"The Update" eNewsletter, September 2013

Editorial:

Friends,

Two weeks ago I tweeted about my experience at the Oregon Conference Motorcycle Campmeeting. It's a blessing when the church ventures out into ministries that provide unique opportunities for unchurched individuals to worship and fellowship.

I shared an idea with the group that can affect every church in North America. Each spring, at the beginning of the riding season, Maxine and I are invited to several motorcycle blessings. We have discovered that there are a significant number of youth and young adults who ride. Therefore, I believe that youth and young adults can help organize an annual event that can potentially pack the church parking lot with dozens of bikers. Just rally those in your congregation who ride and they can share the particulars of how to do it. Keep it exciting and simple. On the Sabbath afternoon, present each biker with a brown bag gift with fruit, a tract, and water (or whatever you decide). Pray and anoint the bikers and dedicate their bikes – asking that God grant each of them a safe riding season.

Please remember to keep JCI4 and Ignition in your thoughts and prayers; examine the information in this newsletter for the latest news and information on both events.

NAD Young Adult Ignition Conference will take place during the same time and place as JCI at the Double Tree Hilton Hotel at the Miami Airport. Hundreds of young adult will ministered to and equipped for service as never before.

Blessings,

Pastor JB
North American Division
Youth & Young Adult Ministries Director

Prayers

Pine Springs Ranch Recovery

Last month, a huge forest fire destroyed some structures and effectively shut Pine Springs Ranch down for the rest of the season. Please pray for them as they rebuild.
More info: PSR Fire Update or PSR Fire Recovery Fundly

Tragedy at DC Navy Yards

We pray for the victims and all those affected by this latest shooting tragedy. The senselessness of the situation appals all of us. We know that comparatively, many nations suffer tragedy at a grander scale each day. If anything, this reality brings us to our knees praying that God will lead us so that HIS work on earth may lead to a SOON end to suffering and pain. “Even so come Lord Jesus.”

Church Van Crash Kills Three
Please pray for those victims and families from the gristy crash on I-75 on Sabbath. Pray for the two that are still in critical condition! The individuals involved were from the SDA Maranatha Prince Church in Lauderhill. They were traveling to a SDA Haitian Youth Rally in the Tampa area.
More info: News Sun-Sentinel
Source: Lisa Gary -- Adventurer NAD Volunteer Coordinator

**Colorado Flood Survivors In Need**

We are thankful that Adventist Community Services can be "the hands and feet of Jesus" in the flooding tragedy in Colorado. We pray for the relief workers, victims, and responders. We pray for families as they work to reunite with each other and develop a new life under often VERY different circumstances.
More info: Adventist Community Services

**Help CHANGE.ORG Free Seventh-day Adventist Pastor Monteiro**

accused of conspiracy to commit murder by a convicted criminal who requested financial help from their church after his release from prison. More Info: Visit Change.org
411 Newsletter, CYE, September 2013

**Conference Leadership**

**InStep For Life Awards @ Oshkosh!**

Adventists In Step For Life & Pathfinders Promo from NAD Adventist on Vimeo.

The North American Division Health Ministries and Youth Departments are partnering to sponsor the Adventists In Step for Life and Pathfinders contest. Pathfinder clubs can record their steps while walking and exercising, and the winning clubs will each win $1000. All of these awards will be given next year at the 2014 Pathfinder Camporee in Oshkosh, Wisconsin.

Go to www.AdventistsInStepForLife.org for more information.

**Pathfinder Training: AYMT Rollout Dialogue!**

AdventSource and I have received a number of calls seeking resource manuals for the newly authorized AYMT certifications. Conferences are wrestling when to roll-out this new program and with what to do with PLA/PIA (and when).

In short, as noted in the Pathfinder Staff Training (AYMT) Program Description, it is not our intent to provide full, narrative resources as were provided for the PLA and PIA. However, I did overlook the fact that the program guide did not include the seminar descriptions for the seminars. Brad Forbes suggested I issue a short document with those course descriptions and some pointers to good resources. They are under way, but not fast enough. Keep an eye on the Pathfinder web site, they will be there very soon.

As an added note of explanation, conferences are certainly welcome to continue the training programs they have already established based on the PLA and PIA awards.

Read More...

Glen Milam
NAD Pathfinder Leadership Focus Group
NAD Pathfinder Coordinator (Volunteer)

Have you seen AYMT yet?

Download a complete set of certification outlines and portfolio support.

**Announcements / Highlights**

**Travel Schedule**

**Pastor James Black:**

September 20-22 ACF - Tallahassee, Florida
September 27-29 Recharge One Day Training - Upper Columbia Conference

**Pastor Manny Cruz:**

September 16-17: Evangelism Meetings - Guam
September 27-28: ReCharge Youth Leaders and Children's Ministry Training - Speaker, Presenter - North Pacific Union and Upper Columbia Conference

The NEW Just Claim It World Youth Prayer Congress Promotional Video is available at www.jci4.org.

Thousands are preparing to IMPACT the City of Miami, Florida next February. We trust that someone in your local church or conference is taking the leadership to select senior youth who will participate in this life changing event. We have young people calling and wanting to attend, but they cannot find leaders who will step to the plate and help them get organized. Please help them come! Ask yourself this question -- Is your church talking about JCI4 and who is organizing the trip for the young people?

To order your FREE brochures contact adventsource.org or call 800.328.0525.

FFIC Camporee on PointsMap
Maps and Apps keep you prepared to know the layout of the Camporee before and when you arrive. More info: PointsMap Appstore App

Camp (website)

Wewoka Woods AACP Convention
Of course! It's the AACP Convention at Wewoka Woods! We've been told you might want to spend a few days before or after the AACP convention visiting places in Oklahoma City or even Tulsa. If your family is making this somewhat of a vacation, you might want to check out the varied museums, historical places, and points of interest in and around both cities. The Science Museum Oklahoma and Oklahoma City Zoo are both very interesting and well done. In Tulsa you can find the Tulsa Zoo, and the Oklahoma Aquarium.

Source: AACP Newsletter, September 2013

Wakonda Attendance Doubles in Three Years!
So, how does this happen? Gregory Taylor (Camp Wakonda) shares with us that he visits every school and every Pathfinder club with a message that money should not be the reason they don't attend. He goes on to say that a lot of hours are spent praying for financial support and every year individual donations ranging from $50 to $2,000 dollars have come in to support campers who otherwise could not afford to come. The teen campers this summer gave an offering of over $360 to help other campers come next year! 

Source: AACP E-News September 2013

Want More from the AACP Newsletter?
If you enjoyed the Camp articles, sign up for the AACP Monthly E-News. Contact bmiddag@comcast.net.

Living It High School (website)

REPORT -- Living It's First On-Campus Training Event! Living It's first weekend training event with an "on-campus" visitation element was held August 23-26, 2013 in Florida. The goal of the weekend was to plant campus ministries in preparation for JCI 4 coming to Miami in February of 2014.

The weekend featured two youth rallies a four part Sunday training seminar. Each attendee at the training seminar was equipped with the new Public Campus Ministry Quick Start Guide, "Living it" t-shirts and wristbands and church groups were signed up for one of 5 levels of commitment:

Level 1: Prayer Warriors--pray for your local public schools and students.
Level 2: Friendship--get to know every public high school and academy student that attends your church by name.
Level 3: Visitation--plan to visit students from your church for lunch at school.
Level 4: Youth Ministry--establish a youth ministry at your church that includes a variety of activities for youth.
Level 5: Official Campus Club Status--establish and sponsor a Christian club at your local public high school.

On Monday several attendees put what was taught into practice by visiting Miami Union Academy for a chapel presentation and to plant a Living It Club there and then a small group went to visit two nearby public high schools and met with students on-campus for lunch. The students were excited to see our team of pastors, lay-leaders and Florida Conference Youth Director, Pedro Perez. One Freshmen student was challenged to live his faith at school and was connected with the existing Christian club leader and students visited at the other high school engaged in a heartfelt conversation about what their faith means to them, the role church plays in their lives and what they felt they need help with in order to better live their faith at school.

The team prayed with the principal at one high school and an assistant principal at the other, we talked and laughed with security personnel and had great conversations with the students we knew. We also got the local youth leaders the information they needed to get registered with the school district to visit students regularly and engage campus ministry.

Pedro Perez said, "Seeing a young person's face light up as they see a way for them to be used by God to reach..."
their peers on their high school campus... Priceless!’ Pastor Barry Bonner from the Southeastern Conference said, ‘I believe that we must be actively involved with High School Outreach Ministry so that we will not miss this golden opportunity to connect and stay connected with our youth that are in public schools.’

For more information also see: www.livingiths.org

Living It HS Monthly Newsletter

We can’t list all the resources you would receive on a monthly basis if you took the 20 seconds to sign up! Even YOU can take 20 seconds! Sign Up Now!

Young Adults / ACF (Public Campus website)

Ignition 2014 ~ Miami, FL
It’s not just for youth! Just Claim It 4 is also about IGNITION, the unique gathering for training, networking, praise, and much more specifically for young adults. Look for more information in a news update later this week, along with information being published on Just Claim It 4 (website, Facebook, and Twitter (@justclaimit)).

Campus Catalyst Training
Jump start your campus ministry this year with the North American Division ACF Campus Catalyst Training (CCT). CCT introduces student leaders, participating church members and pastors to the ten essentials of campus ministry helping launch, grow and sustain Adventist public campus ministry. More Info: Upcoming CCT Events Calendar
Source: ACF Today, September 2013

New ACF Group
ACF launched its first “Welcome Back” barbecue as a new ministry at Northern University in Flagstaff Arizona. Please pray for this new campus outreach!
Source: ACF Today, September 2013

2013 GODencounters Conference
Young Adults are especially invited to the 2013 GODencounters Conference, September 19-21, 2013, held at Arlington Seventh-day Adventist Church, 4409 Pleasantview Drive, Arlington, TX 76017. Opening night is Thursday, September 19th at 7:00 PM, featuring pastor and executive coach, Sam McKee. The conference culminates with a free concert, 7:00 PM, Saturday evening, September 21st with The Digital Age. For more information go to www.YGchurch.com

ACF Today Monthly Newsletter

We can’t list all the resources you would receive on a monthly basis if you took the 20 seconds to sign up! Even YOU can take 20 seconds! Sign Up Now!

