

The Pathfinder Director's Survival Guide



Pathfinder Policy Manual
for the
Upper Columbia Conference of Seventh-day
Adventists

History of This Document

In 1992 I started writing a booklet I called *The Pathfinder Director's Survival Guide*. It was a collection of personal experiences and stories told to be by others about Pathfinders. I wrote in it when I felt like it and hoped that someday it would be finished and maybe be of some use to somebody. Many of the anecdotes in this manual were taken from that never-to-be finished booklet. In November 1994 at Pathfinder leadership retreat it was decided John Wenger needed an assistant coordinator in the North Lakes District. The next day Wayne Hicks asked me if I would be interested in filling that position. At my first coordinators' meeting in January 1995, they picked on the new guy and asked me if I could put together a Pathfinder policy manual. I said, "Sure, I'll get right on it." We didn't, however, set a deadline. In the Summer of 1996 I mentioned to Wayne I thought I would have the policy manual complete for Fall leadership, so he announced the policy manual in the newsletter. Now I had a deadline. See what can happens when you set a deadline? The grammar ain't always right, and the punctuation isn't always correct;, but I believe the message is here. If you find anything that is incorrect, please let us know. We want this to be as accurate as possible. If you have ideas for additions, please let us know. We want this to be as complete as possible.

Thanks

Thanks go to the area coordinators, Derald Haney, Jeurgen Schratzenholzer, Imogene Thomas, and John Wenger and also to Londa Raines and Sheryl Janke for their review and input into this project. Thanks to Wayne Hicks for his input and review, for answering my daily questions, for creating most of the illustrations, and for his writing.

Darrell Janke

Dedication

This manual is dedicated to the parents of Pathfinders who drive many miles to bring their children to Pathfinder events and spend time with their children helping them with AY class work and honors. We dedicate this work to counselors like John Fletcher who help their Pathfinders get to know God better and who cultivate interests that will aid in making life and career decisions. This manual is dedicated to Pathfinder directors like Kenneth Money who show people that being a Christian is fun. Most of all, we dedicate this manual to the Spirit of Pathfinding.

Note to Directors

This manual is not intended for the exclusive use of the directors. Please share this manual with everyone on your staff. There are many policies of which they should be aware. It will save you training time and will answer many questions a new staff may have.

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Revision History

Revision	Date	Changes
2.0	February 1999	
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5.0	November 2002	Added checking account policy.
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Introduction

It is a commonly accepted fact that Pathfinder directors and staff members don't always have both oars in the water. You have to wonder if anybody who is totally sane would accept being responsible for a group of tween and teen girls and boys that aren't even their own children. The fact that this group is going to spend time camping together in a wilderness setting, including nights, removes any doubt a person may have about the Pathfinder director's and staff member's sanity.

Many of these people who work with Pathfinders eventually realize something is wrong, but what can they do about it? Psychiatrist fees are not covered by any Pathfinder medical plan, and because of great distances involved, Pathfinder worker encounter groups are not practical. This booklet is an attempt to put some sanity back into the reader's life, or at least to show through common experiences that its all right to be crazy.

The policies portions of this booklet are not intended to replace *the Pathfinder Staff Manual*. This booklet gives additional information pertaining to the operation of a Pathfinder club in the Upper Columbia Conference.

It has been said that the Pathfinder program has outlived its usefulness and is obsolete. Some say that the Pathfinder program is no longer effective in helping young people become interested and remain interested in getting to know God better. Here are the facts:

- According to studies done by the General Conference Church Ministries Department, churches without Pathfinder clubs lose 9 out of 10 of their youth. Churches with clubs retain 9 out of 10! That's a worldwide study. Pretty impressive, huh?
- In Upper Columbia Conference, churches with Pathfinder clubs are growing in membership four times faster than churches with no Pathfinder club.
- In 1999 there were approximately 40,000 clubs and over 1,000,000 Pathfinder members in the world. Not bad growth for beginning in 1950. Pathfindering must be doing something right.
- Age twelve (closely followed by thirteen) is the number one age for baptisms in the Adventist church. Not that anyone desires pushing our youth to too early a decision, we are concerned that every child has an opportunity to make that decision for Christ. Studies show that 19 out of every 20 Christians made their decision before the age of 25. After 25, only 1 in 50,000. After 65, only 1 in 500,000.
- Ninety-five Pathfinders made decisions for baptism at the 1995 Pathfinder Fair in Waitsburg. Fifty made that decision at the 1995 Pathfinder Camporee at Farragut State Park. The number of Pathfinders making decisions for baptism at the Camporees and Pathfinder Fairs continues to be strong.

Is the Pathfinder program still effective? Does the program still achieve its goals? You can draw your own conclusions.

Chapter 1 The Director

Director - (1) *One that supervises, controls, or manages.* (2) *That poor person that the nominating committee badgered, coerced, or otherwise convinced to put their personal life on hold for a year.*

Some qualities a director should have:

- * A heart soft as butter
- * Skin of steel to repel the darts people will throw
- * Enthusiasm for and a belief in Pathfinding
- * A love for young people
- * Willingness to be a little crazy and do “dumb” stuff
- * A sense of humor
- * A strong spiritual leader
- * Strong communications skills
- * An organizer
- * The patience of Job
- * The faith of Daniel
- * The strength of Samson
- * The wisdom of Solomon

If you don't have all these qualities, don't worry about it. Nobody does. Do your best and God and your staff will fill in the holes.



Priorities - Many Pathfinder leaders burn out because they forget their priorities. They become so involved organizing and running things and doing things for the club they let things like family and their personal relationship with God slide. In the extreme case when they reach that somewhat fuzzy line of burnout that is different for each person, they don't want anything to do with Pathfinders or the church. The person feels cheated out of a portion of life because of all the time spent working for Pathfinders that could have been spent advancing the person's own career or personal interests.

The solution - keep your priorities straight. Put God first in everything; followed by your own family and everything else in life. When you put God first, it will be easy to remind yourself that your goal for working with young people is to point every one of them to Jesus and help them along the path to that first Pathfinder Camporee in Heaven.

Policies

The Pathfinder Director must be a member of the Seventh-day Adventist Church and selected by the local church's nominating committee and voted into office by the church body.

The director is not yet required by policy to be a Master Guide. However, it is recommended that being a Master Guide should be a goal being actively pursued by the director who is not yet a Master Guide. The Master Guide course includes training

and experiences that will make the job of director or staff member much easier and will make the person a more effective leader.

The director is responsible for applying to the conference each year to receive approval to be a Pathfinder club. Approval for each club expires each year on September 1. The *Pathfinder Club Application* has general information and a commitment to sign on the front of the form. A list of all the staff members is to be completed on the back of the form. A photocopy of the back of the form is returned to the director marked accepted or rejected. Each staff member will be checked for:

1. Pathfinder service form on file
2. Approval for service

Send all forms, applications, and correspondence to:

Pathfinder Ministries
Upper Columbia Conference
PO Box 19039
Spokane, WA 99219-9039

Or

pathfinders@uccsda.org

Chapter 2 The Staff Member

Staff mem-ber - (1) *An assistant to a manager, an executive, or another person in authority* (2) *A distinct part of a stick or cane carried as an aid in walking or climbing.*

“Mommy, where do Pathfinder staff members come from?” - A question that strikes fear in the hearts of many club directors around the world. Recruiting staff members is often the most challenging task of the club director. Finding people who are willing to give of their time and who have the necessary skills can be difficult. Where does the director start? Usually a person will start with the person’s circle of friends. Other possibilities are parents of Pathfinders and other church members. Often a new staff member will have no previous Pathfinder experience. It is the director’s responsibility to make sure the staff members understand the purpose, goals, and procedures of the Pathfinder club. District coordinators and the conference director are available to assist in training new directors and staff. It is the staff member’s responsibility to ask questions. If you don’t know something, or if something is not clear, ask somebody. Good communications among the director and staff members will greatly contribute to the success of your club.

As a staff member, you will want to do your best to guide young people along the path to Jesus. You need to be on that path yourself in order to lead someone else. Dedicate yourself to the service of God and review the commitments you have made to Him and to the church. A good place to start that review is the baptismal vows.

Seventh-day Adventist Baptismal Vows

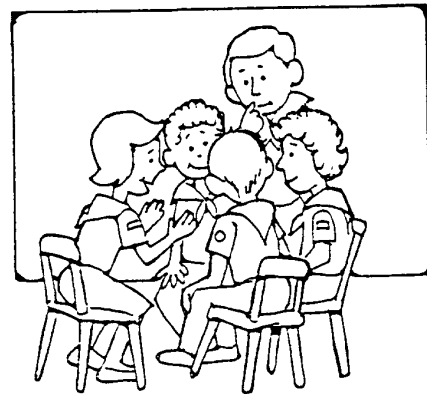
1. I believe in God the Father, in His Son Jesus Christ, and in the Holy Spirit.
2. I accept the death of Jesus Christ on Calvary as the atoning sacrifice for my sins, and believe that through faith in His shed blood I am saved from sin and its penalty.
3. I renounce the world and its sinful ways, and have accepted Jesus Christ as my personal Savior, and believe that God, for Christ's sake, has forgiven my sins and given me a new heart.
4. I accept by faith the righteousness of Christ, recognizing Him as my Intercessor in the heavenly sanctuary, and claim His promise to strengthen me by His indwelling Spirit so that I may receive power to do His will.
5. I believe that the Bible is God's inspired word, and that it constitutes the only rule of faith and practice for the Christian.
6. Loving the Lord with all my heart, it is my purpose, by the power of the indwelling Christ, to keep God's law of Ten Commandments, including the fourth, which requires the observance of the seventh day of the week as the Sabbath of the Lord.
7. The soon coming of Jesus is the blessed hope in my heart, and I am determined to be ready to meet the Lord and to do all in my power to witness to His loving salvation and by life and word to help others to be ready for His appearing.
8. I accept the Biblical teaching of spiritual gifts, and believe that the gift of prophecy is one of the identifying marks of the remnant church.

9. I believe in church organization, and it is my purpose to support the church by my tithes and offerings, and by my personal effort and influence.
10. I believe that my body is the temple of the Holy Spirit, and I will honor God by caring for it; I will abstain from the use of alcoholic beverages, narcotics, tobacco in all its forms, and from foods which God has pronounced unclean.
11. Knowing and understanding the fundamental Bible principles as taught by the Seventh-day Adventist Church, it is my purpose by the grace of God to order my life in harmony with these principles.
12. I accept the New Testament teaching of baptism by immersion, and desire to be so baptized as a public expression of faith in Christ and His forgiveness of my sins.
13. I believe that the Seventh-day Adventist Church is the remnant church of Bible prophecy and that people of every nation, race, and language are invited and accepted into its fellowship. I desire to be a member in this local congregation of the world church.

Look at your motives for wanting to work with Pathfinders. If your desire is to join a paramilitary organization so you can give orders and tell kids what to do, you are in the wrong place. If you wish to have fun and to show others that being a Christian is more fun than anything else, this is the place to be.

Set some goals. When you have a goal, you have a target to aim at and can measure yourself for how you are doing. Perhaps you will set a goal of becoming a Master Guide. This is an excellent goal because of the training and experience gained while working on the Master Guide class. If you are a counselor, maybe you can have the goal of having the most fun unit in the club, or the quietest unit during assemblies, or the unit with the highest percentage of its points. Choose your goals carefully and then work to achieve them.

Counselors are special creatures. The position of counselor is the most fun and possibly the most important in the Pathfinder club. Of course the club cannot operate without all the jobs being done, but the counselor is the person who has the most direct contact with the Pathfinder. The counselor should get to know each of the Pathfinders in the unit and their parents. With an understanding of the young person's background, counseling will be easier and more effective. A counselor should plan an activity with the unit at least once per month for fun or outreach. These are the times the Pathfinder will remember in later years. Go camping or hiking. Go to a sporting event. Rake leaves. Shovel snow. Eat pizza. Go swimming or skating. Go on a bike ride or bike tour. Go wash some cars in the neighborhood just for fun. The list of things a unit can get together and do is only limited by the combined imagination of each person in the club. Try to do a variety of things. Get the young people involved in generating ideas and planning these events. Most of all - remember to have fun!



Policies

So now you're a Pathfinder staff member. What does that mean? It means you are partners in a business - the people business. Anything we do as a group or individual that turns people away from this business would be undesirable. So we want our club and individual standards to be high. If parents have suspicions about your standards, they won't be sending their children to Pathfinders. How do parents know what your standards are? They look at and listen to the individuals who will be with their children. This is why we don't wear lots of jewelry or excessive makeup, use playing cards, watch 'R' rated movies, or other things like these. Wearing jewelry or doing these other things may have little to do with our own salvation, but some parents may not allow their children to attend Pathfinders because of our standards. In that case, we would miss the opportunity of sharing Christ with that child. Leading young people to a closer relationship with Christ is the main goal of Pathfinders. Our freedom to wear jewelry is not worth the price of preventing that child from attending Pathfinders and learning more of Christ.

The club director and deputy directors must be members in good and regular standing of the Seventh-day Adventist church.

A counselor must be a Seventh-day Adventist Christian, at least 21 years of age or at least eight years older than the Pathfinders they are counseling.

It is highly recommended other full-time staff also be SDA church members. You may want guest lecturers or honor teachers who are not SDA church members. This could be an excellent opportunity to show others that SDA's love God and know how to have Christian fun.

The staff member must have an application on file with the UCC. See policies in *The Director* chapter.

The Pathfinder organization has a chain of command. The thing that is different about the Pathfinder chain of command is that whenever problems or opportunities present themselves, you should always start at the top of the chain of command. Take it to God. Then start at the bottom and work your way upward. Don't skip any of the steps. Problems, especially, should be resolved at the lowest level possible. Here is the chain of command from the top downward:

World Pathfinder Director
North American Division Pathfinder Director
North Pacific Union Conference Pathfinder Director
Upper Columbia Conference Director
Upper Columbia Conference Pathfinder Area Coordinator
Pathfinder Club Director
Pathfinder Club Deputy Director(s)
Unit Counselor
Unit Captain
The Pathfinder

Chapter 3 The Pathfinder

Path-find-er - (1) *One that discovers a new course or way, especially through or into unexplored regions.* (2) *A vehicle manufactured by Nissan intended to be driven in the city by Yuppies.*

Dealing with young people from age 10 to 16 can be a challenge. However it is also a huge opportunity. Young people in this age group are making and learning to make decisions that affect the rest of their life. Remember - age twelve is when most Seventh-day Adventist young people are baptized.

