



Pathfinder Staff Manual

1998 Edition



Copyright © 1990 NAD Pathfinder Department

Revised 1998 by NAD Pathfinder Department

Additional copies:
AdventSource
5040 Prescott Avenue
Lincoln NE 68506
800-328-0525

All rights reserved. This book may be used and reproduced without permission from the publisher in local church printed matter. It may not, however, be used or reproduced in other books or publications without prior permission from the publisher. Reprinting the content as a whole for giveaway or resale is expressly prohibited.

Printed in the United States of America



Contents

Introduction

The Pathfinder Leader	5
Preface	7
NAD Pathfinder Club Ministry	9
Quotable Quotes	11
Pathfinder Club Emblem	13
Pathfinder Pledge and Law	15

Section I Philosophy and Objectives

Chapter 1 - Philosophy and Objectives 19

Pathfinder Philosophy	19
Pathfinder Objectives	19

Chapter 2 - The Pathfinder 21

Understanding the Person	21
Emotions	23
Habit Formation	24
Basic Psychological Needs	24
Principles of Character Development	25
Child Abuse	27
Sexual Abuse	27
Pathfinder Personality Record	30
Understanding Junior Pathfinders	31
Understanding Teen Pathfinders	32
Motivating Pathfinders	33

Section II Organizational Procedures

Chapter 3 - Club Organization 37

Pathfinding on Three Levels	37
Keeping the Interest of Teen Pathfinders	37
Ask the Pathfinders	38
Relating to the Parents of Pathfinders	38
Steps in Organizing a Pathfinder Club	39
Junior-Teen Pathfinder Club Organization	40
Certificate of Operation	42
Pathfinder Club Constitution	42
Rules and Regulations	45
Insurance	46
Requirements for Club Membership	47
Pre-Enrollment Letters	48
Pathfinder Club Charter Application	49
Sample Certificate of Operation	50
Pathfinder Club Membership Application	51
Pathfinder Health Record	52

Chapter 4 - General Programming 53

Pathfinder Club Guidelines	53
Planning the Program	54
AY/Pathfinder Classes	55
AY Honors	57
Sample Club Programs	58
Sample Club Yearly Calendar	60
Formation for Opening Exercises (USA)	67
Keep Club Morale High	69
Club Discipline	70
Do's and Don't's of Club Discipline	72

Administration	72	Chapter 7- Camporees	131
Uniforms	76	Conference Pathfinder Camporees	131
Flags	81	Camporee Requirements	131
National Flag	81	Suggested Camporee Schedule	133
Pathfinder Club Flag	83	Suggested Camporee Points	135
Pathfinder Club Unit Guidon	83	Suggested Camporee Inspection Sheet	135
Merit System	85	Suggested Camporee Menu	135
Club Finances	86	Chapter 8 - Fairs	139
Club Budget	86	Pathfinder Fair	139
Sources of Income	87	Suggested Pathfinder Fair Point System	141
Fund-Raising Ideas	88	Pathfinder Fair Judging	142
Public Relations	88	Cooking Score Card	144
How to Make the Club Successful	92	Sewing Score Card	147
Putting Pathfinding on the Map	93	Chapter 9- Hobbies and Crafts	149
Conf. Pathfinder Monthly Report	95	General Information	149
Conf. Pathfinder Monthly Report Defined	96	Suppliers	151
Teen Pathfinder-of-the-Year Nomination	97	Chapter 10 - Nature Activities	153
Pathfinder Club Evaluation Check Sheet	98	Philosophy of Nature Instructions	153
Pathfinder Club Evaluation	99	The Nature Program	154
Evaluation Check Sheet Explanation	99	Discovery	154
Chapter 5 - Pathfinder Staff, CIT and Coordinator	105	Field Trips	155
Qualities of a Pathfinder Leader	105	Collections and Displays	156
Election of Leader and Staff	106	Projects and Crafts	158
Duties of Leaders and Staff	107	Chapter 11 - Camping	161
Counselor-in-Training	110	Philosophy of Camping	161
Committee Members	111	Hiking and Packing	163
Enlisting Cooperation of Staff	112	Wilderness Survival Camping	165
Staff Growth Inventory	113	Shelters	168
How do Successful People Get That Way	114	Outpost Camping	168
Pathfinder Area/District Coordinator	115	The Canoe Trip	168
		Bike Hike	170
		Camp Skills	171
		Camp Cooking	173
Section III		Chapter 12 - Conference Pathfinder Council By-Laws	177
Club and Conference Events		Pathfinder Executive Council	177
Chapter 6 - Special Programming	121	Index	181
Enrollment Night Program	121		
Pathfinder Day	121		
Induction Ceremony	124		
Investiture	126		
Pathfinder Club Formal Inspection	128		

The Pathfinder Leader

There isn't any pay for you;
 You serve without reward;
The youth who tramp the fields with you
 But little could afford;
And yet your pay is richer far
 Than men who toil for gold,
For in a dozen different ways
 Your services shall be told.

