

2008

PATHFINDER
BASIC STAFF TRAINING



Name

Church

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Section 1- History, Philosophy and Purpose of the Pathfinder Club

Section 2 – Understanding Pathfinders

Objective

To develop an understanding of the developmental needs of the Pathfinder-age young people and how to relate them effectively

Session Outline

- Developmental Characteristics of Pathfinders
- Basic principles of Effective Club Discipline

Developmental Characteristics of Pathfinder

- Pre-Adolescence(9-12 yrs)
- Early Adolescence(13-15 yrs)
- Middle Adolescence(16-17 yrs)

In Each Category we will look at

- General,
- Metal,
- Physical,
- Social and
- Spiritual Characteristics

Pre-Adolescence

General	<p>Full of noise and ceaseless activity Girls at the age are physically, mentally and more emotional than boys. Growing tendencies of independences and self-assertion Quick to learn and have memory recall Have heroes. Lively interest in religion They find it natural to turn to God and commit them self.</p>
Metal	<p>Golden Age memory Alert and eager to investigate and learn Love stories and good books They are collectors (90% of children that age collect one thing or other) Age not for specialisation</p>
Physical	<p>The healthiest period of life Body and mind are well balanced for co-ordination Restlessness <i>“there never seems to be any nice, relaxed, middle ground in a child’s behaviour. He is either running at a wild clip or stopped dead – and both strike fear in the breast of a parent”</i></p>
Social	<p>Secret codes and adventure Learning teamwork but still retain independent spirit Vivid imagination Great hero worship No interest in the opposite sex Boys prefer to be by themselves</p>

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	Girls choose their own group
Spiritual	<p>Have key interest in spirituality and the work of the church</p> <p>Peak age of baptism (12)</p> <p>Like witnessing activities, delights in award badges, ribbons etc</p> <p>Easy to instruct in religion.</p>

Early Adolescence

General	<p>Rapid growth</p> <p>Awkwardness due to lack of co-ordination of body and mind</p> <p>Embarrassment</p> <p>The Ugly Ducklings Syndrome</p> <p>Belonging to Peer Group</p> <p>Interest in the opposite sex accompanied by bashfulness</p> <p>Critical rather than credulous</p> <p>Day dreamers</p> <p>Religion interest continues and becomes a matter of experience</p>
Mental	<p>Alert Subject to day-dreaming</p> <p>Learns quickly</p> <p>Boys have key interest in scientific data and girls become more interested in homemaking</p>
Physical	<p>The health is excellent second only to pre-adolescent period</p> <p>Rapid physical growth., with tremendous appetite accompanying the growth.</p> <p>Muscle development – causing awkwardness and clumsiness</p> <p>Sex organs begin to develop</p> <p>On average girls taller than boys at 12 and 13 slightly taller at 14 less at 15 and 2 inches shorter at 16</p>
Social	<p>Loyalty to peers</p> <p>Freedom seekers</p> <p>Money making schemes = dropping out of school</p> <p>Mood swings</p> <p>Strong likes and dislikes of food</p> <p>Great love for athletics</p> <p>Crude sense of humour</p> <p>Attraction of the opposite sex</p>
Spiritual	<p>Interest in spiritual things wanes at this age</p> <p>13 at his age is the 2nd largest number of youth baptism</p> <p>Career choice</p> <p>Less tendency for this group to demonstrate their feelings on spiritual matters</p> <p>Conflict with conscience</p>

Middle Adolescence

General	<p>Rapid growth for males reaching full height</p> <p>Developed into their own individual</p> <p>Young adult in their own right</p>
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Metal	Question everything and want proof Have great respect for “scholarship” Making of definite plan
Physical	Sexual Development 85% fully developed into adulthood Muscles are developed and they enjoy physical fitness
Social	Cliques and what to be surrounded by special friends Critical and frank in expression of others Sensitive and guided by public opinion
Spiritual	Either goes forward or loses interest

