



Developmental Growth Pathfinders

BASIC PATHFINDER STAFF TRAINING COURSE

Objectives

To develop an understanding of the developmental needs of Pathfinder-age young people

To develop an awareness of how to relate to them effectively



Questions

What is the age of
Golden memory?

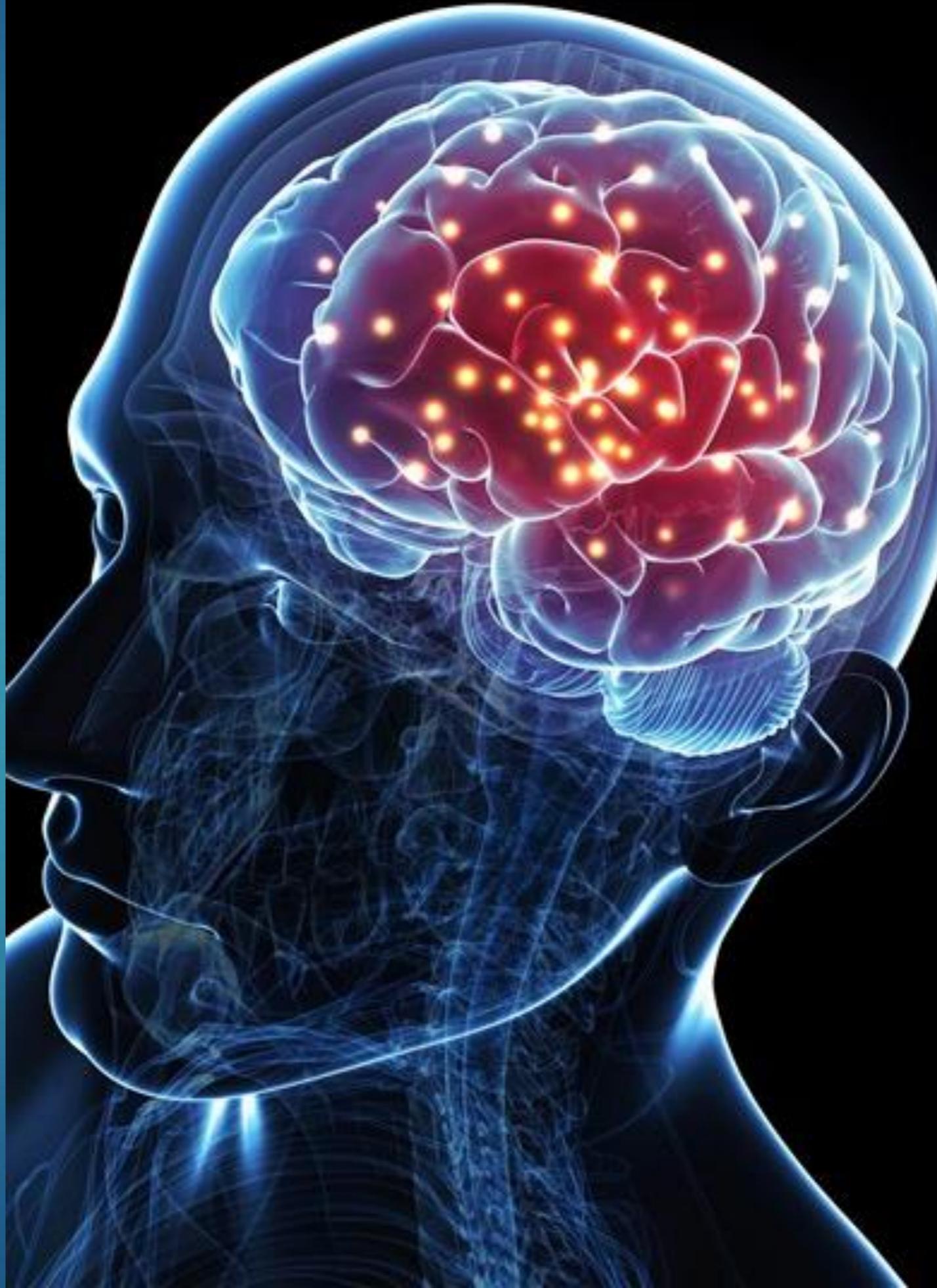
At what age are we
most awkward? Why?



