



Prayer, Welcome and Introduction — Armando Miranda, Jr.

PI #20.01 2020 Playbook Report

Armando shared the 2020 Playbook video on the leadership summit in Albuquerque, NM, Sept. 3-5, 2020. You need to bring your local club and ministry leaders. All of them! May 1 is the early bird deadline. See the website at:

<https://adventistyouthministries.org/news/480-nad-2020-oneteam-playbook-ya-leadership-convention>

Comments from the floor...

- We would like monthly updates (e-mails) on this event and others, with all the data (dates, deadlines, websites, etc.) to share down line so that Conf. YD's don't have to spend time to collect the data in order to share it with their local directors.

PI #20.02 AdventSource Report

The *Pathfinder Club Quickstart Guide* has been updated and is available to download at AdventSource, Ministry+. You can also order printed copies.

We are updating the *Pathfinder Bible* from Thomas Nelson. We have a 16 page insert in the front of the Bible that shares Pathfinder Cub information that is relevant to Pathfinders.

We are working on the Pathfinder Club Kit that was proposed last year. This kit would include a *Club Handbook*, *Drill and Marching Guide*, *Honors Guide*, and *Uniform Guide*. The kit would also include Investiture Achievement Curriculum materials.

PA 2020.01 AdventSource Report

Voted: Received the report.

PI #20.03 Resource Report

Glen Milam presented...

Explanation of AYMT

Adventist Youth Ministries Training (AYMT), is a curriculum structure and framework that provides continuing education for volunteer staff in Y&YA Ministries via role and interest specific Certifications designed to be completed in a year or less.

When you earn a Certification, you complete workshops, work with a mentor, complete fieldwork, and prepare a documentation/resource portfolio, all to further your skills as volunteer staff in youth and young adult ministry.

You earn Certifications via AYMT, much the same as you earn a degree from a university. You can't earn an AYMT, just as you cannot earn a university.

Certifications are not levels of youth curriculum in which you are invested, such as Busy Bee, Friend, or Master Guide. You are not invested in a certification, nor are you invested in AYMT.

Minutes 2.26.20

Pathfinder Advisory

Dallas, TX

2:30 -5:30 PM

Officers present

Chair - Armando Miranda Jr., NAD
Rec. Secretary - Glen Milam, NAD
Ex-officio - Tracy Wood, NAD
Ex-officio - Vandeon Griffin, NAD
Ex-officio - Andres Peralta- GC

Attendance

Alcon, Javier
Betlinski, Carolyn
Brower, Richie
Campos, Michael
Carmichael, Gregory
Clairmont, Orien
Clapp, Gene
Craig, David
Cruz, Manny
Cruz, Samuel
Deluy, Magdala
Forbes, Brad
Gomez, Ada
Graham, Patrick
Grundy, Marc
Gutierrez, Daniel
Gutierrez, Yissuary
Harris, Craig
Hernandez, Andrew
Hernandez, Lily
Hill, Chris
Hill, Don
Hill, Randy
Intong, Selvin
Jean-Pierre, Lyns (French translator)
Johnson, Eric A.
Johnson, Rogers
Lashier, Natine
Lewis Chester
Martin, Edwin
Martin, Edwin
Martinez, Mercy
McKenzie, David
Menzueto, Ariel
Moody, Helvis
Morrison, Glen
Morrow, Glen
Nelson, Lonny

Draft

O'Ffill, Mark
 O'Ffill, Sherilyn
 Pagán, Jaceil
 Perez, Pedro
 Petry, Ann
 Petry, Lyle
 Plata, Arnold
 Plata, Dixie
 Posthumus, Azriel
 Powers, Leanna
 Prangle, Beverly
 Reeve, Derral
 Rogers, Karsten
 Rogers, Ken
 Rojas, Lydia
 Sager, Denison
 Scribner, Rachel
 Sharp, A. Malaika
 Stewart, Stephen
 Tenorio, Paulo
 Thompson, Charles
 Velez, Daniel
 Verduzco, Fernando
 Villarreal, Norma
 Vogler, Paula
 Wade, Roger
 Wahl, Brian
 Watson, Hermia
 Whitlow, Dan
 Ziesmer, Becky

Update on Certifications for Pathfinder leaders

AdventSource will be releasing *Workshop Resources for Presenters* and *Participant Guides* in the next two months for:

- Basic Staff Certification
- Instructor Certification
- Counselor Certification (Enlarged and no longer “Jumpstart.”)
- Secretary/Treasurer Certification
- Director Certification

The **NAD AYMT Management Team** continues to develop course outlines for workshops and improvements to certifications as the format goes Y&YA ministries wide. The following graphic will show how the currently planned Certifications relate to the various ministries of NAD Y&YA Ministries. We will need to make a concerted effort to help ministry volunteers recognize that many of the Certifications work across ministries and are intended for them to complete even if it does not feature their specific ministry name in the Certification title.