Basic Principles of Effective Club Discipline

Morale, or club spirit, is the tangible element that determines the success of any pathfinder Club. It the result of a combination of a variety of important factors. All pathfinder members and staff need to work together on developing a sense of unity and belonging, and maintaining interest and enthusiasm

Club staff needs to check for the following:

1. S_____ O_____
2. A_____
3. H_____ c_____
4. R_____ t_____ d_____
5. U_____ C_____’s Table
6. Making Members W_____
7. P_____ Friends T_____
8. Reviewing the C_____ Work
9. Planning a b_____ P_____
10. Developing Unit C_____
11. Pathfinder M_____ p_____
12. E_____
13. C_____ E_____
14. T_____ M_____

Guid lines for Balance Disciple

- Establish Rules and regulation and a point system.
- Inform the Pathfinders of the rules, your expectation and methods of enforcements

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- “Rules should be few and well considered, and when once made, they should be enforced. Whether is found impossible to change, the minds learns to recognise and adapt itself to” (Education pge 290)
- Present devotional admonition on disciple, explaining the Pledge and the Law
- Present devotional on discipline, explaining the Pledge and Law.
- Consistently and diligently apply training discipline.
- Counsel with guilty youth before disciplinary action, and pray with them.
- When they understand, they normally cooperate.

Prevention of Discipline Problem

1. Plan an e_____ program of a_____.
2. Never go to m_____ u_____.
3. Be f_____, caring, and a_____ at all times.
4. Cultivate a s_____ of h_____
5. Don't use s_____ or _____.
6. Don't be a “f_____”.
7. Be f_____ and i_____ –don't have favorites.
8. Show s_____ -c_____ and be p_____, even under pressure.
9. Watch the use of your v_____ –speak clearly and with a_____, but don't s_____!
10. Give c_____, p_____ instructions and c_____.
11. Watch m_____ that could lead to r_____, and avoid s_____ and colloquialisms.

Method of Discipline

DO

- P_____ C_____
- Use G_____ J_____
- Take care of I_____ D_____
- E_____ if necessary

DON'T

- P_____ in A_____
- Use t_____ and w_____ that can't be carried out.
- Force a_____ Public

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- D_____ after club meeting
- A_____ extra task
- “Dunce-Cap” Discipline
- Use c_____ P_____

Punishable Offenses

Cases of clear and unjustifiable insubordination.

Cases where tendencies and activities are considered serious offenses, or behaviour problems, such as:

- Indecency
- Impudence to counsellor
- Offensive language
- Injuring property
- Cheating and stealing

Discipline Procedures

1. If a Pathfinder is not obedient and cooperative:
 - The counsellor should tactfully speak to the Pathfinder.
 - The counsellor should explain what is expected of the Pathfinder as a member of the club.
 - The counsellor should have a private visit and pray with the Pathfinder.
2. If the Pathfinder continues to be disobedient and uncooperative the counsellor should solicit the help of the deputy director in charge of club discipline.
 - They will privately counsel together with the Pathfinder.
 - They should earnestly solicit cooperation.
 - They should pray with him.
3. If it should be necessary to approach the Pathfinder on a third occasion, the counsellor, deputy director, and director should meet with the Pathfinder privately.
 - Counsel with the Pathfinder and explain how important it is to have unity, cooperation, and an understanding spirit among club members.
 - Attempt to convey to him the seriousness of the matter in the light of him not doing his “honest part.”
 - Prayer together.
 - Make an appointment to visit the home and counsel with the parents and the Pathfinder together.
4. If, after this round of counsel and a visit to the home, the Pathfinder proceeds to be disobedient and uncooperative, the counsellor should have a private visit and prayer with the Pathfinder.
5. If misbehaviour continues the counsellor, deputy director, director and Pathfinder should have another meeting together.
 - The case will be referred to the disciplinary committee for further study.
 - Disciplinary committee consists of the director, deputy directors, the counsellor of the Pathfinder, and a Pathfinder boy and girl chosen from the club.
 - The Pathfinder’s parents should be notified, and the Pathfinder will be given a one-month vacation from the club.

