantages

- Discipline can be an issue
- Quality can decline over time
- Disorganization may easily occur
- Rules may not exist or be followed through
- Prevents the group from accomplishing much
- Encourages fragmentation through poor discipline.

4. CLUB ORGANISATION

How to organize the Pathfinder Club

Objectives – To introduce basic protocols/procedures which are relevant to the establishment and maintenance of a pathfinder club.

- ❖ Counsel with the conference youth leader
- ❖ Meet the Pastor and the conference youth leader
- ❖ Present the plan to the church board
- ❖ Inform the congregation during the divine service
- ❖ Call a special meeting on Sabbath afternoon
- ❖ Teach the basics of Pathfinderism
- ❖ Elect a Director and two deputy directors
- ❖ Call for another meeting of pathfinder executive committee to elect pathfinder staff
- ❖ Organize for the BST so that the staff to learn the basics of pathfinderism
- ❖ Choose counselors and instructors
- ❖ Start planning for the yearly or annual program
- ❖ Present all plans at a pathfinder staff meeting
- ❖ Advertise the program at least six weeks before enrollment night
- ❖ Send letters to the potential pathfinder families
- ❖ Train the staff before the enrollment night
- ❖ Hold home visitation program
- ❖ Plan for Induction ceremony – the pathfinder passports to be given out
- ❖ Establish church and community interest after appealing to the church
- ❖ Do evaluation as the club is assessed to ensure smooth operation of activities.

Duties of Officers and Staff

Club Director

- ✓ Maintain liaison with the church pastor
- ✓ He/she is a member of the church board
- ✓ Chair the pathfinder executive committee
- ✓ Preside over the club staff meetings
- ✓ Responsible for all the program and club activities
- ✓ Be able to work together with other club officials
- ✓ Supervise all programs and arrange for club meetings
- ✓ Leads in planning the calendar of events

- ✓ Keep in touch with the conference youth leader and renders report
- ✓ May appoint his/her deputy to take charge and delegate other duties accordingly.

Club Secretary

- ✓ Fill and mail conference report
- ✓ Keep record of the club library
- ✓ Keeping attractive bulletin board
- ✓ Order supply and club records from the conference
- ✓ Post list of accumulated points by units on notice board
- ✓ Record merits and demerits on permanent record sheets
- ✓ Notify the Director if a Pathfinder is habitually absent or negligent in wearing uniform.
- ✓ Be responsible for caring for all correspondence and type letters for the Director as necessary as possible.

Club Treasurer

- ✓ Collects fees for camp out
- ✓ Transfer funds to the church treasurer
- ✓ Keep all club bills, invoice and receipts
- ✓ Keep accurate income expenditure journal
- ✓ Collect fees for various campouts and field trips
- ✓ Collect funds for uniforms and equipment and pay the same account
- ✓ Disburse the funds as directed by the executive committee through the Director
- ✓ Be sure that all who ask for funds have an invoice or paid statement that can be filed and kept on record
- ✓ Withdraw funds for petty cash from the Pathfinder reserve fund to be kept and filed by the church treasurer.

Club Chaplain

- ✓ Set an example in wearing uniform
- ✓ Organize and lead out in mission work
- ✓ Arrange for speaker and devotional period
- ✓ Work closely with the Pastor in setting the investiture worship service
- ✓ Select Individuals to offer prayer during the club meeting
- ✓ Counsel with the Director in preparing the spiritual activities
- ✓ Act as special spiritual counselor working closely with the unit counselors
- ✓ Show a balanced Christian experience by participating in the club's secular activities
- ✓ Know each Pathfinder and staff member personally encouraging them in their relationship with God.

Unit Counselor

- ✓ Attend staff committee meeting
- ✓ Encourage all members to participate in all activities
- ✓ Develop understanding and friendship within the unit
- ✓ Help members with any problems which may arise
- ✓ Take charge and lead the unit of class of pathfinders
- ✓ Notify the Director in advance if unable to attend a meeting.