Adventurers (website)

NAD Adventurer Camping Policy
Adventurers and Pathfinders are both club organizations for young people within the Adventist Church. However, CAMPING POLICY is VERY different & may change your annual plans! Find out more...

New 2013 Adventurer Award Requirements Released!
While the patches aren’t available quite yet, the requirements are available for 2013-2014 club planning.

- Cooperation
- Tabernacle
- Sand Art

Pathfinders (website)

Sample Pathfinder Devotional -- Cokwane the Magnificent
We had just finished lunch near a pan and were heading out to new adventures. Pans in African grasslands are large shallow depressions in the landscape that collect water during the rainy
season, forming small ponds or lakes. Some are large enough to keep water all year round and serve as drinking sources for lots of different animals during the dry season. That makes a pan a very good place to go and watch for all kinds of animals.

We came to the first "T" on the dusty road, turned left and almost immediately saw Chokwane. He was an elephant, the last of the "Magnificent 7." Later a ranger told us no one ever sees him anymore; he roams the isolated regions of the game park alone and away from all other elephants and humans. He wears a small radio and park staff fear the day the radio stops because poachers found him.

The "Magnificent 7" have for nearly a century been the proud rulers of the animal world of those regions. They survived many a battle and many a hunter's efforts before the region was set aside as a refuge and they were supposedly safe. However, in recent years poachers had managed to kill all but one—Chokwane.

Read More...

Buy Resource Devotionals from the Pathfinder Pledge and Law -- by Bob Holbrook: English | Spanish

PBE Information

PBE Books to study 2014-2020 list released!
PBE 2 Samuel Activity Guide
PBE SDA Bible Commentary 1 & 2 Samuel

Where Do I Locate Master Awards on the Pathfinder Website?

Here is the best link, part of the wiki.pathfindersonline.org part of the site!

http://www.investitureachievement.org/wiki/index.php/Adventist_Youth_Honors_Answer_Book Simply scroll down to the second section...this page is dynamically edited whenever new honors are added to these award categories.

Resources (website)

Menu Book of NAD Youth Ministry Offerings Still Avilable

You may have wondered what all the North American Division Youth & Young Adult Ministries Department offers YOU.

Look no further than this "Menu."

Download (9.6 MB PDF)

XP3 College

XP3 College is a great college ministry web site resource. Pastor and former campus minister, Chuck Bomar, has authored several books on students and college ministry. His latest is Worlds Apart: Understanding The Mindsets And Values Of 18 - 25 Year Olds.

Check out these campus ministry resources at XP3.

Source: ACF Today, September 2013

Are Background Checks (like Shield the Vulnerable) REALLY Necessary? YES!

A young adult Adventist volunteer is sentenced for writing sexually suggestive texts by phone to a 12 year old.

Read Full Article.

Source: CYE 411 August 2013

Conflict of the Ages for Youth:

Modern language version of EGW's Conflict Age Series for youth are now available for FREE. More info: Visit http://www.cornerstoneconnections.net

Inspiration from Ellen White

"To mold and fashion the character of children and youth is a work of the very highest importance, and in this work it is essential to present Christ in His matchless love to the mind, that His counter and stronger charms may eclipse the attractions of the world. The youth must not merely see a theory, however logical, but the loving character and glory of Christ. They must be led to behold the riches of the eternal world, until they are encouraged, animated, and won. The love of Jesus must be the motive of all effort. It impels, it constrains, it captivates."

Testimonies on Sabbath School Work – pgs 101-105

Source: AACP E-News, September 2013
Ministry Openings / Ministry Seekers

OPENING: Youth Pastor
Looking for a Youth Pastor to lead and organize an effective youth program in Fresno, California. Bachelor's degree, theological education, and experience working with teens required. More Info: Contact Rod Turley.
411 Newsletter, Sept 2013

OPENING: Youth/young Adult Associate Pastor
Full time pastorate, Review Adventist Church in Reno, Nevada. If interested, please send resume and letter of introduction to: Bill Bossert, DMin., Sr. Pastor.
411 Newsletter, Sept 2013

OPENING: Host/Maintenance Director
Full time Salaried Position for Mt. Aetna Retreat Center in Hagerstown, Maryland. Tentative starting date is December 16.
More info: Contact Glen Milam

In Closing

Another September 11 has come...and gone. It reminds many of us of pain, suffering and death. “In the aftermath of Sept. 11 commemorations, it is helpful to point our friends and neighbors to God’s promise of an eternal end to suffering and death. As part of the series of 90-second videos produced by the North American Division on the 28 fundamental beliefs of Adventists, Pastor Chris Oberg shares her thoughts on God’s promise of a bright future.” Thank you Pastor Chris for this reminder.

The NAD Youth/Young Adult Ministry Team

To unsubscribe from our list(s), CLICK HERE
Colorado Flood Survivors Need Your Help

Flooding of great magnitude has hit Colorado. Relentless rains poured down for days and flash flooding ensued, crashing down canyons and flooding everything in its path. Over 1,500 homes have been destroyed or damaged, and thousands of survivors have been evacuated. The rescue effort has been the largest since Hurricane Katrina. Sections of roads have been washed away, and the residents who live up in the high country are not able to get down to safety, and are being rescued by helicopter. Once brought out, they will not be able to return home until the roads are rebuilt, which may take up to 12 months or more.

Adventist Community Services Disaster Response (ACS DR) volunteers are responding to this disaster with compassion. They are quickly working in cooperation with cities, counties and the state with donations management. ACS DR is collecting much needed emergency supplies, such as cleaning supplies (flood buckets), personal care items, blankets, along with other items, and distributing them to the flood survivors. Even if the survivors have not lost everything to the floods, they may not be able to return to their homes for months. They will not only need emergency supplies, but they will need supplies to help them with living in temporary housing until they can return to their homes or until their homes can be repaired or rebuilt.

ACS DR personnel are working with the City of Loveland to open a Collection/Distribution Center.

Please donate generously to ACS Disaster Relief, so that ACS DR can continue this compassion ministry to help these survivors through this difficult time.

You may donate in several ways:

Mark offering envelope: “ACS Disaster Response”
Go to: www.communityservices.org
Call 1-800-381-7171
Send check payable to NAD ACS
12501 Old Columbia Pike | Silver Spring, MD 20904

Thank you for your generosity!

ACS Disaster Response Ministry Video
ACS Disaster Response

Donation Center Set to Open in Loveland

AdventSource and I have received a number of calls seeking resource manuals for the newly authorized AYMT certifications. Conferences are wrestling when to roll-out this new program and with what to do with PLA/PIA (and when).

In short, as noted in the Pathfinder Staff Training (AYMT) Program Description, it is not our intent to provide full, narrative resources as were provided for the PLA and PIA. However, I did overlook the fact that the program guide did not include the seminar descriptions for the seminars. Brad Forbes suggested I issue a short document with those course descriptions and some pointers to good resources. They are under way, but not fast enough. Keep an eye on the Pathfinder web site, they will be there very soon.

As an added note of explanation, conferences are certainly welcome to continue the training programs they have already established based on the PLA and PIA awards.

Some have noted that NAD voted to not continue to support those programs past next year’s camporee at Oshkosh, but that vote does not prohibit a conference or individuals from continuing or completing the PLA and/or PIA. The intent of that vote was to indicate that the division would not be updating those programs or purchasing additional supplies such as patches and pins for them. In light of the delays in full rollout of AYMT, we may well have to revisit that action, but regardless of that fact, no conference is expected to move to the new program until they are ready.

If you are responsible for Pathfinder staff training in your conference, I would be happy to help with any question you have about continuing the PLA/PIA for a time and about implementing the new program. Please e-mail me at glenmilam@myactiv.net.

Glen Milam
NAD Pathfinder Leadership Focus Group
NAD Pathfinder Coordinator (Volunteer)
Pathfinder Staff Training
Program Description
Program Introduction and Certification Check Lists
Production notes

Adventist Youth Ministries Training: Pathfinder Staff Training Program Description

NAD Youth Ministries © 2013 - Printed and published in the USA
James Black, Director
Manny Cruz, Associate Director

Original 2009 NAD Pathfinder Leadership Development Taskforce:
- Gene Clapp — Texas Conf.
- Ervin Glenn — Allegheny East Conf.
- Joel Hutchins — Potomac Conf.
- Charles Leader — Ontario Conf.
- Glen Milam — Chesapeake Conf., Taskforce chair
- Sherilyn O’Ffill — Northern Calif. Conf.
- Roy Parham — South Central Conf.
- Advisers: Claude Harris, Daniel Latchman, Barbara Manspeaker, Norm Middag, Baraka Muganda and Bill Wood

Development advisory team:
- James Black — NAD
- Gilbert Cangy — GC
- Gene Clapp — Texas Conf.
- Brad Forbes — AdventSource
- Wayne Hicks — Upper Columbia Conf.
- Paulett Howard Jr. — Lake Region Conf.
- Joel Hutchins — Potomac Conf.
- Mark O’Ffill — NAD
- Dixie Plata — NAD
- Jonatan Tejel — GC
- Bob Wong — Southern California Conf.

