

TEXAS CONFERENCE YOUTH MINISTRIES

txYOUTH



PATHFINDER CONSTITUTION

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Revised January 2023

I. Statement

Pathfinders are a part of, and subject to, the leadership of the Texas Conference of Seventh-day Adventists.

II. Purpose

Our purpose is to carry out the mission of the Pathfinder Ministry in leading youth to Christ and train them for effective Christian Service. This is to be achieved by organizing and coordinating Pathfinder activities in the Texas Conference.

III. Goals:

- A. Work for the salvation of each Pathfinder with emphasis on spiritual and personal growth for a more intimate relationship with Christ.
- B. Train young people for witnessing, missionary service, and to help them become leaders.
- C. Help Pathfinders to understand that the church loves, appreciates, needs, and cares for them.
- D. Assist Pathfinders in developing a balanced physical, mental, social, and spiritual life.
- E. Teach Pathfinders skills and hobbies that will make their life meaningful and productive.
- F. Organize a Pathfinder club in every church for young people in and out of church.

IV. Roles and Responsibilities

1. Conference Pathfinder Lead Coordinator

- A. The Conference Pathfinder Lead Coordinator is selected by the Conference Youth Director
- B. The Conference Pathfinder Lead Coordinator is accountable to the Conference Youth Director
- C. The Conference Pathfinder Lead Coordinator serves a 3-year term of service with a maximum of two consecutive terms, if re-elected



- D. Qualifications are as follows:
1. Must be an Invested Master Guide.
 2. Must have a keen interest in, and experience in working with Pathfinders.
 3. Have church leadership experience and a member in good standing.
 4. Recommended to have experience in Pathfinder leadership for at least 3 years.
- E. Responsibilities are as follows:
1. At all Pathfinder Council Meetings, he/she:
 - a. Serves as chairperson.
 - b. Votes only to break a tie.
 - c. Has the right to veto
 2. Sends necessary Pathfinder materials and information to the Council Members, Area Coordinators, and appropriate church leaders.
 3. Assist the Conference Adventist Youth Ministries at Conference-wide functions, such as Camporees, fairs, conventions, rallies, etc., and conducting Pathfinder/Youth Training Courses.
 4. Assist the Conference Youth Director in selecting Area Coordinators based on recommendation from club directors.
 5. Any unfinished urgent business prior to a scheduled program can be immediately planned and activated by the Conference Pathfinder Lead Coordinator in consultation with the Conference Youth Director and two more Area Coordinators, provided that reasonable efforts were made to invite other council members.
- F. In the event the Conference Pathfinder Lead Coordinator is no longer able to carry out his/her duties, the Pathfinder Council will be actively involved in the recommendation and placement of the new Conference Pathfinder Lead Coordinator.

2. Conference Pathfinder IT/AV Coordinator

- A. The Texas Conference Pathfinder IT/AV Coordinator is selected by the Conference Pathfinder Lead Coordinator in consultation with the Conference Youth Director.
- B. The Conference Pathfinder IT/AV Coordinator is accountable to the Conference Youth Director, Conference Pathfinder Lead Coordinator and to the Pathfinder council.
- C. The Conference IT/AV Coordinator serves a 3-year term of service with a maximum of two consecutive terms, if re-elected.
- D. Qualifications are as follows:
 - 1. Recommended to be an Invested Master Guide, or be invested within 2 years.
 - 2. Have a keen interest in and appreciation for the Pathfinder Ministry.
 - 3. Have church leadership experience and good standing membership.
 - 4. Have experience in Pathfinder Leadership for at least two years.
- E. Responsibilities are as follows:
 - 1. At all Pathfinder Council Meetings, serve as chairperson in the absence of the Conference Pathfinder Lead Coordinator.
 - 2. Will assist in the planning and implementation of Conference Pathfinder activities.
 - 3. Serve as a resource person to the Pathfinder Area Coordinators and Pathfinder Directors across the Texas Conference.
 - 4. Assist the Texas Conference Pathfinder Lead Coordinator at Conference-wide functions, such as Camporees, fairs, conventions, rallies, etc., and conducting Pathfinder Training Courses.

