

BASIC STAFF TRAINING 2021

CLUB ORGANISATION AND LEADERSHIP

Cassandra Burton
SEC Area Coordinator (6D & BST)

What do you see?



What do you visualise for your Pathfinder Club?





“It only takes a spark to get a fire going”



STARTING A PATHFINDER CLUB



Things to consider



■ Children (church & Community)



▶ Adventurers

Little Lambs – reception / Age 4

Early Birds – Year 1 / Age 5

Busy Bee - Year 2 / Age 6

Sunbeam - Year 3 / Age 7

Builder - Year 4 / Age 8

Helping Hand - Year 5 / Age 9

▶ Pathfinders

• Friend - Year 6 / Age 10

• Companion - Year 7 / Age 11

• Explorer - Year 8 / Age 12

• Ranger - Year 9 / Age 13

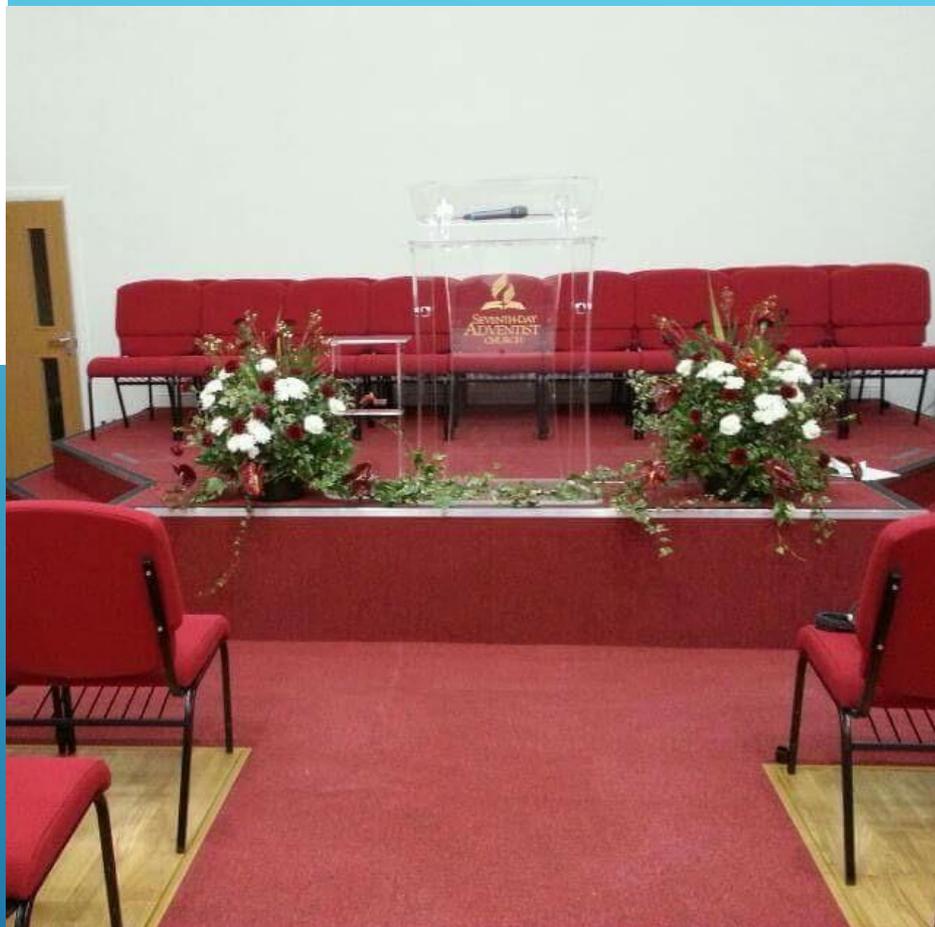
• Voyager - Year 10 / Age 14

• Guide - Year 11 / Age 15

Things to consider



- Children (church & Community)
- Building / Facilities /Space



Starting a Pathfinder Club

1. Speak to your Conference Pathfinder Director to register your interest in starting a club

2. Meet with your Area Coordinator who will guide, assist and support you in getting club started

3. Inform your Church Board who will authorise organisation of a club and appoint Director and Deputy Director

Starting a Pathfinder Club

4. Directors select remaining executive officers
(Treasurer, secretary, chaplain)

5. Executive Committee meet to:
Recruitment & Selectment staff
Create Club Constitution
Plan yearly Program
Create Budget

6. Inform your Church of plans
Make contact with prospective pathfinder parents
Advertise Program

Starting a Pathfinder Club

7. All staff are;
DBS checked

Attend BST & KCFS training

First Aid

Uniformed

8. Hold a Registration /
Open evening

Get Kids registered

9. Order materials for
Induction Service
Club Sessions

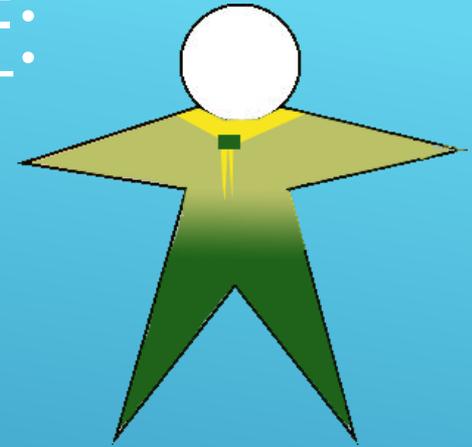
10. Begin Club
through to Investiture
Continually evaluate