Drafts and Version 1.0 (April 5, 2013) compiled and written by Glen Milam
# Contents

How to use this *Program Description* ........................................... 3  
Introduction ................................................................. 5  
  What are we seeking in staff training ................................ 5  
  Foundational assumptions ............................................. 5  
  The problems with the PLA ............................................... 6  
  What about the PIA? ...................................................... 6  
  Change over Q & A .......................................................... 6  
The AYMT answer: Certifications ............................................ 7  
  Granting of certifications ............................................... 7  
  Certification tracking ................................................... 8  
  The mentor ................................................................. 8  
  Time frame policies ...................................................... 8  
  Portfolios .................................................................. 8  
  Portfolio review ............................................................ 9  
  Recognition of completion .............................................. 9  
  Guidelines for developing new certifications ...................... 9  
Seminar presenter qualifications ........................................... 10  
Seminar organization ......................................................... 10  
  AYMT departments and seminar ID prefix ......................... 11  
  Seminar ID numbers ..................................................... 12  
Course syllabi and resources ................................................ 13  
Practical issues at training events ......................................... 13  
Current Certifications ......................................................... 15  
  Pathfinder Basic Staff Training Certification ................... 15  
  Pathfinder Instructor Certificate .................................... 16  
  Pathfinder Counselor JumpStart Certification .................. 17  
  Pathfinder Director Certification .................................... 18  
  Pathfinder Leadership Certification ................................. 19  
  Pathfinder Staff Leadership Certification ......................... 20  
Future Certifications .......................................................... 21  

**Certification Check Lists**

Pathfinder Basic Staff Training Certification Check List .......... 25  
Pathfinder Instructor Certification Check List ...................... 27  
Pathfinder Counselor JumpStart Certification Check List ........ 29  
Pathfinder Director Certification Check List ......................... 31  
Pathfinder Leadership Certification Check List ..................... 33  
Pathfinder Staff Leadership Certification Check List ............. 35

---

**How to use this Program Description**

The AYMT: Pathfinder Staff Training Program Description is designed to provide Pathfinder Staff the basic information they need to participate in the AYMT continuing education curriculum for Pathfinder staff.

It includes a full introduction and description of the program and the Certification Checklists for current NAD approved certifications.

The Bulletin: A special resource for those who plan the training

The AYMT: Pathfinder Staff Training Bulletin is being completed and is designed to provide the Conference, Union and Division Pathfinder leadership the information they need to administer and organize AYMT continuing education for Pathfinder staff.

Individuals who are earning certifications do NOT need to have a copy of the Bulletin. All they need is a personal copy of this Program Description and its included check lists, or simply a copy of the check list for certification they are working towards.
Introduction

The Adventist Youth Ministries Training (AYMT) For Pathfinders is a curriculum of learning designed to provide role specific training for adult Pathfinder club staff members. While it’s primary targets are those who have been invested as Master Guides, it also provides structured training for staff who have not yet earned their Master Guide class, as well as some direct connection to the Master Guide Curriculum.

It is important for all church workers, both professional and volunteer, to continue to learn, to be familiar with current trends and to make training part of their life style. The purpose of AYMT is to provide the framework for that life long training.

The AYMT framework provides for standardized departments, seminar nomenclature and descriptions. These seminars and related fieldwork are then organized into certification programs as approved by the appropriate North American Division Youth Ministry (NAD) committee with General Conference participation. The system is designed to allow flexibility in many areas, and provides opportunities for unions and conferences to develop additional certifications and seminars that meet their specific needs.

What are we seeking in staff training

• It should focus on both ministry and skill development.
• A level of completion should be obtainable in a reasonable period of time.
• It should promote continuous, long term training.
• It should allow for future expansion.
• It should include active learning activities.
• It should target specific leadership roles as well as general leadership.
• It should allow general classes to be used in curriculums in different ministries, enabling cross training, and more efficient training events.
• It should also be flexible enough for staff training in other youth ministries and to allow content change, updating and creation without requiring restructuring.

Foundational assumptions

AYMT is based on certain assumptions about leadership development and training within Adventist Youth Ministry:

• The Master Guide Class is the expert, the advisor, the promoter for Adventurers and Pathfinders.

Instruct a wise man and he will be wiser still; teach a righteous man and he will add to his learning. The fear of the LORD is the beginning of wisdom, and knowledge of the Holy One is understanding.

—Proverbs 9: 9, 10 NIV

The AYMT system is intended to provide structure, but a flexible structure. We want it open enough to support training for innovative ministry to youth around the world.

— GLEN MILAM
• The Master Guide Class is the top level of class achievement, of investiture. It is the “Ph.D.” of club ministry.
• The Basic Staff Training Course (BST) is primarily intended to introduce new staff to its related club ministry.
• Adventurer Leadership Growth (ALG) is intended as continuing education for Master Guides in Adventurer ministry.
• The Pathfinder Leadership Award (PLA) and the Pathfinder Instructors Award (PIA) are intended as continuing education for Master Guides in Pathfinder ministry.

The problems with the PLA
Almost two decades of experience with the PLA indicate that a better system could be developed. The seminar content had a few holes, but in general the content is broad, deep and strong. However, the framework, the structure, has proved to be problematic:
• There is much confusion on how long it should take to complete this award. Part of this is due to listed minimums being set woefully low. The original intent was for this award to take from five to eight years to earn, but in many places individuals and conferences are trying to complete it in as little as a year.

An example of impossible short minimum time can be found in PLA, Section II - New Skills Development, Part B. Camp Planning and Programming. It says to take a minimum of two hours to cover the following topics: Purpose & objectives of camping, kinds of camping, camp out planning, site selections and setup, safety, first aid, first aid kits, search and rescue techniques, cooking, wild edible plants, wilderness survival, orienteering, Sabbath programming, cold weather camping.

It does say a minimum of two hours, but most people treat that as the standard, and two hours is barely enough time to introduce these topics, much less cover them to any reasonable extent.

• While the manual states that those who complete the requirements should receive a certificate of recognition, this award is being taught as if it were a higher “degree” than the Master Guide, rather than continuing education for Master Guides. From early on, we started “Investing” people with the PLA when that was not accurate.
• The desire to quickly “earn a patch” precludes the use of experiential learning since it takes much more time, thought and effort.

What about the PIA?
The PIA has it’s own unique problems:
• Because you are required to earn the PLA before you can earn the PIA, the PIA carries an image of being an “Advanced PLA,” when its curriculum has no innate need of being post-PLA. Once again we wrongly “Invest” PIA’s.
• In content, some of the PIA classes suffer from a high degree of redundancy as currently written.
• Nothing in the content of the PIA is Pathfinder specific.

Change over Q & A

Q: Are current PLA and PIA recipients required to remove their insignia?
A: No. They have earned those insignia and should continue to wear them as described in those program descriptions. (PA 2012.10)
The AYMT answer: Certifications

Faced with the desire to provide a more efficient training curriculum, a need to fix the problems of the PLA and PIA, and include good content, AYMT Certifications were created. The basis of the certifications are:

- Role specific learning
- One year time frames (See Time frame polices on the following page.)
- Required field work
- 5-8 seminars per certification
- Portfolio completion as a form of evaluation and integrity review
- Mentoring
- Conference level creation options

The format will be very familiar to anyone who has taken college classes, whether they completed a degree or not. The analogy fails on one major point: In this case you have earned the top degree before taking “classes.” That is, you have been invested as a Master Guide.*

Now you:
- Choose a certification (speciality)
- Attend seminars (classes)
- Do field work (homework)
- And submit a portfolio (have it graded - pass/fail)

* Because of the flexibility of the framework, we can also provide certain pre-MG certifications as well.

The arrangement of seminar groups will also be recognizable to those who have some college experience. There are departments of study that relate to common areas of ministry such as Leadership, Finance, Religion and Psychology. And there are ministry specific departments of study such as Adventures, Pathfinders and Master Guides.

Certifications draw from multiple departments to offer unique combinations related to an individual’s role in ministry.

Granting of certifications

AYMT does not claim to be an institution of higher learning, but rather a structure for continuing adult learning by volunteers. As such, we do not require registration** of the participant/leader at any level nor are records maintained for them.

It is the sole responsibility of the volunteer to maintain their partially completed records. Local conferences, unions, or divisions cannot finance or provide staffing to keep records for the vast numbers of those who choose to volunteer. Since we are dealing with adult leaders, it is not unreasonable to assume that they can keep their documents in order.

The conference youth director, conference lay director, or a person they designate will provide final authorization for the issuing of certifications after they have reviewed the completed documentation portfolio provided to them by the volunteer. (See Portfolio on page A-11 for details.) No additional testing or examinations are expected or required.

Certifications can be issued at the end of a training event, at an investiture, or at any other event deemed appropriate by the granting body. This would

---

Order is the sanity of the mind, the health of the body, the peace of the city, the security of the state. Like beams in a house or bones to a body, so is order to all things.

— Robert Southey

A system doesn’t necessarily mean rigid structure, but it means setting up organization that works for you.

— Sue Shipman

To those upon whom God has bestowed many talents, I am instructed to say: Help the inexperienced; discourage them not. Take them into your confidence; give them fatherly counsel, teaching them as you would teach students in a school. Watch not for their mistakes, but recognize their undeveloped talents, and train them to make a right use of these powers. Instruct them with all patience, encouraging them to go forward and to do an important work. Instead of keeping them engaged in doing things of minor importance, give them an opportunity to obtain an experience by which they may develop into trustworthy workers. Much will thus be gained to the cause of God.

— E. G. White

Christian Leaders, p. 55
Certification tracking

In the future, a division wide, even world wide database of individuals completed certifications could be of great value to church leadership in their efforts to train leaders and to help provide such leaders to local churches and conferences.

normally be the youth department of the local conference, but might be by the union or division if they are providing the instruction and portfolio review. Some situations may call for the awarding of the Certification via mail, or some other non-event methodology.

Please remember these certifications are not classes of investiture, nor are they higher levels than Master Guide. They are continuing education.

**There are a few unique certifications, that by their nature, require participants to have prior approval of their conference youth director or their designee in order to start the certification. At this time, these are Adult Trainer Certification and the Coordinator Certifications.**

The mentor

Most people learn best through hands on learning experiences. Classroom training is essential to the initial introduction of a certification but the supervised field experience is where certifications become real.

It is recommended that the participant recruit a single experienced, knowledgeable Pathfinder leader to act as a mentor. This mentor will guide and oversee the completion of the out of class certification requirements. The mentor is not there to complete the requirements for the participant but to gently look over their shoulder and give constructive instruction on practical application of the certification principles. Many of the fieldwork requirements include observation of an experienced leader. Asking that individual to be your “official” mentor adds another aspect to the relationship.