3. Area Coordinators

- A. Area Coordinators are selected by the Conference Pathfinder Lead Coordinator, in consultation with the Conference Youth Director. The Pathfinder club directors of an area will nominate three individuals for Area Coordinator. The Conference Pathfinder Lead Coordinator and the Conference Youth Director will make the final decision.
- B. Area Coordinators are accountable to the Conference Youth Director, Conference Pathfinder Lead Coordinator, Pathfinder Council, and their local clubs and churches.



- C. Area Coordinators serve a 3-year term of service with a maximum of two consecutive terms, if re-elected.
- D. Qualifications are as follows:
 - 1. Must be an Invested Master Guide.
 - 2. Have experience in Pathfinder Leadership for at least two years.
 - 3. Not hold a position in a local Adventurer, Pathfinder, or Master Guide Club.
 - 4. Live in the area or be a member of a church in the area he/she is serving.
 - 5. Have church leadership experience and good standing membership.
- E. Responsibilities are as follows:
 - 1. Work in nurturing the existing clubs, and most importantly, planting new clubs.
 - 2. Have quarterly Director's Meetings in his/her area with additional meetings as necessary.
 - 3. Communicate regularly with all local clubs in his/her area for the purpose of:
 - a. Organizing and coordinating area activities.
 - b. Understanding local clubs' needs and challenges.
 - c. Conduct Empower Training once a year unless training is hosted by the Conference.
 - 4. Provide at Pathfinder Council meetings:
 - a. Current Pathfinder year of activities planned in their area.
 - b. Statistics of attendance and club involvement in area events.
 - 5. Support all church activities for Pathfinder, including but not limited to Pathfinder inductions and investitures.
- F. In the event the area coordinator is no longer able to carry out his/her duties, the Conference Youth Director in consultation with the Conference Pathfinder Lead Coordinator will nominate a new area coordinator.



4. Associate Area Coordinators

- A. The Associate Area Coordinator is selected by the Area Coordinator in consultation with the Conference Pathfinder Lead Coordinator and Conference Youth Director.
- B. Associate Area Coordinators are accountable to the Area Coordinators, Conference Pathfinder Lead Coordinator, Conference Youth Director, and their local clubs and churches.
- C. Associate Area Coordinators serve a 3-year term of service with a maximum of two consecutive terms, if re-elected.
- D. Additional Associate Area Coordinators can be added as the need rises and in consultation with the Conference Pathfinder Lead Coordinator and the Conference Youth Director.
 - 1. The ratio is one Associate Area Coordinator for every five (5) clubs.
 - 2. Selection should be spread among area churches (should not be all from the same church)
- E. Qualifications are as follows:
 - 1. Have experience in club ministry leadership for at least two years.
 - 2. Recommended to be an Invested Master Guide or be invested within two years.
 - 3. Recommended not to hold a position in a local Adventurer, Pathfinder, or Master Guide Club.
 - 4. Have church leadership and be in good standing.
- D. Responsibilities are as follows:
 - 1. Assist the Area Coordinators host area functions.
 - 2. Assist with the Directors meeting.
 - 3. Work closely with the Area Coordinator to meet the needs of the local clubs and area.
 - 4. In the absence of the Area Coordinator, may serve as Area Coordinator when requested by the Area Coordinator

5. Bible Experience Coordinator

- A. The Bible Experience Coordinator is selected by the Conference Pathfinder Lead Coordinator in consultation with the Conference Youth Director.
- B. The Bible Experience Coordinator is accountable to the Conference Pathfinder Lead Coordinator, Conference Youth Director, and Pathfinder Council.



C. The Bible Experience Coordinator serves a 3-year term of service with a maximum of two consecutive terms, if re-elected.

D. Qualifications are as follows:

1. Have a keen interest in and appreciation for the Pathfinder ministry.
2. Have Church leadership and be in good standing.
3. Recommended to be an invested Master Guide or be invested within 2 years.