ROLES AND COMMITTEES WITHIN A PATHFINDER CLUB



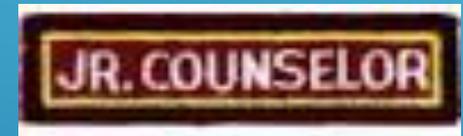
MAIN REQUIREMENT FOR STAFF:



- ▶ **Baptized member of SDA Church**
- ▶ **Good example to Pathfinders in their conduct and Christian commitment**
- ▶ **Willing to commit the time required to prepare and attend Pathfinder meetings & activities**

List of Staff in a Pathfinder Club

- ▶ DIRECTOR
- ▶ DEPUTY DIRECTOR
- ▶ SECRETARY
- ▶ TREASURER
- ▶ COUNSELLOR
- ▶ INSTRUCTORS
- ▶ TLT



- ▶ Unit Captain
- ▶ Unit Scribes

Pathfinder Executive Committee:

Club Director & Deputy Director

Secretary/Treasurer

Chaplain

Parent at Large

Pastor (Ex-officio)

Departmental Elder (Ex-officio)

Committees

Committees

Pathfinder Staff Committee:

Club Director & Deputy Director

Secretary/Treasurer

Chaplain

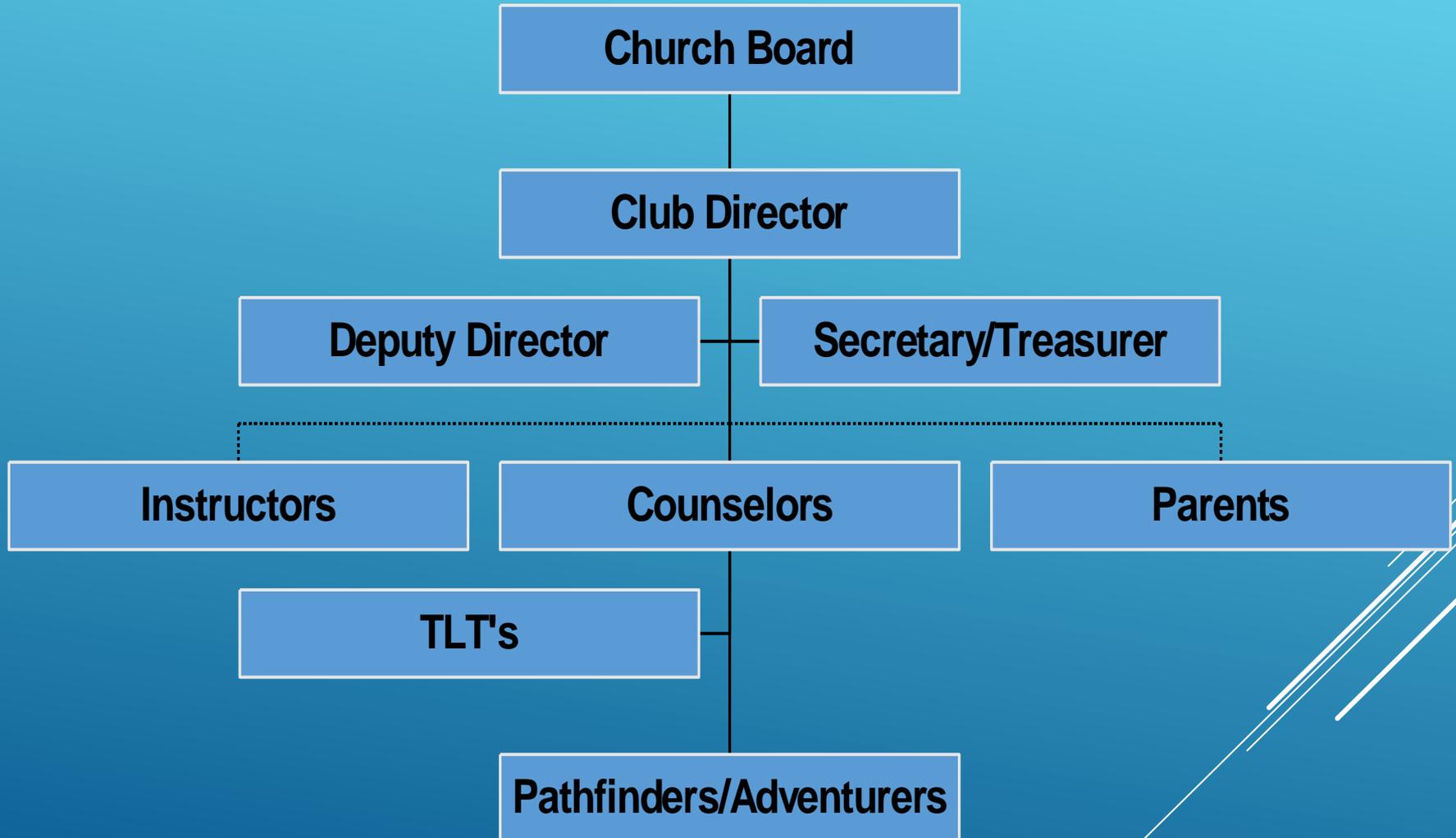
Parent at Large

Unit Counsellors /Junior Counsellors

AY Instructors

Unit Captains and Scribes may be invited to the Staff committee meetings

Local Pathfinder Organisational Chart



GENERAL CONFERENCE



Gary Blanchard
Global Youth Director



Pako Edson Mokgwane
GC Teens Director



Dr. Andrés J. Peralta
GC Pathfinder Director



TRANS-EUROPEAN DIVISION YOUTH DEPARTMENT



Pastor Zlatko Musija
TED Youth and Young Adult Director



Alistair Agbaje
TED Teens Director

(Was - Peter-Bo Bohsen)
TED Pathfinder Director

Pastor Zlatko is covering

BRITISH UNION YOUTH DEPARTMENT



Pastor Dejan Stojkovic

BUC Youth Director

Youth, Teens and Pathfinders

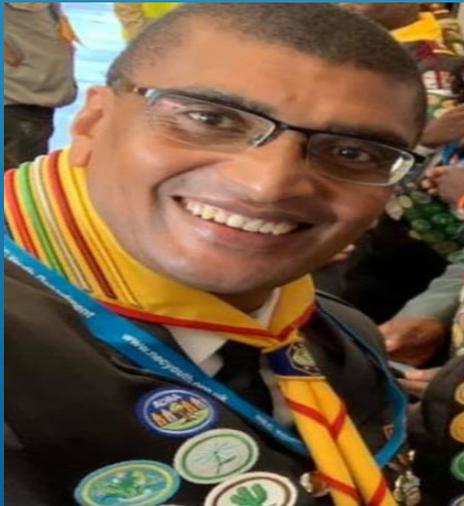
SOUTH ENGLAND CONFERENCE YOUTH DEPARTMENT



Pastor Anthony Fuller
Youth Director



Pastor **Juan Carlos Patrick**
Teens Director



Pastor **Clifford Herman**
Pathfinder Director

SEC AREA COORDINATORS

Area 1 & 2

Pam Catchpole
Jonas Goncalves



Area 3

Sirbrina Ramharack
Kessia Ducasse



Area 4

Gloria Phillips
