

# Pathfinder Basic Staff Training Certification Seminar Descriptions



## **PFAD 001 Pathfinder Club ministry: It's purpose, history, and relationship to church, Adventurers and Ambassadors (1:15)**

This seminar presents an introduction to club ministry from the Pathfinder Club perspective. It compares and contrasts the programs and purposes of the three AY club types and their role in faith development. It also reviews other contact formats (Sabbath School and Church School) that the church uses to minister to youth, and provides a brief history of the AY club ministries, insignia, and programs, illustrating God's leading and care.

*Syllabus author: None • Date: None*

### **Instructor notes**

This seminar combines and condenses portions of three seminars from the prior *Pathfinder Basic Staff Training*: "What is Pathfinding?," "The TLT Program," and the "Pathfinder Adventurer Connection." It focuses on the segments the brand new staff need to know. For instance, they typically do NOT need to know how to run the TLT program, but they do need to know of what it consists.

## **PFAD 002 Introduction to Pathfinder Club organization (1:15)**

This seminar presents the structure of a club from unit to executive committee. It outlines job descriptions and expectations for each club leader and reviews the qualities of a Christian servant leader. Club structure from local to General Conference is outlined. It also covers club regulations on membership, attendance, forms etc. and Conference polices including reporting, finances, uniforms and insurance.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is the same seminar that has been covered in the *Pathfinder Basic Staff Training* since the 1980's, with the edition of a small section on qualities of a Christian servant leader, that used to be covered in the BST "Club Leadership."

## **PFAD 003 Introduction to Pathfinder Club programming and planning (1:15)**

This seminar reviews the mission and goals of Pathfinders and introduces the planning process. It then reviews the elements of the typical Pathfinder year and their format and/or sequence. This includes regular meetings, required forms and paperwork, honors, *Investiture Achievement*, Induction, Pathfinder Sabbath, camp outs, Investiture, service events, and Conference events.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is the same seminar that has been covered in the *Pathfinder Basic Staff Training* since the 1980's.

## **PFAD 004 Pathfinder Club outreach (1:15)**

This seminar focuses on how to minister to Pathfinders and how to enable them to minister to others. Six connections are covered: Staff to staff, Staff to Pathfinder, Pathfinder to Pathfinder, Club to church family, Club to community and Pathfinder to community. Techniques for integrating outreach opportunities into all Pathfinder activities will be shared.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is the same seminar that has been covered in the *Pathfinder Basic Staff Training* since the 1980's. The earlier *Pathfinder Basic Staff Training* called this seminar "Outreach Ministry."

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**PFAD 005 Introduction to basic drill (1:15)**

This seminar introduces staff to the rational and use of drill in the club. It focuses on teaching them the basic stationary drills used during a regular weekly meeting. It then introduces the basic formation movements of “Forward, March... Halt... Column Left, March... Column Right, March.” Proper flag use and simple parade commands will be demonstrated as time allows.

*Syllabus author: None • Date: None*

**Instructor notes**

This is the same seminar that has been covered in the *Pathfinder Basic Staff Training* since the 1980’s.

**PYSO 104 Developmental growth: Ages 10-15 (1:15)**

This seminar describes the mental, spiritual, physical and social growth and needs of the typical Pathfinder. It includes practical pointers on leading, nurturing, and disciplining them.

*Syllabus author: None • Date: None*

**Instructor notes**

This is the same seminar that has been covered in the *Pathfinder Basic Staff Training* since the 1980’s. The earlier *Pathfinder Basic Staff Training* called this seminar “Understanding the Pathfinder.”

**EDUC 001 Introduction to teaching (1:15)**

This seminar provides an introduction to learning styles, teaching styles, and teachable moments. It gives a brief introduction and summary to honors and *Investiture Achievement*, and encourages the use of outdoor and experiential learning. The 4 Core qualities of teaching will be introduced: Knowledge, Communication Skills, Interest, and Respect for students.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar and focuses more on teaching skills that work on all topics rather than on the specifics of honors or *Investiture Achievement*. Those items are covered in much greater detail in other certifications.