Usually Pathfinders aged ten to twelve are quite active. They like to collect things and make things with their hands. They like playing active games and the boys like to wrestle with each other. They usually like wearing the uniform and belonging to the club.

When these very same Pathfinders reach the teen years they become more interested in things more abstract and just visiting with their friends rather than playing the active games. They are also trying to become more independent. One way of showing their independence is to not want to wear a uniform.

With these differences between the ages in mind, plan activities that will appeal to all ages or decide to have separate activities.



Policies

Age Requirements - A Pathfinder must be at least 10 years of age to be a member of a Pathfinder club and less than 16. When a Pathfinder turns 16 and still wants to come to Pathfinders, put the person to work as a junior staff member or start a TLT program. You may believe the person is not really junior staff material, but there is always a job that fits a person. Find or create that job that will keep that young person coming to Pathfinders and working on the class work.

For the same reasons listed under the Staff Member section, Pathfinder members will not wear jewelry (OK, we want Pathfinders to wear their watches so they're not late to Pathfinder meeting), use excessive makeup, or wear T-shirts with inappropriate pictures or slogans, use playing cards, or do other things like this.

Chapter 4 The Area Coordinator

Ar-ea Co-or-di-na-tor - (1) *One who brings into common action, movement, or condition within a particular extent of space or surface.* (2) *A person whose spouse sometimes specializes in planning and decorating, especially the placement of toilet tissue on recreational vehicles.*

The area coordinators in the Upper Columbia Conference are unpaid volunteers just like the club directors and staff members. Each coordinator has many years of experience working with Pathfinders. Your area coordinator is a good resource for ideas and for help with your club.

So what does the area coordinator do? The duties of the area coordinator include:

Helping new clubs get started

Training new Pathfinder staff

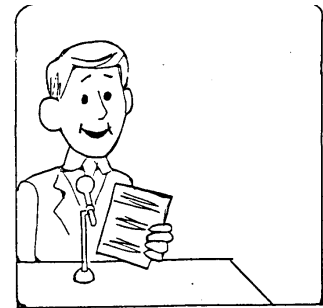
Helping to plan conference events and making them happen

Planning and organizing district events

Club visitation - The area coordinator will try to visit each club once or more each year. They will also try to make it to your special events like new member induction, Pathfinder Sabbaths, and investiture. Be sure to let them know when these things are happening.

Tell Wayne what to do.

Do whatever and go wherever Wayne tells them.



The district events that are planned each year are a good opportunity for the Pathfinders from different clubs to become better acquainted. These events include:

Share Your Faith activities. The activities that can be planned are many and varied. Some examples of past activities are cleaning up cemeteries, cleaning up communities, building trails or improving campgrounds for the U.S. Forest Service, and many more. These activities are excellent opportunities to show the communities who Pathfinders are and that we care about others.

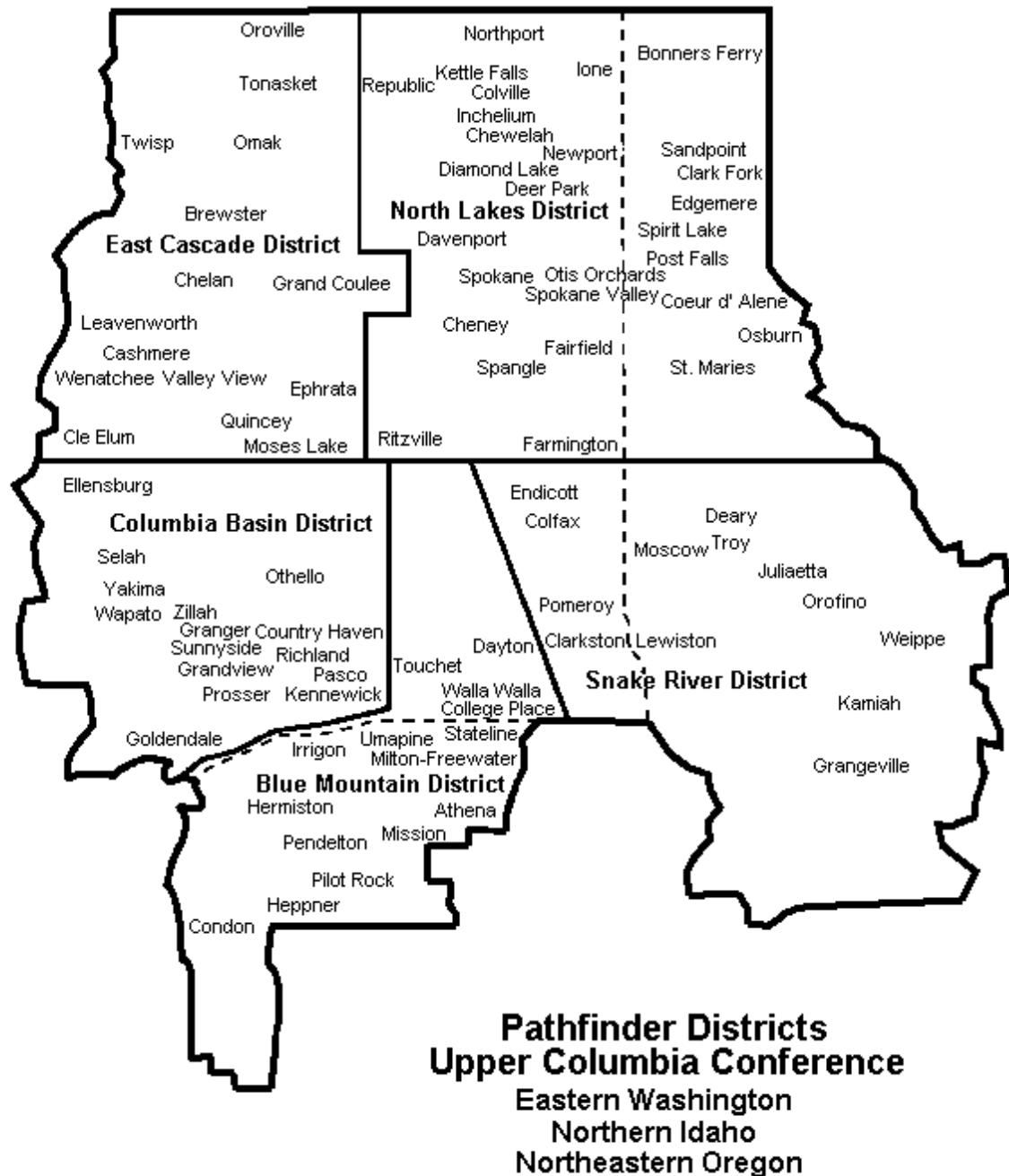
Pine wood derby. Pathfinders build those small cars from a piece of pine wood and bring them to race other cars. Sometimes there is another activity included like kite flying or model rocket launching.

Play day. Sometimes it is good to get together as a district and just play. Organized games and activities and entertainment and good food are all part of the day.

Camping trip. Camping in places reached by car or backpacking should be one of the main activities for Pathfinders in the Northwest. Camping as a district is especially fun because it is yet another chance to get to know people from other clubs.

Policies

This map shows how the Upper Columbia Conference is divided into Pathfinder districts:



The following qualifications, procedures, and duties are to guide in the selection of a person to serve and as a working outline for the person chosen.

I. Qualifications for a Pathfinder Coordinator

- A. Have at least three years of administrative responsibilities as Director or Deputy Director.
- B. Be a Master Guide.
- C. Live in the Pathfinder area he or she is serving.
- D. Not hold office in a local Pathfinder Club. (Office being Director, Deputy Director, or Counselor.)
- E. Any exceptions to the above qualifications must be approved by the club directors of the Pathfinder area involved and Conference Pathfinder Department.

II. Election of the Pathfinder Coordinator

- A. The term of office shall be two years, but a Pathfinder Coordinator may be re-elected indefinitely.
- B. Elections will occur each even year (i.e. 1996, 1998, etc.) at the annual Pathfinder Leadership Retreat.
- C. The local club nominating committees should be made up of the local staff with the club director acting as the club's chairman and representative. Each club's nomination will be presented by the club's director to the Conference Pathfinder Department at least 30 days before the election.
- D. Before the election, the Conference Pathfinder Department will screen each willing nominee for approval before presenting the names to the election committee.
- E. Election committees for even year re-election or mid-term resignation will be made up of area club directors, and the Conference Pathfinder Director as chairman. This committee will meet and elect the Pathfinder Coordinator for the electing committee's area.

III. Duties of the Pathfinder Coordinator

The Upper Columbia Conference authorizes the Pathfinder Coordinator to serve in the following functions:

A. Basic Required Duties

- 1. Be available to give assistance to the local pastor and/or club leadership in promoting and supporting local, Union, and General Conference Pathfinder policies and programs.
- 2. Visit each club in their area enough to become familiar with its program.
- 3. Attend Pathfinder Coordinators' meetings to assist in the planning of conference functions as well as the overall Pathfinder program. These meetings will be held at least tri-mesterly.
- 4. Assist the Conference Pathfinder Department at camporees, fairs, training courses, and other conference Pathfinder functions.
- 5. As liaison person, it is important that the area coordinator keep in touch with the conference Pathfinder director concerning area plans.

B. Other Functions as Requested by Local Clubs and/or Pastors

1. Assist local clubs with such activities as Pathfinder Day programs, investitures, inductions, inspections, planning the yearly budget and calendar.
2. Encourage churches without Pathfinder Clubs to start new ones.
3. Promote and coordinate area activities such as camping trips, athletic events, leaders' training courses, and leaders' meetings.

C. Optional Suggestions

1. Promote participation in community activities such as parades and fairs.
2. Promote and direct area-wide mission projects.
3. Publish an area bulletin.
4. Any other activities desired by the directors of the local clubs in a given area.
5. Visit each club at least twice a year: one scheduled inspection and one unscheduled visit.
6. Plan a district jamboree and/or fair.

IV. Chairman of Pathfinder Coordinators

- A. The conference Pathfinder director shall be the chairman of the Pathfinder Coordinators' meetings.
- B. A vice-chairman of the Pathfinder Coordinators may also be appointed from among and by the Pathfinder Coordinators.

V. Duties of the Vice-chairman

- A. In the absence of the conference Pathfinder Director, the vice-chairman is to chair the coordinators' meetings and report to the conference Pathfinder director decisions reached at said meetings.
- B. In an emergency and in the absence of the conference Pathfinder leaders, he has the responsibility of organizing the coordinators to ensure the continued operation of the Pathfinder program for such activities as fairs, camporees, and leadership retreats.

Chapter 5 The Points System

Points Sys-tem - (1) *A method to determine whether or not a Pathfinder is a member in good and regular standing.* (2) *A method to determine if the Pathfinder club's activities are balanced and contributing to form a balanced club.* (3) *A method to predict the scores of this week's sporting events.*

This chapter deals with two different points systems. The first is a points system that the local club could use for each of its members. The second points system that is explained in the policies portion of this chapter is the points system the Conference uses for each Pathfinder club.

What is a points system and why should a Pathfinder club have one? It seems as if it is just more paper work to do. Well, it does take some effort and a little time to design and use a point's system for your club. The results of having a point's system, however, are well worth the time and effort. When you design a point's system and then explain to the entire club how it works, you are letting the club members know what your expectations are for them. Everybody likes to know what others expect of them. If we just came to a meeting and weren't sure what was expected of us, we would either do nothing or whatever we want. This would not be a very good environment for a Pathfinder meeting.

There are a couple good reasons for having a points system. The conference asks that only Pathfinder members in good and regular standing come to conference events. Rather than have the staff make a judgment call, the points system could be used to determine member status. Some clubs use the points system to help pick their Pathfinder of the Year. Probably the best reason for having a points system is it teaches Pathfinders responsibility. Someday those Pathfinders will have a job where they are expected to arrive on time, wear proper clothing, and behave in an acceptable manner. So the points system is just another tool for preparing young people for life's situations.

"What incentive can I give so the Pathfinders will want to earn those points?" For some Pathfinders just knowing what the expectations are and wanting people to be pleased with them is all it takes for them to want to earn the points. Some different motivation will be required to get some of the other members moving. Some possible incentives could be:

- Pick a unit each month that has the highest percentage of their points and recognize them in some way.

- Must have a certain percentage of the points to go on any club trips.

- Have a trip at the end of the year for the members who have a perfect or near-perfect record.

- Pizza parties for those over a certain percentage of points.

- Many more. Get creative.

The points system you design for your club will be tailored to meet the needs of your club. Some categories that you may include in your points system could be:

- Attending the meeting

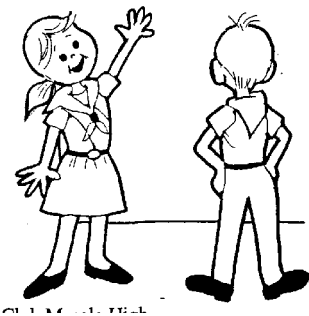
- Arriving on time

- Wearing complete uniform

- Paying dues on time
- Good citizenship (behavior during the meeting)
- Good deeds done during the week
- Helping to set up for or put stuff away at meeting
- Participating in opening exercises

Put together a system that works for your club. If the first thing you try doesn't quite do for you what you wanted, make some changes. It may take a few years to refine your system down to something that works just the way you want.

You may want to use the points system to help determine which of the Pathfinders should receive good conduct ribbons or the little stars that attach to the good conduct ribbons in following years. (Only one ribbon may be worn. The star is awarded for subsequent years).



Another use for the points system is to help you determine who should receive Pathfinder of the Year. Many clubs select one or more Pathfinders to receive special recognition because of their participation in Pathfinders. Sometimes recognition is given to one teen and one junior, or one boy and one girl, or whatever works for your club. The recipients usually are presented with a certificate, plaque, trophy, or gift. We have seen presentations of bicycles, backpacks, or other items of camping gear.

Policies

UCC has a points system for the Pathfinder clubs. This system is used to determine which category of trophy the club receives at the end of the year. More importantly, it lets the club's staff know if the club is heading in the right direction. The monthly reports are used to calculate points for the club. Even if you had the most active Pathfinder club in the world, but never sent in a monthly report, your club would receive the same third-place trophy every year. The monthly reports are important! Here is an explanation of the monthly reports and the conference points system.