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- He should be visited at his home by the counsellor during the period of his absence.

Section 3 – Club Leadership

Attributes And Qualities Of Christian Leaders Involving In Pathfinding

Qualities of a Pathfinder Leader

- a) Live a C_____ -C_____ Life
- b) Love b_____ and g_____
- c) Be o_____ and e_____
- d) Has a v_____ (knows WHY they're involved)
- e) Has a m_____ (knows HOW they're doing)
- f) Be a m_____ of his/her own e_____
- g) Enjoy the o_____ of d_____
- h) Maintain p_____ r_____ with fellow workers
- i) Have a c_____ personality
- j) Have a s_____ of H_____
- k) Be r_____ and c_____
- l) Enlist c_____
- m) Be able to delegate r_____ and a_____
- n) Has i_____ (keeps commitments)
- o) Understand the C_____ of Junior Youth
- p) Master D_____ skills
- q) Know how to o_____

Five Styles Of Leadership And When They Are Appropriate To Pathfinder Ministry

Definition of Leadership

“Leadership is Influence. Leadership means you have people who follow you otherwise you’re just out taking a walk” John C. Maxwell

Person centered

Group Centered

Authoritative (Autocratic)	Bureaucratic (Political)	Evaluative	Participative (Democratic)	Laissez-Faire
TELLS	SELLS	TESTS	CONSULTS	JOINS

Authoritative (Autocratic) Leader

- Motivation is produced by creating a structured set of rewards and punishments.

Advantages	Disadvantages

Evaluative

Bureaucratic (Political) Leader

- Police officer -- He or she enforces the rules.

Advantages	Disadvantages

Democratic (Participative) Leadership

- The “coach” leader has the final say, but gathers information from staff members before making a decision.

Advantages	Disadvantages

Laissez-faire Leadership

All authority or power is given to the staff (& Pathfinders) and they must determine goals, make decisions, and resolve problems on their own.

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Advantages	Disadvantages

Various Leadership Roles And Function And Their Applications

Building Functions

Encourager	Friendly, warm, responsive. Accepts others and their contributions. Gives other people opportunities or recognition.
Feelings Expresser	Ask for opinions to see if group is ready to make a decision
Harmonizer	Attempts to reconcile disagreements and reduce tensions. Get people to explore their differences
Compromiser	Goes along with group decision and accepts the ideas of others. Act as an interested audience.
Gate-Keeper	Keep Channel of communication open Facilitate participation of others. Encoring sharing
Standard Setter	Sends and expresses feelings of group. Calls attention to reactions of group to ideas and suggestions. Share feelings and how they affect members.
Consensus – Tester	State standards for group to achieve and applies standards for evaluation and productions.
Follower	When necessary explain any item not clearly heard. Hears and solicits feedback.
Listener	Yielding and admits to error Maintain cohesion in groups

Task Functions

Initiator	Asks for expression or feelings. Seeks ideas and suggestions. Solicits expression of value
Information seeker	Gathers facts relevant to group. Seek organisation of facts.
Information Giver	Gives examples and develops meanings. Makes generalisations and indicates how proposals may work out.
Opinion Seeker	Interprets ideas or suggestions. Define terms and clears up any confusion. Indicate alternatives and issues before group. Listen and preserves. Option seeker.
Opinion Giver	Offers facts and information relevant to groups
Clarifier	Proposes tasks or goals, define group problems. Suggest procedure's for solving problems
Elaborator	Pulls together related ideas. Restates suggestions after discussion. Offer a decision or conclusion for group to accept or to rejects.
Summariser	States believe of a matter. Gives ideas and suggestions.

