

The Pathfinder Leadership Award

We welcome you to an exciting new experience in Pathfinder Leadership.

This Pathfinder Leadership Award (PLA) is being introduced as the entry level training package for all Pathfinder leaders and staff members throughout the South Pacific Division as from 1st January, 2009.

This PLA is a combination of the Pathfinder Basic and the previous PLA training programs as it incorporates most of the training requirements of both. In addition, it will include a number of units that will specifically equip leaders for outdoor activities.

This PLA will enable all training participants to develop a thorough understanding of the philosophy and practice of Pathfinding. It will provide comprehensive and quality training in various aspects of club structure and function, spiritual formation, programming, indoor and outdoor activity coordination, Occupational Health and safety as well as involvement in Conference/Mission events.

The introduction of this PLA has major implications for the Pathfinder Basic and the previous PLA training schemes – both will cease to operate on 31 December, 2008.

Rationale for the Pathfinder Leadership Award

The Pathfinder Basic program was originally designed to be the entry level training package for new Pathfinder club leaders and staff who did not have any previous experience in Pathfinding. At the end of the training, the participants were considered to have fulfilled all the basic requirements to function as staff in a local club. Essentially, the completion of the training meant that they had in actual fact covered all the fundamentals in Pathfinding and achieved an introductory leadership Award.

However, it was felt that the nomenclature 'Basic' did not seem to recognize that achievement and did not convey the status and recognition that was rightly deserved. In fact the term 'Basic' tended to downgrade that achievement. Consequently, after careful consideration, the SPD Youth Ministries Planning Committee took an action in February 2008 to eliminate the nomenclature 'Basic' from the Pathfinder training scheme.

All the training requirements contained in the 'Basic' are incorporated in this PLA being introduced. The majority of the training requirements of the previous PLA will also be included in this PLA. In addition, this PLA will contain four Units of training that are specifically designed to equip outdoor leaders.

Competency Based Approach to Training

The Competency based approach (CBT) has been adopted for the delivery of this Pathfinder Leadership Award training package and as such is now more thorough and methodical in its implementation and assessment.

Each training unit comprises three main elements:

I. The Resource Material

The Resource Material contains all the essential information to meet the competencies outlined for each unit. It will help the training participant to:

- Gain a comprehensive understanding of the teaching unit.
- Prepare for the PLA training/review/assessment program.
- Acquire knowledge that will enhance their Pathfinder Ministry.

II. The Review Booklet

The Review Booklet contains a number of worksheets that give the training participant an opportunity to engage with the Resource Material. Once completed, the Review booklet will provide evidence that the trainee is conversant with and has understood the essential information in the Resource Material. The Review Booklet needs to be completed before the assessment and forms part of the requirements to gain competence in each unit.

III. The Assessment Tools

Assessment is an integral part of the Competency Based Training approach. Two main assessment instruments have been designed for each unit to assist the assessor. (There are a number of other supporting documents that will also be made available).

1. The Assessment Document - The Assessment Document outlines the activities and exercises that will comprise the assessment. Each participant will be given a copy of the document at the assessment event.
2. The Assessment Matrix - The Assessment Matrix will be in the possession of the assessor only. It is a detailed document that outlines all the elements and the performance criteria of the unit, the method of assessment and outcome of the assessment.

NOTE: The Assessment Matrix is only to serve as a guide to the assessor. There is no expectation that the participants will be experts on each item of the unit outline. A good grasp of the material, not expertise, is required.

Approaches to Training

Conferences/Missions are encouraged to be creative in the delivery of the training to suit their local circumstances and needs.

Two training approaches that have been tried in a number of Conferences are outlined below.

Option One

- The resource material and the review booklet for each unit chosen for training are sent to training participants prior to the training event.
- Participants are expected to have read the resource material and worked through the review booklet prior to attending the training event.
- The training event itself is more focused on review and assessment.

NOTE: Those who have engaged with this method have noted that it is still necessary for trainers to be fairly comprehensive in their review presentation to make allowance for participants who will not have completed their reading and the Review booklet.

Option Two

- No preparation is required of the training participants prior to the training event.
- The Review Booklet for each unit of training is handed to the participants before the presentations are made.
- The presentations are based on the outlines in the Review Booklet.
- The Participants engage with the trainers by completing their booklets during the presentations.
- The Assessment follows the presentation.

The training objectives and standards must be maintained whichever method is used.

