

# Club Organization 3

## Pathfinding on Three Levels

Preadolescent or Junior--Ages 10-12

Adolescent or Teen--Ages 13-15

Counselor-in-Training--Ages 14-15 (See page 110)

### Objective - *to interest*

The objective of the Pathfinder club is to interest and challenge the young people of each age group.

### Organization

Where possible, those in grades 5 and 6 (age 10 to 12) are organized into a Junior Pathfinder club. Those in grades 7, 8, 9, and 10 (age 13-15) are organized into a Teen Pathfinder club. The interested, active over achiever in grades 9 and 10 should be organized into a Counselor-in-Training Program. (See page 110)

### Administration

When there are Junior and Teen Pathfinder clubs, they should be administered independently of each other under the guidance of a coordinator known as the administrative director.

### Executive Council

When there are two clubs an administrative council should be organized with the administrative director as chairman. The council sets major policies for club operation, selects counselors and instructors, and approves the program as administered by the Junior and Teen Pathfinder club directors.

### Officers and Duties

The Junior and Teen Pathfinder clubs should have their own set of officers.

## Uniform

All Pathfinders must have a uniform. Uniforms help to make one feel a part of a well-organized and groomed program.

## Keeping the Interest of Teen Pathfinders

Teen Pathfinders are extremely valuable to the organization now, and in the future. Those who are among the most capable should continue into leadership responsibilities. Encourage them to participate, and continue as counselors. There is, however, a tendency for members to drop out of the Pathfinder club after graduating from the eighth grade. In the larger clubs this trend begins to show even in the seventh grade. There are physical and sociological changes taking place in the individual that challenge the leaders. The following suggestions are to aid leaders in meeting this situation:

1. **Program.** It is reasonable to expect that a Pathfinder who enters the organization at age ten or eleven will tend to become bored with the program by the time he/she has had four years of membership. However, the program contains elements that are especially suited to older Pathfinders. Leaders and program committees should structure or organize the program in such a way that activities that are more difficult and involve skills that teenagers consider important are reserved for the older members.
2. **Special Events.** Teen Pathfinders will respond to such events as canoe expeditions, trail pack trips, disaster-relief and emergency-rescue training, wilderness survival, community-service projects, ham-radio communication, night field problems, Advanced AJY/Pathfinder Honors, and Advanced AY/Pathfinder classes.

3. **Responsibility.** Wise counselors will discover in these older members certain aptitudes and technical skills that can be useful in club administration. Teen Pathfinders can be selected to aid the club as junior counselors, assistant craft instructors, projector operators, equipment custodians, buglers, director's messengers or aides, etc. The feeling of being needed will build interest and morale.
4. **Self-government.** While regimentation is accepted and necessary for the ten and eleven-year-olds, teenagers should be encouraged to make decisions for themselves. They should have more of a voice in selecting and planning activities. Teens should be given opportunity to work out their own ideas.
5. **Uniform.** As Pathfinders grow older, they may not care to be identified with those in the junior club and refuse to wear a uniform. Leaders can do much to keep fourteen and fifteen-year-olds in the club by adopting special uniform features for them.

## Ask the Pathfinders

Here are some suggestions to follow should you notice any lagging in the Pathfinders' interest:

1. Tell the club, "We are all interested in having the best possible club. What do you think we can do to make our club better?" Have a good talk about it in your unit meeting so that in the next staff meeting the ideas can be discussed. Let the counselors lead a frank discussion. Permit free discussion of the problems, and discuss solutions for solving them.
2. Talk with as many individual Pathfinders as possible. Make these talks friendly, informal chats when opportunities present themselves—on a hike, playing ball, before meetings.
3. You may develop a list of questions that will have a bearing on the situation. Duplicate the list and use it sometime at a club meeting as a quiz game. Each Pathfinder will check his/her sheet and turn it in unsigned. By tallying the answers, you will be able to find the weak points of the club and then set out to strengthen your Pathfinder Club.
4. Set up a suggestion box to find out what the Pathfinders want to do.

5. Talk to the parents of Pathfinders and ask what the children like to do.

## Relating to the Parents of Pathfinders

Parents are to be recognized as the key "Relational Ministers," those who more than anyone else can create the sense of trust, love, and concern that is foundational to the development of 'openness' to faith. Parents must be seen as the "primary evangelizers" of their children. No single factor influences the faith development of persons more than does the witness and faith life of parents. Those in youth ministry must help parents to fulfill this vital role by offering programs to the parent in adolescent development.