Nicola Clarke



Area 5

Vimbai Martin
Kofi Adjei



SEC AREA COORDINATORS

Area 6a

Carolyn Daniel



Area 6b

Marcia John

Trevor Harewood

Percy Fraser

David Aboagye



Area 6c

Roz Parson

Natalie Bryan

Alberto Francis



Area 6d

Cassandra Burton



SEC AREA COORDINATORS

Area 7

Vernon Noel
Douglas Davis
Nigel Manunure
Paula Carrillo
Yetunde Bright



Area 8

Tyronne Waldron
Kim Roberts-Waldron
Susan Miller-Preston
Thembi Malangu





CONFERENCE OPERATING POLICIES



ADMINISTRATION

- ▶ DBS Checks – (All over 16)
- ▶ Staff training
- ▶ Staff / Children Details
- ▶ GDPR
- ▶ Club Constitution
- ▶ Club Insurance

Certificate of Registration

Compulsory

- ▶ **All clubs** must register with the SEC, and have a Certificate of Registration. This is done on an annual basis.

Certificate of Registration **COMPULSORY**

CERTIFICATE OF REGISTRATION REQUIREMENTS:

- ▶ CLUB REGISTRATION/AUDIT FORM
- ▶ Copy of Club budget
- ▶ Calendar of Events
- ▶ CRB/DBS Number of all Staff
- ▶ Copy of Certificate of Insurance
- ▶ Name and contact details of Supporting Elder.

<https://forms.gle/9pMW1pHfVggad2B9>

**The link will be on the SEC website (being renewed currently)
(Email reminders sent to club leaders annually)**

INSURANCE



EVERY Club **MUST** be insured

Contact SEC Pathfinder Department

Club Inspections



Once your club is up and running, registered and started the new club year, your Area Coordinator or Conference Pathfinder Director will call announced (and unannounced at times) to inspect your club.

Investiture Assessments



Submit request for assessment at least 8 weeks before your Investiture

Club leaders must conduct a self-assessment day prior to assessment date

Each Pathfinder/Adventurer must be in possession of his/her Pathfinder/Adventurer Achievement handbook and folder.

Full dress uniform is worn.