	Adventurers	Pathfinders	Youth Ministry	Young Adults
<i>Basic Training</i>	<i>Basic Staff Training</i>	<i>Basic Staff Training*</i>	<i>Basic Youth/YA Ministry Training</i>	
<i>Pre-Master Guide/SYL Certifications</i>	<i>Instructor</i>	<i>Instructor</i>	<i>IGNITE**</i>	<i>Young Adult Life**</i>
		<i>Director</i>		
		<i>Secretary/Treasurer</i>		
	<i>Director</i>	<i>Counselor</i>	<i>ENGAGE**</i>	<i>Growing Young Adventists**</i>
		<i>TLT Mentor*</i>		
		<i>TLT Club Director*</i>		
	<i>Secretary/Treasurer</i>	<i>TLT Area Coordinator*</i>	<i>MOVE**</i>	<i>Adventist Christian Fellowship**</i>
<i>TLT Instructor*</i>				
<i>TLT Conference Coor. *</i>				
<i>Investitures</i>	<i>Master Guide</i>		<i>Senior Youth Leadership</i>	
<i>Post-Master Guide/SYL Certifications</i>	Staff leadership** Camping leadership** Wilderness leadership** Outreach leadership** Drill Instructor** Area Coordinator** Event Coordinator** Drum Corp Instructor** Mentor** Safety and Risk Management** Workshop Presenter** Children Special needs** Evangelism through Social Media** Disaster Response**			
	* Available online ** Under development			

Update on Certifications for Pathfinder leaders

- We had zero response to our request last year seeking volunteers to develop a *Flag Manual* that covers aspects of flag display and respect for the six nations of the NAD. Interested parties should contact Glen at glenmilam@myactv.net
- We have completed our first full cycle review phase of the *Pathfinder Staff Manual*. It will now move on to administrative review and editing.
- We have started development of a *Coordinator and Conference Level Pathfinder Staff Handbook*.

Comments from the floor...

- Do we need to approve an NAD Drum Corp program?
- Donny Gore and Dixie Plata have volunteered to work on a flag manual.

PA 2020.02 Resource Report

Voted: Receive the report.

PI #20.04 Honors Report: New Honors

Jaceil Pagán and Mark O’Ffill reported on new honors and planned resources...

- **Braille**
Skill Level: 1. Category: Spiritual Growth, Outreach, and Heritage
- **Mosaic Tile**
Skill Level: 1. Category: Vocational
- **Poetry & Song writing**
Skill Level: 1. Category: Arts, Crafts, and Hobbies
- **Praise & Worship**
Skill Level: 2. Category: Spiritual Growth, Outreach, and Heritage
- **Street Art**
Skill Level: 2. Category: Arts, Crafts, and Hobbies
- **Tile Laying**
Skill Level: 3. Category: Vocational
- **Video and Advanced**
Skill Level: 1 & 2. Category: Vocational
- **First Aid series:** To rescind the name change of the First Aid series of 2019; rename Red Alert to Red Alert I, rename First Aid – Basic to Red Alert II, rename First Aid – Standard to First Aid; retire First Aid, Advanced First Aid Series

The Honors Task Force intends to begin production of lesson plans and suggested time frames for all honors and will require their inclusion in all future honor submissions from the field.

PA 2020.03 Honors Report: New Honors

Voted: To recommend to the Executive Committee the adoption of these honors and the alterations to the First Aid series.

Y&YAExA 2020.04 Voted to approve.

PI #20.05 Honors Report: Teaching Statement

The North American Division’s AY Honors Task Force recommends to the following Statement of Teaching AY Honors to be included in all printed AY Honors materials, including the Honors Wiki resource.