The Pathfinder leader needs to understand the world of the Pathfinder parent. (S)he must be able to relate effectively to the parent's thinking, desires, and emotional or psychological stresses in order to work with the parent for the good of the Pathfinder. (S)he should recognize and understand that there are at least six different types of parents.

1. Strict disciplinarian
2. Overly permissive
3. Believes child is more important than adult
4. Desires strict supervision of all Pathfinder functions (Nothing left to chance)
5. Academic parents--have studied human development or child psychology, know needs of eager juniors and are prepared to evaluate your program
6. Loyal orthodox parents--"If it is an official program of the church, it is all right, and I want my child in it".

By understanding the parent, the Pathfinder leader can more readily understand the reasons parents put their children in the club. Possible reasons are:

1. To know where the child is for the two hours or more each week that the child is at the meetings or activities.
2. To prepare for an investiture.
3. To parade in bugle corps.
4. Because other parents have their children in the club.

5. To teach discipline and respect for leadership.
6. To facilitate an only child who needs to develop friends and diminish tendencies toward selfishness.
7. To develop certain skills in arts and crafts and learn to survive in nature.
8. Because the membership in some clubs carries prestige.
9. They hope that the child will succeed where parents have failed.
10. Because they admire you and secretly want their child to be a Pathfinder counselor or director.
11. Because of the spiritual help the club affords.

Some proven methods to assure parents of your interest in their child are:

1. Telephone call
2. Letter once a month
3. Person-to-person discussions
4. A parent meeting twice per Pathfinder quarter.

The personal touch means much to the parent. In addition to the above, leaders (director, deputy director or counselor) should:

1. Acquaint parents with Pathfinder plans for the month or year.
  - a. Explain purpose and aims of Pathfinding.
  - b. Have program to honor parents monthly, quarterly, or annually.
2. Invite parents to help in specific ways, such as:
  - a. Driving a car.
  - b. Using talent or skill in club.
  - c. Offering home for party or social.
  - d. Giving money for club expenses.
3. Express gratitude and explain how contributions help youth.
4. An essential for strong parental support is the organization of the PPA--Pathfinder Parents Association.

## Steps in Organizing a Pathfinder Club

### 1. Counsel with the conference Pathfinder specialist.

The conference Pathfinder specialist is responsible for guiding all clubs in the conference. A church desiring a club should send an application to the conference Pathfinder specialist. He will review the club charter application and communicate with the pastor and church leadership. When authorization is given to operate a Pathfinder club, the conference Pathfinder specialist will send a Certificate of Operation to the club director (*see sample on page 50*).

### 2. Present the plan to the church board.

Upon the recommendation of the conference Pathfinder specialist, plans should be submitted to the church board by a local church member for authorization to organize a Pathfinder club, and the conference Pathfinder specialist should be invited. It is important that the parents of Pathfinder-age youth support the plan to organize a Pathfinder club.