UNIFORM



Adventurer Uniform

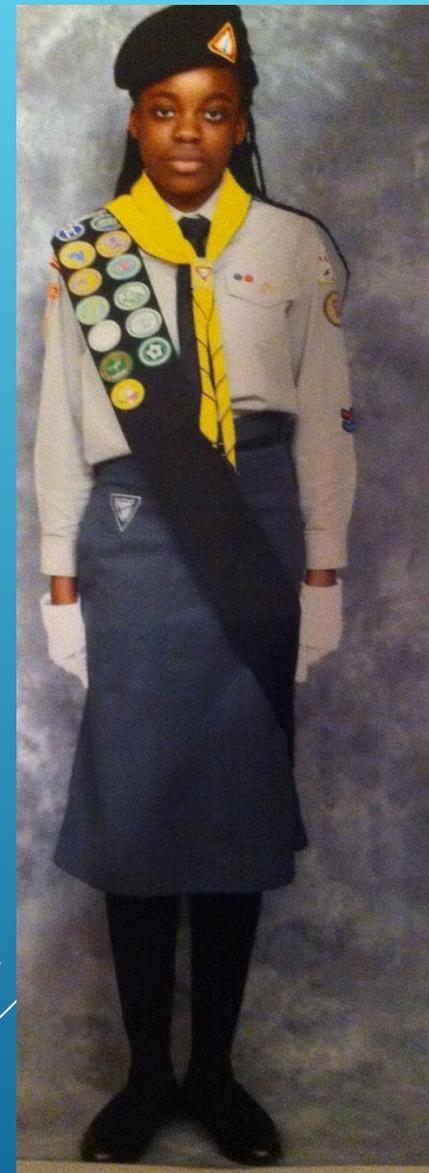


Left Sleeve

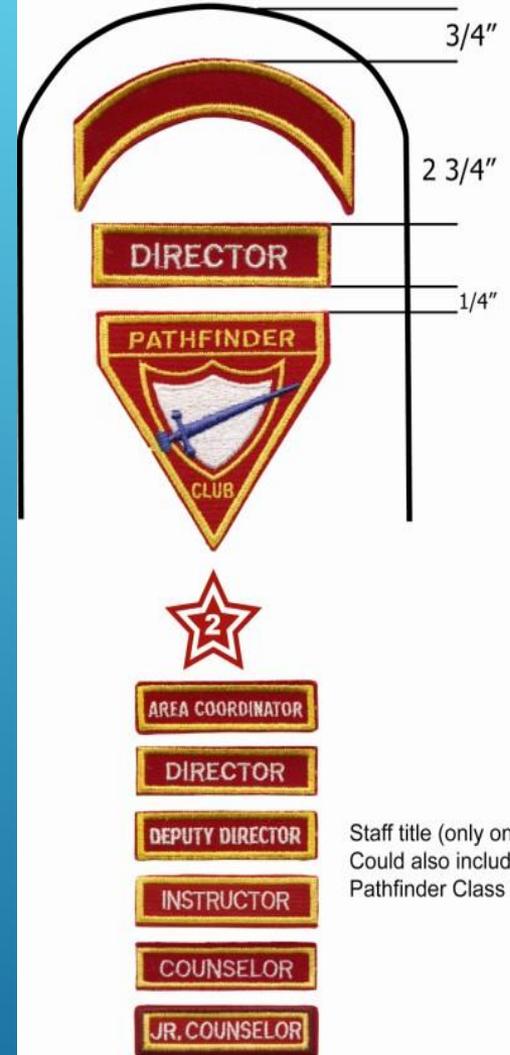


Right Sleeve

Pathfinder Uniform



Pathfinder Insignia Right Sleeve



Pathfinder Insignia Left Sleeve

Combination Chevron

Individual Chevrons



Field Uniform

Official: Grey top, black bottoms with PF scarf and woggle

2014 SEC introduced an alternative RED pathfinder hoody.

Also accepted

MGITs/MGs– Green Jumper, Green Polo shirt, black bottoms with MG scarf and woggle

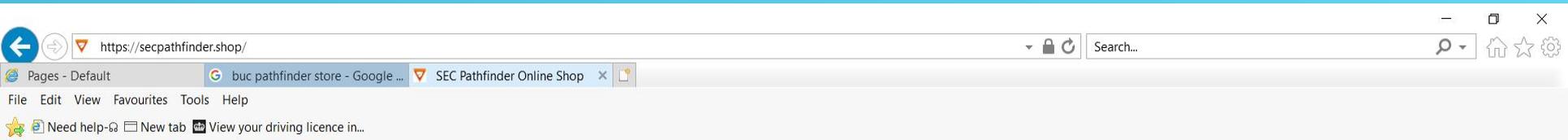
PLAs – Burgundy jumper with black bottoms, MG scarf and woggle

APLAs – Blue jumper with black bottoms, MG scarf and woggle

Local Clubs – Local clubs may have their own field uniform, a club T-shirt or hoody with scarf and woggle which they wear for local club events.