Recommendation

It is highly recommended that wherever possible, Conferences/Missions consider Option One where training participants are encouraged and expected to read and prepare before the training event.

- A number of units are rather lengthy with comprehensive review booklets. Completing those review booklets during the presentations could place too much pressure on participants.
- Comprehensive teaching and adequate assessment might create a rather stressful and pressured training event.
- If the material is not adequately internalised, assessment could be frustrating on both the assessor and the trainee.
- Without pre-reading, Conferences/Missions might have to plan for more training events to complete the PLA training.

NOTE: An online training facility for Pathfinder leadership is currently under experimentation in the Western Australian Conference. A combination of online training and training/review/assessment week-ends could become a viable option that would greatly relieve pressure from the intensity of training events. We will keep the team abreast of the developments.

Transitioning to the PLA

A. Graduates of the previous PLA and Basic Programs.

All graduates from the previous PLA and Basic training programs, whose credentials are current, are encouraged to transition to this PLA under the supervision of their District Director or Youth Director.

NOTE: Graduates who have remained inactive from Pathfindering for more than three years do not hold current credentials.

Transition Process

The following process is recommended:

1. Graduates of the previous PLA and Basic training programs will present their blue record book to their District Director or the Youth Director with the view of a mapping out exercise with the PLA requirements. Credits towards this PLA will be given for all In-service Training, Personal and Spiritual Growth and New Skills Development requirements completed.
2. (a) The District Director or Conference/Mission youth director will plan, with the PLA candidate, for the completion of the outstanding requirements.
OR
(b) The District Director or Conference/Mission youth director will engage the candidate in a Recognition exercise to assess eligibility to claim credit for the outstanding requirements.
OR
(c) The District Director or Conference/Mission youth director will use a combination of the recommendations outlined in 2 (a) & 2 (b).

NOTE 1: Recommendations 2 (b) & 2 (c) will apply mostly to experienced Pathfinder leaders and staff.

NOTE 2: Recognition for the National Training Units will require the supervision of a qualified assessor.

Appeal Process

Candidates who are not satisfied with their District Director's assessment may:

- Discuss the issue further with the District Director.
- Request the mediation of another District Director.
- Report their concern to the Conference/Mission Youth Director.

B. Trainees involved in the previous PLA and Basic Training Programs.

1. Trainees in the previous PLA and Basic training schemes will present their blue record book to their District Director or the Youth Director with the view of a mapping out exercise with the PLA requirements. Credits towards this PLA will be given for all In-service Training, Personal and Spiritual Growth and New Skills Development requirements completed.
2. The District Director or Conference/Mission youth director will plan, with the PLA candidate, for the completion of the outstanding requirements.

Access to Resources

Union/Conference/Mission Youth Directors

Union and Conference/Mission Youth Directors will receive a complimentary copy of the completely resourced PLA folder. The folder will contain the following:

- PLA Record Book
- Encounter Plan Series 1
- Encounter Plan Series 2
- Encounter Plan Series 3
- Encounter Plan Series 4
- Christian Story Telling Honour workbook and all other relevant documents
- The 15 Units that make up the PLA. Each Unit will contain:
 - ◆ The Resource Material
 - ◆ The Review Booklet
 - ◆ The Assessment
 - ◆ The Assessment Matrix
- DVD/CD with soft copy of all documents listed above as well as the Pathfinder Staff Manual.

All the resources listed above will be accessible online www.spdyouth.com by 1 January, 2009, with different levels of access.

Training Participant

All the training resources will be made available as separate units to participants at minimal costs:

- The PLA Record Book
- Encounter Plan Series 1
- Encounter Plan Series 2
- Encounter Plan Series 3
- Encounter Plan Series 4

- Christian Story Telling Honour workbook
- The 15 Units that make up the PLA. Each Unit will contain:
 - ◆ The Resource Material
 - ◆ The Review Booklet
- DVD/CD with soft copy of all the documents above as well as the Pathfinder Staff Manual.

NOTE: Apart from the DVD/CD all the resources listed above will be accessible online at www.spdyouth.com by 1 January, 2009.

Pathfinder Leadership Award Credentials

Investiture is the initial recognition of the Pathfinder Leadership Award. Credentials will be issued by the Conference/Mission and will be valid for a period of three years.

Pathfinder Leadership Award Credentials entitle the holder to:

1. Continue with their leadership development to the Pathfinder Specialist Award.
2. Conduct Investitures as requested by the Conference/Mission Youth Department.
3. Verify the completion of requirements for Master Guide or Pathfinder Leadership Award candidates.