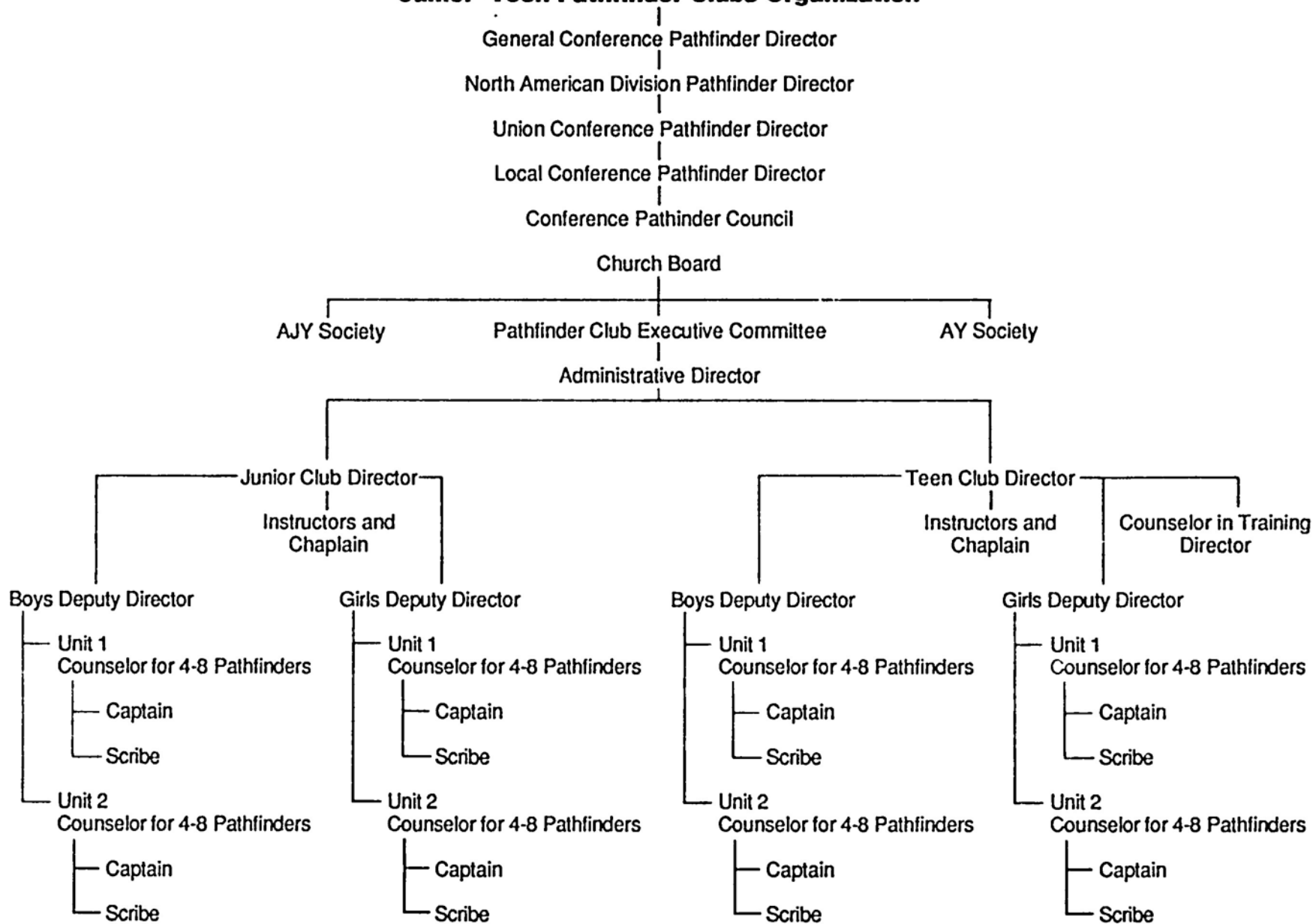
### 3. Inform the congregation during the worship service.

It is important that all church members be informed about the Pathfinder club's objectives and its program. Someone qualified by experience to speak in behalf of the Pathfinder club and the needs of junior youth should present this information to the entire church, preferably during the worship hour on Sabbath. It might be the conference or union Pathfinder specialist, the local church pastor, a Pathfinder area coordinator, or some other qualified person as guest speaker.

### 4. Call a special organizational meeting.

A special meeting, preferably on Sabbath afternoon, should be scheduled to bring together those who would be interested in the organization of a Pathfinder club. Invite all Master Guides, all parents of primary or junior age children, all school teachers (either public or church school), all teachers in the primary or junior Sabbath school divisions, all adults who would be interested in teaching hobbies and skills to the boys and girls, and others interested in junior youth. During this meeting explain the details in regard to the Pathfinder organization. A few Pathfinders visiting from some neighboring club might demonstrate some of their accomplishments and display the uniform. An appeal should be made for volunteers to help in the Pathfinder club, and

# Junior-Teen Pathfinder Clubs Organization



an informational questionnaire should be circulated.

**5. Teach the basics of Pathfindering.**

A basic Pathfinder staff training course, as outlined in this manual, should be taught in the church community. One of the conditions upon which the successful operation of the Pathfinder club depends is an adequate number of trained staff. The conference Pathfinder specialist should conduct this course and bring in as many instructors as possible.

**6. Elect director and deputy directors.**

At the close of the training course, the church board should become familiar with those who are best qualified to lead out in the Pathfinder club and recommend to the church a director, deputy directors and Pathfinder club executive director.

**7. The Pathfinder Club Executive Committee.**

The Pathfinder club executive committee consists of the pastor, senior AY leader, superintendents or teachers of the upper church school grades, club director and deputy directors. The director is chairman. This group sets major policies for the operation, goals, and objectives of the club and selects counselors and instructors.

**8. Build the program.**

This may be the most important step in the entire organization. Program building consists of long-range planning. The objectives of the club over a period of months and years should be brought into focus. The club activities should conform to these overall objectives. Each meeting should be planned in detail weeks in advance. Recognition of the characteristics of junior youth will lead the staff to break the year's program into three or four segments, each with distinct activities and objectives. These segments give flexibility to the year's program, allowing new ideas and features to be introduced from period to period.