Trophies are awarded based on:

Monthly reports	240 points possible
Camporee attendance	25 points
Pathfinder Fair	50 points possible
TOTAL	320 points

Award placement:

John Hancock Award	220+ points
"Pa" Hatley Award	120 to 219 points
Henry T. Bergh Award	50 to 119 points

The Monthly Report

The easiest way to earn 60 points for your club is to be sure every monthly report is postmarked by the 5th of the month following the month covered by the report. This is a real deal when you look at the points earned for doing some of the other things on the report that take much more effort. Of course the report for April must be turned in by the time of the Pathfinder fair.

The club earns five points per night of camping. A parent-Pathfinder event earns two points for each qualifier that is checked, otherwise no points. One point is earned for each of the other items that is checked on the monthly report:

- At least one executive committee (staff) meeting this month
- At least two club meetings this month
- 80% or more average attendance at all meetings
- One counselor for each 8-10 Pathfinders
- All, including leaders, in dress or field uniform - New PF's have 60 days
- All members working on AY class work and, honors or crafts listed
- Club is involved in or has had a missionary project this month
- Club had a field trip this month. (6 pts max/year)
- Club had a social activity this month. (6 pts max/year)
- Club had a campout this month (5 points per night)
- Club had a Parent-Pathfinder activity this month that was (4 pts pos)
 - 2 points - Announced in church service or in the bulletin at least 2 Sabbaths before activity
 - 2 points - And communicated to parents by written note, phone call, or verbal invitation.

Pathfinder Fair Points

The 50 possible points earned at the Pathfinder Fair are distributed as follows:

Percentage in attendance	Points
91 - 100%	5
76 - 90%	4
51 - 75%	3
5 - 50%	2
Percentage in uniform at the Fair (clubs less than 60 days old receive 5 points)	
91 - 100%	5
76 - 90%	4
51 - 75%	3
5 - 50%	2
Percentage with crafts or honor scrapbooks displayed at the Fair	
91 - 100%	5
76 - 90%	4
51 - 75%	3
5 - 50%	2
Grand Parade	
Marching	10 possible
Banner	5 possible
Flags	5 possible
Guidons	5 possible
Drill Team Participation	10

Bonus Points

Besides earning bonus points for promptly sending in your monthly reports the Pathfinder club can earn bonus points.

Having a staff planning retreat as described in *The Pathfinder Year* chapter will earn bonus points. At least 80% of the staff members must be present to earn the bonus points. Ten points can be earned for having a one-day retreat or twenty-five points can be earned for having a weekend retreat.

Attending the Pathfinder leadership retreat can also earn the club bonus points. If 100% of the full-time staff attend, fifteen points are awarded. Clubs that bring 75% of their full-time staff will receive ten bonus points for their yearly total.

Trophy Presentation

The club is required to be at the awards program to receive its trophy. This is usually done at the closing ceremonies at the Pathfinder Fair.

Chapter 6 The Rules

Rule - (1) *An authoritative, prescribed direction for conduct, especially one of the regulations governing procedure in a legislative body or a regulation observed by the players in a game, sport, or contest.* (2) *Something old people make up to make the lives of young people miserable and the young people will test to their fullest ability.*

Most of us don't like rules. Probably the only people we can think of who actually like rules were a few school principals we had the pleasure of knowing. However, rules are necessary for the smooth operation of any organized activity.

The most important rule for Pathfinders is "Have fun." If you make this rule number one and tell the Pathfinders you will enforce this rule without mercy, it will help them accept the rest of the necessary rules. The rest of the rules exist in order to make attending Pathfinder functions a positive experience (fun) for everybody. Explain the necessary rules clearly with well-defined boundaries. Whenever possible, state the rules in a positive way rather than negatively. Try to avoid beginning any statement of a rule with "NO....."

Notice the term 'necessary rules'. The necessary rules are the only rules you need for your club to operate smoothly. Don't make up rules and announce them for the sake of having rules to cover every possible situation. Start each Pathfinder year with only a few rules such as:

- * Have fun
- * Your counselor must know where you are at all times
- * Conflicts will be settled in a non-physical manner (Notice we didn't say "No fighting")

As the year progresses you can announce more necessary rules as they are needed. Just before leaving on a trip, remind the Pathfinders that their counselor needs to know where they are at all times and that the ladies and gentlemen are to stay out of each others' tents. This introduces the new rule and gives them only one more to remember. Whatever rules you make remember rule number one. "Have fun!"

"So what if I break the rules?" You will have members (and sometimes staff) who will test the rules. Have a published procedure listing the consequences for handling these problems. The consequences could include losing points, a time out, suspension from a club meeting, or termination of membership. Kicking someone out of Pathfinders is a last resort and should only be necessary if the person is causing such a distraction or disturbance that it is causing others to lose sight of the purpose for being a Pathfinder.

There was once a director who had a saying he used just before loading up for any overnight Pathfinder trip. "Home is only a phone call away." He told the Pathfinders that breaking any of the major rules would be their ticket for an early return home. It also meant that their parents would get a call asking them to come get them. "But what if they won't come get me?" "Then I will take you home and send your parents a bill." After a couple years of not getting through a trip without having to send somebody home, everybody realized it was for real. If you have rules, be prepared to enforce them. This is another reason to be careful when creating rules. The only thing worse than having no rules is having rules that are not consistently enforced. If you don't enforce your rules, you are teaching young people that rules are not important.

This chapter was not fun to write. That's another reason to not like rules.

Policies

Some of your rules are already made for you.

We have some rules for conference events. We will list the rules here, but if there is ever an exception to the rule we will let you know in the newsletter or by some other means.

Dress Code

There's at least two nice things about cold rainy weather:

1. It provides nicknames for victimized conference Pathfinder directors
2. It cuts down on problems of abbreviated dress. This can be a really tough problem for all of you staff to handle. However, if we simply announce the standards before the trip, most of the hassles can be eliminated.

What are the standards?

- Shoes with uppers and not sandals or flip-flops
- **Long** shorts may be worn on Sunday if the weather allows. Please note: This privilege stays in force as long as the shorts remain modest. If it becomes too much of a hassle (as it once was) for directors and staff to police the modesty of their Pathfinders' shorts, we will disallow them again.
- No shirts or blouses without sleeves

The reasons?

- Modesty
- Safety
- The Pathfinder Class A dress uniform will be worn on Sabbath for church and Sabbath school and at other times specified for the event. Sometimes the Conference director will allow coats to be worn over the uniform or pants worn beneath the girls' skirts if the weather is cool. The conference director will make this announcement at a directors' meeting at the event. The conference director may also allow Class B uniforms. This will also be communicated to the directors.

Electronic Code

Electronic devices such as cell phones, personal radios, tape players, boom boxes, iPods, MP3 players, electronic games, personal computers etc. are not allowed at conference events. They tend to distract from the purpose of coming to these events. Please have your Pathfinders leave them at home.

Personal Food

Clubs provide most adequately for Pathfinders' nourishment. We do not need sugar or caffeine highs. Let your Pathfinders know that a personal food cache will not be necessary. There is no history of Pathfinder starvation at a camporee or fair. There have been a few cases of foundering.

Generators

Generators are not to be run after curfew or before reveille. They have become so prolific that we need to request that they be used sparingly during other hours. In some cases, they are needed for medical reasons. We will be

more than happy to provide a location that will not be distracting to other campers.

Chapter 7 Conference Events

Con-fer-ence Event - (1) A noteworthy happening in a territorial division of a denomination. (2) A collection of Pathfinder directors who are ill because they were too busy to get sufficient rest prior to the trip.

OK. We'll answer the most popular question about conference camping trips right here at the start of the chapter. "Are there showers"? As a rule the only showers we have at a conference camping event are the type that help keep the grass green and the dust under control. These showers may contain solids the size of marbles and also be accompanied by a pleasant breeze with sufficient force to move your tent to the next state. If you want a shower for personal hygiene reasons, grab a bar of soap and head for the great outdoors and take a chance on getting knocked senseless, or you can use the manmade showers that we are sometimes blessed to have available, or you can build a solar shower for your club. If you want to assure perfect attendance of all your ten-year-old boys, tell them there is no shower.

What are the conference, union, and division events?

a) UCC Camporee

You won't want to miss the Pathfinder camporee. This is usually the first conference event most Pathfinders attend. That's because it happens when most new members join the club in late September or early October right after school starts and when many clubs are being restarted after a summer break.



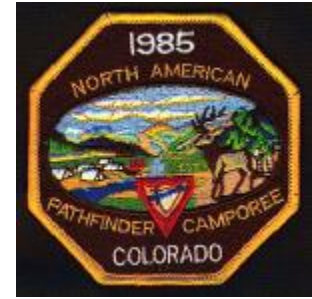
Camporees are usually in a somewhat primitive setting. There are always 'Honey Huts' and water available, but this is definitely a camping situation. We have guest speakers, special events, good music, chances to explore strange new places, to go where no one has gone before.

a) Union and NAD camporees

Your Pathfinders won't let you miss these events. For all but a very small number of Pathfinders there will only be one opportunity to attend a union or division camporee as a Pathfinder member.

Recent Union camporees have taken place at Farragut State Park in Idaho, Port Angeles, Washington, and Astoria, Oregon. This is a chance to camp with and become better acquainted with Pathfinders from all of Washington, Idaho, Oregon, Montana and, sometimes, Alaska and Canada. Attendance for these union events ranges from 2000 to 3000 campers.

North American Division camporees can have up to 10,000 campers or more. All of North America is invited to these events and a few countries from around the world also attend. Locations for these bigger camporees have been in the central and eastern parts of the United States. The next NAD camporee is scheduled for August 1999 in Oshkosh, Wisconsin. The Oshkosh camporee will last for five days. Plan now to attend and start those fund raisers.



a) Universal Camporee

Don't miss this event and don't let anyone you know miss this event. The theme for the month-long camporee is *Home at Last - The Path is Found*. Our guest speaker will be Jesus and the song services will be led by the renowned trumpet player, Gabriel, backed up by the *Heavenly Band*. Can't wait.

b) Leadership Retreat

You can't miss the Pathfinder Leadership Retreat. The Pathfinder Leadership Retreat takes place the first weekend of November at Camp Mivoden. This is where you can: learn more about how to operate a Pathfinder club; learn how to deal with difficult people (we don't have many difficult people there, of course); have fun; get away from the kids for a weekend for a very reasonable price; share ideas with leaders from other clubs; dress up in theme costumes for the Saturday night banquet; have fun; participate in the most popular grand march in the Pacific Northwest; satisfy requirements for your Basic Leadership Training, Master Guide, Pathfinder Leadership Award, or Pathfinder Instructor Award; have fun; do no cooking but yet eat lots of good food; and **HAVE FUN!** Every staff member of every Pathfinder club should attend the leadership weekend. The Pathfinder club earns points based on the number of staff attending. Look for details in the *Points System* chapter.

If you can, get your church to cover the cost of the leadership retreat. The director should include the cost of the leadership retreat in the proposed annual budget being submitted to the church board. See the story in the chapter *The Money*.

c) Teen Retreat

You just must be at the teen retreat because teens are so much fun to be around and to watch. The teen retreat usually occurs during the Winter. The last several years it has been held on the first weekend of February. The Pathfinders and staff stay in the heated dormitories at Camp Mivoden with bathrooms, showers, and electrical outlets for the hair dryers, hot rollers, curling irons, and whatever else the girls (and some of the guys) carry in their tackle boxes. So bring your clothes, a sleeping bag, a costume for the Saturday night banquet and be prepared for a spiritual, fun weekend. There will be guest speakers, guest musicians, good food, fun activities, swimming in the heated pool, snowball throwing (fights), chances for hiking, many teens to look at and get to know, and several nervous counselors.

d) Pathfinder Fair

The Pathfinder fair is usually held in late Spring. We have a camping fair that lasts for a full weekend. We usually, but not always, have the fair at a county fairground (good place for a fair, huh?) located somewhere in the conference. You just can't miss the Pathfinder fair. You would miss too many good things that happen. Interesting speakers, good music, a chance to show off your honor displays, drill teams, "Simon Says" drill down, motor home TP'ing, camping with other clubs, getting your club inspected by area coordinators and directors from other clubs, presentation of club trophies, a "Big Event" that is always fun, and so much more happens at the Pathfinder fair. Read every newsletter for information about things you may have to prepare for before arriving at the fair. The "Big Event" usually takes some preparation time for the club. Come prepared to participate and to **have fun!**

Here is an example schedule of events for the weekend:

Friday

3-5:00 PM	Registration and Honor Display Set-up
5:00 PM	Supper
7:30 PM	Evening Assembly
8:30 PM	Directors' meeting
9:30 PM	All lights out and all quiet

Sabbath

7:00 AM	Reveille
7:30 AM	Breakfast
8:15 AM	Campsite Inspectors Meeting
8:30 AM	Campsite and personal inspection
9:20 AM	Assemble for Grand Parade
9:30 AM	Grand parade and church service
11:00 AM	Sabbath School
12:00 PM	Lunch
2:00 PM	Round robin or free time
5:00 PM	Supper
6:30 PM	Vespers
8:00 PM	Big event
9:30 PM	Directors' meeting
10:30 PM	Curfew

Sunday

7:00 AM	Reveille
7:30 AM	Club worship
8:00 AM	Breakfast
9:15 AM	Morning assembly
10:00 AM	Drill teams
12:00 PM	Drill down
12:30 PM	Closing Ceremony
1:00 PM	Tidy up the place and head for home

Policies

At any conference, union, or division event the club director is expected to register the Pathfinder during the published hours of registration before Sabbath and to pay any required fees at that time if the fees haven't already been paid. Registration is also where you will pick up a schedule of events for the event, patches, and whatever else applies to the event. For some events preregistration is required with a discount given for early registration. Be sure to watch for those registration deadlines.

The directors and area coordinators are expected to attend the directors' meetings during the event so they are aware of any changes or needs that arise. The director is also responsible to make sure the Pathfinders in the club are quiet from lights out until the published wake up time. If a club is not quiet anytime from curfew to reveille, ten points may be deducted from their points total for the year. With 600 to 800 other campers at conference events or up to 10,000 campers at division events, you don't want to be responsible for those other campers losing their sleep. You are outnumbered!

At the teen retreat there must be a female counselor for every four girls and a male counselor for every four boys.

At any Pathfinder event the counselor must be with the Pathfinders at all times. See the chapter *Risk Management*.

Pathfinders must be at least thirteen years old to be eligible to attend the teen retreat.

Staff members who have children under ten years old may bring their children to events. The fee for under-age children is the same as for everyone else. Staff "brats" may participate except for: fair and camporee big event, drill down, and drill teams.

Fundraising for your Pathfinder club is not allowed at Conference events.