E. Responsibilities are as follows:

1. To oversee organization of all area levels as well as Conference level program, from registration through completion.
2. To arrange for the needed personnel in a timely manner.
3. To arrange the meeting venue.
4. To serve as point of contact to provide NAD approved PBE related materials and resources to include test questions and answers.

6. Medical Coordinator

A. The Medical Coordinator is selected by the Conference Pathfinder Lead Coordinator in consultation with the Conference Youth Director.

B. The Medical Coordinator is accountable to the Conference Youth Director, the Conference Pathfinder Lead Coordinator, and to the Pathfinder Council.

C. The Medical Coordinator serves a 3-year term of service with a maximum of two consecutive terms, if re-elected.

D. Qualification are as follows:

1. Has a genuine interest in being at camp.
2. Enjoys the type of people for whom he/she provides care for.
3. Likes being part of a team.
4. Have a valid professional license in the state of Texas.
5. Be and invested Master Guide or be invested within two years.
6. Have church leadership experience and be in good standing.



- E. Responsibilities are as follows:
1. Put together a team of qualified health professionals to man the First Aid Station during Conference Pathfinder events.
 2. Keep appropriate documentation of all injuries and care rendered. This involves documentation of all over-the-counter medicines, first aid treatments, communication with parents, physicians, or any other off-campus facilities.
 3. Assess campers and staff who are ill or injured and determine if further medical attention is needed.
 4. Assist in stabilizing campers and staff requiring transportation to medical facilities.
 5. Responsible for the care of ill or injured event participants and staff and related administrative duties.
 6. Maintain inventory of supplies for the Medical Station.
 7. Collaborate with event administrators to implement policies and procedures that reduce injury or illness.

7. Drill and Marching Coordinator

- A. The Conference Drill and Marching Coordinator is selected by the Conference Pathfinder Lead Coordinator in consultation with the Conference Youth Director.
- B. The Conference Drill and Marching Coordinator is accountable to the Conference Youth Director, the Conference Pathfinder Lead Coordinator, and the Conference Pathfinder Council.
- C. The Conference Drill and Marching Coordinator serves a 3-year term of service with a minimum of two consecutive terms, if re-elected.
- D. Qualifications are as follows:
1. Must be an Invested Master Guide.
 2. Must have previous drill and club ministry experience.
 3. Must be able to demonstrate and teach the Pathfinder Drill Manual.
 4. Have church leadership and be in good standing.
- E. Responsibilities are as follows:
1. Work with Area Drillmasters.
 2. Help organize and establish protocol for public parades.
 3. Plan the marching related events for Conference Camporee.
 4. Keep the Pathfinder Leadership apprised of new marching criteria.
 5. Call the commands for formal Conference events.
 6. Attend Area Coordinators meetings, conference-wide



training events and camporees as requested.

7. Organize and lead in establishing color guard and drum corp.
8. Organize and lead yearly retreat.

8. TLT (Teen Leadership Training) Coordinator

- A. The Conference TLT Coordinator is selected by the Conference Pathfinder Lead Coordinator in consultation with the Conference Youth Director.
 - B. The Conference TLT Coordinator is accountable to the Conference Youth Director, the Conference Pathfinder Lead Coordinator, and the Conference Pathfinder Council.
 - C. The Conference TLT Coordinator serves a 3-year term of service with a maximum of two consecutive terms, if re-elected.
 - D. Qualifications are as follows:
 1. Must be an Invested Master Guide
 2. Have at least two years previous experience in Pathfinder leadership
 3. Have church leadership experience and in good standing.
 4. Must be able to demonstrate and teach the TLT curriculum.
 - E. Responsibilities are as follows:
 1. Establish TLT Area Coordinators.
 2. Work with local church clubs and areas.
 3. Organize and establish protocols for TLTs
 4. Plan TLT involvement for Conference events, including Camporee.
 5. Keep the Pathfinder leadership apprised of changes in the TLT program.
 6. Organize and lead the yearly Convention.
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- A. Is accountable to the Conference Youth Director and the Conference Pathfinder Lead Coordinator.
 - B. Council members shall be actively involved with Pathfinders and should attend all Pathfinder Conference events including, Empower Leadership Training, Coordinators Training, Texas Pathfinder Camporee, Bible Experience, and the Pathfinder Council Meetings. Missing an unreasonable number (20%) of Council Meetings or events may result in being removed from council membership.