**9. Guest Night.**

Guest night is on a general activity night approximately two or three weeks before enrollment night. Each Pathfinder may invite one of his special community friends to this "guest night" club meeting. The director should become acquainted with each visiting young person. During the conversation, the director should ask, "Would you like to join our Pathfinder club?" If the answer is "Yes," visit the home the very next week and explain the complete program, showing a willingness

to work with the family about their Sunday or Sabbath feelings.

**10. Enrollment Night.** (See special program, Section 3, chapter 6.)

- a. Send letter to potential Pathfinder family four weeks before enrollment night.
- b. Advertise Pathfinder program.
- c. Receive Membership Application and Health Record form.

**Weeks before enrollment night/ Event**

- |   |   |
|---|---|
| 4 | Church Bulletin                                   |
| 3 | Attractive Bulletin Board                         |
| 2 | Junior & Earliteen Sabbath School Program         |
| 2 | Church Missionary Period                          |
| 2 | Director's Letter to Potential Pathfinder         |
| 1 | Pastor's Letter to Parent of Potential Pathfinder |
| 1 | Church Service, Emphasizing Program               |
| 0 | Enrollment Night                                  |

- c. Train and uniform staff before enrollment night.

The director, deputy directors, counselors, and instructors form the staff of the club. There should be a number of occasions when the staff comes together for training. Thus each person becomes familiar with his duties and the overall scope of club activity. These staff members should secure uniforms and place insignia properly.

**11. Home visitation program**

Counselors should visit each Pathfinder in his/her unit immediately.

It is very important for the Pathfinder counselor to go to the home of each new Pathfinder and introduce himself/herself as (child's name)'s counselor.

- a. If application blank and health record is not completely filled out, do so then.
- b. Remind the family of club time.
- c. Answer all questions concerning uniforms, campouts, club program, etc. Before leaving emphasize the fact that as a counselor, you want to help the parent in any way you can.

**12. Induction program** approximately three weeks after enrollment night. (See Section 3, Chapter 2.)

**13. Community and church interest.**

Once a Pathfinder club is established, appeal to church and community interests that have not previously been interested. The director should make friends with every Pathfinder family. Help each non-SDA Pathfinder family become acquainted with the pastor. These



families can then be invited to hear what the church has to offer them. The Pathfinder club should be evangelistic.

14. Repeat steps 8-13 in planning each year's program.

15. First Club Meeting.  
It is important that this club meeting be one of fun and excitement, with membership involved in the activities.

*How to Start a Pathfinder Club* booklet is available through the NAD Pathfinder Distribution Center, Lincoln, NB.

## Certificate of Operation

The Certificate of Operation is designed to give public recognition to the Pathfinder club and its leadership. This certificate is put in such a place that it will be exposed to the public, showing church recognition of the accomplishments of the local Pathfinder club. (See sample on page 50.)

### Requirements

1. Participate in conference-planned activities.
2. Operate an active Pathfinder club program for nine months per Pathfinder year.
3. Submit to the local conference Pathfinder director the following:
  - a. Pathfinder club program outline for the year, within four weeks of the initial club meeting for the Pathfinder year.
  - b. Pathfinder club annual budget.
  - c. Pathfinder club membership (names and addresses) at the beginning of each Pathfinder quarter.

4. Schedule professional Pathfinder leadership growth within the Pathfinder club staff.

(Example):

Director John Doe—Took Pathfinder Staff Training Course, Read *"How to Understand Junior Youth"*

Counselor Mary Jane—Read *"Better Ways to Know the Child"*

Counselor Bob Jones—Attended the Pathfinder Officers' Retreat

5. Plan for satisfactory Pathfinder club attitude per semi-annual evaluation survey.
6. Calendar progression in the AY/Pathfinder class requirements.

7. Send Pathfinder club monthly report by the first of the month throughout the year.

## Pathfinder Club Constitution

### Article I - Name

The program for the holistic ministry to those in grade 5 to 10 (age 10-15) within the Seventh-day Adventist Church, and sponsored by the Department of Church Ministries is called the Pathfinder club.

### Article II - Purpose

The objectives of the Pathfinder Club are:

1. To work towards the personal commitment of every Pathfinder to the Lord.
2. To provide an attractive church - centered achievement program.
3. To interest parents and senior youth in participating in the organized church activities for youth.
4. To encourage Pathfinders to discover their own God-given potential in service to others.
5. To foster the harmonious development of the physical, social, intellectual and spiritual life of the Pathfinder.
6. To give opportunity for the development of leadership abilities.
7. To provide an appreciation of God's love through the study of nature.
8. To assist parents in education and training of their Pathfinder-age children.