It is hoped that participant will continue their relationship with their mentor beyond the completion of the requirements so that when life situations present themselves, the mentor will be a positive resource for resolution and counsel.

The local conference could compile a list of eligible, willing Pathfinder leaders, and make this list available to participants. Mentors should be invested Master Guides, but do not have to have completed all levels of Investiture Achievement.

Portfolios

Each certification requires the participant to compile a portfolio documenting the journey, progress, lessons learned and completion of requirements.

The portfolio should include the completed formal certification check sheet and evidence confirming requirement completion. This evidence can come in the form of signed class cards or sign in sheets, class handouts and/or photographs of participants involved in, or leading applicable activities. The evidence will also include proof of applicable research and projects completed as required fieldwork.

The purpose of the portfolio is not only to show completion of all the certification requirements but also to be an authoritative referral source when faced with similar issues in the future.

The physical portfolio is typically a three ring binder in which all materials are kept. However fully digital data collection is also possible, and may become the norm as technology progresses. The content is what counts, not the form of that content. It should be well organized and easy to check over. Items should be labeled for easy connection to a specific requirement. The form will vary according to the personality and style of the participant.

| A. | Certifications are designed to take from eight months to one year to complete. |
| B. | Completion of a certification must be finished in a maximum of three years. |
| C. | Since the primary purpose of certifications is to provide continuing education, only one certification can be earned per year. There are currently two exceptions to this policy: |
|  1. | The Pathfinder Basic Staff Training Certification can be earned in the same year as any other Pathfinder Certification. |
|  2. | The Pathfinder Counselor JumpStart Certification can be earned in the same year as a more advanced Pathfinder Counselor Certification. |

| Time frame policies | Certification tracking |
Portfolio review

The purpose of the review is to confirm completion of the requirements. It is not to require conformity to any bureaucratic system requiring specific formats of style or presentation.

Portfolios are reviewed with a simple Pass/Fail. A failed portfolio should be returned to the participant with a written explanation of what needs to be added, corrected or completed to prove completion of the certification requirements.

Portfolios that pass should also be returned to the participant in a timely manner.

Review of completed portfolios is best handled by an invested Master Guide appointed by the Conference youth director or their designee. Multiple reviewers may be appointed if the volume of portfolios is high.

It is expected that the Conference will glean amazing resources through this process. Permission to share insights should be considered automatic, so long as due credit is given to the author/creator.

Recognition of completion

Everyone likes to have their efforts recognized. Youth leaders who put in untold hours of prayer, planning, counseling, and training are no exception.

Since AYMT provides training for many branches of youth ministry, the “token” of recognition, an enameled pin, is one that can be placed in a variety of places. (See figure 1.)

- Master Guides: along the edge at the point of the Master Guide scarf.
- Non-Master Guide, Pathfinder and Adventurer staff: on their sash.
- Youth leaders: on their jacket lapel, or on a blouse.
- AY leaders: on the chest pocket of their dress blazer.

Division approved certification recognition pins are round. Conference or Union certification recognition pins are diamond shape. (See figure 2.) The diamond would also be used for special event certifications offered by the Division. This follows the pattern of design set for Pathfinder Honors where Division honors are oval and local or union honors are diamond shape.

Pins should be language independent. They should not include any writing that would require translation.

Guidelines for developing new certifications

The NAD has established a number of certifications that are published in this document. Additional certifications may be added in the future. Many of these will be based on recommendations from local conferences and unions.

Conferences and unions can develop certifications to answer specific needs within their programs. Those certifications may be submitted to the appropriate division committee for division wide approval. The NAD AYMT Curriculum Coordinator will confirm seminar numbers and titles and arrange for inclusion in later documents. NAD can recommend certifications to the General Conference Youth Dept. for world wide approval.

Certifications contain five to ten seminars, with eight being the preferred number, as this fits nicely into most weekend training event formats. In addition to seminar attendance, reasonable field activity and independent study should be required.
Seminar presenter qualifications

Conference, Union, and Division training coordinators should always strive to find the best seminar presenters they can. Those who earned the PIA prior to 2014, and those who have earned the Adult Trainer Certification have been specifically trained to present seminars. In addition, they are most likely to be active members of Pathfinder ministry and as such have a great understanding of the details, challenges and culture of Pathfinder Ministry. However, holding either of these training designations does not guarantee that they are great presenters. And it certainly does not authorize them to demand that an organization select them to present a seminar.

These trained Pathfinder staff are not the only qualified presenters to be found. Many pastors, educators, and other professionals would make top notch presenters, as do brick layers, housewives, and farmers.

So what are you looking for in a presenter?

First, they need to know their subject. That means they might be a professional in the field about which they will be presenting, but remember the old adage that a “passionate amateur almost always beats a bored professional.” Don’t overlook someone just because they don’t have a string of letters following their name.

Second, they need to be able to give a presentation. Unfortunately some who have completed the training, as noted above, are still so timid, unorganized, dry, rigid, or out of date that their effectiveness is limited. The best methods of finding a great presenter are by personal observation or by second hand reference. Remember, it is far more effective for a great presenter to learn a new subject and give an hour seminar about it, than for an expert to give a sleep provoking presentation.

Thirdly, they need to have a clear understanding of the purpose and ministry of Pathfinders and be able to refine their presentation to the needs of their audience. At a minimum they need to have a clear understanding of Christian faith, and it is certainly helpful if they understand the unique culture and theology of Adventism.

And finally, it is very helpful if they are personable, humorous, and humble. For many, a seminar may be the first introduction a participant is given to a subject and their desire to learn more and dig deeper will be in direct proportion to the effectiveness of the presenter.

A common problem with many presenters is that their geographical experience is limited. They have spent all their lives in one conference and tend to believe that everyone in the world functions and thinks the same way. The truth is that there is amazing variety in Pathfinder ministry programs, procedures, policies and philosophies.

Seminar organization

Like certifications, seminars are organized in a similar fashion to college/university departments and courses. Each ministry is assigned a departmental name and code as are cross ministry subjects. Awards and Honors sections are further broken down into topical categories.

Within a given department, each approved seminar has a:

- Seminar ID, including its departmental code. Ex: LEAD 001.
- An official title. Ex: Introduction to leadership styles and challenges
• A recommended contact time, listed in hours and minutes. Ex: (1:15).
• A course description. Ex: This seminar provides an introduction to the various forms of leadership, the challenges leaders face, and the qualities that make a good Christian leader.
• In addition, attempts are made to give credit to original authors and to document the original date of acceptance. Ex: Syllabus author: John Doe • Date: 2011.

A NAD Division Youth Ministries appointee, the NAD AYMT Curriculum Coordinator, will provide each seminar or class with an official seminar course number and description. (See figure 3.)

Conferences and unions can submit seminar titles, descriptions, and syllabi for new seminars for approval by the NAD, in the same way they submit certification programs. See Course syllabi later in this section for more information.

AYMT departments and seminar ID prefix
Adventurer Club Administration and Programming* ................................ ADAD
Ambassador Club Administration and Programming* ................................ AMAD
Awards: Arts & Crafts* ........................................................................ AWAC
Awards: Household Arts* .................................................................... AWHA
Awards: Nature* .................................................................................. AWNA
Awards: Recreation* ........................................................................... AWRE
Awards: Spiritual* ................................................................................ AWSP
Chips (Eager Beaver Awards)* .............................................................. CHIP
Communications .................................................................................. CMME
Education and Teaching Skills ............................................................. EDUC
Finance ................................................................................................. FINA
Honors: Arts and Crafts ....................................................................... HOAC
Honors: ACS ......................................................................................... HOAD
Honors: Household Arts ...................................................................... HOHA
Honors: Heritage .................................................................................. HOHE
Honors: Health and Science ................................................................ HOHS
Honors: Nature ..................................................................................... HONA
Honors: Outdoor Industries .................................................................. HOOI
Honors: Outreach Ministries ................................................................. HOOM
Honors: Recreation ............................................................................... HORC
Honors: Vocational .............................................................................. HOVO
Leadership ............................................................................................. LEAD
Master Guide Administration and Programming* ................................ MGAD
Medical and Health ............................................................................. MEDI
Nature and Outdoor Studies ................................................................. NAOS
Outreach and Evangelism ...................................................................... OUTR
Pathfinder Club Administration and Programming .............................. PFAD
Psychology and Sociology .................................................................... PYSO
Religion .................................................................................................. RELI
Risk Control and Safety ....................................................................... RCSF
Spiritual Growth .................................................................................... SPRT
Stars (Little Lamb Awards)* ................................................................. STAR
Summer Camp Administration and Programming* ............................ SCAD
Wilderness Skills and Camping ............................................................ WILD
Youth Ministry Administration and Programming* ............................ YMAD

* See the In our thinking... sidebar

Figure 3.

This is a sample complete seminar ID and bulletin entry.

ADAD 001 Adventurer Club Ministry: It’s purpose, history, and relationship to Church, Pathfinders and Ambassadors (1:15)

This seminar presents an introduction to club ministry from the Adventurer Club perspective. It compares and contrasts the programs and purposes of the three AY club types. It also reviews other contact formats that the church uses to minister to youth, and provides a brief history of the AY club ministries and their various insignia etc.

Syllabus author: Glen Milam • Date: 2009

In our thinking...

future expansion of the AYMT framework could well include Adventurer and Master Guide seminars and certifications. And yet further in the future, perhaps Senior Youth, Ambassador and Camp seminars and certifications. However, at this time, no action or approval has been taken by their respective NAD committees concerning this structure.
From where did the seminars originate?

In addition to new development, an assortment of established, but non-standardized curriculum were integrated into the AYMT structure including, but not limited to:

- Adventurer Basic Staff Training
- Adventurer Leadership
- Adventurer Leadership Growth
- Pathfinder Basic Staff Training
- Pathfinder Leadership Award
- Pathfinder Instructors Award
- Master Guide Curriculum

Seminar ID numbers

Each seminar is assigned a three digit number. AYMT uses three different variations of the system to fit the established dynamics of different ministries.