Chapter 8 The Pathfinder Year

Path-find-er year - *The time period for which a Pathfinder club director and staff members accept responsibility for planning and operations - consisting of 365 days, 5 hours, 49 minutes, and 12 seconds of mean solar time and not a second more.*

The Upper Columbia Conference area coordinators have approved a plan to give Pathfinder clubs additional points. Points can be earned by having an annual planning session with at least 80% of the club's staff members attending. This article



describes the concept and some of the how-to's for putting together a retreat. Much of what is said in this chapter is guidance. You may have to adapt some of the ideas to fit your particular situation. This chapter will address both the weekend (or three-day) retreat and the one-day retreat. Clubs have the option of doing either one. There are 10 points available for a one-day retreat (8 hours) and 25 points for a three-day retreat.

There are a few really good reasons for getting the entire staff together for an annual planning session. Having the entire year scheduled ahead of time is probably the most useful product of the retreat. Also, at the end of the retreat, the staff will be better acquainted with each other and be a stronger team. Each person should have a better vision of what the club's goals are for the year; and getting together with a group of people who have similar interests is just plain fun.

There are some things to think about when choosing when and where to meet for the retreat. Many clubs have a more relaxed program or no program at all in the summer. Many clubs will want to meet either early or late in the summer. When to have the retreat will be determined by the goals of the club director. If there are going to be several new people on the staff, having the retreat later in the summer gives the director more time to recruit new staff. The new staff would then be included in the scheduling and planning. The director may want to use part of the retreat for training new staff. You may want to invite your area coordinator to attend your planning retreat and help in some way. Having the retreat during the early part of the summer has the advantage of giving more time to plan before the program goes into high gear in the fall, and there are usually fewer dates on the church calendar to schedule around. Being the first department to schedule means everyone else should schedule around the Pathfinder club.

Choosing where to have the retreat will depend on whether the retreat is a one-day or weekend event. Some clubs like to go a couple hours away from home. That way the staff members are forced to find someone else to take care of their responsibilities at church for the weekend. Choose a location that will be relaxing and quiet. If the retreat is for only one day, a park or even someone's house may be a satisfactory place to meet. Regardless of the location, telephones are not allowed.

The following is a possible schedule for a weekend retreat with an explanation of each activity. A schedule for a one-day retreat is included at the end of this section. The event descriptions will be the same for both retreats.

The Weekend Retreat

FRIDAY

8:00 PM - Introduction

The director should welcome everyone and cover the goals of the weekend. An icebreaker of some kind usually works well. Go around the circle and ask each person a question like "What is your favorite kind of squash?" (Actually ice cream flavors usually get a more enthusiastic response.) Before or after the icebreaker, the director should introduce any new staff members.

8:20 PM - Evening Vespers

The director or preferably one of the staff members will have a prepared program.

8:50 PM - Free time to visit

SABBATH

10:00 AM - Worship

This should be a worship service for all ages because there will likely be children of staff also attending. Even though the pastor may be at the retreat, have the staff present the worship service.

11:00 AM - Job Descriptions

This is an explanation of the various duties involved in making the club operate during the year. This gives everybody an idea of what everybody else is doing. If there is already a name associated with the job, mention the name and explain the job. When listening to the job descriptions, there may be someone who decides a particular job sounds interesting and is something they could do for the club. Have something for the "staff brats" (children of the staff members) to do during this hour. Making dioramas with a Biblical theme is a very popular activity. Then have all the staff take a tour of the dioramas and guess what story they are telling.

12:00 PM - Potluck Lunch

1:30 PM - General Meeting

This time could be used to discuss general matters of the club -- the points system, uniform issues, or any other general business matters. The staff may want to discuss the teaching of the honors or AY classes.

2:30 PM - Free Time

5:30 PM - Supper

7:00 PM - More General Meeting if needed

8:00 PM - Vespers

9:00 PM - Brainstorm session

The club could spend some of the time during the last meeting of the school year to do a brainstorm session with the entire club. This gives the leaders a picture of what the Pathfinder members would like to do for the following year.

9:00 Give introduction and explain rules for brainstorm session.

Each person will need a blank piece of paper and a pencil or pen. Four different areas will be "stormed." It should only take about seven minutes per category to develop a good list of activities. When the time is up for one category, move right on with the next. There are no bad ideas during a brainstorm session and there is no planning allowed. If someone begins to evaluate an idea or

begins to plan the event by saying, "Hey, we could...", the session chairperson should keep things on track and continue getting ideas. It is probably a good idea for the chairperson to warn the participants ahead of time that the chairperson is the "bad guy" and will try to keep things on track. The time to evaluate ideas is during the Master calendar scheduling session.

9:05 Social events brainstorming

This includes staff socials.

9:12 Outreach activities brainstorming

9:19 Program content brainstorming

This category is any special speakers or guests the club would like to have, special programs for club nights, field trips, and anything else that could happen during the meetings.

9:26 Honors to offer brainstorming

It may be helpful for each person to have a copy of the honor order sheet that has a list of all the honors.

9:33 All done

9:33 PM - Free time

SUNDAY

9:00 AM - Master Calendar

This is the longest session of the entire weekend. It can be tiresome, but the result of spending this time now, scheduling the entire year, will make the year run much more smoothly than if scheduling is done each month. This session is for scheduling only. The chairperson should stop any planning that starts. The monthly staff meeting is where the planning should be done. Each person should have a blank calendar for the entire year on one piece of paper and a pencil. Here is a suggested order for this session:

1. Explanation of rules and blank calendar
2. Fill in the calendar by scheduling
 - a) Holidays
 - b) Conference dates
 - c) District dates
 - d) Other church activities
 - e) School activities
 - f) Investiture
 - g) Camping trips
 - h) Pathfinder Sabbaths
 - i) Club nights
 - j) AY nights
 - k) Honor nights
 - l) Outreach activities
 - m) Staff meetings
 - n) Staff socials
 - o) Other activities from brainstorming session
 - p) Sheryl Janke's birthday

12:00 PM - Lunch, playtime, or go home

The Single-Day Retreat

This is a possible schedule for the single-day retreat.

8:00 AM - Breakfast with everybody
9:00 - Devotional
9:15 - Introduction
9:30 - Job Descriptions
10:30 - Break
10:45 - General Meeting
12:00 - Potluck Lunch
1:15 - Brainstorm Session
2:00 - Master Calendar Scheduling
5:00 - All Done

Every Pathfinder staff member and, if possible, the club members should be included in the monthly planning of the events that are scheduled at the retreat. The counselors could get ideas from their units at a regular meeting, or the entire club could have a short planning session. The final plans could be made at a staff meeting using the input from the Pathfinders. Giving each person a chance to help in the planning gives them more of a feeling of ownership and the person will probably work a little harder to make the event a success.

When making up the annual calendar, consider some summer activities. Many Pathfinder clubs in UCC have a reduced program or no program at all during the summer months. Why is that? True, people leave for vacations, some Pathfinders go to summer camp, and the staff needs a break, but there are many activities that are much easier to do in the summer than during the rest of the year. Backpacking, water skiing, sailing, cycling tours, and camping skills to name a few. Different staff members could be responsible for leading the club for each month or other period of time during the summer. This would give most of the staff a reduced load. Some clubs teach the basic AY classes during the school year and teach the advanced classes during the summer. There are many possibilities for being active during the summer. Remember, "kids" (Pathfinders) have more free time in the summer than other seasons. You know the saying "Idle hands ..." Summer Pathfinders and church activities are keenly important to keep youth looking at Christ. Consider some of them at your next annual planning session.

Policies

Our Pathfinder year in the Upper Columbia Conference begins on the first day of May. If the fair takes place in April, all monthly reports for the current Pathfinder year must be in by that time so awards can be presented at the Fair.

Chapter 9 The Club Meeting

Club meet-ing - (1) *An assembly or gathering of people, as for a business, social, or religious purpose.* (2) *The coming together of an implement, especially a stick with a protruding head, with a golf ball.*

A Pathfinder club must meet at least twice during a month to earn points for meeting. This is the minimum for earning points, but is not recommended. No club in this conference has survived for even a year when meeting only twice per month. Here is the recommended minimum:

- 2 Formal meetings
- 1 Unit meeting
- 1 Activity

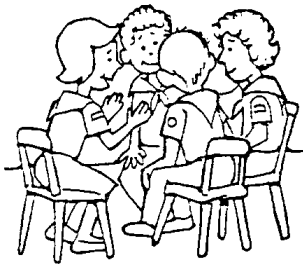
Formal Meeting

A formal Pathfinder meeting begins with all the Pathfinders falling into formation and taking record. An opening ceremony includes the flag salute, recitation of the Pathfinder pledge and law. Sing the Pathfinder song sometime during the meeting each week. The program content can vary a great deal at a formal meeting. The club could work on AY class work or honors classes. You can have a guest speaker for worship or lecture. You could have new member enrollment or induction for a formal meeting.



Unit Meeting

The unit meeting is an opportunity for the counselor to get to know the Pathfinders better and for the unit to grow as a team. Unit meetings usually begin with the entire club getting together for taking record and announcements. However the units could just meet on their own for their meeting. Activities for unit meetings could include having a party, doing some outreach activity, going shopping, a visit to the library, work on an honor, work on preparing for the Pathfinder fair, or many others. Counselors should include the Pathfinders in the planning and should encourage a variety of activities. Regardless of the activity the counselor should always have a devotional with the unit.



Activities

There are many things a club can do on an activity night. Canned food collecting, delivering food baskets, theme party, field trip to a local attraction, a game night, or one of many other things are possible activities for the club.

Policies

A Pathfinder club must meet at least twice during a month to earn points for meeting.

Chapter 10 Honors and Curriculum

Cur-ric-u-lum - (1) *A set of courses constituting an area of specialization.* (2) *A type of wispy white cloud usually made of frozen lums. (Look up lum. It's a real word).*



The AY class work is designed to help a person grow as an individual and as a Christian. You will notice the categories taught in the AY classes are the same for all of the various classes. The requirements, however, are more challenging for the classes designed for the older Pathfinders.

The honors classes teach us things about ourselves, teach us things about the world around us, and teach us about the world to come. There are so many different categories and honors it is easy to see there is something for everybody. Always offer honors of different skill levels to be sure there is something for your teens and for your juniors. Also offer classes that will keep active hands busy like crafts, but offer another class for those who would rather mostly learn theory. Regardless of the class, it is most important to make the class a fun experience. Most of the students already spend much time in a school classroom, so try to make the class different from the typical classroom setting.

Where will you find all those teachers for the AY and honor classes? Parents of Pathfinders, staff members, and people from the church community are all possibilities. You could also get people from the general community to teach honor classes. One thing that has been tried with success is to publish the need for honor teachers in the church bulletin. Take a survey of the Pathfinders to see what classes they would like to have offered. Take the top choices from your survey and publish the list in the church bulletin. You should list about twice as many classes than what you intend to teach. That way you should be able to recruit enough teachers for the number of classes you want to teach.

For both the AY classes and the honor classes it is important to be sure the classes are completed. The teacher should be committed from the start to seeing the class through to the end. Nothing will discourage a Pathfinder more quickly than to have them work on something and then not give them the opportunity to finish. They may completely lose their interest in Pathfinders because of only one of these bad experiences.

Policies

The honor and AY class requirements must be followed precisely. Altering of the honor requirements may only be done with prior approval of the conference Pathfinder director.

The Upper Columbia Conference Pathfinder department has a program that makes it possible to earn the “advanced” AY classes (Trail Friend, Trail Companion,...) without being required to also earn the “basic” class. In many places, some of the AY class work is taught in the church school and some is taught in the Pathfinder club. This program makes it possible for a Pathfinder who does not attend church school to earn the advanced class. This program may also help you decide which requirements to teach at school and which to teach at Pathfinders. Of course the club still has the option of teaching all the requirements for both classes, or the Pathfinder who doesn't

attend church school could work on the other requirements at home to earn his “basic” class pin.

So, why isn't there an *Automobile Hood Ornament* honor? Maybe you have asked yourself this question - probably not. However, maybe you have asked that question about another possible honor. The answer is...just do it. The procedure for submitting new honors for approval is detailed in the *Adventist Youth Honors* book. Here is a brief description:

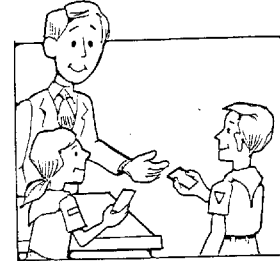
1. Type up the honor requirements
2. Type up the honor answer sheet
3. Type up the honor test
4. Fill out the submittal form that includes some biographical information about the author.
5. Submit all materials to the local conference Pathfinder director.
6. The Conference Pathfinder director will check to make sure the honor meets the criteria on the Worksheet for Developing New AY Honors which is found in the honors book. Then the proposed honor is sent to the NAD Pathfinder Specialty Committee chairman.
7. A letter of recognition and thanks is sent to the author by the NAD.
8. The proposed honor will be returned to the conference to be piloted, evaluated, and voted by the Conference Pathfinder Advisory Committee.
9. Honors which are not approved are returned to the author with a written explanation.

Read more about it in the *Adventist Youth Honors* book.

Chapter 11 The Investiture

Investiture - (1) *The act of establishing in office or ratifying : confirmation* (2) *That big celebration usually at the end of the Pathfinder year where the Pathfinders are graduated from their AY classes and receive their honor Patches and we get to hear one of Wayne's neat stories.*

The investiture program is usually an annual event and is rather like a graduation. The class work pins and ribbons and the honor patches are awarded to those who have completed requirements. This is one of the events your coordinators and conference Pathfinder director should be invited to attend. At most investiture programs the conference Pathfinder director is invited to be the main speaker. It is an excellent idea to get on the conference Pathfinder director's schedule when you schedule your investiture program, especially if your program is in April or May.



Another thing you will have to do when you know your investiture program date is start planning to get each person through the classes with all requirements completed in time for the investiture program.

Having a couple special features or events during the investiture program makes the program much more interesting and memorable. Some ideas would be: drilling and marching demonstration, review by some of the Pathfinders of what they have learned or made during the year, model rocket launches, skits, musical presentations, or reports by the Pathfinders on the Share Your Faith activities for the year.

Policies

All requirements for the AY class work and the honors must be completed before the person is invested or is presented an honor badge.