SEC ONLINE STORE



Wishlist | Cart | Order Track | My account | Register



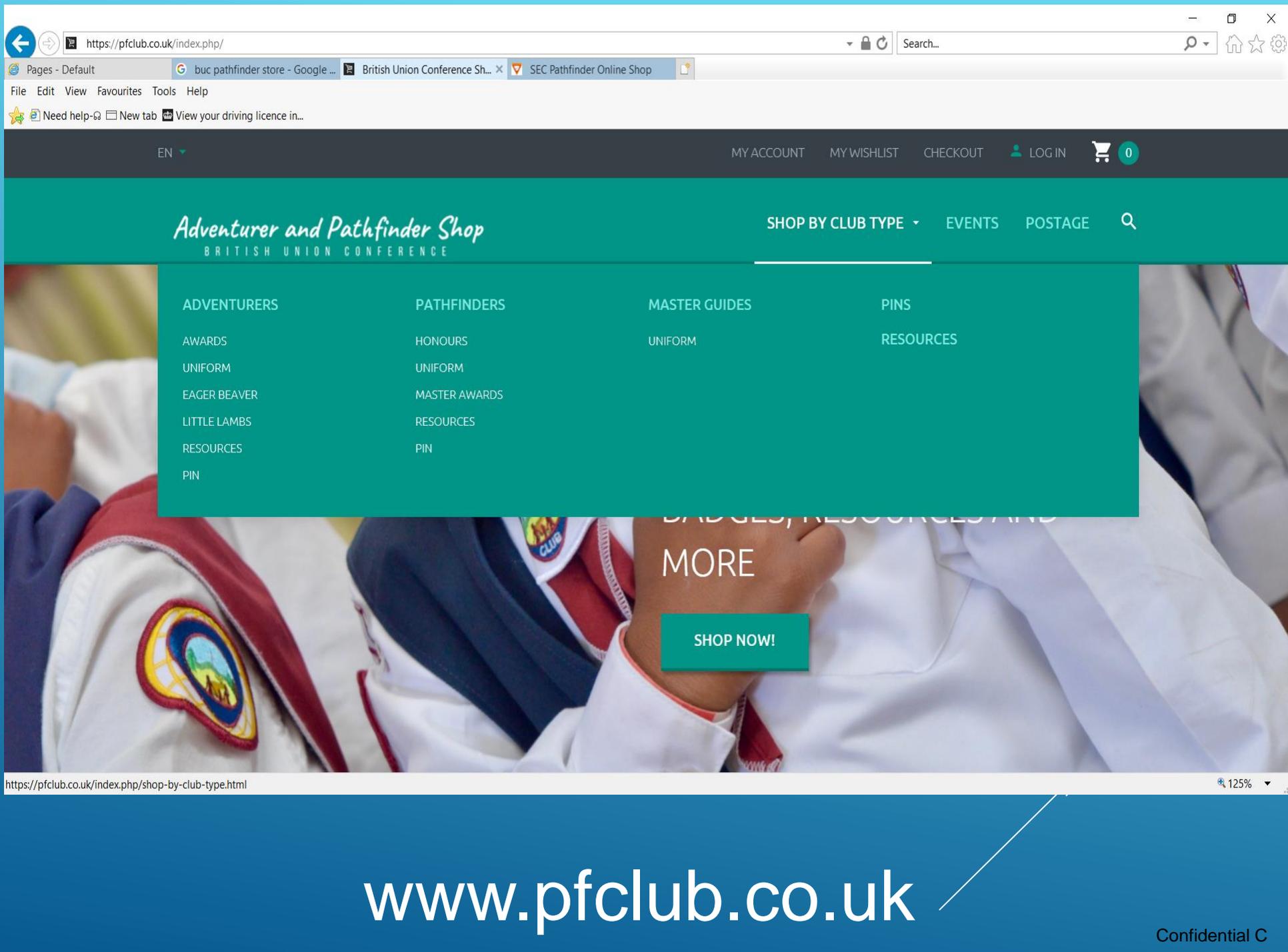
- Home
- Adventurer ▾
- Pathfinder ▾
- Eager Beaver ▾
- Little Lamb ▾
- Events ▾
- Application Forms

PLEASE NOTE: THE SEC SHOP HAS CHANGED!!
FOR ALL BADGES, HONOURS, INSIGNIAS PLEASE ORDER NOW AT www.pfclub.co.uk
THIS SITE WILL CONTINUE TO PROVIDE FIELD AND DRESS UNIFORM, HOODIES, FLAGS, TIES AND SEC-RELATED ITEMS and EVENT BOOKINGS.
Please accept our apologies for any INCONVENIENCE this transition may cause. For any queries or questions please contact info@secpathfinder.shop



125%

<https://secpathfinder.shop/>



Adventurer and Pathfinder Shop

BRITISH UNION CONFERENCE

SHOP BY CLUB TYPE ▾ EVENTS POSTAGE 🔍

- ADVENTURERS
 - AWARDS
 - UNIFORM
 - EAGER BEAVER
 - LITTLE LAMBS
 - RESOURCES
 - PIN
- PATHFINDERS
 - HONOURS
 - UNIFORM
 - MASTER AWARDS
 - RESOURCES
 - PIN
- MASTER GUIDES
 - UNIFORM
- PINS
 - RESOURCES

BADGES, RESOURCES AND MORE

SHOP NOW!

Finance



- ▶ Why do we need finance



Pathfinder Club Budget

SAMPLE

Objectives:

- Teach Salvation through Pathfinder activities
- Minister to our church and community

Expected Income for 2015

Description	Amount
Registration Fees	
Dues	
Sponsors	
Club Projects	
Church Subsidy	
Fundraising Projects	
Total	£0.00

Expected Expenses for 2015

Description	
Crafts	
Administration Expenditure	
Public Relations	
Induction Supplies	
Investiture Supplies	
Camping	
Pathfinder Insurance	
Staff Orientation & Training	
Library	
Camping Equipment	
Equipment - Other	
Total	£0.00



CLUB LEADERSHIP



DEFINITION OF LEADERSHIP



- ▶ Leadership is Influence
- ▶ Leadership means you have people who follow you otherwise you're just out taking a walk (John C. Maxwell)

A leader is a person with a magnet in his heart and a compass in his head (Robert Townsend)

ULTIMATE GOAL OF A PATHFINDER LEADER

“He who co-operates with the divine purpose in imparting to the youth a knowledge of God and moulding the character into harmony with His, does a high & noble work. He awakens a desire to reach God’s Ideal, He presents an education that is as high as heaven and as broad as the universe”