You'll read it in the faces
 Of growing girls and boys;
You'll read it in the pleasure
 Of a dozen heartfelt joys;
And down the distant future—
 You will surely see the Truth
Emblazoned through the service
 Of a band of loyal youth.

For years of willing labor
 And of brothering a group;
For years of trudging highways,
 With the Indian cry and whoop;
For years of campfires burning,
 Not alone for pleasure's sake,
But the future generation
 Which these youth are soon to make.

They have no gold to give you,
 But when age comes to you
They'll give you back the splendid things
 You taught them how to do;
They'll give you rich contentment
 And a thrill of honest pride,
And you'll see your nation prosper
 And you'll be satisfied.

—Adapted from "The Scoutmaster"
 by Edgar A Guest

Preface

Since its adoption in 1950 by the General Conference Youth Department, the Pathfinder Club has developed into a worldwide organization. The inter-personal relationships and the power of influence by consecrated leaders has shaped the lives of thousands of Pathfinders.

Pathfinding has been successful because it attracts members by a positive "do" approach. A year-round activity highlighted by conference-wide fairs, investitures, and camporees, the Pathfinder Club is for those in grade 5-10 (age 10 to 15).

The key to the success of any organization is well-trained and dedicated leadership. In most conferences an annual Pathfinder Staff Training Course is offered with instruction in basic organizational leadership and specialty courses for experienced Pathfinder staff members. During the past several decades a basic Pathfinder Training Course of ten hours has been in use. As the program grew, many ideas were generated, which needed to be brought together into a printed manual for easy reference. In the 1970s the North American Youth Department Advisory Committee voted to prepare a Pathfinder Staff Manual.

A committee composed of Clayton Child, Danny Davis, Lorenzo Grant, John Hancock, Norm Middag, Jack Olson, and Milo Sawvel, with Leo Ranzolin as chairman and Susan Pettibone as secretary, met in Washington, D.C., to outline this manual. A large amount of material gathered through the years from division and conference bulletins and training booklets, was considered by this committee. Norm Middag and Milo Sawvel were preparing comprehensive Pathfinder staff training manuals for their conferences at the time,

which formed the basis for much of the committee's work. Other individuals who made contributions to the manual were Frank Phillips, LeRoy Taylor, Jim Harris, Harry Garlick, Ron Wisbey, and Winston DeHaven.

The Pathfinder Staff Manual that resulted served the North American Division for over a decade. In 1988, the North American Division Pathfinder Committee voted that the Manual should be revised to keep pace with the changing times. Those contributing to the revision were Norm Middag-*chairperson*, Terry Bolton, Charles Case, J. C. Hicks, Al Williamson, Terry Dodge and Glen Milam.

While this manual is not exhaustive in content, it has brought together a wealth of material that is adequate to guide Pathfinder directors and staff members in the understanding of all aspects of the Pathfinder program. It will also form the basis for conference-sponsored Pathfinder training courses. The material should be placed in a notebook binder large enough to allow space in each section for the addition of new materials, which may be added from time to time from the General Conference, divisions, and local conferences.

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

*North American Division
Pathfinder Leadership*



NAD Pathfinder Club Ministry

Introduction

The Pathfinder Club is an educational laboratory of the home, school, and church.

Objectives of Pathfinding

The Pathfinder Club will encourage its members to belong to the church, confess their Christian faith, and take an active part in fellowship, worship, outreach, and service.

The Pathfinder Club will involve its members as full partners in all aspects of the church's ministry to its members, to the community, and to the world.

The Pathfinder Club will challenge its members in the mission and ministry of Christ through the church so that God's Word becomes meaningful and fruitful in their lives.

Purpose of Pathfinding

Lead its members into a growing, redemptive relationship with God.