### Article III - Organization

The Pathfinder leader of the local conference is the director of all Pathfinder activities conducted within the conference area. His counsel may be solicited in regard to any club activity. When planning major affairs he should be advised and may be invited to participate. In regional areas a district coordinator may be appointed by the conference to act on behalf of the conference Pathfinder leader to whom he is directly responsible.

In the local church where there is both a junior and a teen club the Pathfinder administrative director is to act as coordinator and represent them on local church boards. The director of the club should be an adult who is vitally interested in young people and who sympathetically understands the needs of children and young people. Where possible, this director should be at least a Master Guide or must have attended a Pathfinder Staff Training Course. He/she should be resourceful and enthusiastic and must be a member in good and regular standing of the Seventh-day Adventist Church. All activities of the club will be under each club director's supervision, and he/she must call, organize, and arrange for each club meeting.

#### **Article IV - Election of Leaders and other Staff Members**

##### **Section 1.**

The officers of the clubs shall be an administrative director (where there is a junior and a teen club), a club director, two or more deputy directors, club secretary and treasurer (these may be deputy directors). The staff shall include counselors and instructors as needed.

##### **Section 2.**

Administrative director and club directors shall be appointed by the nominating committee of the sponsoring church or churches.

##### **Section 3.**

The deputy directors shall be appointed by the directors, and approved by the church board.

##### **Section 4.**

The secretary and treasurer shall be appointed at the discretion of the directors and approved by the church board.

##### **Section 5.**

The counselors and instructors are to be appointed or replaced by the club director in consultation with the deputy directors.

##### **Section 6.**

The Pathfinder staff shall consist of all above named.

#### **Article V - Duties of Leaders and Staff**

##### **Section 1.**

The administrative director is the coordinator of the teen and junior club directorship. He is to represent the church in the Pathfinder organization and is a member of the church board. He will coordinate all activities in the Pathfinder organization.

##### **Section 2.**

Director: All activities of the club shall be under his supervision. The chairman of all committees shall be appointed by the director after consultation with the deputy directors or executive committee.

##### **Section 3.**

Deputy Directors: Shall assist the director and take charge during his absence. May be designated to care for the following duties: Pathfinder classes, secretary and/or treasurer, games, camping activities, honors and creative skills, music, Pathfinder equipment, nature, chaplain, transportation, special events, bimonthly events, etc.

##### **Section 4.**

Secretary: Shall render monthly reports to the local Conference office. Is responsible for all club correspondence. Takes meeting notes. Is responsible for personnel records and for any other records necessary to the smooth running of the club.

##### **Section 5.**

Treasurer: Shall be responsible for the expenses paid out, collect and care for all income such as membership fees, money-raising projects, etc. and shall present a financial report upon request of the executive officers or staff, and shall transmit the accounts and all undistributed funds to his successor. The treasurer shall also work in close harmony with the church treasurer, depositing all funds with the church treasurer.

##### **Section 6.**

Chaplain: May be a deputy director. Shall assist the director in maintaining a strong spiritual tone in the club, know each Pathfinder's relationship to the Lord, and shall serve on committees dealing with the worships in club meetings, and camps, outreach, and discipline.

#### **Article VI - Committees**

##### **Section 1.**

The standing committees of this club shall be:

- a. Coordinating committee (for churches with junior and teen clubs).
- b. Executive committee
- c. Staff committee

##### **Section 2.**

The coordinating committee shall consist of the administrative director, club directors, deputy directors, pastor, secretary, treasurer, and chaplain. The committee, of which the administrative director is the chairman, is to be responsible for all joint Pathfinder activities.

### **Section 3.**

The executive committee shall consist of the club director, deputy directors, a parent representative (a mother or a father), pastor, secretary, treasurer, and chaplain. The committee, of which the director is the chairman, is to be responsible for all Pathfinder activities.

### **Section 4.**

The staff shall consist of the executive committee, plus counselors, junior counselors, and instructors. Unit captains may be invited to meet with this committee.

## **Article VII - Quorum**

For the transaction of business by any of the above committees, a majority of the committee membership must be in attendance.

## **Article VIII - Meetings**

### **Section 1.**

Regular Pathfinder meetings shall be held at least twice a month. The time and duration of these meetings shall be decided by the executive committee and shall be based on one of the following models:

**Model A:** This is conducted in one three - hour session with opening and closing ceremonies, marching, games, curriculum, and crafts, all integrated into one program.