Pathfinder Leadership Award and Credential Revalidation

1. Credentials remain valid while a person is actively involved as a staff member in a club, as a District Director, or as a member of the Conference/Mission Youth Ministries team.
2. When the holder is not actively involved for a period of three years, their credentials lapse. They may revalidate their Pathfinder Leadership Award credentials by completing any three of the following requirements within one year:
 - a. Ten-hour Pathfinder training program conducted by the Conference/Mission.
 - b. At least five days of community service.
 - c. At least seven days of Pathfinder camping.
 - d. Attendance and active participation in a Pathfinder Club for at least six months.
 - e. Participation in an Investiture program or Induction Ceremony.
 - f. Organising or participating in a Pathfinder outreach program, or a service activity.
 - g. Active participation in a Conference/Mission sponsored Pathfinder event, e.g. camporee, fair, parade.

Record of validating events will be checked by the Conference/Mission.

3. A former holder of the Pathfinder Leadership Award may reactivate his credentials when the following procedures are followed:
 - a. Apply to the Conference/Mission through the Pathfinder Club Director and the Club Executive Council, or the Church Pastor (if Council is not operative) for revalidation
 - b. Present the Pathfinder Leadership Award Record Book which indicates the signed-off requirements, examinations, and Investor's signature and date.
 - c. This information is conveyed to the Conference/Mission Youth Director who will decide on an individual basis what the applicant should do to be re-issued with credentials. The Youth Director will take into consideration:
 - i. Length of previous service.
 - ii. Available revalidation opportunities.
 - iii. Personal life and testimony during inactivity.
4. Lost or stolen credentials are replaced upon applicant's identification by the issuing entity, for the duration of the lost or stolen credentials.

5. The Conference/Mission must provide and designate credentials revalidating activities in a wide enough area as to provide ample opportunity for those holding the Pathfinder Leadership Award to participate.

The purpose of these credentials is to give recognition to those who, through their training, are responsible for retaining a high standard of moral and physical excellence in the Pathfinder Club. This is not an attempt to exclude any qualified person who, over many years, has faithfully served the church and its youth in their various organisations.

Acknowledgements

The resource material, worksheets and assessment tools for the Pathfinder Leadership Award were produced by the Adventist Youth Ministries of the South Pacific Division. We pay tribute to Pastor John Wells, the main contributor in the reshaping, rewriting and adapting of this material. He was assisted by a number of other experienced leaders and an editorial team brought the task to completion. We wish to express our deepest thanks to them all:

Les Barker	Ken Dever	Nick Kross	Kevin Rogers
Leo Barretto	Bernice Elton	Avril Lockton	Fae Sawyer
Amy Bapty	Orette Elysee-Collen	Peter Long	Wendy Scott
Alan Bates	Wayne French	Jean Mack	Marilyn Sedgwick
Wayne Boehm	Kelly Fry	Colleen Maeva	Julie Sonter
Jan Bolst	David Gilbert	Ken Marsh	Vaine Taamo-Roi
Angela Brown	Paul Givney	Graeme Mau	Robin Tapping
Nathan Brown	Laurie Green	Jock McKay	Adeline Teina
Nicole Brzezniak	Kate Hollingsworth	Wayne Miller	Isabelle Tew
Gervais Cangy	Murray Hunter	Martin Miles	Norman Tew
Gilbert Cangy	Rod Hutton	Graham Mitchell	Mau Tuaoi
Jean Carter	Steve Kane	Stephen Morgan	Judy Wells
Jason Caswell	Cathy Kingston	Colin Ottery	Andrew West
Wendy Cox	Tony Knight	Roger Pengelly	Eric White
Paul Cresswell	Andrea Kross	Bob Possingham	Jenny White
Gail De Ville	Brian Kross	Jenny Robson	Christine Wignarajah

Adventist Outdoor Committees.

Ladies of Kuban Village

SPD Northern Region Youth Ministries Resource Committee 2006 - 2008

SPD Southern Region Youth Ministries Resource Committee 2006 - 2008

SPD Youth Ministries Planning Committee 2006 - 2008

God bless you as you continue in your ministry journey. The most precious legacy you will ever leave is young hearts on fire for Christ and His church.

Youth Ministries Team

South Pacific Division of the Seventh-day Adventist Church