Unit Captain

- ✓ Assist counselor and take charge of unit when required
- ✓ Carry and handle unit guidon in a proper manner
- ✓ Drill the unit as assigned by the counselor
- ✓ Report unit attendance during roll-call time
- ✓ See that unit guidon is properly placed in front of unit
- ✓ Carry national or pathfinder flag when unit is chosen to do so during clubs flag ceremony session.

Unit Scribe

- ✓ Fulfill the captain's duties in absentia
- ✓ Keep records of all unit equipment after every activity
- ✓ Keep unit records and fill monthly report to the conference
- ✓ Act as the messenger between counselor and the club director
- ✓ Give blank excuse of absent member while await to check with them in the next meeting.

Instructor: - This is a person who teaches specific skills or subjects such as Bible, personal growth, outdoor skills, honors or crafts. The individual can be from the pathfinder staff or specialist from the church community. Such instructors may or may not be the members of the church and should be considered as temporary staff. He/she should carefully study class curriculum and requirements of the subject, honor or craft to be taught before introducing it to the Pathfinders. The Instructor should also work closely with the class coordinator to ensure all requirements are achieved and covered before the Pathfinders are invested.

Administrative Director

- ✓ Is the liaison between junior and teen club directors
- ✓ Represents the club in a church board

- ✓ Gives counsel to the two directors
- ✓ Directs joint activities while two directors act as deputies
- ✓ Helps recruit the new pathfinders and the staff members
- ✓ Receives conference policies and recommendation from the station
- ✓ Attends as many meetings as possible for both clubs, this helps strengthen the clubs due to the interest.

Area Coordinator

- ✓ Visits local clubs often to become familiar with their program
- ✓ May start the pathfinder club in the churches that lacks the same
- ✓ Gives assistance to local church leadership in promoting local, district, station, conference or union programs
- ✓ Assist in camporees, fairs, training courses and other conference or mission functions
- ✓ Attends area of coordination to assist in the planning of conference functions as well as overall program.

Operating Policies

1. Uniform
2. Finances
3. Reporting
4. Membership
5. Insurance

Uniform

Purpose of uniform

Helps make Pathfinder program real and visible

It is emblematic and representative of the worldwide club's ideals and standards

It helps to provide consciousness of belonging to club that rightly represents the Adventist youth.

Note: Uniform should always be neat and clean. Wearing uniform for ordinary occasion lowers its dignity and if the uniform is worn as much clothing, then it will have lost its meaning or failed its purpose. Programs should be valuable to each member that the uniform will be acquired and worn with enthusiasm.

This uniform is to be worn when:

- At all Pathfinder meetings
- At specific Pathfinder services
- Occasions specified by the Pathfinder Director
- At all public meeting when one acts as a messenger, usher, color guards or guard of honor.
- In witnessing activity or community service such as gathering of food, distributing food, flowers, literature etc.

However, the uniform is not to be worn:

- By non-members
- When engaged in selling or solicitation for personal profit or for commercial or political purposes
- At any time or place when its wearing discounts the organization or casts reflection upon the uniform, lowers its dignity and esteem.

Insignias

While the uniform of the Pathfinder Club varies in regions or even countries around the world, the insignias and where they are placed are almost universally the same. Designing and setting the position of the insignias and making any changes or amendments is the responsibility of the World Pathfinder Director and the General Conference in consultation with the divisions. Clubs, conferences, unions and divisions may make no exceptions or variations without specific permission from the World Pathfinder Headquarters.

The Insignias are divided into two categories as follows:

1. Identification Insignia: They are group of emblems that signify the organization to which the person belongs

Pathfinder Club name – It is worn on right sleeve shirt or coat ½ inch or 1.2 below shoulder seam. It is worn above the staff name strip and Pathfinder triangle on the right hand sleeve.