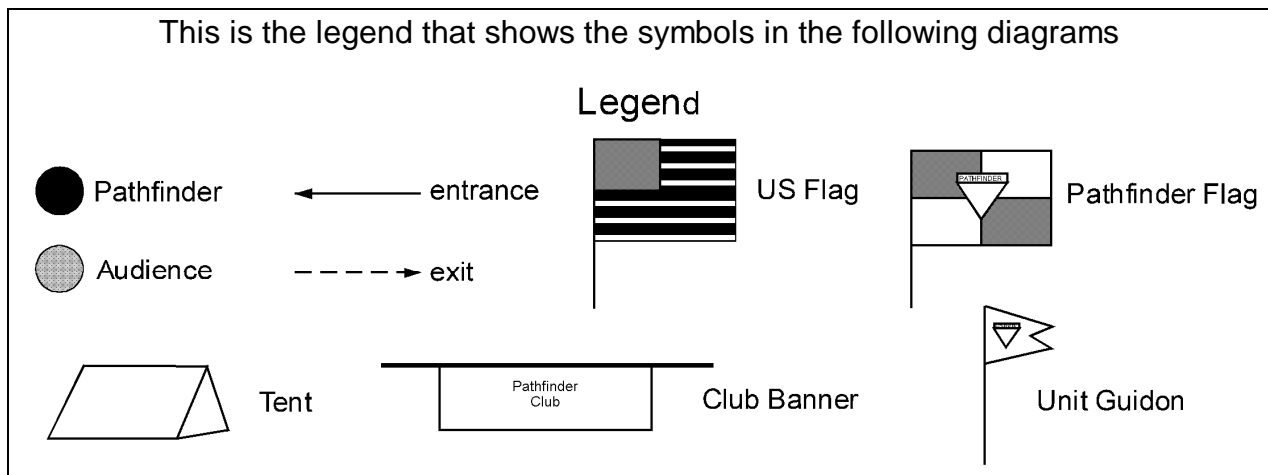
Chapter 12 The Flags

Flag Et-i-quette - (1) *The conduct or procedure required by good breeding or prescribed by authority to be observed in social or official life when dealing with a, usually, rectangular piece of fabric of distinctive design that is used as a symbol or as a signaling device.* (2) *One of the more popular topics of discussion at the directors' meetings at the Pathfinder Fair.*

It is very important to show respect to the symbols we use to represent our nation, state, church, and Pathfinder organization. This is why we have policies and procedures on how we display and care for these symbols.

National Anthem

Whenever the national anthem of the United States is played or sung, all U.S. citizens should stand to their feet and place their hands over their hearts. The gentlemen should remove their hats and hold them over their hearts.



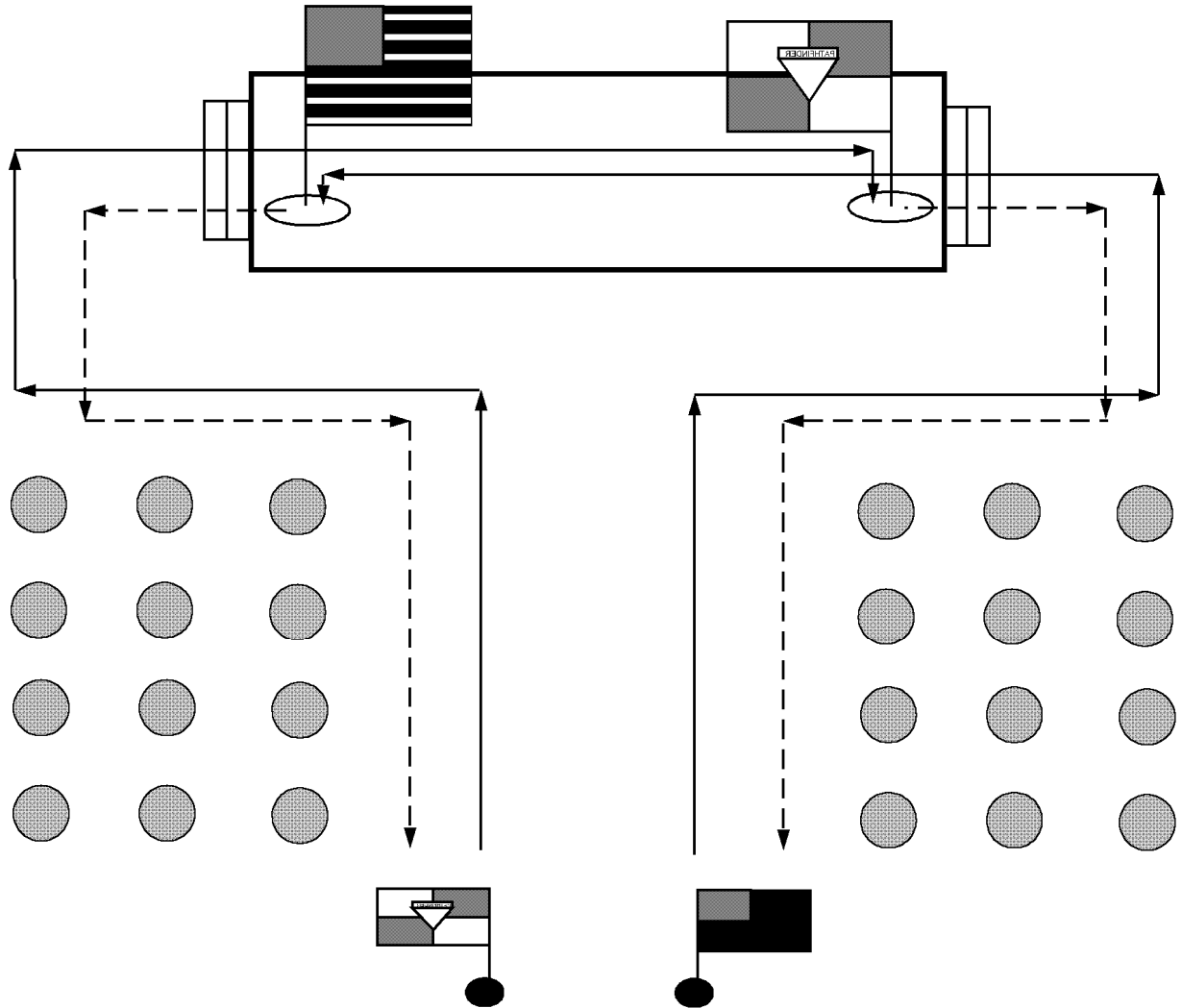
Flag Raising

How the flag is raised will depend on what the event is and where it is being held. The following are examples of what could be done.

Some clubs prefer to have the flags already in place before the start of the club meeting. Others march into the meeting room and post the flags. When posting the colors inside a building everyone in the room should stand when the flags enter the room. The national flag should either lead or should be to the right of the flag beside it. The national flag should be posted to the right of whoever is being served by the flag. If the flag is on a platform, it should be to the right of the speaker. If the flag is on the same level as the main group of people, it should be to the right of the group. Here's a sample flag posting ceremony for indoors:

- Command given to color guard to get moving (forward march)
- Flags enter room - everyone stands
- Flags are held by the color guard while the pledge of allegiance and the Pathfinder pledge and law are repeated.
- Command is given to the color guard to post the colors
- Color guard is dismissed.

Flag Position - Assemblies On Stage

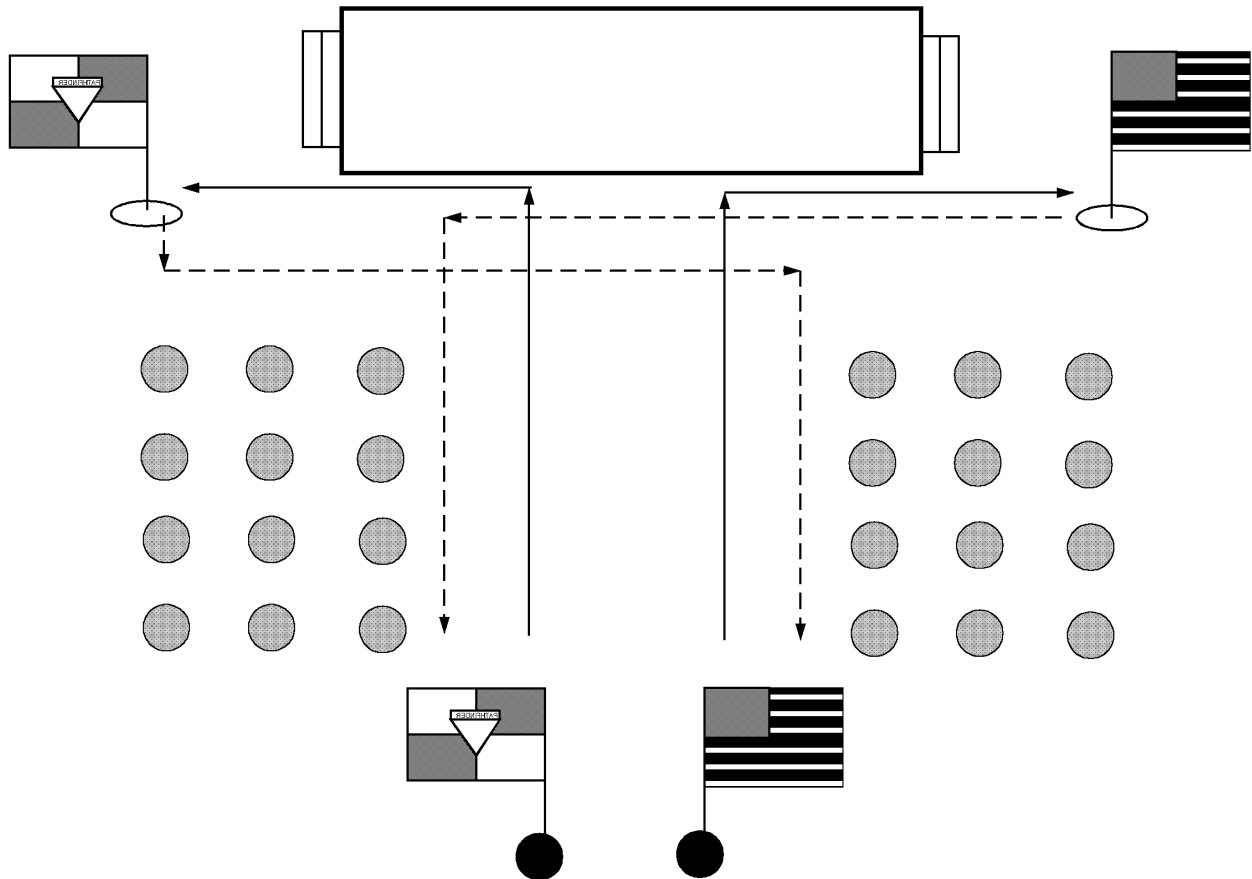


This procedure can also be followed for posting the colors outdoors. Sometimes outdoors you will have flag poles rather than flags on staffs. This situation is a little different. Here's a sample flag posting ceremony for outdoors using flag poles:

- Everyone is brought to attention
- Color guard is given the command to get moving
- One person will receive the national flag from a person on the platform
- One person will receive the Pathfinder flag from the person on the platform
- Any other flags being used would be handed out at this time
- Color guard will march to the designated flag poles and attach the flags to the lines
- The command of "present arms" is given.
- The flags are raised quickly to the top of the pole and tied off
- The pledge of allegiance is repeated
- "Order arms" is given
- "With hand over heart present - arms" Everyone faces the Pathfinder flag and repeats the Pathfinder Pledge and Law
- "Order arms" is given
- Color guard is dismissed

Flag Position - Assemblies

Off Stage



Flag Lowering

Here is an example of retrieving the colors when flags on staffs are used:

- Everyone is called to attention
- Color guard is commanded to get into position. There are a variety of ways to get this done. Usually just tell them to “forward - march.”
- Color guard gets into position
- “Present - arms”
- Color guard picks up the flags from the stands and prepares to carry them
- “Order - arms”
- Color guard marches out with the national flag either leading or with any other flags to its left.

Here is an example of a flag lowering when flag poles are used:

- Everyone is called to attention
- The color guard is given the command to retrieve the colors
- Color guard marches to the flag poles and unties the lines
- “Present - arms”
- Flags are slowly lowered making sure the national flag is always higher than any other flag
- “Order - arms”
- Flags are folded and presented to the person in charge. The national flag should be the last flag presented

- Color guard is dismissed

At the Pathfinder Fair or Camporee it is a good idea for the color guard to meet and practice ahead of time. This will give the Pathfinders a familiarity with the surroundings and a chance to get used to the particular hardware being used.

Grand Parade

At every Pathfinder Fair there is a grand parade of all the Pathfinder clubs. The grand parade counts for points for the club. See the *Points* chapter for details. The uniform for the grand parade is the class A dress uniform. The conference Pathfinder director and any visiting dignitaries will be on the review stand. The hosting club will lead the parade followed by the rest of the clubs in the order of arrival at the parade assembly. Eyes right will be executed when passing by the stage or reviewing stand. The club should be able to do the following commands in order to complete the grand parade and assembly:



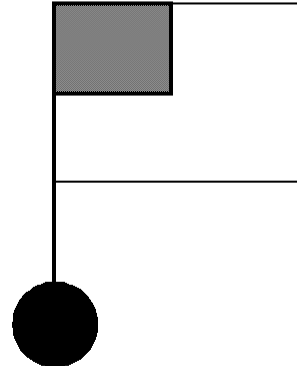
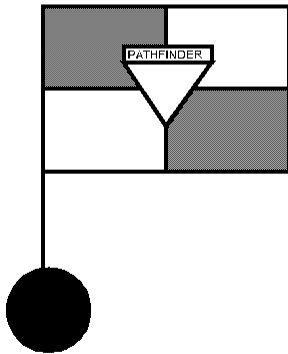
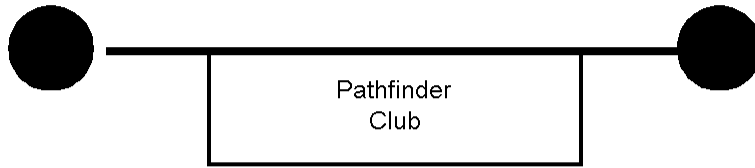
- | | |
|-----------------------|------------------------|
| Fall in | Eyes right |
| Dress right dress | Ready front |
| Column left and right | Attention |
| Parade rest | Present and order arms |
| Stand at ease | Prayer attention |
| Forward march | Halt |

The guidon carriers should know all the proper “moves” for each of the commands.

The formation for each club is:

- Club banner leads approximately ten feet ahead of the club formation to announce the club
- American and Pathfinder flags come next as the beginning of the club formation
- Any orderly arrangement of members is acceptable. Guidons are required.