Section 4 CLUB ORGANISATION

Objective

“To introduce basic staff training procedures and policies relevant to the establishment and maintenance of the Pathfinder Club”

Steps in Organising a Pathfinder Club

1. Counsel with the _____
2. Meet with your _____ and _____
3. Present your plan to the _____
4. _____ the congregation during the _____
5. Call a _____ (_____)
6. Teach the _____ OF _____
7. Elect an _____ and _____
8. Choose _____ and _____
9. Plan a _____
10. Build the programme _____ WEEKS in advance!
11. Send out letters to families _____ WEEKS before enrolment
12. _____ your programme!
13. _____ and _____ staff before enrolment night.
14. _____ night
15. Home _____ (show that you care)
16. _____ Programme 3 weeks later
17. _____ nights
18. Develop _____
19. _____

List of staff in the Pathfinder Club

- D _____
- D _____ D _____
- S _____
- T _____
- C _____
- U _____ C _____
- I _____
- U _____ C _____
- U _____ S _____
- A _____ D _____
- A _____ C _____

Operating Policies

- Uniforms should be _____
- Finances should be _____ with a _____ _____
- Reports should be sent to the SEC _____
- Insurance is not a _____ insurance but a _____ insurance
- WHAT TO DO IN CASE OF INJURY

Section 5- Planning and Programming

Personalised Planning for the Local Church

“Let all things be done decently and in order” (1 Corinthians 14:40)

Pattern for Planning

The forward-looking church pathfinder leader knows that planning is essential and necessary for the establishment and development of an effective ministry of upreach, outreach, programming and recreation. But too often, either through procrastination or lack of understanding the basic steps of good planning are not put into practice.

The following steps should be considered in establishing a balanced activity in the areas that most affect the pathfinders in church relationship

Things to Think About

Who

To whom are you trying to minister ...

Know their age, gender, likes, dislikes family relationship and need.

These factors can be discovered only through a church-wide interest survey or by questioning the pathfinders

Why

The church philosophy of planning that includes goals for its programme ministry should come together in an actual planning process.

A programme should never be planned just to have something listed on the calendar.

Each activity should have a specific purpose and goal

What

Once you determine why you are planning, you can determine what activities will most effectively fulfil that purpose

When

Determine the most appropriate time for each ministry in the weekly, monthly and yearly calendar of the church so that the majority of the people to whom you seek to minister can participate

How

Involve your pathfinder leadership, church officers and a variety of church members in studying, planning and implementing programme.

Group Activity

Points to remember when planning your year

- School holidays – you may wish to target these dates for activities
- University dates- work around the dates when people will be away
- Bank holidays – avoid or target?
- Special dates- Easter, Xmas etc
- Other local church dates- ingathering, campaigns week of prayer incl. youth W of P
- SEC/BUC/TED/GC youth day of spiritual commitment, camps, Camporee's etc
- Your own holidays

Year Planning

- Break down the year as you go.
- So not try to plan everything to its finest details at the beginning.
- YEAR- MONTH-WEEK-DAY

Detail individual Programme

- Time
- Speaker
- Music
- Equipment needed
- Location (church, hall, home)
- Publicity
- Target age group

Pathfinder specific programming

- ❖ Club meeting (day, time, uniform)
- ❖ Investitures
- ❖ Pathfinder Rally Day
- ❖ Club/Area camps

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- ❖ Assessment day
- ❖ SEC/BUC/TED events: camporee, Master guide camps

“The youth need more than just a casual notice, more than an organisational word of encouragement. They need painstaking, prayerful, careful labour. He only whose heart is filled with love and sympathy will be able to reach those youth who are apparently careless and indifferent. Not all can be helped in the same way. God deals with each according to his temperament and character, and we must co-operate with Him, often those whom we pass by with indifference, because we judge them from outward appearance, have in them the best material for workers, and will repay all the efforts bestowed on them. There must be more study given to the problem to how to deal with the youth more earnest prayer for the wisdom that is needed in dealing in minds”

Gospel Workers pg 208

Section 6 – Teaching the Pathfinder Curriculum

Session Outline

Objective

“To discover the importance and value of creative approaches to teaching and to leaser ways to developing one’s own creative style of teaching.