**MEDI 100 Introduction to medical, risk management, and child safety issues (1:15)**

This seminar covers introductory information on medical history forms, release forms, abuse prevention, *Shield the Vulnerable* requirements, staffing levels, transportation guidelines, emergency plans, and supervision. It also covers fast treatment of three common life threatening medical conditions of youth: asthma, allergies, and diabetes.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials.

# Pathfinder Instructor Certification Seminar Descriptions



## **EDUC 002 Understanding teaching styles**

This seminar gives a more in depth look at the concept of teaching styles introduced in EDUC 001. It gives a survey of historical styles and introduces new styles. Strengths and weaknesses of each style is discussed and participants are encouraged to evaluate their own style of teaching and take the necessary steps to become more effective instructors.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials. Trustworthy internet sites can provide large amounts of resource information and activities.

## **EDUC 003 Understanding learning styles**

This seminar gives a more in depth look at the concept of learning styles introduced in EDUC 001. It gives a survey of the styles, considers how to best reach a learner, and what not to do. Participants are encouraged to evaluate the styles of learning of their young people and what teaching and leadership changes they should make to become more effective in reaching their youth.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials. Trustworthy internet sites can provide large amounts of resource information and activities.

## **EDUC 004 Understanding multiple intelligences**

This seminar gives a more in depth look at the concept of intelligences introduced in EDUC 001. It gives a survey of the history and development of the concept of multiple intelligences. Participants are shown how to evaluate the intelligences of their young people and to determine what leadership techniques they should use to become more effective in reaching their youth.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

Trustworthy internet sites can provide large amounts of resource information and activities.

## **EDUC 200 Teaching *Investiture Achievement*: Intent and organizations**

This seminar presents the general outline and structure of the Investiture Achievement Curriculum. Special attention is given to the objectives, or intent, of the eight tracks of each level. These tracks are: Personal Growth, Spiritual Discovery, Serving Others, Making Friends, Health and Fitness, Nature Study, Outdoor Activities and Honor Enrichment. Understanding the intent beneath each track will help leaders implement specific IA requirements and/or modify and combine them as needed for teaching their unique group of young people. Practical suggestions for creative and dynamic instruction focused on active learning will be included.

*Syllabus author: None • Date: None*

### **Instructor notes**

While this seminar sounds similar to the “Teaching the Pathfinder Curriculum” seminar that was part of the *Pathfinder Basic Staff Training* since the 1980’s, it is really quite different as it focuses on the objectives of the instruction rather than teaching skills, which is now covered elsewhere. Primary source material can be found in the new Investiture Achievement materials, and at [investitureachievement.com](http://investitureachievement.com).

## **EDUC 230 Teaching AY Honors, general introduction**

This seminar takes a deeper look at the intent, rationale, variety, and exploration potential of *AY Honors* that were introduced in PFAD 003. Special emphasis is given to creating experiential learning activities to complete the honors as well as how to balance integrity of learning with conflicts of time, funding, and safety.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

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**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)**

This seminar considers the unique challenges and opportunities that a small club faces in leading and instructing the *Investiture Achievement* curriculum in a club that most likely does not have a Pathfinder at each level.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials. It is helpful if the instructor has experience in organizing the *IA* curriculum or a similar program such as the *AY Classwork* in a small group setting.

**EDUC 211 Practical applications for teaching *Investiture Achievement* in a medium size club (12-30)**

This seminar considers the unique challenges and opportunities that a medium size club faces in leading and instructing the *Investiture Achievement* curriculum.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials. It is helpful if the instructor has experience in organizing the *IA* curriculum or a similar program such as the *AY Classwork* in a medium size group setting.

**EDUC 212 Practical applications for teaching *Investiture Achievement* in a large club (over 30)**

This seminar considers the unique challenges and opportunities that a large club faces in leading and instructing the *Investiture Achievement* curriculum. Among other challenges, the club may well have too many Pathfinders in a single level to make experiential learning effective.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials. It is helpful if the instructor has experience in organizing the *IA* curriculum or a similar program such as the *AY Classwork* in a large size group setting.