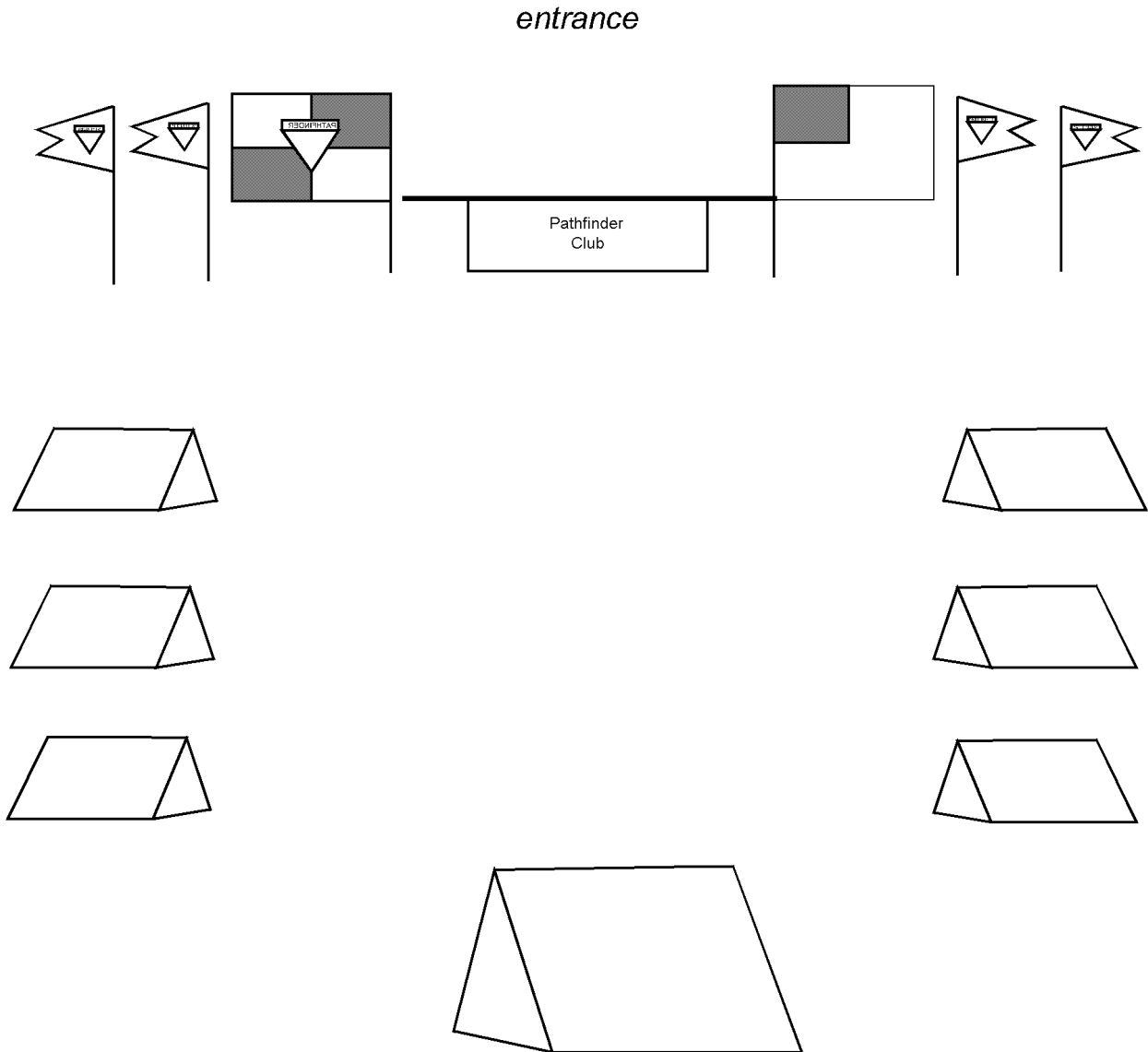
Grand Parade



Camping

Whenever camping the club banner, national flag, and Pathfinder flag should be displayed at the entrance into the club's camping area. The national flag is placed to the right of the Pathfinder flag as one looks out of the camping area.

Campsite Flag Arrangement



Pledge of Allegiance

When saying the pledge of allegiance to the U.S. flag and wearing a dress uniform, the person should face the national flag and a salute is held from the time the command "Present - Arms" is given until the "Order - Arms" command is given. When wearing field uniforms or no uniform the right hand should be placed over the heart.

Please notice the punctuation in the pledge of allegiance. We want to say it correctly so please don't pause where there is no comma. It says "One nation under God" not "One nation, under God."

The Pathfinder Pledge and Law

Before repeating the Pathfinder pledge and law, the preparatory command "With hand over heart, present" will be given followed by the command of execution "arms." Each person will place the right hand over their heart. After reciting both the pledge and the law, the command "Order - arms" will be given.

Read More About It in the Pathfinder Drilling and Marching Manual.

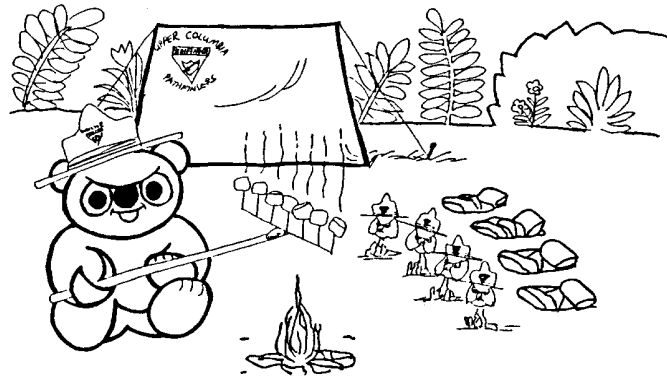
Chapter 13 The Campout

Camp-out - (1) A gathering of people at a place where tents, huts, or other temporary shelters are set up, as by soldiers, nomads, or travelers. (2) The experience of eating burned food and sleeping in a rain-soaked sleeping bag while dreaming of that warm shower at home.

The camping trip is an excellent opportunity to practice outdoor skills and create many lasting memories. In the darker side of our minds, we may secretly hope it rains on a camping trip because experiencing a common hardship always brings the participants closer together. Usually experiencing rain on a Pathfinder outing is not a problem. I have found an effective method of controlling the weather. If you ever want your yard watered while you are out of town, just write "Pathfinders" on the calendar and you can count on having a green lawn when you return home.

Many of your camping experiences, good and bad, will be remembered with laughter. One director and many of his neighboring campers will never forget the backpack trip when one Pathfinder had a bad dream during the night and was screaming for help. The screams were so desperate they thought he was being eaten by some wild animal.

The director was dressing as quickly as he could but his wife was first out the door of the tent. Five seconds later she was back inside the tent because she had her boots on, but forgot to put on her pants. This was the same trip that another staff member and the director packed in an eighteen-pound watermelon and hid it in a snow bank until Sabbath afternoon. Take advantage of these opportunities to create positive memories. Do something unusual or outrageous and your Pathfinders will come back years later and say, "Remember when .."



Camping traditions are important because they give continuity and something to pass on from one group to the next. Several years ago the teen boys in one club discovered the director's wife was not a morning person and that she didn't care for music or singing early in the morning. Five minutes later they started a tradition that continues today, even though none of the original group is still with the club. They gather around her tent or camper while she is still in bed and sing one of several very cheerful wake up songs until they get some response. It usually doesn't take very long for something to come flying in their direction. Another good tradition to have is playing in the fire. That doesn't mean lighting sticks and carrying them around camp, but holding a stick in the fire or rearranging coals or pieces of wood in the fire is usually not dangerous and should be encouraged. It is fun and you know where your campers are.

It is very important to have your trip well organized. Your trip should have a purpose. Maybe you are working on AY honor or class requirements or maybe you are camping just for the fun. The purpose of the trip will determine the type of activities you will plan. Have enough activities planned to keep most of the time occupied. However,

be sure to also schedule some free time for everyone to do what they wish, except sleep. Be flexible enough to rearrange if the need arises.

“It is never safe to assume anything.” As long as you remember this statement, life will be much easier. Don’t assume people know what to bring on a trip. You should give each camper a check list of items to bring and encourage them to get help from a parent when packing. (See sample checklists in the *Forms* chapter). A junior room leader once took a group of junior-aged youth backpacking. One of the girls arrived at the trail head with her very large suitcase. For some of your campers this could be their first camping experience. Your clear communications will help make this first experience memorable and fun.

Worship time around the campfire should be the most special time on any camping trip. Being in God’s nature and the informal setting can start minds thinking and hearts opening. One thing that has worked well for some clubs on a weekend campout is to have the church service at the end of the day. There may be nothing worse than taking a group of energetic young people into the woods and make them sit down after breakfast for a meeting. They will be thinking and planning the rest of the day while the presentation is mostly ignored. When the worship service is at the end of the day, these young people will be planning the rest of their life.

Policies

We are legally required to have a parents’ “consent to treat form” and a “permission to attend form” in the vehicle in which the Pathfinder is riding and at the destination of any Pathfinder function that involves travel. See the Forms chapter for example forms.

Please study the Risk Management chapter for more rules about trips.

Chapter 14 Sabbath Observance - Camporees and Fairs

Sab-bath ob-ser-vance - (1) *The act of observing the seventh day of the week from Friday evening to Saturday evening as a day of rest and worship by Jews and some Christians.* (2) *The act of boring a group of kids for 14% of the week.*

The sun starts to set on Friday, you can often tell without looking up by listening for the collective groan of youth.

We, as youth leaders, walk a delicate balance. Do we plan a fun day for our charges, or do we pacify the elders of Israel with *traditional* boredom? Or can we do both?

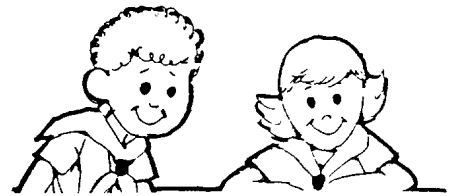
Let's keep some basic principals in mind. First, we start by being sure of our own relationship with Christ and His great gift of the Sabbath.

Second, we plan our day remembering that God is not boring nor does He want His children to be bored.

Third, we realize that all stages of Christian development are represented in the club. We have avid Bible students and Pathfinders with little Christian background. We have to plan activities interesting for all. Even a *baby Christian* can enjoy Bible study if its creative and not overdone.

Fourth, some activities that might seem acceptable to your conscience may cause some parents to pull their kids out of the club. We can't minister to kids if their parents won't let 'em come. Some Adventist churches in other counties have no problem with a Sabbath picnic followed by a game of cricket (I think it's like baseball and not a nature study). Especially in America, we steer clear of sports.

Sabbath should be the busiest, most meaningful, most exciting day when kids say that was good stuff. When kids ask, "Why can't we water-ski on Sabbath?", we answer, "We have so much neat stuff to do today, that we don't have time to water-ski on Sabbath." Let's don't confuse the kids with things like Bible Baseball, private Frisbee throws, etc. It's time for people, God, and imitating Christ.



Suggestions:

Nature:

- games
- hikes
- stories
- discovery activities
- track and field
- animal stalking/photography
- nature honors

SYF - Share Your Faith Activities

- senior homes
- evangelistic activities
- feeding the hungry
- hospital (especially pediatric) visits

Humane society

Field trips

fish hatchery

youth rallies

planetariums and telescopes

Indian paintings

Bible Activities

Bible bowl (not bowling)

Bible strategy learning activities

Resources

A Family Guide to Sabbath Nature Activities, Eileen Lantry, Pacific Press.

Pathfinder Field Guide, Lawrence Maxwell, Review and Herald.

Junior High Ministry, Wayne Rice, Zondervan.

Group's Junior High Ministry magazine

Kid's Stuff magazine, Review and Herald

Junior High Talksheets, Youth Specialties.

Chapter 15 Risk Management

Risk Management - (1) *Practices that will maximize the safety of each person and minimize the possibility of loss or injury.* (2) *Moving your armies around the game board in such a manner as to conquer the world.*

We all desire Pathfinder activities to be the safest possible environment for the young people and the staff members. We have several policies dealing with risk management to help us achieve this goal,. Some of these policies are legally required, some are required by insurance companies, and they all make good sense.

Policies

1. Volunteer Service Forms

The club director, all Pathfinder staff members, and volunteers who will ever be the only adult in the presence of one or more Pathfinder members are required to fill out a *Pathfinder Staff/Volunteer Service Information Form* and submit that form to The Conference. Any person who has not been previously approved by The Conference must have an application submitted and approval must be received from The Conference before that person may be present at any Pathfinder activity. The front side of the form deals with collecting general information about the applicant. The back side of the form deals with unlawful conduct and references. The information on the back side of the form is confidential. The front side of the form will be photocopied and returned to the director with an indication whether the applicant is recommended or not recommended. Since the information on the back of the form is confidential, reasons are never given for not recommending someone. Every year current staff are required to fill out an update form. **Notice:** The update form should not be used for new applicants. The recommendation from The Conference may be rescinded at any time.

Whenever there is a group of Pathfinders together for a Pathfinder function an adult that has been recommended by The Conference must be present.

2. Automobiles

a) Drivers

Every volunteer driver (not a conference employee) must have a driver's questionier on file with the conference. The conference must approve each volunteer driver based on the current regulations set by Risk Management.

3. Pathfinder insurance

Even though you have a parental consent form, you should always attempt to contact the parent before a Pathfinder is treated for anything more serious than a minor illness or injury.

When it is necessary to file a claim for a Pathfinder related illness or injury, a claim form can be obtained from either the conference Pathfinder secretary or the conference Risk Management manager.



3. Guns

No firearms of any kind are allowed at Pathfinder activities. The only exception would be firearms approved in advance by the conference Pathfinder director. Usually this would be for exhibitions or a cannon to startle everyone during flag ceremonies.