Staff office sleeve strip - It is centered below the club name 2 inches below the shoulder seam and ¼ inch or 0.8 cm above the Pathfinder triangle on the right hand sleeve.

Pathfinder Triangle Emblem – This is the symbol that represents the Pathfinder Club. The triangle is worn on the beret. It is centered ¼ inch or 0.8 cm below the staff-office strip on the right hand sleeve.

Pathfinder World Emblem – This oval symbol containing the Pathfinder triangle represents the worldwide organization of the Pathfinder Clubs. The symbol is worn on the left hand sleeve of shirt or blouse. It is positioned ½ or 1.2 cm below the shoulder seam.

Neckerchief Pathfinder – This is yellow in color with the world Pathfinder emblem as logo on the back. An optional slide is available which may be worn by all inducted Pathfinders and Non-Master guide staff.

Slide – It is worn to hold scarf in place.

Conference patch – Worn ¼ inch below conference patch ¼ above country flag for conferences without conferences patch

Pathfinder honor sash – The honor sash is worn over the right shoulder just under neckerchief and under the left arm with the lower point of the sash resting against the left side of the body. It serves as a collecting point for honor patches and all other pathfinder related emblems the wearer has earned.

2. Recognition Insignia: Are emblems indicating class achievements, position or special achievement in conduct of service.

Pathfinder individual class chevron – Must be located on the left sleeve first being ½ inch below world emblem while successive being ⅛ from each other or apart. The order from top to bottom is Master guide, Guide, Voyager, Ranger, Explorer, Companion and Friend. Master guides should wear only the class insignia in which they have been invested.

Master guide star – An embroidered gold star is worn on the left sleeve below world emblem. It is worn when all the Pathfinder classes and the Master guide course have been completed.

Pathfinder class pins – Upon investiture for each class, the Pathfinders receives a pin of recognition to be worn. These pins are worn centered across the top of left pocket.

Class pocket strip – Centered just above left pocket strip of the skirt or blouse, it is the highest Pathfinder class in which an individual has been invested. It should be level with the top of the uniform shirt pocket and positioned the same on the dress uniform jacket.

Advance Pathfinder class ribbon – This is worn only by those completing the requirements and it to be placed on the left side of the shirt or blouse just above the Pathfinder class pocket strip.

Pathfinder Excellence/Good conduct ribbon – This is worn on the left side of the shirt or blouse above the pocket. It is always above the Pathfinder class pocket strip or Advanced Pathfinder Class ribbons.

Pathfinder staff service stars – Service stars are obtained from the conference. Embroidered fabric stars may be worn on the right sleeve centered ¼ inch or 0.8 cm below the point of the 3 inches or 7.5 cm Pathfinder triangle emblem. The metal star may be worn on the left side of the left pocket. Only one star with the numerical indicating the accumulated years of verifiable service should be worn. Services stars are awarded annually by the conference which keeps a record of the years of service.

Finances

Need of Finances – If pathfinding is to provide the right kind of training for the youth of the church; it must have equipment, supplies and club facilities that will make the program attractive. There is a great deal of expense involved in operating a successful Pathfinder Club. A club cannot survive without careful management of funds and adequate planning for the year. A budget should be carefully prepared with the assistance of staff and then submitted to the Pathfinder executive committee and church board for approval. Competent fund raising and consistent church promotion are essential to maintain financial support and enthusiasm. Particular care should be given to the distribution and handling of funds. The bottom line still remains that finances are crucial and essential in all the activities to be undertaken, these are needed in running day-to-day activities and buying the club equipments. The following are the sources of these finances:

- Offerings
- Special projects
- Annual membership fees
- Sponsorship by the church members
- Church subsidy given from local church budget towards club's expenses
- Fund raising campaigns that are in line with church policies and approved by the church board.