“Since the inception of the Pathfinder Ministry, honors have had a central role in the development of young men and women for Christ. The purpose of earning honors is to introduce young people to vocations, interests, or hobbies that would provide productive life skills. Another purpose is to create a bond between the Pathfinder and their instructors, as they are mentored in these new skills; this bond would not only bind individuals but would also bind our young people to their

local church family and to Christ.

It is the North American Division’s AY Honors Task Force goal that these two purposes be honored as we continue to develop and adapt the Pathfinder Ministry to prepare for the next generation of young people to join Pathfinders.

During this last generation a new trend in honors has emerged; the unstated goal by many Pathfinders, or the adults in their lives, to amass the largest number of honors possible. At many events, honors are being taught to mass groups and/or in timeslots that neither afford the Pathfinder an opportunity for internalizing the information presented nor interaction with the instructor. Thus, these honor sessions fail to provide the opportunity for either of the purposes of earning an honor.

At times, organizations have even turned to providing poster honors to allow the young person to walk through a space, record a few pieces of information on a page and be rewarded with a patch. While this might be a useful first step in ingesting the basic knowledge to eventually learn a skill, most any educator will verify that this methodology is insufficient for a young person to truly learn and internalize the information.

We, the North American Division AY Honors Task Force, resolve to declare the following tenets to those instructors preparing to teach honors to our young people:

First, Adventist Youth (AY) honors are an intrinsic component of the Pathfinder Ministry in leading young people to Christ, and as such, should not be rushed. IF an honor cannot be taught in the time allocated, it should NOT be taught, unless there is a schedule for completion.

Second, the requirements of an honor are designed to inspire multiple levels of learning to internalize information. Instructors must become proficient with the content of the AY Honor requirements, its layout, and structure, in addition to the materials that are required to instruct the honor appropriately. For an honor to be duly earned, all requirements must be fulfilled.

Third, honors may age due to changing technologies and learning trends. Instructors who have recommendations or changes to certain requirements are invited to submit them to their local Conference Youth/ Pathfinder Ministries Department and/or the North American Division AY Honors Task Force.

Finally, we ask that instructors take the time necessary with each Pathfinder to create a bond with their students; true success in the Pathfinder Ministry is measured in the bonds that are created between the young person and members of their church family.

We thank you for consideration of these matters and we prayerfully request that Pathfinder leaders throughout

the North American Division take a few moments to reflect on the role of honors within their personal ministry to young people.

For more details, refer to the Philosophy of NAD AY Honors, found here: <http://bit.ly/NADYMHonors>

Comments from the floor...

SDACC - There are other places besides Oshkosh where honors are being handed out. Perhaps a statement about events, where honors are done that the patches should not be handed out.

MAU - The problem is us. We need to be accountable as teachers.

SWU - Really appreciate this statement

NPU - How will this affect the teaching of honors at Oshkosh camporees?

NAD - In the past, honor instructors were told that they had the option to modify individual requirements due special needs, availability of new information or techniques, unavailability of supplies due to discontinuation of production, etc., so long as the replacement held to the intent and scope of the requirement. Does this statement alter that understanding?

Unions not listed had no additional comments or questions.

PA 2020.04 Honors Report: Teaching Statement

Voted: To recommend to the Executive Committee the adoption of the honors statement.

Y&YAExA 2020.05 Voted to not accept as written. It needs to be rewritten in a more positive tone and tenor..

PI #20.06 TLT Report

Tracy Wood presented...

- All conference appointed TLT directors are welcome to join the online TLT Focus Group.
At CIC we had 316 TLT volunteers who worked for at least 4 hours each. 40 volunteered for 16 hours each. A total of 1550+ hours of work were donated.
We had more requests volunteer assistance than we could fill.
- See TLTMinistry.org for online training courses, staff training handouts, and training workshops.
- Club Director and Staff Ops webinars will be posted on FB on the TLT page on March 11, May 13, July 15, Sept. 9, Nov. 4.
- TLT Network and Training (old TLT Focus Group) meets on March 11, May 13, July 15, Sept. 9, Nov. 4, 2020. This is a Zoom video

conference from 8:00-9:30 pm (eastern) and is open to all TLT leaders. We typically have from 5 to 12 attend. Once they join, the keep coming back.