In an effort to be better prepared as a Pathfinder club we are making the following suggestions for the first aid part of your club:

1. Have at least one person with a current first aid and CPR card.
2. Have one person that is in charge of first aid and the kit keeping the kit where it is close at hand.
3. Have the following permission forms:
 - Consent to treatment (required)
 - Permission to administer over-the-counter medicine
 - Permission to administer prescribed medicine
4. The following are suggestions for what you may want in your kit. (Over-the-counter meds are in *italic*)
 - Rubber gloves
 - Scissors
 - Triangle bandage
 - Gauze pads 2x2, 3x3, 4x4
 - Gauze wrap
 - Tape
 - Hot and cold packs
 - Bee sting kit
 - *Antihistamine*
 - *Aspirin and Tylenol*
 - Assortment of bandages
 - *Syrup of Epicac* (1)
 - *Betadine*
 - Ace bandage
 - Tongue blades
 - Thermometer
 - Extra blanket
 - One-way valve mask
 - *Alcohol*
 - *Neosporin ointment*
 - *Caledrill lotion*
 - Activitated charcoal (1)
 - *Anti-acid*
 - *Cold remedies*
 - *Pepto Bismol*
 - Prescribed meds

(1) Need permission from doctor or poison control to administer

Chapter 16 The Uniform

U-ni-form - (1) *A distinctive outfit intended to identify those who wear it as members of a specific group.* (2) *"That uncomfortable, yucky thing they make me wear"*



The uniform is an interesting part of the Pathfinder club. Most clubs use two different uniforms - the field uniform and the dress uniform. Not too many people have a problem wearing the field uniform that usually consists of an informal shirt (that matches everybody else) and jeans. However, if you want to hear moans and groans and great wailing, just announce, "We will be wearing dress uniforms next week." Most of those groans will probably be coming from the older members. However, one club took a survey of their forty members and eighty percent of the members said they liked the uniform.

We have all heard several excu... ahh ... reasons why Pathfinders wear uniforms. Probably the best reason to wear a uniform is it gives the wearer a sense of belonging to something. Even gangs roaming the streets wear symbols that identify them as belonging to something. A Pathfinder who is new to the club can't wait to get that uniform on and show everyone. That same Pathfinder may become more reluctant about wearing the uniform as the Pathfinder grows older and starts feeling a little more independent. This is a natural part of wanting to show independence.



"But I can't afford a uniform." It's true. There are some people who can't afford to buy a dress uniform for their Pathfinder. What many clubs are doing now is renting the uniforms to the Pathfinders. The first couple years may be a bit of a strain on the club's finances, but then it becomes much easier for everyone. How much do you charge for rent? That is up to you. There is one club that charges an amount that will pay for the uniform in about 4 years. This is much more reasonable than having the member buy a new uniform every time the Pathfinder outgrows it. The items that aren't outgrown are usually owned by the Pathfinder - scarf, slide, sash.

Part of the points system at most clubs is the wearing of the uniform. A complete uniform earns points. An incomplete uniform earns no points. Over the years we have heard many excuses for arriving at a meeting with no uniform. The following is a sample of some actual excuses:

- * "I couldn't find it."
- * "My mom didn't do the laundry."
- * "I forgot."
- * "My cat had kittens on my skirt."
- * "It shrunk. I don't understand. It fit me last year." (We've heard this from a few adult staff members too.)
- * "I didn't go home between school and the meeting."
- * "It's ugly."
- * "I thought I lost it, but then I found it under my bed and it was covered with dust thingies."

We reserve the dress uniform for more formal occasions such as Pathfinder Sabbath, induction, investiture, and when we have guests or go visiting. The rest of the time we wear the class B or the field uniform. This really makes sense when you are working on crafts or picking up trash somewhere. Things have really changed over the years. There was a time when the Pathfinder had to run the obstacle course at the camporee while wearing the dress uniform. Things will continue to change, too.

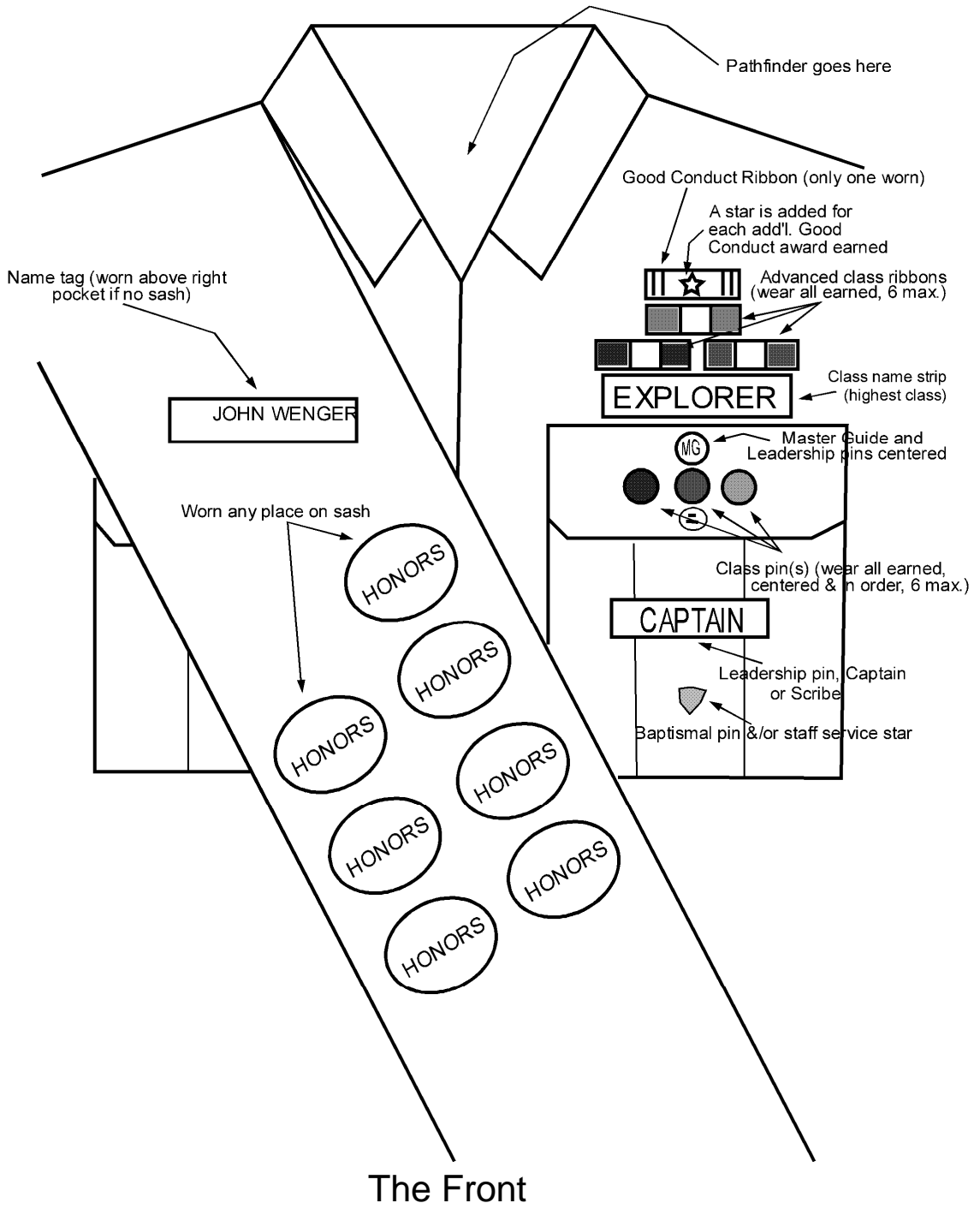
Policies

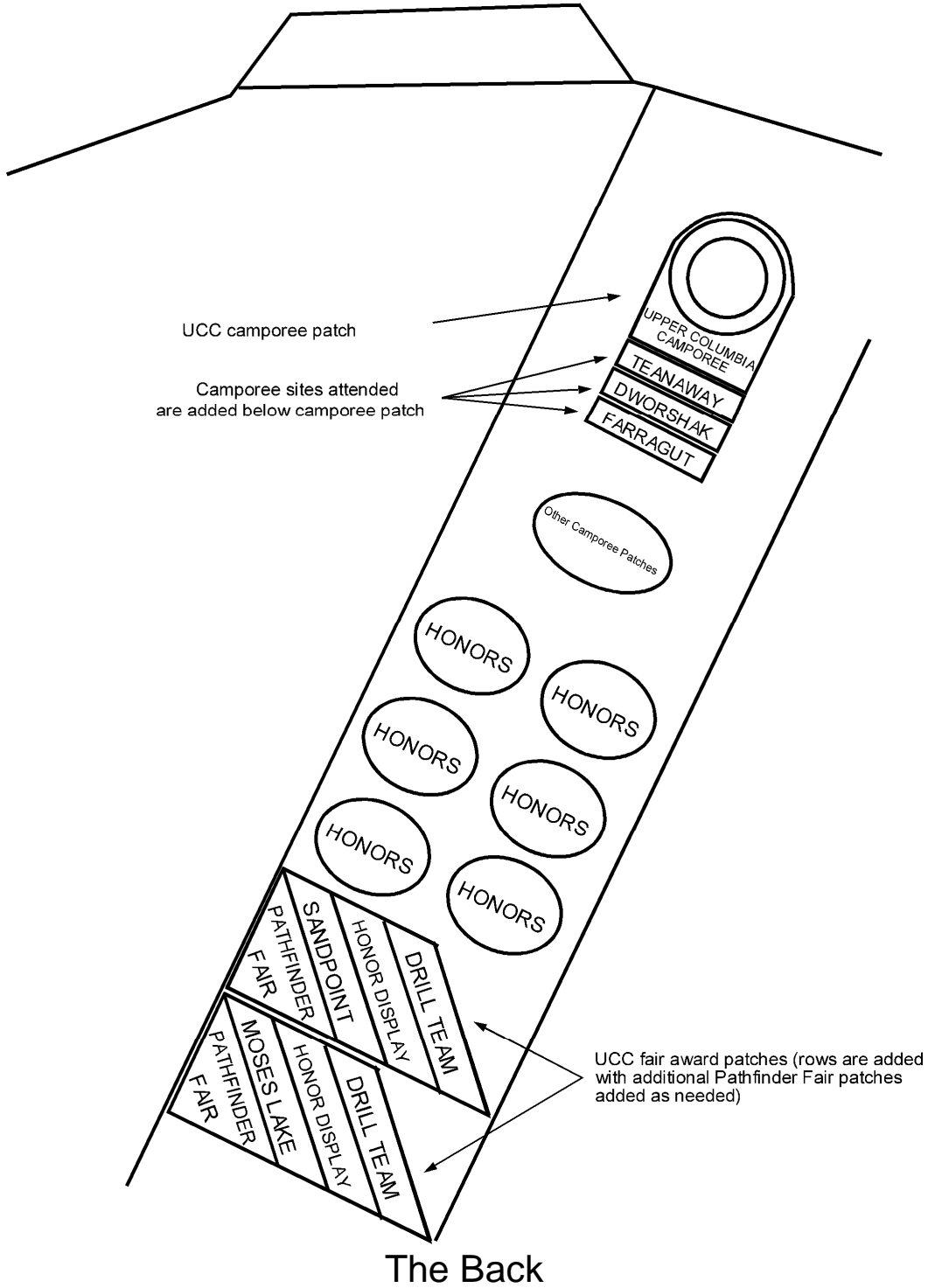
Each Pathfinder and staff member must have a full dress uniform. The new Pathfinder or staff member has sixty days to get into a dress uniform before the club loses points. The field uniform can count for points until the 60th day. Here is a description of each of the three classes of uniforms as taken from the minutes of the coordinator's meeting where the policies for UCC were developed:

- **Class A** - Black uniform slacks for Class A uniform/vs jeans for males. No rivet, patche pockets. They have to be cotton/cotton mix, nonfadish such as low crotch, and must have belt loops in the waistband. UCC Class A uniforms should be worn at programs such as Sabbath School, church, Investiture, Induction, Grand parade, basic drill and any other designated Conference or club activity.
- **Class B** - Class B Uniform=Tan uniform dress shirt + jeans with no scarf, slide or sash. Wear with blue or black jeans. UCC class B uniforms should be worn any time when the class A is not required at the discretion of the club director.
- **Field Uniform** - UCC Field Uniform description is any shirt designed by the individual clubs plus jeans, black or blue, a uniformly worn color specified by the club.

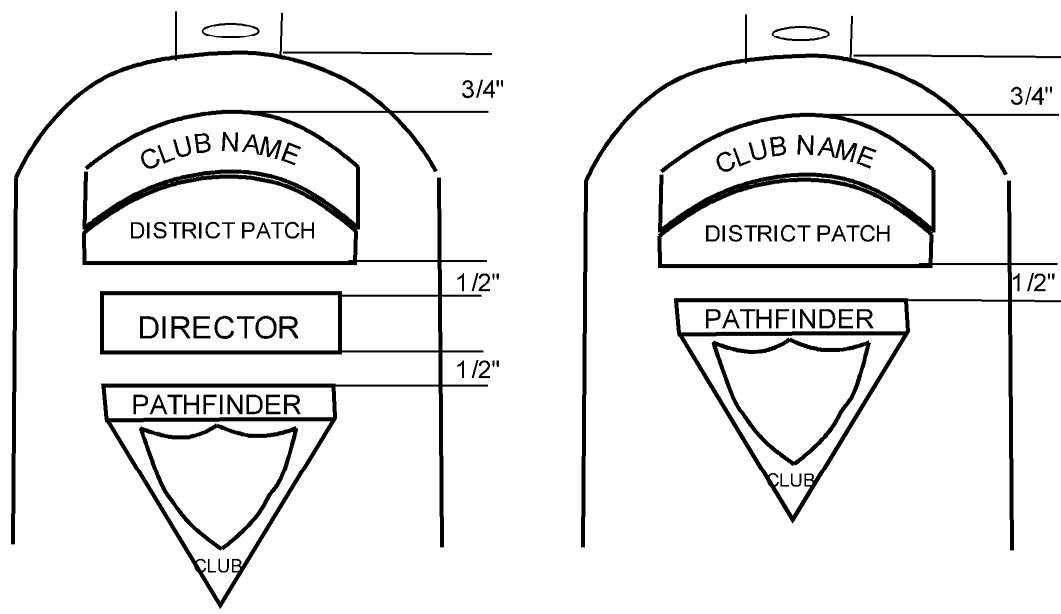
There apparently seems to be some ambiguity about the placement of the various patches on the uniform. At least it would appear so to the casual observer. The following diagrams show where patches, pins, and everything else belong on a Pathfinder uniform in the Upper Columbia Conference. It is a good idea to photocopy these diagrams and give them to the Pathfinder's parents so they know where to place the patches, pins, and all.