**EDUC 213 Practical applications for teaching *Investiture Achievement* as part of a school curriculum**

This seminar considers the unique challenges and opportunities of leading and instructing the *Investiture Achievement* curriculum in a school setting. Special focus is given to curriculum integration with other subjects and coordinating with local Pathfinder clubs.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials. It is helpful if the instructor has experience in organizing the *IA* curriculum or a similar program such as the *AY Classwork* in a school setting.

**EDUC 214 Practical applications for teaching *Investiture Achievement* as part of a home school curriculum**

This seminar considers the unique challenges and opportunities of leading and instructing the *Investiture Achievement* curriculum by parents as part of a home school curriculum. Special focus is given to requirement integrity and coordinating with local Pathfinder clubs.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials. It is helpful if the instructor has experience in organizing the *IA* curriculum or a similar program such as the *AY Classwork* in a home school setting.

**Take two seminars on teaching specific honors**

Take two (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.

**Instructor notes**

The participant needs to take two classes on how to teach specific honors. We do not specify which honors they learn to teach. As there are hundreds of options, you will need to develop your own materials. The course descriptions are all the same, except for the number, title, and subject studied. The upcoming AYMT Bulletin includes all course numbers, titles, and descriptions. Here is an example of an honor teaching seminar:

**HORC 509 Teaching the Kites Honor (1:15)**

This seminar reviews the requirements of the Kites Honor and provides answers, teaching tips, and safety guidelines. Participants will not necessarily earn the honor in this session.

# Pathfinder Counselor JumpStart Certification Seminar Descriptions



## JumpStart Note

Upper Columbia Conference developed the JumpStart seminars to be offered in one intensive day of 10 modules covering about 6 hours of training. To fit the NAD 75 minute model, we have placed the core subjects in five seminars. They developed a workbook/manual to cover the entire session. We have split that workbook into parts that fit each of the NAD sessions, and edited it for NAD standard nomenclature.

### **PYSO 121    Discipling and Discipline: An act of discipling**

This session will consider the Biblical meanings of discipline and disciple. Christ gave us the perfect example of discipling. It will look at Christ's methods of evangelism as shared in Scripture and the practical lessons that we can draw from His methods and apply to our ministry. It then continues with the concept that to discipline, you need the heart of Jesus. It closes with the application of two principles: There are few discipline issues when the counselor is with their unit, and preventative discipline is the only true discipline.

*Syllabus author: UCC • Date: 2012*

#### **Instructor notes**

This is a new seminar written by members of Upper Columbia Conference. We hope to make a detailed outline of the UCC class available to you soon. As with virtually all seminars, additions can be made pulling from the instructor's experience and expertise.

### **PFAD 100    The Pathfinder Club chain of command: The Counselor's support team**

This session discusses the proper chain of command in the role of servant leaders who support the direct ministry of the counselor. The roles of directors, associates, support staff, TLT's, the church, the pastor, parents, coordinators, and the conference professionals are reviewed in the light of their support of the counselor's ministry.

*Syllabus author: UCC • Date: 2012*

#### **Instructor notes**

This is a new seminar written by members of Upper Columbia Conference. We hope to make a detailed outline of the UCC class available to you soon. As stated earlier, UCC offers all of the JumpStart seminars as one intensive event, and this session is a little more compact than the NAD standard, but much additional information can be added from the instructor's experience and expertise to make valuable use of the longer NAD session.

### **PFAD 101    The Counselor's responsibilities**

This session reviews in detail the counselor's responsibilities and expectations, outlining what the counselor is called to do throughout a Pathfinder year. It covers tasks during each phase of the Pathfinder meeting, what to do on camp outs and activities, and general suggestions and tips on how to lead, motivate, and mentor your Pathfinder unit.

*Syllabus author: UCC • Date: 2012*

#### **Instructor notes**

This is a new seminar written by members of Upper Columbia Conference. We hope to make a detailed outline of the UCC class is available to you soon. As with virtually all seminars, additions can be made pulling from the instructor's experience and expertise.