The first digit indicates the skill level as outlined below. The second and third digits simply indicate the course number. A systematic logic is used in assigning the numbers, but users do not need to be concerned with the details of that process.

Seminars that end in 99 are called “Topics.” These spots are for new seminars that are being tried for the first time, or for something that is a one time event. Ex: PFAD 199 Oshkosh Camporee updates and news.

**General seminars**

- 000 – Introduction
- 100 – Beginners or Adv. age
- 200 – Intermediate or PF. age
- 300 – Advanced
- 400 – Professional
- –99 – Topics

**Adventurer Award and Award teaching seminars**

- 100 – Age 6 (Grade 1 in NAD)
- 200 – Age 7 (Grade 2 in NAD)
- 300 – Age 8 (Grade 3 in NAD)
- 400 – Age 9 (Grade 4 in NAD)
- 500 – First grade instructor
- 600 – Second grade instructor
- 700 – Third grade instructor
- 800 – Fourth grade instructor
- –99 – Topics: New Awards or instruction of new Awards

**Pathfinder Honor and Honor teaching seminars**

- 100 – Level 1: Age 10 & 11 (Grade 5 & 6 in NAD)
- 200 – Level 2: Age 12 to 15 (Grade 7, 8, 9 & 10 in NAD)
- 300 – Level 3: Age 16 and up (Grade 11 and up in NAD)
- 400 – unused at this time
- 500 – Level 1 instructor
- 600 – Level 2 instructor
- 700 – Level 3 instructor
- 800 – unused at this time
- –99 – Topics: New Honors or instruction of new Awards

Since introductory Honors, and their teaching seminar, can start at any of the three levels, and since their advanced counterpart can be either one or two levels higher, there is no standardized way to assign their course numbers without interfering with other parameters. Therefore, honors/seminars which have advanced levels will list the advanced honor/seminar ID in the course description, since seminar numbers will not correlate.
Course syllabi and resources

A syllabus is an outline of a seminar that includes its title and description, as well as an outline of the topics to be covered and an estimated time breakdown for the session. The average syllabus should be about a page long.

Each syllabus should also include recommendations for additional reading, related web site addresses, names and contact info for related organizations, additional resources and possible practical exercises.

It is assumed that presenters have enough experience and research abilities to develop their own seminar presentations based on just the course description. However NAD will provide a syllabus for many of the intro level seminars. It will take the combined efforts of many people to provide syllabi for all the listed seminars.

Appropriate resources from the old PLA and PIA manuals will be noted in the course descriptions. Additional resources may become available over time.

Practical issues at training events

Training events

As most leadership events use a track format, with multiple tracks offered at one time, the certification curriculum fits well. Each certification would be the basis for a track. Some tracks will apply specifically to certain ministries, such as Pathfinder Basic Staff Training Certification or Certified Adventurer Instructor. Other tracks are intended to work as cross training. Leadership Certification, Certified Volunteer Management or Risk Management and Safety Certification would be useful in almost any youth ministry.

While completing the seminar portion of a certification during a one day event might be difficult, it would be quite easy during a two day, three day or weekend event. North American Division Youth Ministry training events regularly run four days, so the system allows ample time for general sessions as well. The South American Division often runs week long training events during the summer. They can offer multiple certifications one after the other!

It is possible that some certifications will require attendance at multiple events. Event planners need to keep in mind that they must provide that opportunity within a reasonable time frame. Curriculum planners need to stick as close as possible to course combinations that total 8, 16 or 24 sessions.

Seminar title use

The AYMT titles are not intended to be creative or exciting. They are intended to accurately indicate the topic matter of the seminar. Instructors are welcome to use whatever title they wish, so long as they reference the seminar ID and the official title. (See the two examples in figure 4.)

Recommend time frame

Each seminar has listed with it, a recommended time frame. Most are based on a 1 hour, 15 minute (75 minute) class. It is understood that some training events may only provide 60 minute sessions, while others offer 90 minute sessions. The General Conference recommends 90 minute minimums. It would be better to plan longer sessions or multipart sessions.
that provide adequate time for instruction, learning activities and question and answer time. If the event planner short changes the time, they are doing a great disservice to their attendees.

Some seminars may require a double session. If so, a standard break should be allowed in the middle of the double session.

Most seminars that present how to teach an Honor or an Award should be given at a double session. One session would barely give you time to review the requirements and give requirement answers. The instructor will need far more time to have the participants actually DO some of the requirements. This is the preferred method of instruction.

These courses include any 500 level or higher seminar with an ID prefix of HOAC, HOAD, HOHA, HOHE, HOHS, HONA, HOOI, HOOM, HORC & HOVO.

**Field activity**

Most certifications include learning activities that require time outside of “class.” Participants need to remember that the best learning takes place while doing, and sometimes “doing” cannot be done in a meeting room.

Curriculum designers should keep in mind the real world time limitations of volunteer staff, and the tracking limitations of many conference youth departments due to overworked or understaffed offices.

The key in designing field activities is to aim for reasonable requirements that can be complete in a year. (Two at the most.) Remember, we are training primarily volunteers and most of these certifications are not designed to fulfill any legal requirement.
Current Certifications

Pathfinder Basic Staff Training Certification
This certification is intended to provide basic information about the purpose, structure and ministry of Pathfinders to individuals who are just starting out in Pathfinder ministry and have little or no prior experience with the program. It is highly recommended that this certification is earned before they begin their participation in Pathfinder ministry.

The PBST is also an option for club ministry training of a Master Guide, and as such, participants may have a background in Pathfinders, but it is likely to be entirely as a participating member, not as a leader.

Prerequisites
1. Be at least 16 years old
2. Be a Seventh-day Adventist Christian who loves Jesus and is willing to share this love in both word and deed.
3. Intend to be an active Pathfinder staff member OR Be participating in Master Guide training.

Seminars
PFAD 001 Pathfinder Club ministry: It’s purpose, history, and relationship to church and Adventurers
PFAD 002 Introduction to Pathfinder Club organization
PFAD 003 Introduction to Pathfinder Club programing and planning
PFAD 004 Introduction to Pathfinder Club outreach
PFAD 005 Introduction to basic drill
PYSO 104 Developmental growth: Ages 10-14
EDUC 001 Introduction to teaching skills
MEDI 100 Introduction to medical, risk management and child safety issues

Required Field Work
1. Create a Portfolio that contains the handouts and your personal notes from the seminars you attend.

Curriculum author: Unknown • Date: Unknown
Pathfinder Instructor Certification

Prerequisites
1. Be at least 16 years old.
2. Be a baptized Seventh-day Adventist Christian who loves Jesus and is willing to share this love in both word and deed.
3. Hold a Pathfinder Basic Staff Training Certification

Seminars
- EDUC 002 Understanding teaching styles
- EDUC 003 Understanding learning styles
- EDUC 004 Understanding multiple intelligences
- EDUC 200 Teaching Investiture Achievement: Intent and organization
- EDUC 230 Teaching AY Honors, general introduction

Take one (1) seminar of your choosing from the following list:
- EDUC 210 Practical applications for teaching Investiture Achievement in a small club (under 12)
- EDUC 211 Practical applications for teaching Investiture Achievement in a medium size club (12-30)
- EDUC 212 Practical applications for teaching Investiture Achievement in a large club (over 30)
- EDUC 213 Practical applications for teaching Investiture Achievement as part of a school curriculum
- EDUC 214 Practical applications for teaching Investiture Achievement as part of a home school curriculum

Take two (2) seminars on teaching specific honors. You may choose from any 500, 600, or 700 level seminar in: HOAC, HOAD, HOHA, HOHE, HOHS, HONA, HOOI, HOOM, HORC, HOVO.

Required Field Work
1. Establish a mentoring relationship with an experienced instructor, or even better with a professional teacher. Document the conversations and advice that they share with you over the course of a Pathfinder year.
2. Be an active Investiture Achievement (IA) instructor, leading a group of young people to investiture in at least one level of the IA program.
3. Lead a group of young people to successful completion of an AY Honor.
4. Create a Portfolio that contains the handouts and your personal notes from the seminars you attend and the mentoring you received. In your portfolio, place copies of your teaching plans and records as you complete requirements 2 and 3.

Curriculum author: NAD Pathfinder Leadership Task Force • Date: 2010
Pathfinder Counselor JumpStart Certification

**Prerequisites**

1. Be at least 18 years old.
2. Be at least 8 years older than your unit members.
3. Be a baptized Seventh-day Adventist Christian who loves Jesus and is willing to share this love in both word and deed.
4. Hold a Pathfinder Basic Staff Training Certification.

**Seminars**

- **PYSO 121** Discipling & Discipline: An act of discipling
- **PFAD 100** The Pathfinder Chain of Command:
  - The counselor’s support team
- **PFAD 101** The Counselor’s responsibilities
- **RCSF 120** Safety and the Counselor
- **PYSO 124** The Counselor’s relationship with the Pathfinder

**Required Field Work**

1. Take part in a commissioning ceremony after seminar training and before active service begins.
2. Be an active Pathfinder staff member for a year.
3. Establish a mentoring relationship with an experienced counselor. Document the conversations, advice and evaluations of your service that they share with you over the course of a Pathfinder year.
4. Participate in a daily Bible reading or devotional plan for at least six months. Use of an audio or video Bible is acceptable.
5. Create a Portfolio that contains the handouts and your personal notes from the seminars you attend. Include copies of your notes and documentation that shows completion of field work requirements.

**Recommended Field Work**

1. Hold a current CPR certification from a nationally recognized organization.
2. Hold a current First Aid certification from a nationally recognized organization.

---

This certification is authorized for use by those who have not yet become invested Master Guides.

It is intended to provide a foundation for staff members who will hold the most important role in Pathfinder Ministry, that of counselor. The seminars should be taken before a staff member actually takes up duties as a counselor, hence its JumpStart name. It is designed to be taught in a 6 hour intensive session. Much of the field work will be done during the year of service.