Education Page 19

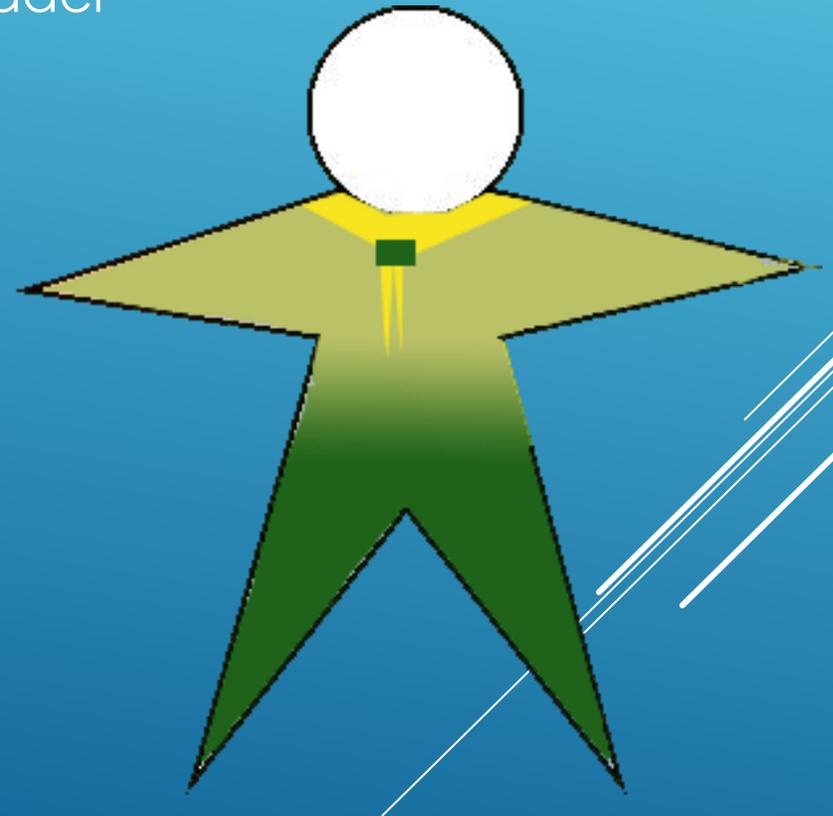
QUALITIES OF A PATHFINDER LEADER

In Groups,

- ▶ Draw the perfect Pathfinder leader

Include Written:

- ▶ *Qualities*
- ▶ *Skills*
- ▶ *Attitudes*



QUALITIES OF A PATHFINDER LEADER



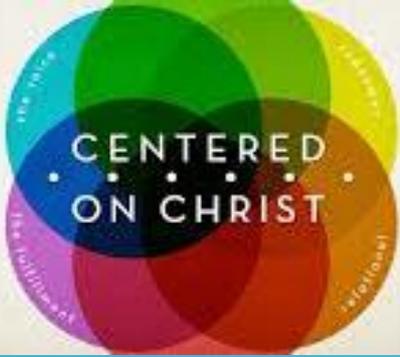
WHY DO YOU WANT TO BE A PATHFINDER/Adventurer LEADER ???

- o Have a VISION
(know WHY you are involved)
- o Have a MISSION
(Know HOW to do it)



**Leadership is the capacity
to translate vision into reality.**





Love Children

Able to master emotions



Have integrity
(keep commitments)