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**RCSF 120 Safety and the Counselor**

This session focuses on the moral and practical obligations of the counselor to guard the well being of unit members. It includes a review of physical safety issues, supervision policies and rationale, health concerns, transportation issues, abuse prevention and intervention, and accident reporting and response, all primarily from the unit viewpoint rather than the club viewpoint.

*Syllabus author: UCC • Date: 2012*

**Instructor notes**

This is a new seminar written by members of Upper Columbia Conference. We hope to make a detailed outline of the UCC class available to you soon. There is a lot to cover in this session. The instructor will need to check with the local conference youth leader and insurance provider to get local specifics on many details before presenting.

**PYSO 124 The Counselor's relationship with the Pathfinder**

This session discusses developing a mentoring relationship with your Pathfinders, and what that will mean in terms of teaching them to relate to others and drawing them to Jesus Christ. It includes a brief review of cognitive, physical, social, emotional and spiritual change that you will see as your Pathfinders mature.

*Syllabus author: UCC • Date: 2012*

**Instructor notes**

This is a new seminar written by members of Upper Columbia Conference. We hope to make a detailed outline of the UCC class available to you soon. As with virtually all seminars, additions can be made pulling from the instructor's experience and expertise.

# Pathfinder Director

## Certification Seminar Descriptions



### **LEAD 001 Introduction to leadership skills**

This seminar provides a quick review of the duties of various leadership positions for the ministry being taught and then focuses on desirable attitudes, traits and qualities of Christian leaders. It covers the pluses and minuses of different styles of leadership and shares practical tips on how to lead, with special emphasis on tips for leading in a specific ministry.

*Syllabus author: None • Date: None*

#### **Instructor notes**

This is the “Club Leadership” seminar that has been covered in the *Pathfinder Basic Staff Training* since the 1980’s, with the addition of a section on practical tips. There are numerous books and websites that can provide additional resource information. Job descriptions for the various club leadership roles are covered in the BST program, but it pays to review them in this session as well.

### **LEAD 150 Introduction to recruiting, screening and training staff**

This seminar quickly introduces concepts of volunteer staff recruiting, screening (including *Shield the Vulnerable*), training, and appreciation. It will offer suggestions on where and how to look for volunteers with the character and personality needed to support ministry. Screening requirements required by the local conference will be reviewed. Suggestions for training curriculum and settings will be briefly shared. The session will also include basic information on how to evaluate staff in order to help them improve their ministry and share ways to thank them for their service.

*Syllabus author: None • Date: None*

#### **Instructor notes**

This is a new seminar. Develop your own materials. There are numerous books and websites that can provide additional resource information. Resources focused on volunteers rather than employees will be more helpful. Presenters will need to make sure that they have up to date information on the specifics of local conference screening requirements.

### **LEAD 122 Dealing with the conference and your local church board**

This seminar focuses on the specific expectations, guidelines and requirements provided by the local conference to local church ministries. The structure of Pathfinder and Adventurer ministry within the conference will be outlined and suggestions will be made on dealing with conflicts that might arise between local directors and coordinators or the conference. This same kind of information, but in more general terms, is presented concerning local director’s interaction with the local church board. Specific strategies for promoting ministry and building relationship with the board will be given, including information on dealing with a non-supportive board.

*Syllabus author: None • Date: None*

#### **Instructor notes**

This is a new seminar. Develop your own materials. Contact your local youth department for details on their policies and procedures.

### **PYSO 120 Introduction to discipline**

This seminar introduces various views and definitions of discipline. It then covers principles of Christian discipline and specific techniques for effective discipline.

*Syllabus author: None • Date: None*

#### **Instructor notes**

This is the “Discipline” seminar that is part of the *Pathfinder Leadership Award*. Materials can be found in the *PLA Manual* on pages 91-107.

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**WILD 001 Survey of camping and camp out planning**

This seminar briefly covers the philosophy of camping and types of camping. The bulk of the time will relate to issues and techniques of planning and programing an interesting and safe camping experience. Topics include but are not limited to, location selection, promotion, booking, transportation, activities, food and meal prep, safety (including fire, animal, weather and human), equipment, supervision, and spiritual components.