This certification was approved by the NAD Pathfinder Committee in 2011 for piloting with action PA 2011.03 and in 2013 for adoption with action PA 2013.08.
Pathfinder Director Certification

Prerequisites
1. Be at least 18 years old.
2. Be a baptized Seventh-day Adventist Christian who loves Jesus and is willing to share this love in both word and deed.
3. Hold a Pathfinder Basic Staff Training Certification

Seminars
LEAD 001 Introduction to leadership skills
LEAD 150 Introduction to volunteer/staff management
LEAD 122 Dealing with the conference and your local church board
PYSO 120 Survey of disciplinary theory and technique
WILD 001 Survey of camping and camp out planning
EDUC 200 Teaching Investiture Achievement: Intent and organization
FINA 100 Handling finances
PYSO 207 Dealing with parents

Required Field Work
1. Establish a mentoring relationship with an experienced director. Document the conversations and advice that they share with you over the course of a Pathfinder year.
2. Read the Pathfinder Staff Manual and compile a list of action items for the upcoming Pathfinder year.
3. Create a Portfolio that contains copies of your Pathfinder Calendar, meeting schedules, permission slips and other paperwork that shows your leadership of a club during the year. Include handouts and your personal notes from the seminars you attend and copies of your mentoring notes and action plans as you complete requirements 1 and 2.

Curriculum author: NAD Pathfinder Leadership Task Force • Date: 2010
Pathfinder Leadership Certification

Prerequisites

1. Be a Master Guide.
2. Hold a Pathfinder Basic Staff Training Certification or have completed an earlier Pathfinder BST program*.
3. Be an active Pathfinder staff member.

Seminars

PFAD 110 Pathfindering as a ministry
PFAD 113 Investiture Achievement as ministry
PFAD 112 Counseling as a ministry
PYSO 204 Dealing with attitudes
OUTR 117 Evangelism by and with the Pathfinder Club
OUTR 111 Creative witnessing
SPRT 204 Mentoring staff in personal and spiritual growth
SPRT 105 Leading young people to Christ

Required Field Work

1. Read the AY Encounter Series II, Christ the Church, or participate in another daily Bible reading plan for at least six months. Use of an audio or video Bible is acceptable.
2. Hold a current CPR certification from a nationally recognized organization.
3. Hold a current First Aid certification from a nationally recognized organization.
4. Read or listen to a book on leadership, preferably one on ministry leadership. Prepare an action plan indicating how you intend to implement the things you have learned into your Pathfinder ministry. Carry out that plan and evaluate the results.
5. Develop a written, comprehensive plan for a year of Pathfinder programming. Beyond activities, it should include specific goals and action steps for spiritual and outreach ministry.
6. Create a Portfolio that contains copies of your Pathfinder Calendar, meeting schedules, permission slips and other paperwork that shows your leadership of a club during the year. Include handouts and your personal notes from the seminars you attend and copies of your notes and work as you complete requirements 1 to 5.

* The intent of this requirement is to make sure the Master Guide has Pathfinder training, since some Master Guides have taken Basic Staff Training in Adventurers or some another branch of youth ministry.

Curriculum author: NAD Pathfinder Leadership Task Force • Date: 2010

This certification is authorized for use by those who are invested Master Guides as continuing education. It is intended to provide a deeper understanding of the ministry of Pathfinders.

This certification was approved by the NAD Pathfinder Committee in 2011 for piloting with action PA 2011.03 and in 2013 for adoption with action PA 2013.08.
Pathfinder Staff Leadership Certification

Prerequisites
1. Be a Master Guide.
2. Hold a Pathfinder Basic Staff Training Certification or have completed an earlier Pathfinder BST program*
3. Be an active Pathfinder staff member

Seminars
- LEAD 105 Seven principles of youth leadership
- LEAD 151 Staff recruiting and selection
- LEAD 152 Staff training
- LEAD 153 Staff evaluation and correction
- LEAD 154 Staff retention and appreciation
- PYSO 214 Dealing with diversity
- PYSO 209 Dealing with interpersonal conflict
Take one (1) additional seminar of your choosing with a LEAD or PYSO prefix.

Required Field Work
1. Read the AY Encounter Series III, *Christ our Redemption*, or participate in another daily Bible reading plan for at least six months. Use of an audio or video Bible is acceptable.
2. Hold a current CPR certification from a nationally recognized organization.
3. Hold a current First Aid certification from a nationally recognized organization.
4. Read or listen to a book on any one of the seminar topics that are part of this certification. Prepare an action plan indicating how you intend to implement the things you have learned into your Pathfinder ministry. Carry out that plan and evaluate the results.
5. Plan, carry out and evaluate a team building event of at least three hours duration for your Pathfinder Staff.
6. Develop a written, comprehensive plan for a year of Pathfinder programming and ministry. It must include your staff training events, job descriptions, evaluation procedures and a debrief on how the year went.
7. Create a *Portfolio* that contains copies of your notes, plans and work as you complete requirements 1 to 6. Include handouts and your personal notes from the seminars you attend.

* The intent of this requirement is to make sure the Master Guide has Pathfinder training, since some Master Guides have taken Basic Staff Training in Adventurers or some another branch of youth ministry.

Curriculum author: NAD Pathfinder Leadership Task Force • Date: 2010
Future Certifications

A number of additional certifications are under development at this time. This list is included just to give you an idea of what is coming. Exact titles may vary from what is listed here.

- Counselor (Part 1) Certification
- Counselor (Part 2) Certification
- Social Issues Certification
- Human Relations Certification
- Camping Leader Certification
- Wilderness Leader Certification
- Outreach Leader Certification
- Spiritual Leader Certification
- Area Coordinator Certification
- Event Coordinator Certification
- Conf. Lay Director Certification
- Adult Leader Trainer Certification (Similar to the old PIA)

Others that have been suggested but not yet initiated include:

- Investiture Achievement Specialist Certification
- Honor Specialist Certification
- Human Relations Certification
- Food Service Certification
- Drill Instructor Certification
- Club Planter Certification
- Medical Specialist Certification
- Pathfinder Bible Experience Leader Certification
- TLT Specialist Certification
- Security and Safety Specialist Certification
Certification Check Lists
### Participant Information

Name __________________________________________________________________________________

E-mail _______________________________________________ Contact phone __________________________________________

Training initiation date ___________________ Home Conf. ________________________________________

### Certification Requirements

**Prerequisites**

1. Be at least 16 years old

2. Be a Seventh-day Adventist Christian who loves Jesus and is willing to share this love in both word and deed.

3. Intend to be an active Pathfinder staff member OR
   - Be participating in Master Guide training.

### Seminars

<table>
<thead>
<tr>
<th>Seminar Code</th>
<th>Seminar Title</th>
<th>Date</th>
<th>Location</th>
<th>Instructor Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PFAD 001</td>
<td>Pathfinder Club ministry: It’s purpose, history, and relationship to Church and Adventurers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PFAD 002</td>
<td>Introduction to Pathfinder Club organization</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PFAD 003</td>
<td>Introduction to Pathfinder Club programming and planning</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PFAD 004</td>
<td>Introduction to Pathfinder Club outreach</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PFAD 005</td>
<td>Introduction to basic drill</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PYSO 104</td>
<td>Adolescent development</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EDUC 001</td>
<td>Introduction to teaching skills</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MEDI 100</td>
<td>Introduction to medical, risk management and child safety issues</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Continued on back.
Required Field Work

1. Create a Portfolio that contains the handouts and your personal notes from the seminars you attend.

Reviewing Master Guide use only

I have completed a review of the participants Portfolio and Basic Staff Training Check List and have found them to have completed the requirements for this certification.

Training completion date ___________________ Signature _____________________________________________

Name ______________________________________________________________________________________

E-mail _______________________________________________ Contact phone _________________________

Home Conf. _____________________________________________

Failed review instructions

In the event of a failed review, the reviewing Master Guide should return the Portfolio to the participant along with a written note explaining what additional work or documentation must be completed to receive a pass.

Reviewing Master Guide disclaimer

Completion of this training curriculum does not guarantee the bearers overall qualification to lead, nor does it give a guarantee of ability, aptitude, or placement. It simply marks completion of a training curriculum.
Participant information

Name __________________________________________________________________________________

E-mail __________________________________ Contact phone ____________________________

Training initiation date ___________________ Home Conf. ______________________________

Certification requirements

Prerequisites

1. Be at least 16 years old. .................................................................
   2. Hold a Pathfinder Basic Staff Training Certification........................

   Date ___/___/____   Reviewing MG ______________________________________________

Seminars

EDUC 002 Understanding teaching styles
Date ___/___/____   Event/Loc, _______________________________ Instructor sig. __________

EDUC 003 Understanding learning styles
Date ___/___/____   Event/Loc, _______________________________ Instructor sig. __________

EDUC 004 Understanding multiple intelligences
Date ___/___/____   Event/Loc, _______________________________ Instructor sig. __________

EDUC 200 Teaching Investiture Achievement: Intent and organizations
Date ___/___/____   Event/Loc, _______________________________ Instructor sig. __________

EDUC 230 Teaching AY Honors, general introduction
Date ___/___/____   Event/Loc, _______________________________ Instructor sig. __________

EDUC --- Teaching the Pathfinder AY/ Curriculum
Date ___/___/____   Event/Loc, _______________________________ Instructor sig. __________

Take one (1) seminar of your choosing from the following list:

EDUC 210 Practical applications for teaching Investiture Achievement in a small club (under 12) ....... 
EDUC 211 Practical applications for teaching Investiture Achievement in a medium size club (12-30) ....
EDUC 212 Practical applications for teaching Investiture Achievement in a large club (over 30) .........
EDUC 213 Practical applications for teaching Investiture Achievement as part of a school curriculum ....
EDUC 214 Practical applications for teaching Investiture Achievement as part of a home school curriculum

Date ___/___/____   Event/Loc, _______________________________ Instructor sig. __________

Continued on back.
Take one (2) seminar on teaching a specific honor. You may choose from any 500, 600, or 700 level seminar in: HOAC, HOAD, HOHA, HOHE, HOHS, HONA, HOOI, HOOM, HORC, HOVO.