Have a commanding
personality



Enlist cooperation

Love the outdoors



Understand characteristics of
junior youth



Able to delegate responsibility and authority



Creative & resourceful



Maintain pleasant relationships



Master diversified skills



Organised



Optimistic And Enthusiastic



Have a sense of humour

ENCOURAGER
HARMONIZER
COMPROMISER
GATE KEEPER
STANDARD-SETTER
CONSENSUS TESTER
FOLLOWER
LISTENER



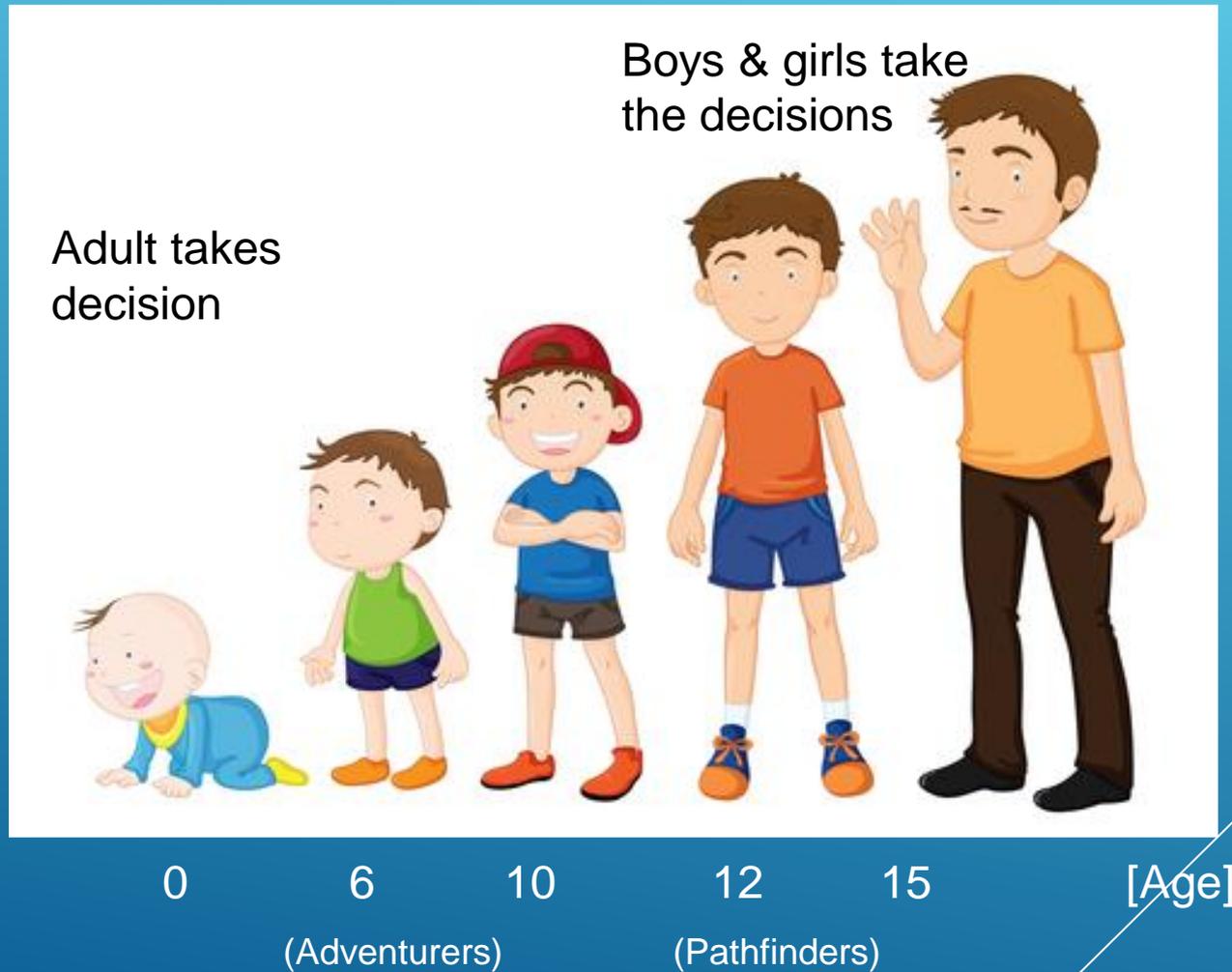
THE LEADERS ROLE



INITIATOR
INFORMATION SEEKER
INFORMATION GIVER
OPINION-GIVER
CLARIFIER
ELABORATOR
SUMMARIZER

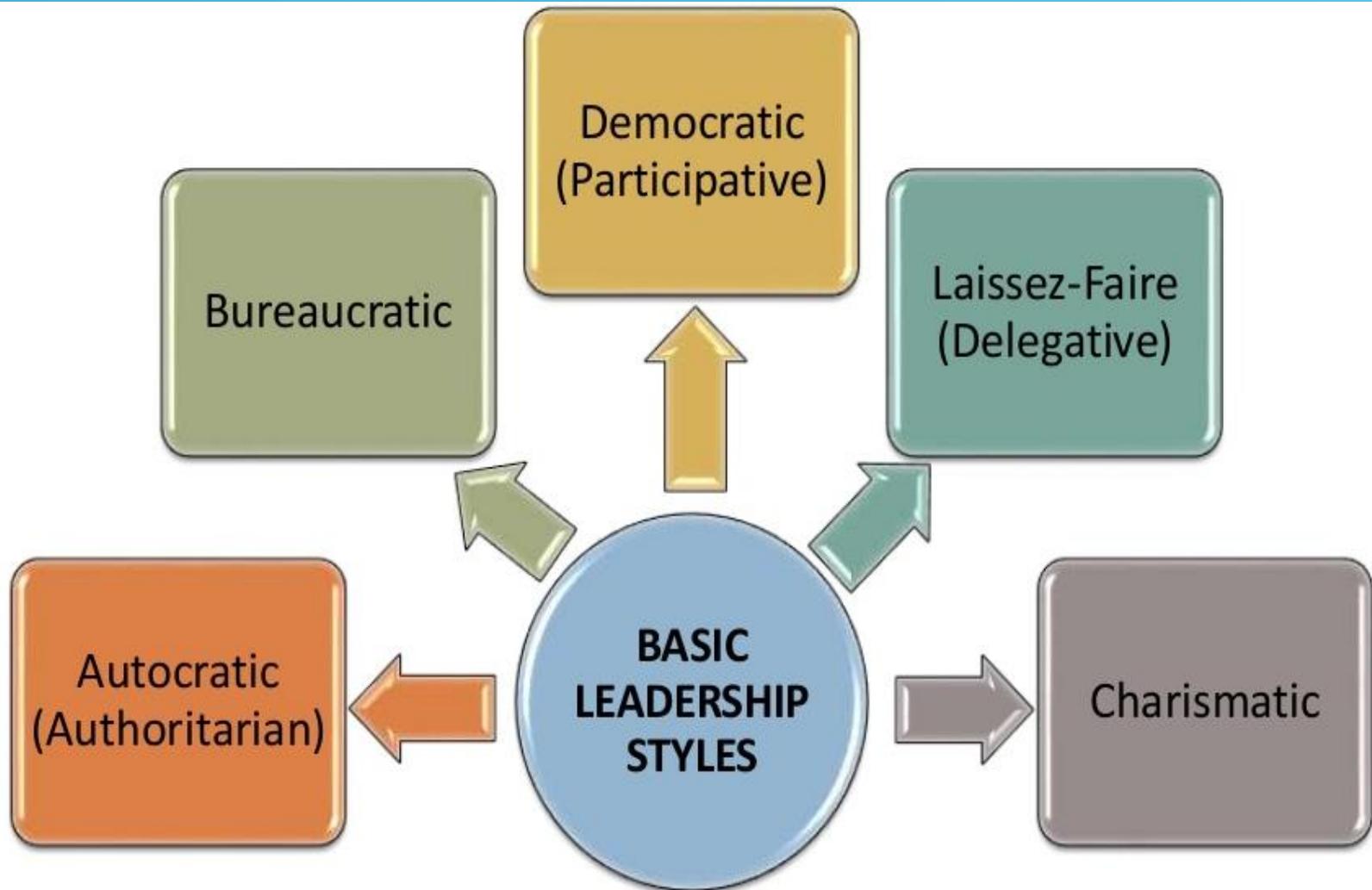
Leadership Styles

Directive Leadership Style



Non-Directive Leadership Style

LEADERSHIP STYLES



ACTIVITY

- ▶ Statements on Christian leadership traits to be discussed

A true Christian leader is a
Spiritual person.

A spiritual leader makes Jesus his.

Only as a leader becomes a
spiritual worker can his/her
leadership deliver the spiritual
impact so important to success.

▶ A true Christian leader is a humble person.

“The only ‘superior’ among you is the one who serves the others”, Christ one day told the multitude. “For every man who promotes himself will be humbled, and every man who learns to be humble will find promotion.” Matt. 23:11, 12.

A TRUE CHRISTIAN LEADER IS A PERSON
OF THE WORD.

WHEN A LEADER IS TOO BUSY TO SPEND
TIME WITH GOD & HIS WORD EVERY DAY,
(S)HE IS BUSIER THAN HEAVEN EVER
INTENDED HIM/HER TO BE!

▶ A true Christian leader must be a patient person.

“Let every man be quick to listen but slow to use his tongue, and slow to lose his temper”
3 John 9.

- ▶ A leader must let men fight in their own armour.

“None should consent to be mere machines, run by another man’s mind, the servant of the Lord says. “God has given us ability, to think and to act, and it is by acting with carefulness, looking to Him for wisdom, that you will become capable of bearing burdens.”

Ministry of Healing, pp. 498, 499.

- ▶ A leader must be careful about promises.

Making promises (s)he cannot fulfil is a pitfall
every leader must be careful to guard
against

- ▶ A leader must not be afraid to admit he/she is sometimes wrong.

“We all make mistakes in all kinds of ways”
James 3:2.

The man who once most wisely said, ‘Be sure you’re right, then go ahead,’ Might well have added this to it: ‘When you know you’re wrong, be sure to quit!’” --Author Unknown