*Syllabus author: None • Date: None*

**Instructor notes**

This is the “Camping and Outdoor Education” seminar that has been part of the *Pathfinder Basic Staff Training* since the 1980’s. Additional and new information can be found in many publications and websites.

**EDUC 200 Teaching Investiture Achievement: Intent and organization**

This seminar presents the general outline and structure of the *Investiture Achievement* Curriculum. Special attention is given to the objectives, or intent, of the eight tracks of each level. These tracks are: Personal Growth, Spiritual Discovery, Serving Others, Making Friends, Health and Fitness, Nature Study, Outdoor Activities, and Honor Enrichment. Understanding the intent beneath each track will help leaders implement specific IA requirements and/or modify and combine them as needed for teaching their unique group of young people. Practical suggestions for creative and dynamic instruction focused on active learning will be included.

*Syllabus author: None • Date: None*

**Instructor notes**

While this seminar sounds similar to the “Teaching the Pathfinder Curriculum” seminar that has been part of the *Pathfinder Basic Staff Training* since the 1980’s, it is really quite different as it focuses on the objectives of the instruction rather than “teaching skills,” which is now covered elsewhere. Primary source material can be found in the new *Investiture Achievement* materials, and at [investitureachievement.com](http://investitureachievement.com).

**FINA 100 Handling finances**

This seminar introduces the basic information needed to keep accurate financial records for your ministry. Topics include setting and collecting dues and fees, proper receipting, issues with separate bank accounts from the church, the importance of reconciliation of accounting records between ministry and the church, dealing with accounts receivable, and budgeting and cost projections.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials. Talk with your church treasurer and/or conference accounting office for church specific resources.

**PYSO 207 Dealing with parents**

This seminar will present strategies and tactics for establishing trusting relationships between your staff and parents. This includes but is not limited to: Documents that present your philosophy and practice of supervision, discipline, and care; Candid discussion of ministry protocol for complaints or charges of inappropriate behavior; Establishment of regular, frequent, two direction communication; Open discussion of parent expectations and parent participation; Clear guidelines on parent “role” when they are also a staff member; and a parent’s commitment to allow the child to attend ministry events and to avoid denying participation as a form of punishment for non-related problems.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials.



# Pathfinder Leadership Certification Seminar Descriptions



## **PFAD 110 Pathfinder as a ministry**

This seminar answers the foundational question, “What is the point of Pathfinders?” For many it’s about the activities, honors and uniforms. In reality these things not only serve their obvious purpose, but they provide the opportunity for us to share our personal story of our relationship with Jesus. The session will look at the philosophy, objectives, mission statement, and goals of Pathfinder ministry.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is an updated PLA seminar. Resources are available on page 7 & 8 of the *Pathfinder Staff Manual* and in the *PLA Manual* under New Skills #1, C, 1.

## **PFAD 113 Investiture Achievement as a ministry**

This seminar looks at overall concepts and educational objectives of *Investiture Achievement*, including: achievement, responsibility, and respect for authority. It also introduces and discusses the major concepts and objectives for each of the eight sections in each of the IA levels.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is an updated PLA seminar. Resources are available in the *PLA Manual* under New Skills #1, C, 2. and in the new “Helps Documents” available for *Investiture Achievement* on line.

## **PFAD 112 Counseling as a ministry**

This seminar focuses on the ministry aspect of being a counselor. The unit counselor has the greatest potential for influence in the lives of their charges. This influence can be directed at all aspects of a person’s life: physical, mental, and social. However, special emphasis is placed on spiritual mentoring. This session covers the counselor role as well as information on how staff can support the ministry of the unit counselor and directorial staff can train and evaluate counseling staff.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

## **PYSO 204 Dealing with attitudes**

This seminar provides information on analyzing your own attitude as a leader and how that attitude shapes your Pathfinder ministry and those around you. Techniques for evaluating and adjusting attitude are covered.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is an updated PIA seminar. Basic information is available in the PLA Manual under requirement II, “Dealing with Attitude.” Additional updated materials should be added.