Build its members into responsible, mature individuals.

Involve its members in active, selfless service.

Quotable Quotes

"I have given you an example that ye should do as I have done to you." (*John 3:15*)

"Pathfinder ministry is everything that is done with and for the pathfinder in the church's relationship th the family, the community, and to the world." (NAD Pathfinder Ministry)

"The only way to grow in grace is to be disinterestedly doing the very work which Christ has enjoined upon us— to engage, to the extent of our ability, in helping and blessing those who need the help we can give them. Strength comes by exercise; activity is the very condition of life. Those who endeavor to maintain Christian Life by passively accepting the blessing that come through the means of grace, and doing nothing for Christ, are simply trying to live by eating without working. And in the spiritual as in the natural world, this always results in degeneration and decay. A man who would to refuse to exercise his God-given powers not only fails to grow up into Christ, but he loses the strength that he already had." (*Steps to Christ*, p. 80, 81)

"Christ's method alone will give true success in reaching the people. The Saviour mingled with men as one who desired their good. He showed His sympathy for them, ministered to their needs, and won their confidence. Then He bade them, 'Follow Me.'

"There is need of coming close to the people by personal effort. If less time were given to sermonizing, and more time were spent in personal ministry, greater results would be seen. The poor are to be relieved, the sick cared for, the sorrowing and the bereaved comforted, the ignorant instructed, the inexperienced counseled. We are to weep with those that weep, and rejoice with those that rejoice. Accompanied by the power of persuasion, the power of prayer, the power of the love of God, this work will not, cannot, be without fruit." (*The Ministry of Healing*, p. 1143, 144)

"Where there is life, there will be growth and fruitbearing, but unless we grow in grace, our spirituality will be dwarfed, sickly, fruitless. It is only by growing, by bearing fruit, that we can fulfill God's purpose.

"One of the divine plans for growth is impartation. The Christian is to gain strength by strengthening others. 'He that watereth shall be watered also himself.'" (Proverbs 11:25) This is not a promise; it is a divine law.:: In fulfilling of this law is the secret of spiritual growth." (*God's Amazing Grace*, 285)

"When the human sympathy is blended with love and benevolence, and sanctified by the Spirit of Jesus, it is an element which can be productive of great good. Those who cultivate benevolence are not only doing a good work for others, and blessing those who receive the good action, but they are benefiting themselves by opening their hearts to the benign influence of true benevolence. Every ray of light shed upon others will be reflected upon our own hearts. Every kind and sympathizing word spoken to the sorrowful, every act to relieve the oppressed, and every gift to supply the necessities of our fellow beings, given or done with an eye to God's glory, will result in blessings to the giver. Those who are thus working are obeying a law of heaven and will receive the approval of God. The pleasure of doing good to others imparts a glow to the feelings which flashes through the nerves, quickens the circulation of the blood, and induces mental and physical health." (*Testimony for the Church*, Vol. 4, p. 56)

"Christ's followers have been redeemed for service. Our Lord teaches that the true object of life is ministry. Christ Himself was a worker, and to all His followers He gives the law of service—service to God and to our fellow men. Here Christ has presented to the world a higher conception of life than they had ever known. By living to minister for others, man is brought into

connection with Christ. the law of service becomes the connecting link which binds us to God and to our fellow men.

“To His servants Christ commits ‘His goods’—something to be put to use for Him. He give ‘to every man his work.’ Each has his place in the eternal plan of heaven. Each is to work in co-operation with Christ for the salvation of souls. Not more surely is the place prepared for us in the heavenly mansions than is the special place designated on earth where we are to work for God.” (*Christ’s Object Lessons*, p. 326,327)

"The spirit of unselfish labor for others give depth, stability, and Christlike loveliness to the character, and brings peace and happiness to its possessor.” (*Steps to Christ*, p. 80)

"With such an army of workers as our youth, rightly trained, might furnish, how soon the message of a crucified, risen, and soon-coming Savior might be carried to the whole world! How soon might the end come—the end of sin and pain, our children might receive their inheritance where ‘the righteous shall inherit the land, and dwell therein forever;’ where ‘the inhabitant shall not say, I am sick,’ and ‘the voice of weeping shall be no more heard.’ (*Psalms 37:29; Isaiah 33:24; 65:19*) (*Counsels to Parents and Teachers*, p. 555)