To provide information on ways to reach the Pathfinder curriculum in a creative way”

1. Understanding creativity

Purpose and values of creative activities

- It makes learning more e_____ , l_____ and m_____
- It approaches opportunity of s_____ -e_____ and development of c_____
- It instils p_____ in accomplishment and build s_____ - c_____
- It contributes to the d_____ of proper self c_____
- Helps the Pathfinder r_____ p_____ of others
- Teaches c_____, s_____ and t_____ t_____.
- E_____ a Bible concept or i_____ a truth
- Provide o_____ for the Pathfinder to express his/her r_____ with God and a r_____ to Bible teaching

Steps in a creative process

1. Preparation! What is the _____ and what are the _____
2. F_____
3. A_____
4. V_____
5. E_____

Teaching

Learning takes when it's time for:

- _____
- A_____ and U_____
- R_____ and C_____
- I_____ and C_____
- E_____ C_____
- F_____ and J_____
- I_____
- Constant _____
- C_____

Teaching Task- Group work

Section 7 Camping and Outdoor Education

Session Outline

1. Philosophy of camping
2. Basic camp planning
3. Types of camping
4. Basic component of good camping
5. Introduction to Off-Site Safety Management (Risk Assessment)

Philosophy of Camping

“Outdoor living holds a tremendous potential in spiritual values and character-building elements” (p 147)

It is therefore recommended that, outdoor living with its multi-skilled requirements compose a large segment of the year’s pathfinder program.

Recreation in the Open Air

“There are models of recreation which are highly beneficial to body and mind. An enlightened, discriminating mind will find abundant means for entertainment and diversion, from source not only innocent, but instructive. Recreation in the open air, in contemplating of the works of God in nature, will be of the highest benefits.”

(Messages to Young people page 360-381)

b. Benefits to the individual

- N_____ m_____
- Perception of b_____
- Spiritual a_____
- C_____ and s_____
- Self-r_____ and self-c_____
- Make do/i_____ a_____
- At-h_____ /confidence
- S_____ in hard work
- G_____ h_____ and p_____ f_____

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- New and realistic s_____ of v_____
- A feeling of c_____, p_____ and satisfaction of s_____ o_____

Benefits of Camping activities

- A. Broadens the campers p_____
- B. Develops all-round a_____ rather than s_____ in a few
- C. Emphasis on s_____ i_____
- D. Finding thrills in “l_____” activities
- E. W_____ c_____
- F. W_____, r_____ and p_____ / a balance
- G. Educate in wise use of l_____ t_____
- H. Simple p_____ / e_____ one self
- I. Exposure to r_____ w_____

Spirit of Prophecy quotations

“The more quiet and simple the life of the child, - there more free from artificial excitement and the more in harmony with nature, -the more favourable it is to the physical and mental vigour and to spiritual strength”

Education pg 107

Spiritual value in camping

FACT = camping affects the Spiritual life of the young person.

Therefore, it is our responsibility to ensure that it has a GOOD effect

We are not talking of teaching, but of experience.

Test the Spiritual values of your camp life

1. C_____ to nature
2. The experience of h_____ and o_____.
3. God great c_____
4. A_____
5. Cooperative f_____ /shared r_____

Basic Camp Planning

Notification is the name of the game

- Both **parents** and **Church Board** need to know what your plans are.
- Every off-site visit needs to be minuted by the Church Board

Camp Planning

1. Go for a r_____
2. T_____
3. T_____
4. General g_____
5. F_____ -a_____ Kit (First aider)
6. Camp p_____
7. F_____
8. Plan meetings around a t_____
9. Campsite i_____ prior to arrival
10. Secure p_____ from land owner
11. H_____
12. S_____
13. Notification of p_____.