## **OUTR 117 Evangelism by and with the Pathfinder Club**

This seminar looks at methods of evangelizing the members of your Pathfinder Club and their families, and at methods and techniques of Pathfinder involvement in traditional and nontraditional evangelistic efforts.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

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**OUTR 111 Creative witnessing**

This is a survey seminar that introduces you to numerous methods of witnessing. This would include things such as puppets, drama, drill, and music, as well as witnessing to the public while completing honor or IA requirements.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials. Look for the latest and newest concepts to share.

**SPRT 204 Mentoring staff in personal and spiritual growth**

The nature of Pathfinder Ministry means that local club staff often become your core friend group. This session looks at the personal relationships that should develop between staff and shares techniques to improve these relationships and to lift and support each other's personal, social, and spiritual growth.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials.

**SPRT 105 Leading young people to Christ**

At it's most basic, the purpose of Pathfinder ministry is to lead young people into a relationship with Christ. This session will provide techniques and strategies for building relationships that allow you to personally invite a young Pathfinder to give their heart to the Lord. Special emphasis is placed on one-to-one ministry, beyond typical club worships and outreach activities.

*Syllabus author: None • Date: None*

**Instructor notes**

This is a new seminar. Develop your own materials.

# Pathfinder Staff Leadership Certification Seminar Descriptions



## **LEAD 105 Seven principles of youth leadership**

This seminar is based on the AdventSource published book by Jim Feldbush and Steve Yeagley, *Seven Principles for Youth Ministry Excellence*. The seven principles are: grow spiritually, equip for leadership, nurture relationships, plan with purpose, empower others, promote your ministry, mobilize for service evangelism. The book covers these topics in great detail, but this session covers them in broad philosophical strokes while including a few sample applications.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials. *Seven Principles for Youth Ministry Excellence* is available from AdventSource.

## **LEAD 151 Staff recruiting and selection**

This seminar provides insights and techniques for the first steps in managing volunteers in ministry. Recruiting areas focus on the ministries need for volunteers, why we don't recruit, why they don't volunteer, where to find them, and how to attract them. Selection issues focus on qualities we are seeking in a volunteer, informal selection criteria, and legal/regulatory issues concerning screening of potential new staff. This includes the latest guidelines for background checks and recommendations.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

## **LEAD 152 Staff training**

This seminar provides insights and techniques for the training of new and seasoned volunteers in ministry. Areas focus on why we should train, basic volunteer training, ministry specific training, role specific training, training curriculums and settings, and training techniques.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

## **LEAD 153 Staff evaluation and correction**

This seminar provides insights and techniques for the evaluation of volunteers in ministry. Areas focus on the value of evaluation, why we should evaluate, when to evaluate, how to evaluate, and what to do after the evaluation. Special emphasis is given to techniques for dealing with results that need serious and/or rapid intervention.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

## **LEAD 154 Staff retention and appreciation**

This seminar provides insights and techniques for retaining new and seasoned volunteers in ministry and how to show them appreciation for their efforts and commitment. Special emphasis is given to the five love languages and determining how an individual volunteer would prefer to have that appreciation show to them.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials. Many websites and books provide information on the five love languages as outlined by Gary Chapman.

## **PYSO 214 Dealing with diversity**

This seminar provides introductory guidance and background information to help leaders understand and integrate ministry between and with diverse groups. This includes, but may not be limited to: Age, gender, socioeconomic, and cultural or national diversity.

*Syllabus author: None • Date: None*

### **Instructor notes**

This is a new seminar. Develop your own materials.

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**PYSO 209 Dealing with interpersonal conflict**

This seminar will provide strategies for dealing with interpersonal conflict through Biblical, Christ-centered approaches. Wherever there are people, there will be conflict. Beliefs, opinions, values, purposes, and priorities vary, and miscommunications and misunderstandings occur. A brief review of personality types and their inherent conflict potential is included.

*Syllabus author: None • Date: None*

**Instructor notes**

Pages 40-53 of the *Pathfinder Leadership Award* covers conflict management, which is what this course is about.

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