▶ A leader must give others a 2nd chance.

“Workers may make mistakes,” Ellen G White wrote, “but you should give them a chance to correct their errors, give them an opportunity to learn caution, by leaving the work in their hands” *Testimonies of Ministers*, p. 300.

- ▶ A leader must not ask others to do what he/she is able but unwilling to do him/herself.

A true leader says “Let’s go!”
never “You go!”.

5 RECOMMENDED LEADERSHIP TRAITS

- ▶ Face Challenges
- ▶ Win Trust
- ▶ Be Authentic
- ▶ Earn Respect
- ▶ Stay Curious





“Leadership is about empathy; it is about having the ability to relate and connect with people for the purpose of inspiring and empowering their lives.”

© Winfrey

*Men make history and not the other way
around.*

*In periods where there is no leadership,
society stands still.*

*Progress occurs when courageous, skilful
leaders seize the opportunity to change
things for the better.”*

Harry S. Truman



**You can make that difference
to your Pathfinder Club**

VERSES FOR PATHFINDER LEADERS:

“We give no offence in anything, that our ministry may not be blamed. But in all things we commend ourselves as ministers of God: in much patience, in tribulations, in needs, in distress, in stripes, in imprisonment, in tumults, in labour, in sleeplessness, in fasting's; by purity, by knowledge, by long suffering, by kindness, by the Holy Spirit, by sincere love, by the word of God, by the power of God, by the armour of righteousness on the right and on the left, by honour and dishonour, by evil report and good report; as deceivers, and yet true; as unknown and yet well known; as dying and behold we live; as chastened, and yet not killed; as sorrowful, yet always rejoicing; as poor, yet making many rich; as having nothing, and yet possessing all things.”

2 Corinthians 6: 3-10.

VERSES FOR PATHFINDER LEADERS:

▶ DON'T EVER FORGET

“Do not be deceived, God is not mocked; for whatever a man sows, that he will also reap. For he who sows to his flesh will of the flesh reap corruption, but he who sows to the Spirit will of the Spirit reap everlasting life. And let us not grow weary while doing good, for in due season we shall reap if we do not lose heart.”

Galatians 6: 7-9

Mirror the best Leader known to man

Jesus Christ

Go ye Therefore.....