- C. The Pathfinder Council Representatives shall consist of:
 - 1. The Conference Youth Director
 - 2. The Conference Pathfinder Lead Coordinator and Conference Pathfinder IT/AV Coordinator.
 - 3. The Area Coordinators and Associate Area Coordinators.
 - 4. The Bible Experience Coordinator
 - 5. The Drill and Marching Coordinator
 - 6. The Medical Coordinator
 - 7. The Conference TLT Coordinator
- D. Pathfinder Council Meetings are closed forum.
- E. The purpose of Pathfinder Council Meeting is to discuss and decide on any issues that concern and/or involve Pathfinders.
- F. The Pathfinder Council meets in person at least twice a year and virtually as needed. The purpose of these meetings is to:
 - 1. Make detailed plans for the events for the current calendar year.
 - 2. Set dates and make general plans for the following calendar year.
 - 3. Inform and train Coordinators of the latest news from North American Division.
- G. A quorum is a simple majority of the Council representative for Pathfinder Council Meetings.
- H. The Conference Youth Director or Conference Pathfinder Lead Coordinator will notify each representative a minimum of six weeks prior to each regularly scheduled Council Meeting.
- I. Voting privileges are as follows:
 - 1. Two (2) votes per area
 - 2. One (1) vote per Bible Experience Coordinator
 - 3. One (1) vote per Medical Coordinator
 - 4. One (1) vote per Drill and Marching Coordinator
 - 5. One (1) vote per TLT Coordinator

The Conference Pathfinder Lead Coordinator will vote only to break a tie and has the right to reject (veto) a decision.

The reason for the rejection needs to be stated and understood by members, who may challenge with a two-thirds vote. If a rejection is challenged, and is unresolved, it will be taken to the Conference Youth Director for a final resolution.



- J. Immediate family members, such as spouse, child or sibling may not be associates at any level. Married couples may hold one position and will be considered as one.
- K. All positions must take one year from any council position before they will be allowed to move into another position. The Conference Youth Director may make exceptions to this requirement.
- L. Cultural diversity is encouraged among council members at all levels.

VI. Language

The English version takes precedence over any translation where contradictions or disagreements exist.

VII. Council Performance Evaluation

All council members are subject to a formal procedure to measure council members' performance based on their job responsibilities.

1. To evaluate an individual's overall performance, identify their strengths and weaknesses, offer feedback, and help them set goals.
2. Yearly performance evaluation is based on area monthly reports and questionnaires from group members, self-assessment, and area directors.
3. Lead Coordinators should conduct performance reviews every year.



VIII. Area Funds Policy

Any funds collected by Area Coordinators are to be deposited with the area local church after prior approval of the church board, or with the Texas Conference Treasury. To properly account for your area's monetary transactions, the Area should not open a bank account; nor should a personal account be utilized for the purpose of depositing collected funds or writing expense checks. All monetary transactions must be accounted for by utilizing either the church account or the Conference Treasury Department. During Council, in January, all Areas need to present a monetary report to the Conference Pathfinder Lead Coordinator and Conference Youth Director.

Local Areas dues may not exceed \$7 per person, which may be increased only by a formal council meeting vote.

IX. Amendments

This Constitution may be amended, revised, and/or repealed at any duly called Pathfinder Council Meeting where a quorum is present. A quorum is a simple majority of the Pathfinder Council representatives by a two-thirds vote of the Pathfinder Council. Any amendments or revisions shall be presented as soon as possible to the Texas Conference Youth Director for approval.

Changes to the Constitution must be accepted by the Executive Committee.



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