Seminar ID ___________________ Seminar title _____________________________________________

Date ___/___/____ Event/Loc, ____________________ Instructor sig. ________________________

Seminar ID ___________________ Seminar title _____________________________________________

Date ___/___/____ Event/Loc, ____________________ Instructor sig. ________________________

Required Field Work

1. Establish a mentoring relationship with an experienced instructor, or even better with a professional teacher. Document the conversations and advice that they share with you over the course of a Pathfinder year. .......................................................
   Mentor Name _____________________________________ Phone ________________________

2. Be an active Investiture Achievement (IA) instructor, leading a group of young people to investiture in at least one level of the IA program. ..........................................

3. Lead a group of young people to successful completion of an AY Honor. ..........................

4. Create a Portfolio that contains the handouts and your personal notes from the seminars you attend and the mentoring you received. In your portfolio, place copies of your teaching plans and records as you complete requirements 2 and 3. ...........................................

Reviewing Master Guide use only

I have completed a review of the participants Portfolio and Instructor Check List and have found them to have completed the requirements for this certification.

Training completion date ___________________ Signature ______________________________________

Name __________________________________________________________________________________

E-mail _______________________________________________ Contact phone _______________________

Home Conf. ___________________________________________

Failed review instructions
In the event of a failed review, the reviewing Master Guide should return the Portfolio to the participant along with a written note explaining what additional work or documentation must be completed to receive a pass.

Reviewing Master Guide disclaimer
Completion of this training curriculum does not guarantee the bearers overall qualification to lead, nor does it give a guarantee of ability, aptitude, or placement. It simply marks completion of a training curriculum.

This space purposefully left blank.
Participant information

Name __________________________________________________________________________________

E-mail _____________________________________ Contact phone _______________________

Training initiation date ___________________ Home Conf. ______________________________________

Certification requirements

Prerequisites
1. Be at least 18 years old. ................................................................. ☐
2. Be at least 8 years older than your unit members. ......................................................... ☐
3. Be a baptized Seventh-day Adventist Christian who loves Jesus and is willing to share this love
   in both word and deed. .................................................................................. ☐
4. Hold a Pathfinder Basic Staff Training Certification. ......................................................... ☐
   Date ___/___/____   Reviewing MG ________________________________________________

Seminars
PYSO 121 Discipling and Discipline: An act of discipling
   Date ___/___/____   Event/Loc, ____________________ Instructor sig. ______________________

PFAD 100 The Pathfinder Club Chain of Command: The counselor’s support team
   Date ___/___/____   Event/Loc, ____________________ Instructor sig. ______________________

PFAD 101 The Counselor’s responsibilities
   Date ___/___/____   Event/Loc, ____________________ Instructor sig. ______________________

RCSF 120 Safety and the Counselor
   Date ___/___/____   Event/Loc, ____________________ Instructor sig. ______________________

PYSO 124 The Counselor’s relationship with the Pathfinder
   Date ___/___/____   Event/Loc, ____________________ Instructor sig. ______________________

Required Field Work
1. Take part in a commissioning ceremony after seminar training and before active service begins. ...... ☐
   Date ___/___/____   Event/Loc. ______________________________________________________

2. Be an active Pathfinder staff member for a year.

3. Establish a mentoring relationship with an experienced counselor. Document the conversations,
   advice and evaluations of your service that they share with you over the course of a Pathfinder year.. .... ☐
   Mentor Name ___________________________________________ Phone ______________________

Continued on back.
4. Participate in a daily Bible reading or devotional plan for at least six months. Use of an audio or video Bible is acceptable. ............................................................
   Name of Bible Reading Plan _________________________________________________________

5. Create a Portfolio that contains the handouts and your personal notes from the seminars you attend. Include copies of your notes and documentation that shows completion of field work requirements. ............................................................

Recommended Field Work

1. Hold a current CPR certification from a nationally recognized organization. .................
   Date ___/___/____   Issuing agency __________________________________________________

2. Hold a current First Aid certification from a nationally recognized organization. .............
   Date ___/___/____   Issuing agency _________________________________________________

Reviewing Master Guide use only

I have completed a review of the participants Portfolio and Counselor JumpStart Check List and have found them to have completed the requirements for this certification.

Training completion date ______________________ Signature ________________________________
Name __________________________________________________________________________________
E-mail _______________________________________________ Contact phone _______________________
Home Conf. __________________________________________________

Failed review instructions

In the event of a failed review, the reviewing Master Guide should return the Portfolio to the participant along with a written note explaining what additional work or documentation must be completed to receive a pass.

Reviewing Master Guide disclaimer

Completion of this training curriculum does not guarantee the bearers overall qualification to lead, nor does it give a guarantee of ability, aptitude, or placement. It simply marks completion of a training curriculum.

This space purposefully left blank.
Participant information

Name_________________________________________________________________________________________________________

E-mail________________________________________________________________________________________________________

Contact phone________________________________________________________________________________________________

Training initiation date ___________________ Home Conf.__________________________________________________________________________________________________

Certification requirements

Prerequisites

1. Be at least 18 years old. □
2. Be a Seventh-day Adventist Christian who loves Jesus and is willing to share this love in both word and deed. □
2. Hold a Pathfinder Basic Staff Training Certification. □

Date ___/___/____   Reviewing MG __________________________________________________

Seminars

LEAD 001  Introduction to leadership skills
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

LEAD 150  Introduction to recruiting, screening and training staff
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

LEAD 122  Dealing with the conference and your local church board
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

PYSO 120  Introduction to discipline
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

WILD 001  Survey of camping and camp out planning
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

EDUC 200  Teaching Investiture Achievement: Intent and organization
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

FINA 100  Handling finances
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

PYSO 207  Dealing with parents
Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

Continued on back.
**Required Field Work**

1. Establish a mentoring relationship with an experienced director. Document the conversations and advice that they share with you over the course of a Pathfinder year.

   Mentor Name _____________________________________ Phone _______________________

2. Read the *Pathfinder Staff Manual* and compile a list of action items for the upcoming Pathfinder year.

3. Create a Portfolio that contains copies of your Pathfinder Calendar, meeting schedules, permission slips and other paperwork that shows your leadership of a club during the year. Include handouts and your personal notes from the seminars you attend and copies of your mentoring notes and action plans as you complete requirements 1 and 2.

**Reviewing Master Guide use only**

I have completed a review of the participants Portfolio and Director Check List and have found them to have completed the requirements for this certification.

Training completion date ___________________________ Signature __________________________________

Name _______________________________________________________________________________________

E-mail ___________________________________________ Contact phone ______________________________

Home Conf. ___________________________________________________________________________________

**Failed review instructions**

In the event of a failed review, the reviewing Master Guide should return the Portfolio to the participant along with a written note explaining what additional work or documentation must be completed to receive a pass.

**Reviewing Master Guide disclaimer**

Completion of this training curriculum does not guarantee the bearers overall qualification to lead, nor does it give a guarantee of ability, aptitude, or placement. It simply marks completion of a training curriculum.

---

This space purposefully left blank.
Pathfinder Leadership Certification Check List

Participant information

Name ____________________________________________________________
E-mail ___________________________________________________________ Contact phone _____________________________
Training initiation date ___________________ Home Conf. ___________________________________________________________

Certification requirements

Prerequisites

1. Be a Master Guide. ................................................................. ☐
   Date ___/___/____   Investing Conf.  ________________________________________________________________

2. Hold a Pathfinder Basic Staff Training Certification or have completed an earlier Pathfinder BST program ................................................................. ☐
   Date ___/___/____   Reviewing MG  __________________________________________________________________

3. Be an active Pathfinder staff member ............................................ ☐
   Church ___________________________________________ Phone _____________________________

Seminars

PFAD 110  Pathfindering as a ministry
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

PFAD 113  Investiture Achievement as ministry
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

PFAD 112  Counseling as a ministry
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

PYSO 204  Dealing with attitudes
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

OUTR 117  Evangelism by and with the Pathfinder Club
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

OUTR 111  Creative witnessing
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

SPRT 204  Mentoring staff in personal and spiritual growth
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

Continued on back.
SPRT 105 Leading young people to Christ

Date ___/___/____ Event/Loc, ____________________ Instructor sig. ________________________

**Required Field Work**

1. Read the AY Encounter Series II, *Christ the Church*, or participate in another daily Bible reading plan for at least six months. Use of an audio or video Bible is acceptable...

   Name of Bible Reading Plan ____________________________________________________________

2. Hold a current CPR certification from a nationally recognized organization. .......................

   Date ___/___/____ Issuing agency ______________________________________________________

3. Hold a current First Aid certification from a nationally recognized organization. ...............  

   Date ___/___/____ Issuing agency ______________________________________________________

4. Read or listen to a book on leadership, preferably one on ministry leadership. Prepare an action plan indicating how you intend to implement the things you have learned into your Pathfinder ministry. Carry out that plan and evaluate the results.  

   Book title ____________________________________ Author ___________________________

5. Develop a written, comprehensive plan for a year of Pathfinder programming. Beyond activities, it should include specific goals and action steps for spiritual and outreach ministry. ...

6. Create a *Portfolio* that contains copies of your Pathfinder Calendar, meeting schedules, permission slips and other paperwork that shows your leadership of a club during the year. Include handouts and your personal notes from the seminars you attend and copies of your notes and work as you complete requirements 1 to 5.  

**Reviewing Master Guide use only**

I have completed a review of the participants *Portfolio* and *Leadership Check List* and have found them to have completed the requirements for this certification.

Training completion date ___________________ Signature ________________________________________

Name __________________________________________________________________________________

E-mail ______________________________ Contact phone ________________________________

Home Conf. ____________________________________________________________________________

**Failed review instructions**

In the event of a failed review, the reviewing Master Guide should return the Portfolio to the participant along with a written note explaining what additional work or documentation must be completed to receive a pass.

**Reviewing Master Guide disclaimer**

Completion of this training curriculum does not guarantee the bearers overall qualification to lead, nor does it give a guarantee of ability, aptitude, or placement. It simply marks completion of a training curriculum.