Unit and Individual Planning

- M_____
- Correct wearing a_____
- S_____ bag and mat
- P_____ first-aid kit
- B_____ packed properly
- Cooking u_____
- W_____ etc
- C_____ duties

Guidelines for a good campout.

General rules

1. C_____ of other persons
2. Inclusive p_____
3. T_____ tenting (God is with you)

Exercise:

- List all the items each camper should bring for personal use
- Clothing (including multi weather gear), mealtime needs, night time needs, toiletries, attitude, Bible, stationery, etc

Upon returning home:

- Note what you took and what you actually needed!
- Wait on your weight
- Be thankful
- Benefit last longer than blunders!!!

Promote, teach and repeat by example the Country Code

The Country Code

Remember that by using the paths properly and following the Country Code, you are much less likely to come across problems

Enjoy the countryside and respect its life and work

Guard against all risk of fire

Fasten all gates

Keep your dogs under close control

Keep to public paths across farmland

Use gates and stiles to cross fences, hedges and walls.

Leave livestock, crops and machinery alone

Take your litter home

Help to keep all water clean

Make no unnecessary noise

Take special care on country roads

Protect wildlife, plants and trees

A good Pathfinder will:

1. Be c_____ -m_____
2. Be careful with f_____

3. Be c_____ in the out of doors
4. Be c_____ of p_____

Try making up a club Pathfinder country code. This should help them the Pathfinders learn the Country Code, and feel ownership of their behaviour

3. Types of Campers

- **Static and Mobile**

Static camps afford the chance to do certain honours “out in the fields”

Specific purpose; having a good time is a presumed by product of any events!

Developing a specific skill could be the purpose of the camp

Theory and practical learning – GREAT TIME

Mobile campers are maybe least used but keeps the interest of the youngsters in a progressive way, generating inquisitive sponge-like minds.

Good group management skills are needed for this to be enjoyable and beneficial to all the group. Hiking, canoeing, cycling camps, or minibus or car safaris could be organised

Basic Components of Good Camping

1. Selection of s_____
2. Water s_____
3. F_____ (if applicable)
4. S_____
5. T_____ and s_____
6. Fire b_____
7. M_____ facilities

Nature Study

“Go to the ants Consider their ways...” Proverbs 6:6

“Consider the lilies of the fields, how they grows...” Matthew 6:28

The Bible invites us to look at nature

Objective of Nature Study

1. To interest the Pathfinders in the things of nature rather than to teach them, to arouse their curiosity so that they can make their own discoveries; this is something that God intends that each one of us will continue to do through all eternity
2. Develops e_____ minds
3. Nature is “God’s other book”

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4. S_____, h_____ and u_____
5. A_____ with the Creator through creation
6. Character development through s_____
7. Make nature m_____
8. C_____ rather than d_____
9. True w_____ (1 Kings 4:34)
10. Sabbath r_____ of God
11. God's P_____
12. Understand w_____ of our creator

Nature Study methods

1. A_____ and t_____
2. P_____ o_____, investigation or experimentation is what nature study is all about
3. Bo it o_____!
4. Instructors must l_____ nature, and guide discovery rather than f_____ learning
5. Make a c_____ (Club museum)
6. Make g_____ like charts and graphs
7. R_____ data
8. Use c_____ and g_____
9. G____ out and s_____ out (hikes and trips)
10. Individual and group p_____
11. Build a club honour r_____
12. Use a v_____ of books and videos

Section 8 – Drills and Ceremonies

Congratulations

This is to certify that _____ of
_____ SDA Church has completed the following Sections of the
Pathfinder Basic Staff Training .

	Section 1- History, Philosophy and purpose of the Pathfinder Club
	Section 2 – Understanding Pathfinders
	Section 3 – Club Leadership
	Section 4 – Club Organisation
	Section 5 – Club Programming and Planning
	Section 6 – Teaching the Pathfinder Curriculum
	Section 7 – Camping and Outdoor Education
	Section 8 – Drill and Ceremonies

Signed _____

Instructor _____

Date _____