Notice there is no approved headgear. Some of you remember when we had to wear those weird hats that were always being lost. Also notice there is no provision to wear more than one sash. Only one sash should be worn over the right shoulder as shown in the following diagrams:

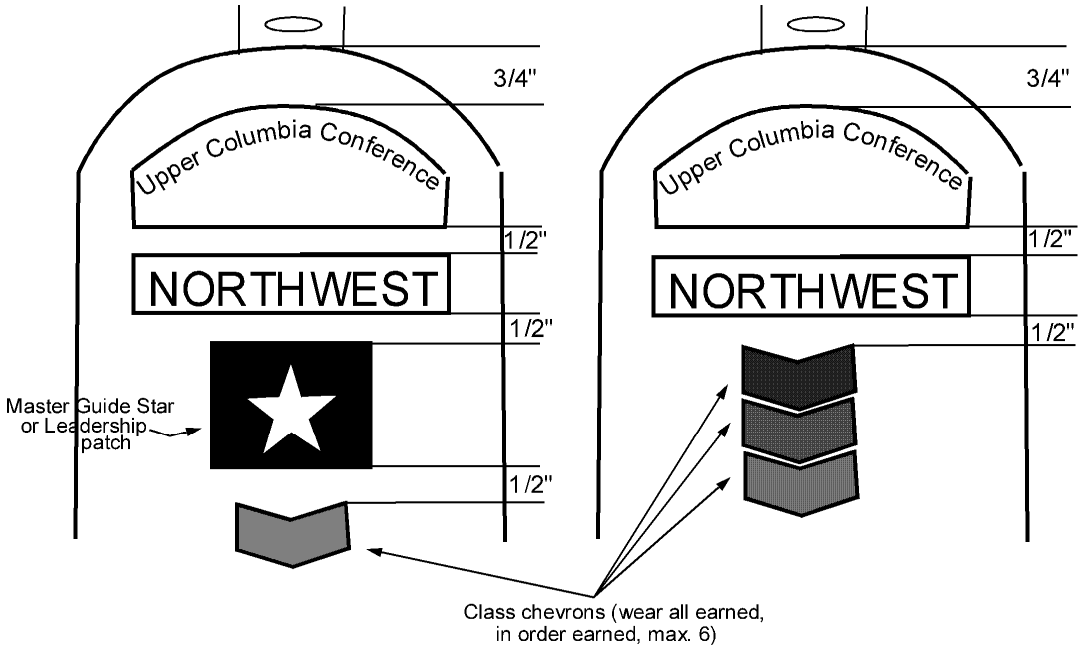




RIGHT SLEEVE



LEFT SLEEVE



The Shoulders

Chapter 17 The Money

Mon-ey - (1) *A commodity, such as gold, or an officially issued coin or paper note that is legally established as an exchangeable equivalent of all other commodities, such as goods and services, and is used as a measure of their comparative values on the market.* (2) *Something nobody ever believes they have enough of.*



Unfortunately, operating a Pathfinder ministry is also like running a business - it takes money. The sources for potential income will vary from one club to another. Some clubs are fortunate enough to have a church that includes Pathfinders in the annual budget. Every church should support its Pathfinder club prayerfully, and financially. It does take a good public relations effort and sometimes some good selling to get your church to help finance the club.

One year the finance committee at one church decided that since the club had surplus funds left over from the previous year, they would get nothing this year. The director pointed out to the church board that the club had been letting their account build over the years in preparation for attending an international camporee a great distance from home. He also explained that the club was mainly self-financed except for AY pins and honor patches and staff leadership training. He had done his math ahead of time and told them that paying for the staff to attend the leadership weekend was like paying them less than five cents per hour for the time they put in during the year. He got the money.

Lack of money is never a good reason for a young person to not join the Pathfinder club or miss going on outings. There is usually someone in the church who is eager to sponsor a Pathfinder. Some clubs have a sponsorship account to which donors can contribute. The funds are then appropriated by the club's executive council. This has the advantage to the donor of, possibly, being a charitable contribution as long as the donor does not specify which Pathfinder benefits from the money.



Another way to raise money for the sponsorship account or general fund is through fund raisers. Fund raising can be a lot of fun. Here are some fund raising ideas:

- ◆ Free Car Wash

How do you earn money doing a free car wash? Accept donations. Many times the donations are more than you would charge anyway. What if someone doesn't pay? Great! You just did an outreach activity.

- ◆ Trash-a-thon, Bike-a-thon, Jog-a-thon

Have each Pathfinder get pledges before your event based on pounds of trash, or miles done. Then the Pathfinders collect the money for what they did.

- ◆ Talent /Dinner Show

Most Pathfinders and staff have some kind of talent they can share with others. Put together a list of acts that could be performed at a program. Include everything from readings to pet tricks to music to tumbling. Put on a dinner using the Pathfinders and staff members as hosts, waiters, waitresses, and entertainers. Periodically during the dinner present one of the acts for entertainment.

◆ New Year's Eve Baby Sitting

Have a party for kids on new year's eve and charge the parents for baby-sitting. Have them bring a sleeping bag so the kids can get to sleep at a reasonable hour because Mom and Dad probably won't be back before midnight.

◆ Door-to-door Car Wash

This works well for a single Pathfinder or a small group. Just knock on doors with your bucket, rags, soap, and hose and sell the person a car wash. If you have a shop vacuum and extension cord, you could also clean the inside of the vehicle.

◆ Movies

Present a Saturday night movie with popcorn, apples, and juice.

◆ Pet Wash

Similar to car washes, but much more interesting.

◆ Hired Guns

You may know of someone in your area or someone you can bring into your area to put on a program for the benefit of your club. For example, in this conference we have a family of national champion fiddlers who do shows.

◆ Letter Writing

Sometimes all you have to do is ask. Have the Pathfinders send letters to people they know asking for money. This usually works best if you have a specific project.

These are only a few ideas. We're sure you creative people out there have done many different fund raising activities. Let us know what you did.

Policies

Money is one of those things that can cause people to become quite emotional and protective. The Pathfinder club should adhere to good accounting practices in all its accounts. The following is the Conference Pathfinder Club Checking Account Policy as approved by both the Conference Pathfinder Director and the Conference Treasurer:

1. Pathfinder clubs, due to many purchases, are encouraged to have a checking account.
2. Funds in that account come from any source other than donations, eg:
 - a. club dues
 - b. fund raisers
 - c. transfers from the local church Pathfinder fund
3. There is not an established limit on how much is held in the account.
4. The club leadership or club treasurer should ask for an audit once a year.
5. All funds must be accounted for with receipts or signed vouchers. Detailed credit card statements must be backed with receipts.

Chapter 18 Resources

Re-sources - (1) Sources of supply or support. (2) Sources of information or expertise. (3) Something to look at or someone to contact when screaming for help.

Through the years you will learn about various resources that are available for your use when working with Pathfinders. Build a file of these resources so in future years it will be quicker to find them.

Books and Manuals

“Outside of a dog, a book is man’s best friend. Inside of a dog, it’s too dark to read.” - Groucho Marx

- *Arts and Crafts Honor Series* (answer book)
The answers for each of the Arts and Crafts honors.
- *AY Outreach Ministries* (honor answer book)
The answers for each of the Outreach Ministries honors.
- *AY Class Instructor’s Manual*
Requirements and teacher’s helps for the ‘basic’ and ‘advanced’ Friend, Companion, Explorer, Ranger, Voyager, and Guide classes.
- *Church Heritage Manual*
This is the manual to study when preparing for the Church Heritage exam. It contains all the information one needs to know to pass the exam plus much more.
- *Drill and March Manual*
Get your club off on the right (oops!) left foot. This manual covers most of the basic drilling and marching moves.
- *Finding the Right Path*
The real meaning of being a Pathfinder based on the pledge and law.
- *How to Start a Pathfinder Club*
Explanation of the process.
- *Master Guide Curriculum*
Requirements and teacher’s helps for the Master Guide class.
- *Nature Honor Series* (answer book)
The answers for each of the Nature honors.
- *Pathfinder Bible*
The Pathfinder Bible could be given to new Pathfinders who don’t have a Bible or to newly baptized Pathfinders.
- *Pathfinder Honor Book*
Contains the requirements for each of the AY Pathfinder honors and a description of the skill levels and the procedure for submitting new honors.
- *Pathfinder Instructor Award Manual*
Requirements and teacher’s helps for the Pathfinder Instructor Award.
- *Pathfinder Leadership Award Manual*
Requirements and teacher’s helps for the Pathfinder Leadership Award.
- *Pathfinder Staff Manual*
Everything you always wanted to know about Pathfinders (almost) is in this manual. This should be required reading especially for the Pathfinder

club director, but also for every person who works with Pathfinders (editor's humble opinion).

- *Sign Language* (answer book)
The answers for the sign language honor.
- *The Pathfinder Story*
The history of the Pathfinder organization.
- *Teen Leadership Training*
Explanation of the teen leadership training program. Contains requirements and teacher's helps for the TLT classes.

Where and How to Order Stuff

There is a copy of the Pathfinder Order Form for the UCC in the *Forms* chapter of this manual. Complete the order form and mail to:

Upper Columbia Conference

Pathfinder Ministries
Upper Columbia Conference
PO Box 19039
Spokane WA 99219-9039
Pathfinders@uccsda.org

Advent Source

Advent Source
5040 Prescott Avenue
Lincoln NE 68506

Phone orders

1-800-328-0525

Monday - Thursday 7 AM to 7 PM Central Time

Friday 7 AM to 3 PM Central Time

Fax

1-402-486-2572

Master Card / VISA / Discover / American Express orders
questions and anything else you need to FAX
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See the Advent Source World Wide Web Page

<http://www.adventyouth.org/adventsource>

People

People are probably our most valuable resource. We can usually learn more and receive more help from another person than we can from another source. Here is a start for your 'Hit list':

- ◆ **Parents** - Most Pathfinders have parents who are very willing to get involved in working in programs that involve their own children.
- ◆ **Teachers** - Some teachers love to be involved with Pathfinders. They may be especially good at helping with an honor class.
- ◆ **Pastors** - We lean on pastors for their guidance in difficult times, but remember to include them in the good times, too. The pastors are members of your executive committee and should always be welcome and encouraged to attend Pathfinder events. Have your pastor present worship for the Pathfinders. This lets the Pathfinders know their pastor believes they are important and Pathfinders is important. Invite your pastor to your parties so the young people can have another fun experience with the pastor.
- ◆ **Area Coordinators** - Your area coordinator exists to promote Pathfinders in every way possible. See the *Area Coordinator* chapter for a description of what you may expect.
- ◆ **Conference Pathfinder Department** - The Pathfinder Department staff are there to serve you. Your questions will be answered (read this manual first), your supplies will be sent, your programs will be supported. The conference Pathfinder director is available to participate in your special programs like Pathfinder Sabbath and Investiture. Be sure to plan well ahead, because his schedule is a busy one.
- ◆ **Church Members** - Members of your local church are really good sources for AY or honors teachers, worship talks, cooks for trips, equipment managers, bus drivers, and the list goes on. The shut-ins of the church are a great source for places to visit.
- ◆ **Police** - Have a guest speaker from the police department on a night when your emphasis is Law.
- ◆ **Paramedic** - Have a paramedic visit the club and talk about how important it is to know first aid and to stay current with the latest techniques. You could use this as an introduction when offering a first aid class.
- ◆ **Coast Guard** - Contact your local coast guard auxiliary and ask them to give a talk on water safety or boating safety.
- ◆ **Government Officials** - One of the AY requirements is to meet with a government official. Invite your representative, mayor, or county commissioner or some other government official to come and visit with the Pathfinders and answer their questions. They seem especially eager to visit during even numbered years.

With a little imagination and thought you can grow this 'hit list' into a very long list. When you make your personal list of people, include names, addresses, phone numbers, and notes about the person.

The Internet

We are living in the information age. Almost anything you want to learn about is available to you by plugging your computer into a phone line. You can search for information on most any topic. You can find information to use when teaching AY or honors classes. One example is a world wide web page about weather that has photographs of many different kinds of clouds. The internet is also another way of sending mail. You can send a letter from the U.S. to China and have it arrive seconds later. You can read the news and look at pictures of what is happening in the world.

Pathfinders are developing a presence on the internet. There are clubs from Brazil to Germany to China to Australia who have home pages on the world wide web. There are helps for teaching honor classes on the internet.

Enough talk - here are a couple addresses to get you going on the web. The internet is a dynamic creature and address often change. These addresses were accurate when this document was printed.

Upper Columbia Conference –

<http://www.uccsda.org/pathfinders>

Find out the latest news, sports, and weather (well, at least the news) about Pathfinders. Look at the online version of the Leadership newsletter.

North American Division - <http://pathfindersonline.org>

Really cool page for Pathfinders. Find out about honors, fund-raisers, clip art, and lots of other good stuff.

International Camporee News

Find out everything there is to know about the next North American international camporee.

Chapter 19 The Reward

Re-ward - (1) *The return for performance of a desired behavior; positive reinforcement.*
(2) *The largest word on a wanted poster.*

There was once a very wise district coordinator who talked about the pay checks he was receiving for working with Pathfinders. At first this didn't make any sense to the director he was talking to because the director knew the coordinator was an unpaid volunteer just as he was. Then the director realized the paychecks the coordinator was talking about were the changes he had observed in the lives of the young people with which he had worked. Then the director realized he had also received some pay checks.

Example of a pay check: There was a counselor many years ago who had in his unit a teen boy that was a bit of a challenge. He wasn't a bad person. He just had a knack for finding trouble if it was anyplace nearby. Some of the things he did would just about drive his counselor crazy (short drive) and often he didn't know how to handle him. This really made the counselor feel inadequate for the job of counseling this young man, but somehow they did manage to get along all right. The counselor moved away from the area and never heard about him again until about twelve years later. The counselor met him at a Pathfinder leadership retreat and his former Pathfinder was now the club director of that very same club. During their visit, that new club director said that his experience in Pathfinders was largely responsible for his still being a church member. The counselor didn't do anything more special for that teen boy so many years ago than just be his friend and show him that being a Seventh-day Adventist Christian is fun. This only proves that God is doing great and mighty things through us of which we are not aware.

The lesson to be learned from this experience is to never give up. Even if a young person appears to be beyond help and what some would consider a waste of time, don't give up. God never gives up on you or anybody. Every person is valuable in His sight. Remember your goal, say a prayer, and keep going.

Do your best and God will do the rest.

Chapter 20 The Forms

Form - (1) *A printed or typed document with blank spaces for insertion of required or requested information.* (2) *The past performance of a race horse (this one's true).* (3) *The resting place of a hare (So's this one).*

These copies of forms are here for your convenience for use or reference.

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