Pre-Adolescence (9 - 12)

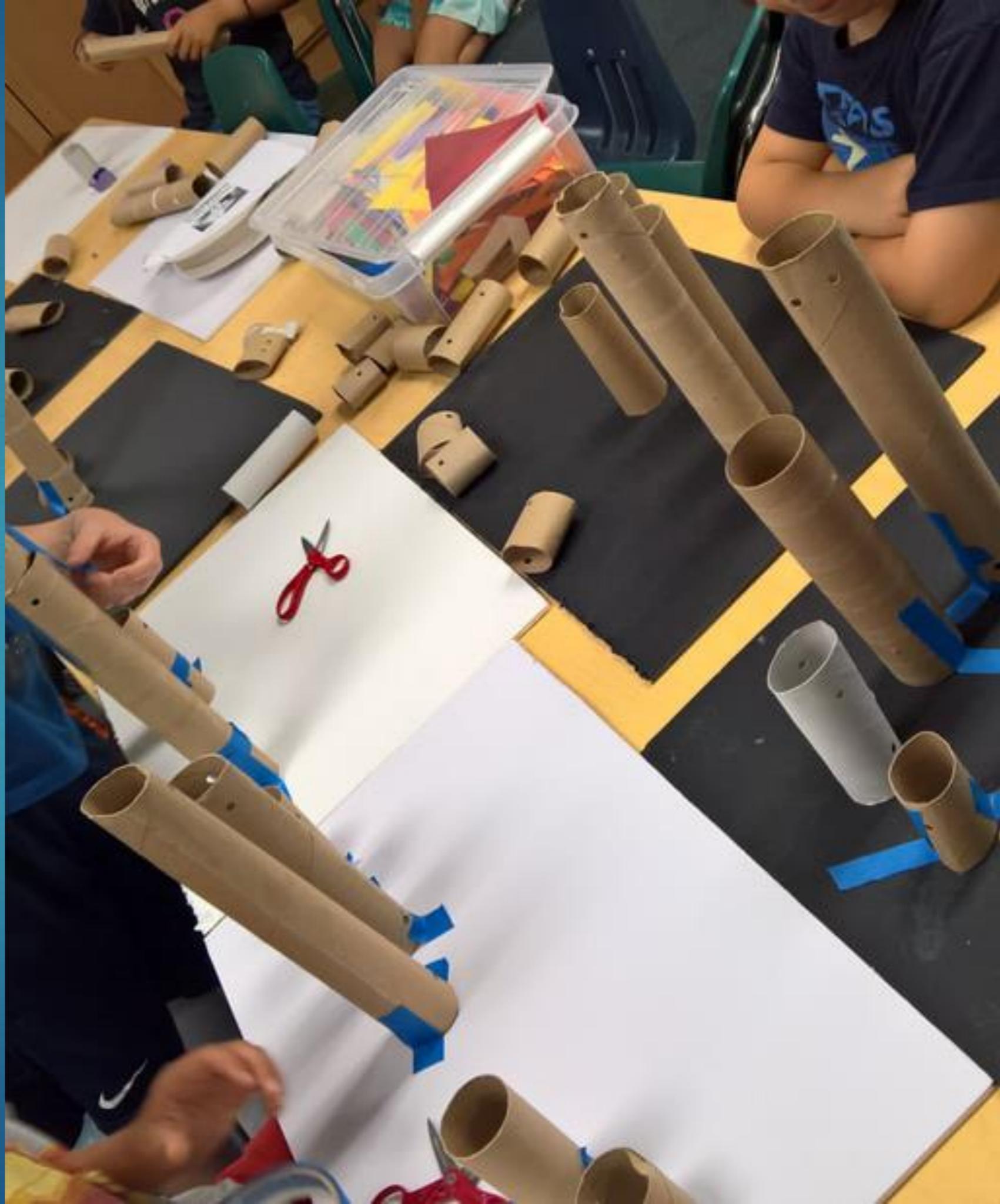


General
Development
Age: 9-12



Mentally:

- ▶ Golden age of memory
- ▶ Alert and very eager to investigate
- ▶ Love Stories and good books
- ▶ Collect any and everything



Physically

Healthiest period of life

Well-balanced body and
mind

Restless



Socially:

- ▶ Likes secret codes and adventure
- ▶ Learning teamwork
- ▶ Loves to explore
- ▶ Hero worship
- ▶ Little interest in opposite sex



Spiritually:

- ▶ Keen interest in spiritual things
- ▶ Peak age of baptism (12)
- ▶ Likes witnessing and delights in awards
- ▶ Loves truth and honesty
- ▶ Credulity makes religious instruction easier

Early Adolescence (13-15)

Rapid growth and awkwardness

Embarrassment and fear of physical life

Belonging to peer group is paramount

Interest in the opposite sex and bashfulness

Mental development accelerates/more critical

Day-dreaming about future life

religious interest continues; prefers experience rather than the facts

Selfless and want to make a difference

Mentally:

- ▶ Alert but with day-dreaming periods
- ▶ Learns quickly





Physically:

- ▶ Health is excellent
- ▶ Rapid growth and appetite
- ▶ Massive muscular development
- ▶ Sex organs develop/rapid changes
- ▶ Growth rate changes

Socially:

- ▶ Seek group approval
- ▶ Seek more individual freedom
- ▶ Wanting to make money
- ▶ Frequent changes in mood
- ▶ Likes can appear extreme
- ▶ Huge interest in opposite sex



Spiritually:

- ▶ Waning interest in spiritual things/group dictates
- ▶ Good age of baptism (13)
- ▶ Life's work is determined
- ▶ Less demonstration of spiritual feelings
- ▶ Conflict with conscience



Middle Adolescence (16-17)

Accelerated growth in males

Reach full height

Develops individuality and now becomes persons in their own right

Mentally:

- ▶ Questions everything and desires proof
- ▶ Respects scholars
- ▶ Ideals are shaped and there is a desire to attain them



Physically:

- ▶ Sexually, they are a force to reckon with
- ▶ 85% height and weight
- ▶ Muscles developed
- ▶ Likes physical fitness