PA 2020.05 TLT Report

Voted: Receive the report.

PI #20.07 PBE Report

Gene Clapp presented...

- 209 teams in Rockford IL, including 40 from the British Union.
- Study Books this year: Ezra, Nehemiah, Hosea, Jonah, Amos, Micah. Our date is April 17 & 18, in Salem Oregon at the Oregon State Fair Grounds Pavilion. The Pathfinder Museum will have a display as well as some displays by Adventist Schools. Teams should fly into Portland.
- TED will hold a division level testing on April 25 in Amsterdam, NL.
- 2021 Division level testing will be held in somewhere in the Atlantic Union. The books will be Hebrews, James, 1st and 2nd Peter.
- The Auto Challenge will be modified next year to include all answers.
- We are developing a digital App for learning and testing. We hope to have a beta test version available in 2022.
- The current manual is available on the Club Ministries website.

From the floor:

- Can we invite camps and AACCP to display?
- It would help to promote the speaker and other things to see in case there are those who feel they have been there and done that.

PA 2020.06 PBE Report

Voted: Receive the report.

PI #20.08 IA Report

Dan Whitlow presented...

- Much of our current focus is on the Pinterest page and getting resources posted.
- We would love to have creative local people submit resource materials to us for inclusion.
- We also deal with curriculum mistakes or changes that are recommended from the field.
- You can find the most up to date data at InvestitureAchievement.org
- Materials are available in Spanish with some available in French.

PA 2020.07 IA Report

Voted: Receive the report.

PI #20.09 Resource Union roundtables

Each Union was asked to compile a list of resources needed for Pathfinders in NAD. Unions submitted handwritten lists. Top ranked items from each Union are in dark type.

AU

1. **Develop a training for PBE Coaches.**
2. Develop training for new Conf. Youth Directors including info about the structure of youth ministries, available resources, etc.
3. Web based training.
4. Web based place for the community to share resources.
5. Something for the community from Pathfinders.
6. New Can Collecting brochures
7. Resources about risk management issues
8. IA app for Pathfinders to use, especially containing devotional readings.

CU

9. **App development for IA**
10. Ideas for teaching IA
11. More attractive materials
12. Links to Kahoots
13. Leadership training on line
14. App for the data collection
15. PF info Hub
16. Repository of camporee and fair activities as well as themes
17. Better risk management guidance with more details like incident check files.

LU

18. **Glow tract type brochure describing what Pathfinders is.**
19. Online training for AYMT and Master Guide Skills section 31
20. Video Library of training for conference coordinator
21. Video Library of uploaded conference training workshops.
22. Press release for Pathfinders, including one for a new club starting, PBE event, and IA.

MAU

23. **Promotional Material for Pathfinder Ministry. With out dates on it. Brochures and/or videos explaining Pathfinders.**
24. An electronic MG Personal Portfolio like Kan/ Neb has produced.

PUC

25. **PPT and Keynote slide templates for AYMT Certifications so they have a similar look.**
26. Youth speakers at PBE.

NPU

27. **Evaluate/Create curriculum to appeal to introverts and quiet people.**
28. Idea resources (like Youth Specialties) including online mixers, devotional thoughts, etc.
29. Glad to have a Coordinator Training coming.
30. Evaluate entire Pathfinder program through the lens of the Adventist message of Hope and Healing.
31. Resources for teen programing beyond MG and TLT.

SU

32. **Area Coordinator Training: How to be one, Goals, Objectives, Standards.**
33. Resources for Area Coordinators: Certifications and Playbook event training for AC's.
34. Find a way to let leaders know when things change. This would include better communications from NAD (e-mail link?), push notifications rather than pull where you have to look it up, once a month or quarterly reports of what to look for, new resources etc.
35. Develop a promotional video to use in churches and the community. One for inviting new kids and families to join.

SDACC

36. **AdventSource in Canada as often the shipping fees are more than the cost of the product. This is especially needed for uniforms, pins, and patches. Perhaps the design could be released so SDACC could produce their own clothing etc.**
37. French material
38. We need sensitivity and compassion.
39. Share the Love at comparable rate (cost).
40. Remote online training to service all remote areas including refresher courses.
41. Provide training for leaders on how to use technology.

SWU

42. **We need time to implement new stuff.** There are almost too many choices and we can't do it all.