*This space purposefully left blank.*
Participant information

Name __________________________________________________________________________________

E-mail _______________________________________________ Contact phone _______________________

Training initiation date ___________________ Home Conf. ________________________________________

Certification requirements

Prerequisites

1. Be a Master Guide. ................................................................. □
   Date ___/___/____   Investing Conf. __________________________________________________

2. Hold a Pathfinder Basic Staff Training Certification or have completed an earlier Pathfinder BST program ................................................................. □
   Date ___/___/____   Reviewing MG __________________________________________________

3. Be an active Pathfinder staff member ................................................................. □
   Church _________________________________ Phone ___________________________

Seminars

LEAD 105 Seven principles of youth leadership
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

LEAD 151 Staff recruiting and selection
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

LEAD 152 Staff training
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

LEAD 153 Staff evaluation and correction
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

LEAD 154 Staff retention and appreciation
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

PYSO 214 Dealing with diversity
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

PYSO 209 Dealing with interpersonal conflict
   Date ___/___/____   Event/Loc, ____________________  Instructor sig. ________________________

Continued on back.
Take one (1) additional seminar of your choosing with a LEAD or PYSO prefix.

Seminar ID __________________________ Seminar title ____________________________________________

Date ___/___/____   Event/Loc. ____________________  Instructor sig. ________________________

**Required Field Work**

1. Read the AY Encounter Series III, *Christ our Redemption*, or participate in another daily Bible reading plan for at least six months. Use of an audio or video Bible is acceptable. ........................................

   Name of Bible Reading Plan __________________________________________________________

2. Hold a current CPR certification from a nationally recognized organization. ..........................

   Date ___/___/____   Issuing agency ____________________________________________________

3. Hold a current First Aid certification from a nationally recognized organization. ..................

   Date ___/___/____   Issuing agency ____________________________________________________

4. Read or listen to a book on any one of the seminar topics that are part of this certification. Prepare an action plan indicating how you intend to implement the things you have learned into your Pathfinder ministry. Carry out that plan and evaluate the results. ..........................

   Book title ____________________________________ Author ___________________________

5. Plan, carry out and evaluate a team building event of at least three hours duration for your Pathfinder Staff. ..........................................................

   Date ___/___/____   Location _______________________________________________________

6. Develop a written, comprehensive plan for a year of Pathfinder programming and ministry. It must include your staff training events, job descriptions, evaluation procedures and a debrief on how the year went. ..........................................................

7. Create a *Portfolio* that contains copies of your notes, plans and work as you complete requirements 1 to 6. Include handouts and your personal notes from the seminars you attend. ............

**Reviewing Master Guide use only**

I have completed a review of the participants *Portfolio* and *Staff Leadership Check List* and have found them to have completed the requirements for this certification.

Training completion date ___________________ Signature ______________________________________

Name __________________________________________________________________________________

E-mail _____________________________________________ Contact phone _______________________

Home Conf. ____________________________________________________________________________

**Failed review instructions**

In the event of a failed review, the reviewing Master Guide should return the Portfolio to the participant along with a written note explaining what additional work or documentation must be completed to receive a pass.

**Reviewing Master Guide disclaimer**

Completion of this training curriculum does not guarantee the bearers overall qualification to lead, nor does it give a guarantee of ability, aptitude, or placement. It simply marks completion of a training curriculum.

This space purposefully left blank.
This page purposefully left blank.
This page purposefully left blank.
NEW Pathfinder Staff Training (AYMT)

Adventist Youth Ministries Training (AYMT) For Pathfinders is a curriculum of learning designed to provide role specific training for adult Pathfinder club staff members. While it’s primary targets are those who have been invested as Master Guides, it also provides structured training for staff who have not yet earned their Master Guide class, as well as some direct connection to the Master Guide Curriculum.

It is important for all church workers, both professional and volunteer, to continue to learn, to be familiar with current trends and to make training part of their life style. The purpose of AYMT is to provide the framework for that life long training.

The AYMT framework provides for standardized departments, seminar nomenclature and descriptions. These seminars and related fieldwork are then organized into certification programs as approved by the appropriate North American Division Youth Ministry (NAD) committee with General Conference participation. The system is designed to allow flexibility in many areas, and provides opportunities for unions and conferences to develop additional certifications and seminars that meet their specific needs.

AYMT Rollout Dialogue/Timeline

AdventSource and I have receive a number of calls seeking resource manuals for the newly authorized AYMT certifications. Conferences are wrestling when to roll-out this new program and with what to do with PLA/PIA (and when).

In short, as noted in the Pathfinder Staff Training (AYMT) Program Description, it is not our intent to provide full, narrative resources as were provided for the PLA and PIA. However, I did overlook the fact that the program guide did not include the seminar descriptions for the seminars. Brad Forbes suggested I issue a short document with those course descriptions and some pointers to good resources. They are under way, but not fast enough. Keep an eye on the Pathfinder web site, they will be there very soon.

As an added note of explanation, conferences are certainly welcome to continue the training programs they have already established based on the PLA and PIA awards.
Introducing AYMT (Adventist Youth Ministry Training) for Pathfinder Staff

Adventist Youth Ministries Training (AYMT) For Pathfinders is a curriculum of learning designed to provide role specific training for adult Pathfinder club staff members. While it’s primary targets are those who have been invested as Master Guides, it also provides structured training for staff who have not yet earned their Master Guide class, as well as some direct connection to the Master Guide Curriculum.

It is important for all church workers, both professional and volunteer, to continue to learn, to be familiar with current trends and to make training part of their life style. The purpose of AYMT is to provide the framework for that life long training.

The AYMT framework provides for standardized departments, seminar nomenclature and descriptions. These seminars and related fieldwork are then organized into certification programs as approved by the appropriate North American Division Youth Ministry (NAD) committee with General Conference participation. The system is designed to allow flexibility in many areas, and provides opportunities for unions and conferences to develop additional certifications and seminars that meet their specific needs.

Download the Complete Program Overview (2.3 MB PDF)

Resources for those wishing to Earn the AYMT Awards (include checklists--sign-off cards & Portfolio Covers):

- Basic Staff Training Checklist (868 KB PDF)
  - Printable Portfolio Cover (PDF)
- Counselor Jumpstart Certification Checklist (960 KB PDF)
  - Printable Portfolio Cover (PDF)
- Director Certification Checklist (681 KB PDF)

Prior to AYMT / Fundamental Assumptions

AYMT is based on certain assumptions about leadership development and training within Adventist Youth Ministry:

- The Master Guide Class is the expert, the advisor, the promoter for Adventurers and Pathfinders. The Master Guide Class is the top level of class achievement, of investiture. It is the “Ph.D.” of club ministry.
- The Basic Staff Training Course (BST) is primarily intended to introduce new staff to its related club ministry.
- Adventurer Leadership Growth (ALG) is intended as continuing education for Master Guides in Adventurer ministry.
- The Pathfinder Leadership Award (PLA) and the Pathfinder Instructors Award (PIA) were intended as continuing education for Master Guides in Pathfinder ministry.

The problems with the PLA

Almost two decades of experience with the PLA indicate that a better system could be developed. The seminar content had a few holes, but in general the content is broad, deep and strong. However, the framework, the structure, has proved to be problematic:

- There is much confusion on how long it should take to complete this award. Part of this is due to listed minimums being set woefully low. The original intent was for this award to take from five to eight years to earn, but in many places individuals and conferences are trying to complete it in as little as a year. An example of impossible short minimum time can be found in PLA, Section II - New Skills Development, Part B. Camp Planning and Programming.

  It says to take a minimum of two hours to cover the following topics: Purpose & objectives of camping, kinds of camping, camp out planning, site selections and setup, safety, first aid, first aid kits, search and rescue techniques, cooking, wild edible plants, wilderness survival, orienteering, Sabbath programming, cold weather camping.

  It does say a minimum of two hours, but most people treat that as the standard, and two hours is barely enough time to introduce...
What We Are Seeking in AYMT Training

What are we seeking in staff training?

- It should focus on both ministry and skill development.
- A level of completion should be obtainable in a reasonable period of time.
- It should promote continuous, long term training.
- It should allow for future expansion.
- It should include active learning activities.
- It should target specific leadership roles as well as general leadership.
- It should allow general classes to be used in curricula in different ministries, enabling cross training, and more efficient training events.
- It should also be flexible enough for staff training in other youth ministries and to allow content change, updating and creation without requiring restructuring.

AYMT Certifications

The AYMT answer: Certifications

Faced with the desire to provide a more efficient training curriculum, a need to fix the problems of the PLA and PIA, and include good content, AYMT Certifications were created.

The basis of the certifications are:

- Role specific learning
- One year time frames (See Time frame polices on the following page.)
- Required field work • 5-8 seminars per certification
- Portfolio completion as a form of evaluation and integrity review
- Mentoring
- Conference level creation options The format will be very familiar to anyone who has taken college classes, whether they completed a degree or not. The analogy fails on one major
point; In this case you have earned the top degree before taking "classes." That is, you have been invested as a Master Guide."

Now you:

- Choose a certification (speciality)
- Attend seminars (classes)
- Do field work (homework)
- And submit a portfolio (have it graded - pass/fail) * Because of the flexibility of the framework, we can also provide certain pre-MG certifications as well. The arrangement of seminar groups will also be recognizable to those who have some college experience.

There are departments of study that relate to common areas of ministry such as Leadership, Finance, Religion and Psychology. And there are ministry specific departments of study such as Adventures, Pathfinders and Master Guides. Certifications draw from multiple departments to offer unique combinations related to an individual's role in ministry.

The Basis of AYMT Certifications Are...

- Role specific learning
- One year time frames (See Time frame polices on the following page.)
- Required field work
- 5-8 seminars per certification
- Portfolio completion as a form of evaluation and integrity review
- Mentoring
- Conference level creation options

You can download the new AYMT: Pathfinder Staff Training Program Description from the Pathfinder Website. Also portfolio covers and individual checklists ...