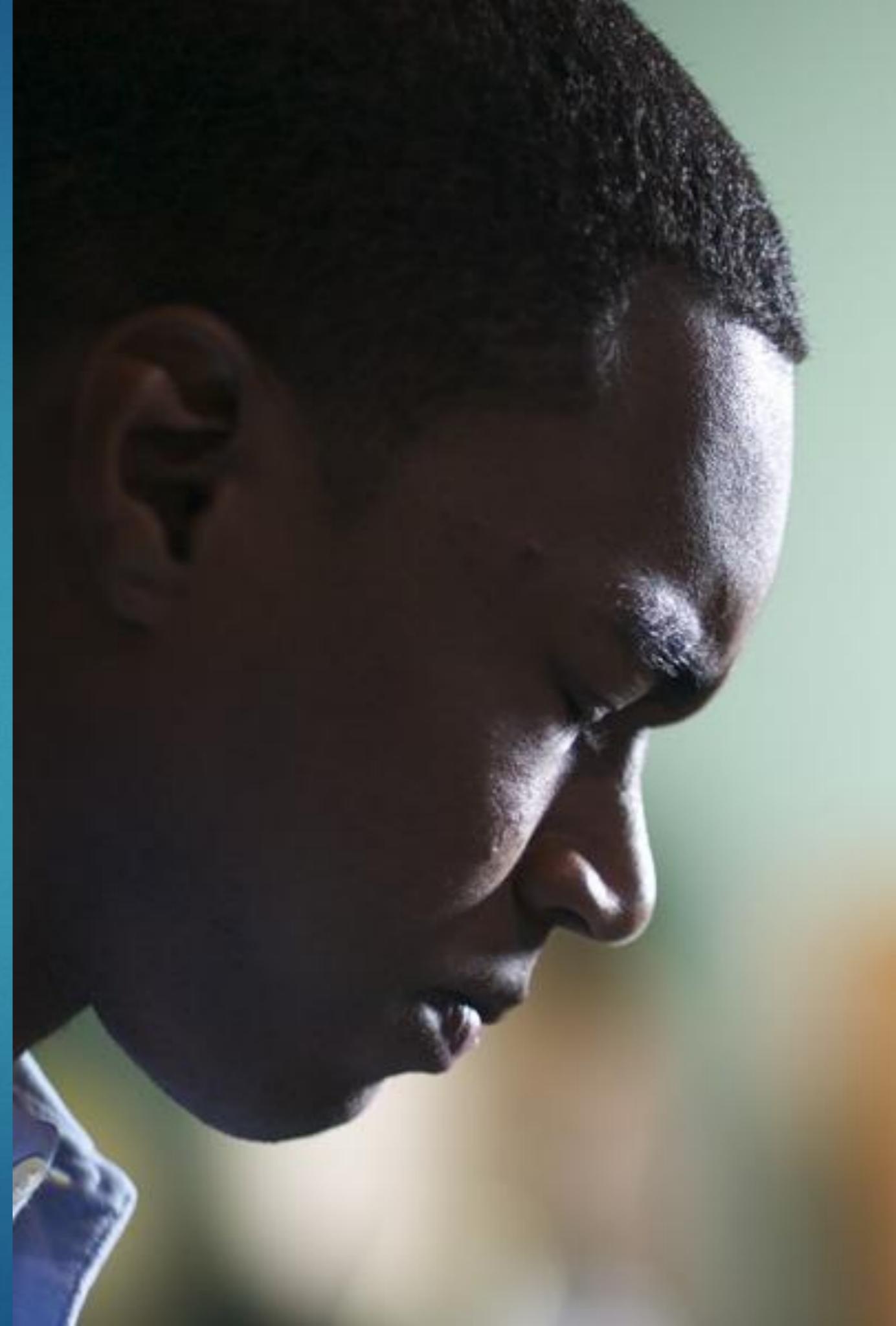
Socially:

- ▶ Likes cliques and special friends
- ▶ Critical and brutally frank
- ▶ Very sensitive and guided by public opinion



Spiritually

- ▶ Spiritual (and social) values become paramount or they loose interest
- ▶ What has not been done in laying a foundation to base his or her thinking on, now becomes difficult to do.



What are the
implications for
Club
Leadership and
Management
?



Basic Principles of Effective Club Discipline

- * Morale, or Club spirit, is the tangible element that determines the success of any Pathfinder Club. All Pathfinders and staff members will need to work together in developing a sense of unity and belonging, and maintaining interest and enthusiasm.





Check List

- * Spiritual Objectives
- * Attendance
- * Home Contact
- * Round-table Discussions
- * Unit Captains' Council
- * Making Members Welcome
- * Putting Friends Together

Check List

- * Reviewing the Counsellors' Work
- * Planning a Balanced Programme
- * Developing Unit Cohesiveness
- * Pathfinder Meeting Place
- * Equipment
- * Camping Equipment
- * Teaching Materials

Pathfinder Club Discipline

The goal of disciplining children must be to guide them as sons and daughters of God;