Reporting

The worldwide Pathfinder program operates on a special scoring plan adapted to suit the particular needs of each division, union and conference. The scoring plan is based on a variety of basic Pathfinder activities that are common to all clubs. This scheme enables a club to operate in a systematic fashion following a regular pattern over a given period of time. A sample of a monthly report may entail:

- At least two regular meetings each month
- Average attendance of at least 75 %
- An adult counselor for each 6 to 8 Pathfinders

- Pathfinder classes conducted regularly
- Monthly reports submitted to the conference on monthly basis
- All members to have uniform and wear them during meetings

Special reporting forms are to be used for recording the club's activities. They are divided into three areas: monthly, bimonthly and annually. The forms are available from the local conference youth ministries department. The club secretary will need to complete the form for each month the club operates. These forms are used to calculate the total points scored during the year and each Pathfinder club will receive a special award in accordance with its attainment.

Membership

The following are some requirements for the club membership:-

- Must be ten years and above
- Faithful in attending meetings
- Learns to keep laws and the pledge
- Participate in all the club activities
- Must have completed filling the membership form and return to be approved by committee for induction
- A Pathfinder passport is given upon application from the club Director after the Pathfinder has been accepted into the membership
- All members must pay the membership and insurance as required by the committee
- All elected Directors and regular staff are members of the club by the virtue of their office which they hold
- Each Pathfinder to have full Pathfinder uniform worn where applicable in all the meetings and club sponsored events
- The Pathfinder's parents must be willing to cooperate with the club staff in supporting regulations and activities of the club.

Insurance

Safety – accident & loss prevention

Check safety of premises

Adequate and safety of equipment

Types of activities

Incident report forms

Actions in the events of accident

Insurance covered by conference and church insurance cover

While the spiritual welfare of our youth is the prime motivation of all who engage in youth leadership, the physical welfare of our children is also very important. Leaders at whatever level of organization must accept the moral obligation of protecting from physical injury those who are under their care. This moral duty of care is reinforced by a legal liability and while a moral obligation may be shrugged off, leaders cannot escape legal liability for injuries resulting from their actions or omissions.

Insurance protection: - In most world divisions, the church is protected by legal liability insurance. This insurance has been extended to include employees and volunteers while they are engaged in the denominational program and thus all those who can be sued for injury occurring during denominational activity are covered. This insurance covers legal liability and it's not accident insurance. It does not automatically pay if injury occurs. It only protects individual and not the injured person. It will only respond where a claim is made by the injured party and then only if there is proof of legal responsibility. The following are the does and don'ts in case of injury:-

- ✓ Render first aid as may be necessary.
- ✓ Obtain skilled professional care as quickly as possible.
- ✓ Call for an ambulance if the injured needs to be transported.
- ✓ Inform the parents or guardians as soon as possible.
- ✓ Complete an incident report covering each and every injury and obtain eye-witness statements.
- ✓ Send incident reports and eye-witness statements to the Risk Management service through your conference secretary or treasurer.
- ✓ In the event of serious injury or death, notify the Risk management service immediately by telephone.

- ✓ If any claims are made, report such claims immediately and if they are in writing, make a copy and forward the originals to the RMS.
- ✓ Cooperate fully with the RMS and any loss investigator appointed by the insurers.
- ✓ Immediately forward the originals of the correspondence you receive in connection with a claim.
- ✓ Always provide the utmost sympathy for the injured person at all times.
 - ❖ Do not admit liability for the injury.
 - ❖ Do not express opinions in the incident report.
 - ❖ Make no offers or promises to the injured individual.

5. CLUB PLANNING AND PROGRAMMING

1 Corinthians 14:40, "Let all things be done decently and in order".

Objectives

To develop familiarity with activities this forms the pathfinder program

To provide a background for leader that will enable them for the planning and coordinate a successful ministry.

Pattern for Planning

The forward-looking pathfinder leader knowing that planning is essential and necessary for the establishment and development of an effective ministry of up reach, in reach and outreach.