"When the judgement shall sit, and the books shall be opened; then the ‘well done’ of the great Judge is pronounced, and the crown of immortal glory is placed upon the brow of the victor, many will raise their crowns in sight of the assembled universe and, pointing to their mother, say ‘She made me all I am through the grace of God. Her instruction, her prayers, have been blessed to my eternal salvation.’” (*Messages to Young People*, p.330)

"Our business in this world . . . is to see what virtues we can teach our children and our families to possess, that they shall have an influence upon other families, and thus we can be an educating power although we never enter into the desk. A well-ordered, a well-disciplined family in the sight of God is more precious than fine gold, even than the golden wedge of Ophir.” (*The Adventist Home*, p. 32)



Meaning of the Pathfinder Club Emblem

Pathfinder Club

The Pathfinder Club is a worldwide organization sponsored by the Seventh-day Adventist Church.

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." (Rom. 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." (Rev. 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." (Rev. 3:18)

Three sides (Completeness)

Completeness of the Godhead—Father, Son, Holy Ghost.

Tripod of education:

Mental	Crafts and honors.
Physical	Campouts, work bees.
Spiritual	Missionary activities, witnessing

Shield (Protection)

In the Scripture God is often called the shield of His people. "Fear not . . . I am thy shield." (Gen. 15:1)

"Above all, taking the shield of faith, wherewith ye shall be able to quench all the fiery darts of the wicked." (Eph. 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. (See Eph. 6:17)



Pledge and Law

Pathfinder Pledge

By the grace of God.

Only as we rely on God to help us can we do His will.

I will be pure.

I will fill my mind with everything that is right and true and spend my time in activities that will build a strong, clean character.

I will be kind.

I will be considerate and kind not only to my fellow men but also to all of God's creation.

I will be true.

I will be honest and upright in study, work and play and can always be counted upon to do my very best.

I will keep the Pathfinder Law.

I will seek to understand the meaning of the Law and will strive to live up to its spirit, realizing that obedience to law is essential in any organization.

I will be a servant of God.

I will pledge myself to serve God first, last, and best in everything I am called upon to be or do.

I will be a friend to man.

I will live to bless others and do unto them as I would have them do unto me.

Pathfinder Law

Keep the Morning Watch.

I will have prayer and personal Bible study each day.

Do my honest part.

By the power of God I will help others, and do my duty and my honest share, wherever I may be.

Care for my body.

I will be temperate in all things and strive to reach a high standard of physical fitness.

Keep a level eye.

I will not lie, cheat or deceive, and will despise dirty talk or evil thinking.

Be courteous and obedient.

I will be kind and thoughtful of others, reflecting the love of Jesus in all my association with others.

Walk softly in the sanctuary.

In any devotional exercise I will be quiet, careful and reverent.

Keep a song in my heart.

I will be cheerful and happy and let the influence of my life be as sunshine to others.

Go on God's errands.

I will always be ready to share my faith and go about doing good as did Jesus.

Pathfinder Pledge and Law banners are available through *AdventSource*, Lincoln, NE.

Section /

**Philosophy
and
Objectives**

Philosophy and Objectives

1

Pathfinder Philosophy

Training and saving young people is one of the most important missions of the Seventh-day Adventist church. Scientists tell us that children's brain patterns are formed by the time they reach twelve years of age. This means that during their early, formative years it is crucial that they be taught good habits. Centuries ago the Scriptures recorded, "Bring up a child in the way he should go, and when he is old he will not depart from it." (*Proverbs 22: 6*) This is more than a cliché—it is now a proven fact.

The church must accept an increased responsibility in influencing the child for Christ because of the breakdown of social structures. Within the Adventist church the divorce rate is no different from the general public. In one out of every 5 Adventist homes the spouse is not an Adventist. This means that in those families there is only one parent to provide the encouragement and incentive needed to lead the children to Christ. Even in two-parent homes both parents often work away from home, spending little time with the children. This reduces the effectiveness of the home influence and adds to the responsibilities of the church.

Only about 50 percent of Adventist children in Grades 1-8 are attending church school, and in some conferences the percentage is less. The church is challenged to nurture these children from Adventist homes who are attending public school. Pathfinderism has the potential to meet their needs.

Pathfinder Objectives

The Pathfinder club, a church-centered recreational-spiritual program, is designed for both boys and girls, grades 5 to 10 (ages 10 to 15). The program offers action, adventure, challenge and group activities that produce team spirit and loyalty to the church.