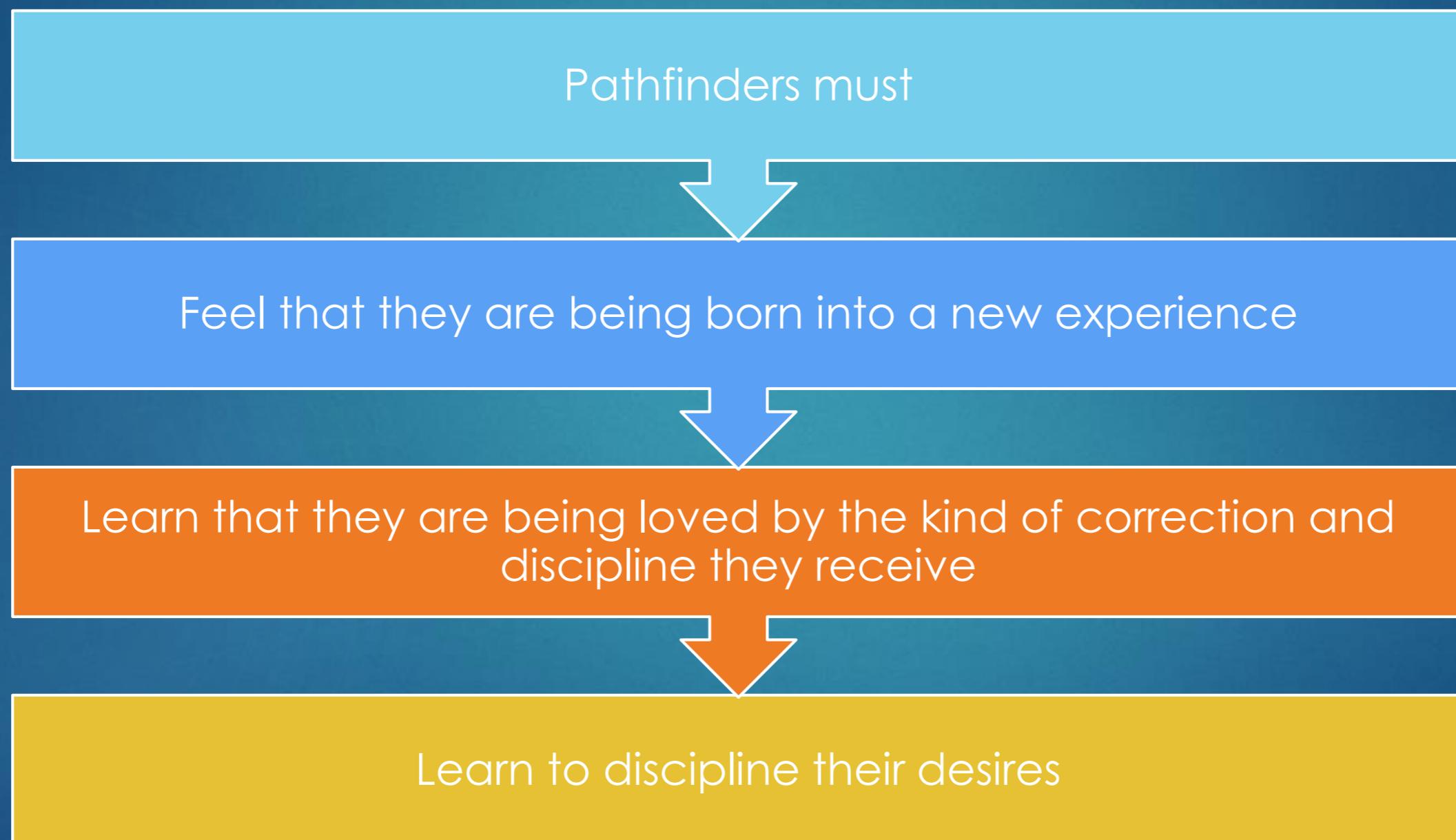
to show them love and understanding;

to teach them God's character as revealed in order and discipline;

to make them useful members of the church and community;

to help them respect their leaders and parents

Pathfinder Club Discipline



Pathfinder Club Discipline

Good Discipline:

- ▶ Provides an environment that supports cheerful attitudes and cooperative behavior
- ▶ Emphasises guidance rather than restraint; constructive rather than destructive
- ▶ Enables not cripples
- ▶ Encourages self-control and purposeful activity
- ▶ Is present not seen
- ▶ Teaches a child to do the right thing at the right time in the right way and for the right reason
- ▶ Prevents trouble



How to Keep Discipline



A WELL-PLANNED
PROGRAMME WILL
AVOID PROBLEMS AND
MISTAKES. ORDER AND
SYSTEM INSPIRE
CONFIDENCE.