But often either through procrastination or lack of understanding the basics steps of good planning is not put into practice. The following steps should therefore be considered:-

- Who – One should know to whom they are ministering to knowing all details about them
- Why – Each activity should have a specific goals or purpose in the planning process
- What – Once you determine why you are planning, you can determine what activity to undertake
- When – Determine the most appropriate time for each activity so that majority can participate
- How – Involve the staff, church officials and some members in planning and implementing the programme.

Planning the Year

- Divide into groups and share your activities of pathfinder club for the year
- Remember to be clear about your objectives in the ministry
- Plan your year from January to December
- The following points are important to consider when planning your year:-

-School holidays

-Public holidays

-College/University dates

-Special days e.g. Easter, Xmas

-Other local church dates.

The Year Planning

Break down the year as you plan and try not to plan everything to its finest details at the beginning. The program may be divided as follows: Daily planning, weekly planning, monthly planning and yearly planning.

Pathfinder Programming

- Inductions
- Investitures
- Fair and rally days
- Assessment days
- Campout and camporee
- Club meetings (day, time & activity)

Yearly Program: - The Pathfinder Director and his staff need to have a clear understanding of the objectives to be reached during the Pathfinder year. The general aim is to help meet the growing needs of the junior youth. Leading the Pathfinders through a course of study toward final recognition in an Investiture service is the means to reach the objectives of the Pathfinder ministry. It is in a well-planned yearly program in which all facets are included that the objectives may be reached.

6. TEACHING THE PATHFINDER CURRICULUM

Proverbs 22:6, “Train up in a child in the way he should go and when he is old, he will not depart from it”

Objectives

*To discover the importance and value of creative approaches to teach ways of developing your own creative styles of teaching.

*To provide the information on ways to teach the pathfinder curriculum in a creative manner.

Auditory 6%

Kinesthetic 23%

Verbal 26%

Visual 45%

N/B: Each Adventurer/Pathfinder learns differently and so it's important to discover how best they learn and know how to keep or maintain their attention.

Tips on teaching the class

- Begin with good overall planning
- Consider the children
- Know your requirements and fit each goal in its program
- Schedule your class work and plan what information you wish to present
- Collect resources to make the activities exciting and practical as well.

Note: The way you present the subject will determine the difference and bring about changes in the lives of these children.

- Finally, evaluate the class to see and know how well they liked the activity.

Teaching Methods

~Study the class curriculum

~Work out your teaching plan

~Assess the number and needs of your class.

Teaching the Curriculum creatively

The main aim of teaching this curriculum is to allow the children to develop an appropriate attitude towards further learning. This will only take place when a teacher makes effort to bring about right atmosphere for learning in the place of teaching which happens best if:

- There is fun
- Creativity and cooperation
- Time for acceptance and understanding
- Effective communication is relayed
- Involvement and constant assessment.

Learning Style

Every person has his/her own style of learning and the four basic learning styles are: Innovative learner, analytic learner, dynamic learner and common sense learner.

1. Innovative learner

- They learn by listening and observing
- They have imaginative ability
- They understand people and recognize problems.

N/B: These people are often the conscience of the group whom are concerned about the relationship with other people.

2. Analytic learner

- They learn by abstract conceptualization
- They are usually thinkers and want to learn the content
- They like to reason inductively and are good at planning.

3. Dynamic learner

- They learn by starting right in and doing it
- They want to produce results and therefore want to use the content
- They may have to redo the work because they didn't plan sufficiently before starting.

4. Common Sense learner

- They learn through direct hands-on experience
- They want to process the content and apply it to the new sense
- As their name suggests, they use their common sense and have deductive reasoning of applying new ideas to new situations.

7. CAMPING AND OUTDOOR EDUCATION

Camping is a recreational activity which is mostly done out of doors. It is usually coupled with various activities and done by people sharing the same goal/purpose. Its major objective is to develop awareness of basic camping and outdoor skills necessary for leadership.