**Model B:** This is a three - hour program, but it is conducted in two separate segments:

**Segment 1:** One hour of Pathfinding on Sabbath, featuring fellowship and curriculum.

**Segment 2:** Two hours of Pathfinding, including marching, games, curriculum, crafts, and opening and closing ceremonies.

### **Section 2.**

Staff meetings are to be held once each month as announced.

### **Section 3.**

Executive committee meetings are to be held at least quarterly.

### **Section 4.**

The yearly Pathfinder club program should include the requirements as set down by the local conference youth department's club grading system.

## **Article IX - Membership and Attendance**

### **Section 1.**

Membership in the Junior Pathfinder organization will be restricted to students in grade five (or its equivalent) and above.

### **Section 2.**

Membership in the Teen Pathfinder organization will be restricted to students in grade eight (or its equivalent) and above.

### **Section 3.**

Membership will be granted when the following specifications are met:

- a. Acceptance of application.
- b. Payment of membership fee.
- c. Complete uniform.
- d. Willingness to conform to the principles of the Pledge and Law.
- e. Willingness to participate in all Pathfinder activities.

### **Section 4.**

Non - Adventist youth who conform to the above requirements may be admitted to membership.

### **Section 5.**

The admittance of new members into the Pathfinder club will be at the beginning of each Pathfinder quarter and/or three or four definite times throughout the year.

### **Section 6.**

An attendance role should be marked at all Pathfinder programs.

### **Section 7.**

The Pathfinder should have an average attendance of at least 80% of all Pathfinder activities.

### **Section 8.**

All excused absences must be presented in writing from the parent or guardian and submitted to the club director.

### **Section 9.**

Any member having two unexcused absences in any one quarter, will be placed on a probationary roster.

### **Section 10.**

Any probationary member may be reinstated by payment of a membership reinstatement registration fee, as decided by the Pathfinder executive committee.

### **Section 11.**

Attendance of probationary members at special events is not permitted.



## Article X - Club Units

### Section 1.

Boys and girls are organized into units of preferably six to eight Pathfinders, with a counselor as their leader. This division into smaller units permits better order and discipline, and more individual attention can be given to each member. Boys and girls should be enrolled in separate units.

### Section 2. Unit Officers:

- a. Unit Captain: Each unit within the club, with its counselor, selects one of its members as its captain. The captain is responsible for the unit and should lead it in promptness and cooperation in all club activities. The captain should set an example of good conduct at all times. It is suggested that unit captains be selected every quarter to give more members in the club opportunities for developing leadership.
- b. Unit Scribe: Each unit within the club, with its counselor, selects one of its members as a scribe. This junior or teen unit officer will be responsible for reporting the attendance of the unit's members to the club secretary. It is suggested that unit scribes be selected every four to six months to give more members in the club opportunities for developing leadership.

### Section 3. Uniform:

- a. Dress Uniform: The official Pathfinder uniform is the conference recommended uniform for each club member and officer, and shall be worn only at club meetings and other occasions as directed by the club director.
- b. Field Uniform. The official conference - recommended field uniform for each club member shall be worn at Pathfinder activities as directed by the club director.

## Article XI - Club Finance

### Section 1.

The quarterly or yearly membership fee established by the executive committee is payable when the application is filed with the secretary. This fee shall be returned if the application is not accepted.

### Section 2.

The reinstatement of membership shall call for payment of a reinstatement fee, which is determined by the executive committee.

### Section 3.

An annual personal insurance fee should be in addition to the annual fee where applicable.

### Section 4.

The Pathfinder meeting offering is a contribution made by the Pathfinder toward club and local conference sponsored outreach activities.

### Section 5.

A financial report will be rendered at the meeting of the club executive committee.

## Article XII - Policy

The club shall be governed by policies as communicated by the Church Ministries Department of the local conference of Seventh-day Adventists, as governed by the Conference Pathfinder Council.

## Article XIII - Amendments

This constitution may be amended by a two - thirds vote of the Pathfinder staff committee, but becomes effective only after approval by the conference Pathfinder Council.