CHILDREN LEARN BY
EXAMPLE.



CLUB MEETING STARTS
ON TIME – STAFF ARE
THERE BEFORE THE
START OF THE
PROGRAMME AND THE
PROGRAMME RUNS
SMOOTHLY TO ITS
CONCLUSION.

Guidance for Balanced Discipline

- * Establish rules and regulations and a point system
- * Rules should be few, well-considered and enforceable
- * Present devotional admonition on discipline, explaining the Pledge and Law
- * Counsel with guilty youth before disciplinary action. Pray with them
- * Parents need to understand the importance of Club disciplinary training



Proper Administration of Discipline

- ▶ The CORRECT Way:
 - a. Inspire right and order by love, kindness and consistent example
 - b. Win confidence
 - c. Show love to youth by kindness
 - d. Expect loyal cooperation
 - e. Develop trust, compliance, cooperation and love



Improper Administration of Discipline

- ▶ The WRONG Way:
 - a. Crush or break the spirit
 - b. Use of strict force

Result: development of distrust, evasiveness and hatred for authority



Prevention of Discipline Problems

Plan an extensive program of activities

Never go to meetings unprepared

Be friendly, caring and approachable

Cultivate a sense of humour

Avoid the use of ridicule and sarcasm

Don't be a fault finder

Be fair and impartial

Show self-control

Watch the use of your voice