Safety rules for selecting a Campsite

- ✓ Avoid camping where rocks or trees might fall
- ✓ Do not camp on a wild game trail
- ✓ Avoid lightning prone areas
- ✓ Avoid camping on the edge of a cliff or landslide.

Benefits of Camping Activities

- Encourages one to improve on his/her own performance
- Develops a lifetime hobbies and sometimes a vacation
- Develops a wholesome curiosity and desire to learn more
- Develops appreciation for serious program by participating in vespers and enjoying campfire programs.

Spiritual Values in Camping

#Adaptability

#Closeness to nature

#Cooperation and close fellowship

#Experience of order and harmony.

Guidelines for a good Camp Out

General rules for running the camp out

- ~Insist on absolute consideration for other people
- ~Everyone must take part in all the activities
- ~Urge all campers to recognize that God is camping with them.

What to carry along

- *Food listed
- *Sleeping bag
- *First aid kit
- *Hiking clothes & changes of other clothes
- *Personal items including toiletries
- *Bible, hymn, pamphlet, pen & note book.

Types of Camping

- a) Site camps (static):- It's simply a camp to which you drive your vehicle, erect your tents, camp out-of-doors in the same place and then drive home at the end of the camping.
- b) Traveling camps: - These camps moves from one location to another and are designed to bring out courage, strength, initiative and ability to put things into practice.

Basic components of good camping

- I. Good site
- II. Water supply
- III. Firewood
- IV. Sanitation
- V. Fire buildings
- VI. Outpost cooking
- VII. Camps and shelters.

8. DRILLS AND CEREMONIES

Objectives

To help one become confident in the ceremonial procedures

To develop a practical & theoretical understanding of the benefits that pathfinder club can obtain through drills and ceremonies.

Drills: - Are systematic training by multiple repetitions. The following are the benefits

Physical = Recognized as an excellent fitness exercise

=Helps develop co-ordination of the body & mind.

Mental = Develops confidence in leadership skills

=Stimulate the mind in giving and receiving commands

Psychological = Encourages sense of teamwork

=Develops the inner quality of self-control and discipline.

Basic Drills includes: Halt, attention, left, right turn, quick march and stand at ease.

Qualities of an Instructor

- ✚ Must be of high standard
- ✚ Should demonstrate correctly
- ✚ Should not have exaggerated movements
- ✚ Show simple example for easy imitation
- ✚ Dress and turn out must also be of the highest standard.

Teaching Techniques

- ~Set Standard
- ~Give credit where due
- ~Little talks when instructing is necessary
- ~Short rest should be given between exercises.

~When correcting faults should never be generalized

~Ability and goodwill of the Instructor is also very necessary.

Words of Command

- ❖ Good words of command produce goodwill
- ❖ Words of command should be given sharply
- ❖ Words of command must be clearly understood
- ❖ Words of command should be given with full power of voice
- ❖ These Words of Command are divided into two: Cautionary 'about' and Executive 'turn'.

Ceremonies

The following are ceremonies likely to be conducted in the Adventurer/Pathfinder ministry:

-Induction

-Investiture

-Flag raising and lowering session

Flag raising is always done in fair, rally, camporee, camp out and burial of a comrade.

Flag raising and lowering

The flag must be handled with due care and dignity it deserves

The color parties should be drilled, uniformed and respectful

The ceremony must be planned and conducted in a manner to give due honor to the flag.

Hoisting (flag raising)

The flag should be raised 6 a.m. especially when the camp sets up and by 8 a.m. when conducting other ceremonies.

The flag should be handled by the color party who should consist of three people

Lowering the flag

The flag must be lowered by 6 p.m.

The ceremony should be done by the color party who had hoisted it

The flag should be handled carefully, folded and handed over to the camp director for storage

Program Ceremonies

- Opening ceremony
- Closing ceremony
- Induction ceremony
- Investiture ceremony
- Adventurer/Pathfinder Sabbath.

Club Inspections

1. Uniforms
2. Camp sites
3. Club activities.

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