## Rules and Regulations

1. Pathfinders and parents are to fill out the membership application and health record, and pay the club fee as scheduled on enrollment night. A club fee consists of three parts: club dues, insurance and registration fee.
2. Pathfinders absent, tardy or dropping membership from the local Pathfinder club.
  - a. If no excuse for tardiness the Pathfinder loses \_\_\_ points.
  - b. If no excuse for absence it is left on the record as unexcused.
  - c. Three unexcused absences on the scheduled Pathfinder calendar, (as published on enrollment night), the Pathfinder is dropped from club membership. An excused absence would be illness to the Pathfinder, a business trip, or a family vacation.
  - d. If the ex-Pathfinder member wants to rejoin the Pathfinder club, they can join at the beginning of the next Pathfinder quarter and must pay the club registration fee again. They have, however, disqualified themselves from any conference Pathfinder award representing outstanding Pathfinder achievement.
  - e. If a Pathfinder enrolls in the Pathfinder club and decides they do not want to maintain membership, the club can only

return one-half (1/2) of the quarterly dues, providing that the Pathfinder withdraws membership before the fifth club meeting following enrollment or induction night, whichever comes first; otherwise the Pathfinder will lose the total club dues. The Pathfinder forfeits the insurance and registration fee in any situation.

- f. As new Pathfinders are enrolled, beginning with the second quarter of the Pathfinder calendar, the dues are prorated according to the Pathfinder calendar on the quarterly basis. The new Pathfinder will pay a minimum of one-half (1/2) the yearly club dues plus the total enrollment and insurance fees whenever the enrollment occurs.
  - g. A minimum of three months constitute a Pathfinder calendar quarter. An active Pathfinder club must be active for a minimum of three calendar quarters to qualify for conference awards.
  - h. These rules are designed to enhance the Pathfinder club program. Also, these rules, plus local club standards, help the family and the local church value Pathfinder club membership more highly.
3. All Pathfinder club members will participate in a point plan known as a "Merit Program."
- a. Club members will receive a value of 0 to 10 points for complete uniform, neatness, and unit attention.
  - b. Members will receive \_\_\_ points for attendance on time.
  - c. Members will lose \_\_\_ points for unexcused tardiness.
  - d. Members may earn extra points for helpfulness to the club or leadership.
  - e. Members will receive a value of 0 to 15 points for club participation, (disobedience, rowdiness, politeness, etc., are taken into consideration). The Junior Law becomes a living demonstration.
  - f. There are rewards for attaining a certain percentage of points for both the individual and the units.
  - g. Points used can be determined by the local Pathfinder executive council.
  - h. The points as suggested above are issued at every official Pathfinder club meeting as promoted for the Pathfinder calendar year and two weeks before the beginning of a new quarter.

4. Members will be placed in a unit consisting of 4-8 members and will be expected to cooperate with counselor, captain, scribe, and other members.
5. Members are not to leave the meeting without being excused by the director.
6. Members are expected to participate in drills and learn teamwork, coordination, precision, and respect.
7. Members will be expected to purchase a complete uniform by the time the Pathfinder club Induction Ceremony is held.
8. The local Pathfinder club issues the uniform insignia to be worn by the Pathfinder.
9. Any variation of the rules and regulations of the Pathfinder club must first be approved by the Pathfinder executive council, then by the sponsoring church administration board.
10. Refer to "Club Organization," Section II, Chapter 3.

## Insurance

Each leader or counselor, at whatever level of organization, must accept the moral obligation of protection from physical injury those who are under his/her care. This moral duty of care is reinforced by a legal liability, and while a moral obligation may be shrugged off, leaders cannot escape legal liability for injuries resulting from their actions or omissions.

What standard of care is required of leaders and counselors? There is no easy answer, for the duty of care to a junior will vary in degree from that which is due to an older child. The aim must always be to operate an injury-free program, and consideration needs to be given to the following:

1. **Premises.** Are the premises, camping places, halls, etc. free of physical hazards? If not, existing hazards should be immediately removed.
2. **Equipment.** Is all equipment in good repair? Is it safe? Is safety equipment suited to the activity always provided?
3. **Supervision.** The required degree of supervision will vary according to the ages of those being supervised. Naturally a 10-year-old will require closer supervision than a

someone 20 years old, who must accept a greater degree of responsibility for their own actions, but supervision must always be provided.

4. **Types of activity.** High risk activities should be avoided, and consideration should be given to:
  - a. Suitability of the activity to the age group involved.
  - b. The personal ability and experience of supervisors, e.g., the gymnastic program, should be operated only if there is a skilled, qualified gymnast available to supervise.
  - c. The provision of appropriate safety equipment, e.g., life jackets for boating, skull caps for horse riding, etc.

The NAD can arrange full legal liability insurance that is extended to cover leaders and counselors, whether they are paid employees or volunteers, but this provision of insurance must never result in relaxation of the duty of care owed to the Pathfinders. No level of insurance can satisfactorily compensate for death or injury.