Maintain eye contact

Give clear, precise instructions and commands

Eliminate mannerisms that could lead to ridicule

Punishable Offences

Clear and
unjustifiable
insubordination

Indecency

Impudence to
counsellor

Offensive
language

Injuring others

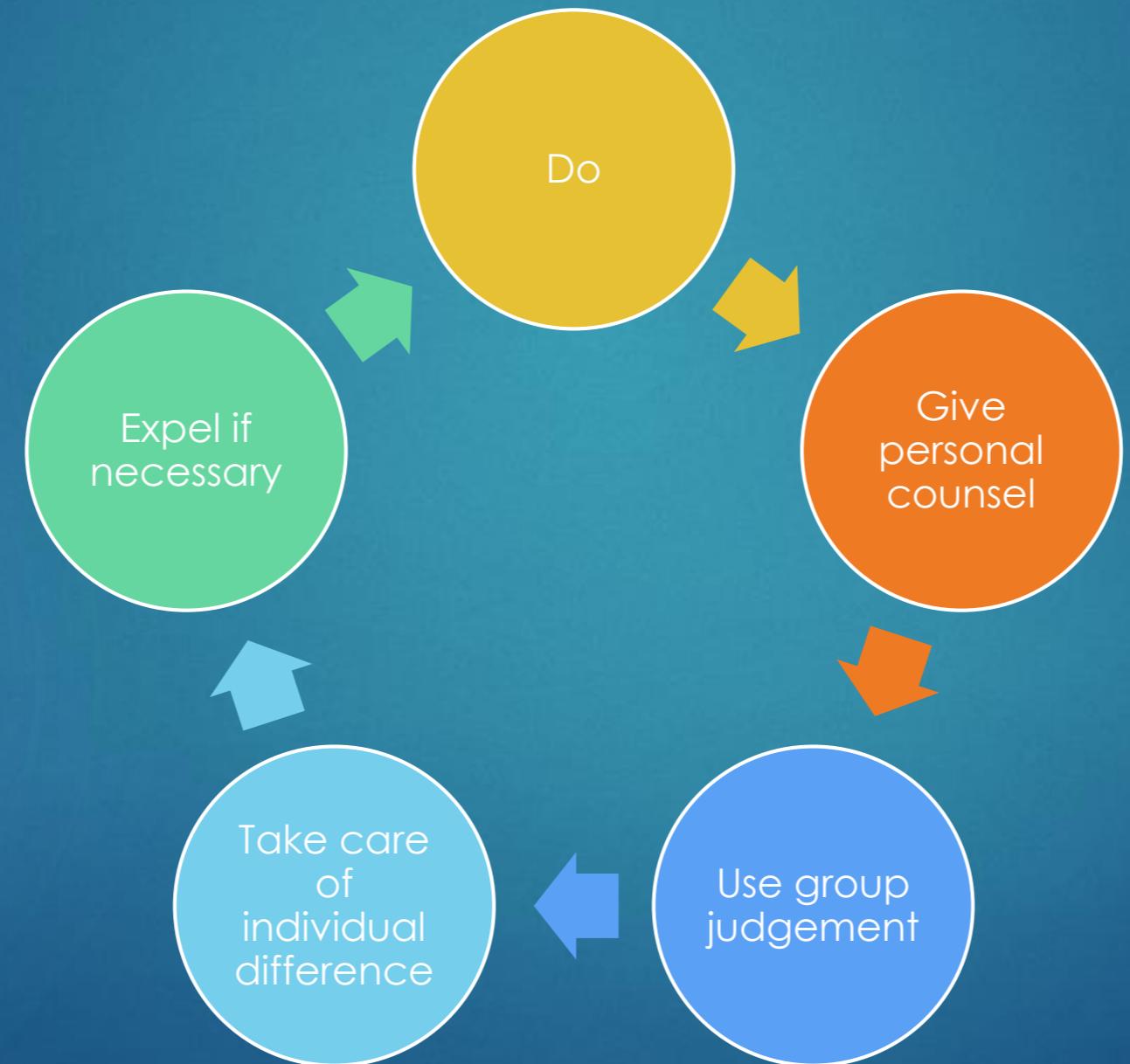
Damaging
property

Cheating and
stealing

Methods of Discipline

- ▶ Don't
 - Punish is anger
 - Use threats
 - Force apologies in public
 - Detain after club meeting
 - Assign extra tasks
 - Apply "Dunce Cap" discipline
 - Use corporal punishment

Methods of Discipline



Discipline Procedures



Speak tactfully



Explain what is expected



Have a private visit and pray



Privately counsel together with Pathfinder



Earnestly solicit cooperation

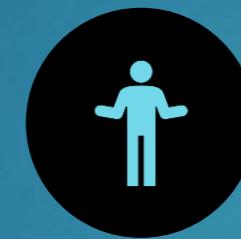


Pray with Pathfinder

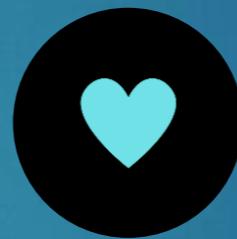
Discipline Procedures



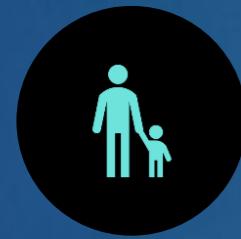
Counsel with
Pathfinder



Convey the
seriousness of the
matter



Pray together



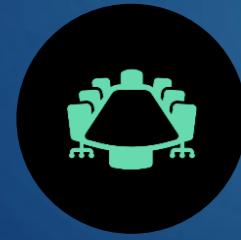
Make appointment
to meet
parents/carer



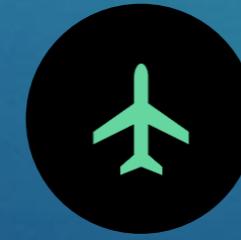
Private visit and
Pray with Pathfinder



Refer to Disciplinary
Committee



Notify Parents of
meeting



Visit Pathfinder
during 'vacation
time'



We're almost done just
45 minutes to go!