One of the Pathfinder Clubs' basic purposes is to fulfill the Elijah message of Malachi in which the "hearts of the parents are turned toward their children and the hearts of the children are turned to their parents." As parents and church members work, worship and play together with the Pathfinders, the so-called generation gap disappears in a bond of common experience. Children learn best by example; the whole Pathfinder philosophy is built on this idea. It is important, then, that spiritually committed, dedicated leaders of high principles be chosen to work with the Pathfinders.

The ideals and objectives of the Seventh-day Adventist church must be made attractive through an activity program which appeals to this restless age and so, much of the Pathfinder club program is physical action.

The Pathfinder club provides a key step in the educational program of the church for it provides the opportunity to take children out of a classroom setting into outdoor adventure.

The Pathfinder objectives require that Pathfinder leaders:

1. **Help Pathfinders to understand that the church loves, cares for and appreciates them and needs them in its total program.**
2. **Show Pathfinders what God has planned for their lives.**
3. **Train Pathfinders for missionary service.** Teach them that witnessing about God to others is not a once a week activity. It is a daily way of life, and it can be focused through such activities as Voice of Junior Youth evangelism, Halloween Treat-Instead-of-a-Trick programs, Ingathering, singing bands, and community service projects.

4. Work for the salvation of each individual Pathfinder.

Seventy percent of all Adventist children who eventually become members of the church make their decision before the age of 14. "Children of eight, ten, or twelve years are old enough to be addressed on the subject of personal religion." (*Testimonies*, Vol. 1, p. 400.)

5. Develop the Pathfinder's appreciation for nature and a concern for the environment.

"In order for children and youth to have health, cheerfulness, vivacity, and well-developed muscles and brains, they should be much in the open air, and have well-regulated employment and amusement." (*Counsels to Parents, Teachers, and Students*, p. 83.)

During campouts, nature activities, and studying for nature honors, Pathfinders learn firsthand about the creative power of God. The study of nature develops a fellowship with the Creator-God.

6. Teach Pathfinders specific skills and hobbies that will make their life meaningful and will occupy their time profitably. Pathfinders like to make things out of wood, plastic, steel, clay, felt, yarn and other materials. It brings them great satisfaction to put together an engine that runs, or a radio that plays. Pathfinder clubs should encourage this through AY/Pathfinder honor classes.

7. Help keep Pathfinders physically fit.

"An understanding of the philosophy of health is a safeguard against many of the evils that are continually increasing... (*Counsels to Parents, Teachers, and Students*, p. 138.)

"The children need to be instructed in regard to their own bodies... Show them that if they violate the laws of their being they must pay the penalty by suffering disease."

"Recklessness in regard to bodily health tends to recklessness in moral character." (*Testimonies*, Vol. 2, pp. 536, 537.)

"Whatever promotes physical health, promotes the development of a strong mind and a well-balanced character." "Health should be as faithfully guarded as the character. A knowledge of physiology and hygiene should be the basis of all educational effort." (*Education*, p. 195.)

Pathfinders should be given an opportunity to sign the Temperance Pledge, determining never to use drugs, alcohol, tobacco or any other thing that is harmful to their health. They need to learn that to deny appetite increases strength and stamina for the emergencies of life. By so doing they present their bodies as a living sacrifice to the Creator.

8. Give opportunities for the development of leadership.

The Pathfinder club is a democratic organization where members learn to work together and share in leadership responsibility. They learn discipline, obedience, resourcefulness, patriotism and the processes of group dynamics.

The aims of Pathfinding do not include trying to cast every boy and girl into one mold. Rather they encourage each Pathfinder to develop to the best of his/her capacity. The Pathfinder club program should not be planned solely by adults in a staff meeting, Pathfinder should be included in both the planning and the execution of those plans.

9. Develop a balanced physical, mental, social and spiritual life.

Luke 2:52 says: "And Jesus increased in wisdom and stature, and in favour with God and man." "True education is the preparation of the physical, mental, and moral powers for the performance of every duty; it is the training of body, mind, and soul for divine service. This is the education that will endure unto eternal life." (*Christ's Object Lessons*, p. 330.)

Leaders should be concerned that there is harmonious development of each Pathfinder to assure that they become a good citizen of this world and the world to come.