Youth leaders must educate themselves to observe and recognize potential hazards. As a youth leader or counselor you are in a position of trust for those under your care and you cannot delegate your legal or your moral duty of care to anyone else.

Accidents will happen, injuries will occur, but don't let them happen through your negligence in allowing the use of dangerous premises or faulty equipment, or lack of skilled and adequate supervision.

## **Requirements for Pathfinder Club Membership**

1. Youth in grades 5 to 10 (age 10-15) is the official age for Pathfinder membership. Where two clubs exist, children in grades 5 or 6 (age 10-12) will join the junior club, and those in grades 7-10 (age 13-15) will join the teen club.
2. Club activities include crafts, campouts, field trips, regular club meetings and fund-raising campaigns. The Pathfinder must agree before joining the club to participate and cooperate in these activities.

3. Members must be faithful in attendance. Many clubs establish limits on absences and tardinesses, and Pathfinders who do not comply with these regulations are asked to withdraw from the club.
4. The Pathfinder's parents must be willing to cooperate with the regulations and activities of the club, as agreed to on the *Pathfinder Application Blank*. At times they will be asked to supply money and time to support their child's membership. It is also important that they attend parent meetings sponsored by the Pathfinder club.
5. New members must pay an application and insurance fee, and all members pay club dues on a monthly or quarterly basis.
6. Pathfinders should own and regularly wear a complete Pathfinder uniform. They must come to meetings and club-sponsored events in full uniform, as advised by the club director. Pathfinders will dress neatly and modestly both in and out of uniform and will refrain from wearing jewelry at any time.
7. Pathfinders are expected to obey all regulations, instructions, and orders of the Pathfinder staff.
8. Club members must be willing to participate in community projects and Share Your Faith and Outreach programs (Halloween, Ingathering, etc.).
9. Club members will be expected to participate and cooperate in all conference events, such as camporees and fairs.
10. Pathfinders must learn and live by the principles of the Pathfinder Pledge and Law.
11. The club membership is presented the the Teen or Junior Pathfinder Membership I.D. Card at the Induction program.

Note: The Junior and Teen Membership Cards are available from the Pathfinder Distribution Center, 5040 Prescott Avenue, Lincoln, NE 68506.

## Pre-Enrollment Letters

Church Pastor to Parent of Pathfinder  
(Use church letterhead)

(Date)

(Name)  
(Address)  
(City, state, zip)

Dear (Name):

It is a privilege to pastor a church that feels a responsibility to help you prepare your son/daughter for a home with our Heavenly Father.

Our Pathfinder club's director and associates have one purpose in working with our children. They desire to help lead them into a deeper experience with Jesus Christ. By involving the youth in a four-fold program of spiritual, mental, recreational, and social activities, they will guide them up the ladder of character growth. The Pathfinder club is your support system to your parental training of your children. They need your prayers and loving cooperation as parents to achieve this goal.

Enrollment night will be next (day) evening, (date), at (time) in/at the (place). It is very important for one parent to be in attendance at the enrollment session. I will be looking for both of you.

Let us remember God's promise, "Train up a child in the way that he should go: and when he is old, he will not depart from it." (Proverbs 22:6)

Sincerely your brother (or sister) in Christ,

(Pastor's name), Pastor

Club Director to Pathfinder  
(Use church letterhead)

(Date)

Dear (Name of potential Pathfinder),

Your name has been considered for membership in our (name of club). We will enroll new members into our club at (time, date, and place).

As you consider the enclosed information concerning our club program, I know you will be happy to be one of our club members. Here are a few things you need to know:

1. Club membership is open for new members only once every three months.
2. To apply for membership you will need to appear on enrollment night with your Pathfinder application and one or both of your parents.
3. You are encouraged to invite your friends to also become members of our (name of club).

I am happy to tell you we have Pathfinder club counselors who like to have a good time with kids like you. If I can be of help to you in answering any questions, please feel free to call me (phone number). We hope to see you on enrollment night.

Your friend and director,

(Director's name), Club Director

### Note: Enclose the following:

1. Club program for next three months and highlights of the following six months
2. Application blank for the club
3. Uniform information
4. Club policies and standards
5. Insurance coverage
6. Club fees:
  - a. Dues—\$\_\_\_\_\_ per year to be paid quarterly or yearly.
  - b. Registration fee—\$\_\_\_\_\_
  - c. Insurance—\$\_\_\_\_\_