

SOUTH ATLANTIC CONFERENCE

**TEEN LEADERSHIP
TRAINING**



**LEADERSHIP DEVELOPMENT
CAMP
MANUAL**

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Historical Note

The Teen Leadership Training (**TLT**) Leadership Development Camp is a product of a special subcommittee of the South Atlantic Conference (**SAC**) comprised of representatives from the State of Georgia, North Carolina and South Carolina. The committee was authorized by the SAC Youth Director, Stephen Brooks, chaired by the SAC Pathfinder Coordinator William Cameron and included District Area Coordinators and Master Guide consultants from all three states. The manual is a compilation of the TLT programs currently functioning within the SAC.

The TLT Leadership Development Camp Manual consisting of procedures, directives, and standards were presented to the SAC Pathfinder Coordinator Staff and was approved by the South Atlantic Conference Youth Director.

Preface

This leadership program was created to enhance the leadership ability of the youth within the South Atlantic Conference. This program is designed to challenge, mentor, and empower the youth with new and increased responsibilities, while giving them confidence in themselves in becoming excellent leaders in their Pathfinder Clubs. The training style and process was taken from various leadership training programs throughout the country that had positive results in training people to become excellent leaders within their own faction. This ministry recognizes the Teen Leadership Program as the highest youth leadership position in a Pathfinder Club. This manual is not to replace or take the place of the North American Division TLT Program but, to enhance the teen leadership program within the SAC and the local pathfinder Clubs and to aid the local Club Directors in the leadership training of their Teen Leaders.

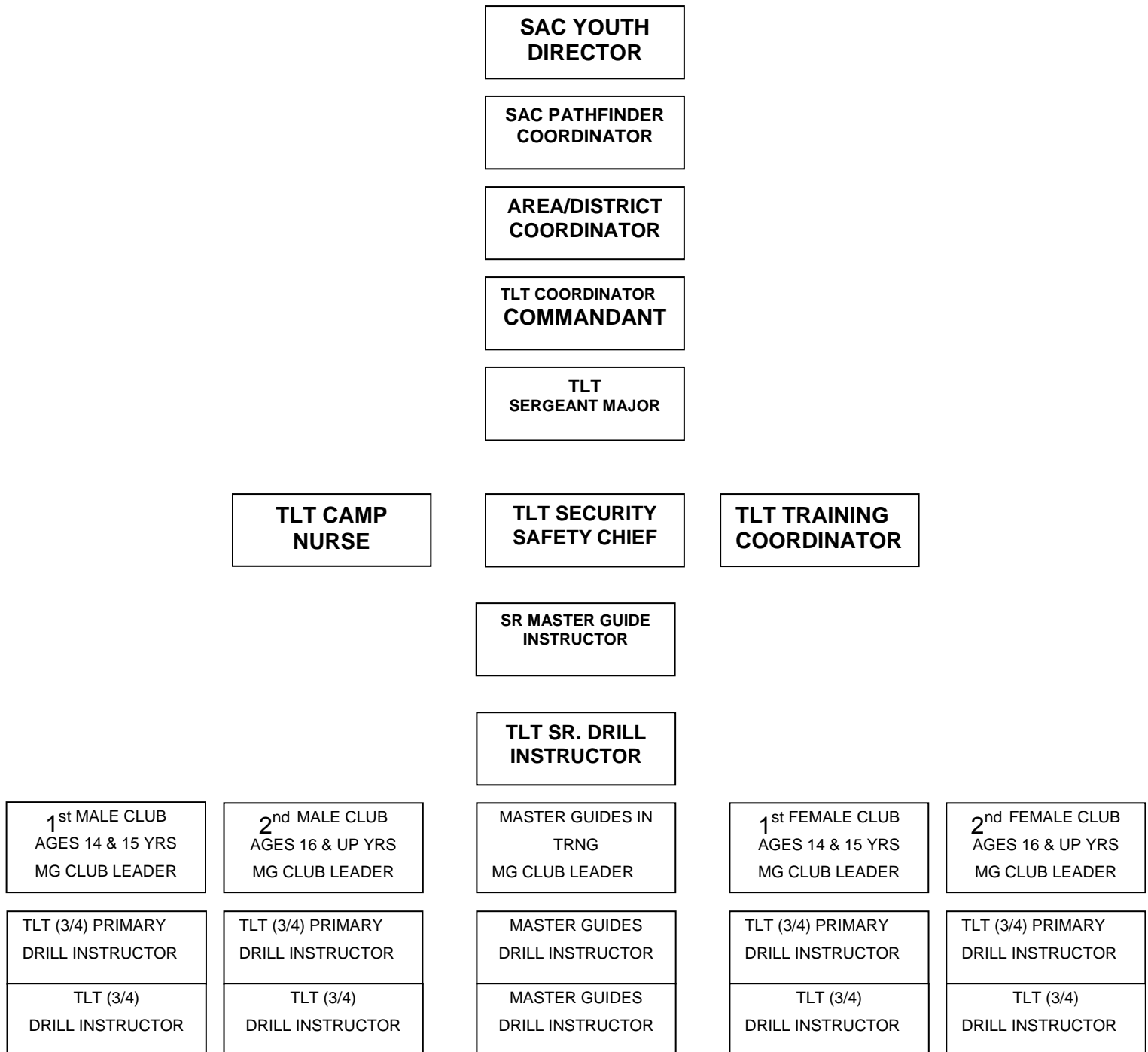
Mission Statement

The Teen Leadership Training program mission is to provide a venue to empower and equip teens with leadership skills that enables them to realize their potential and value in promoting the mission of the Seventh-day Adventist Church within the South Atlantic Conference and beyond.



TLT LEADERSHIP DEVELOPMENT CAMP

CHAIN OF COMMAND





Teen Leadership Qualifications

A teen who enters in the Teen Leadership Training Program must meet the following qualifications:

1. Complete the TLT Program Application, submit three recommendation forms, and be approved by the Club Leadership.
2. Maintain an 80% or above membership in the Club's monthly meetings; and participate in most church functions.
3. Maintain high standard in the proper wear of the uniform
4. Complete appropriate AY class work and advance class work for the grade level.
5. Attend the District/Conference Basis Staff Training Course.
6. Participate in a Conference/Union leadership skill development program.
7. Work with the Club Director and staff to make club run smooth and viable.
8. Help develop club spirit.
9. Set a good example.
10. Communicate effectively.
11. Live by the Pathfinder Pledge and Law and the TLT Pledge.
12. Always exhibit a Christian spirit.

Teen Leadership Phase Training Guidelines



INFORMATION:

The Teen Leadership Training Leadership Development Camps Program is utilized in the South Atlantic Conference as a tool to enhance the leadership abilities of our youth. This manual is not to replace the NAD TLT Program but, to enhance the teen leadership program within the SAC and the local pathfinder Clubs and to aid the local Club directors in the leadership training of their Teen Leaders. All recommended teens that desire and are willing to take an additional step toward becoming the best leaders in this Conference, shall enter into this program. The program consist of dedicated young and mature adults that are willing to train, develop, promote morale, teach Christian ethics and prepare others for the second coming of Christ. All training classes, seminars, lessons and demonstrations are taken from the curriculums from the NAD Teen Leadership Training Manual, the NAD Pathfinder Manual and other related documents relevant to the Seventh-day Adventist beliefs and doctrines.

A. Training Phases:

There are three training phases that are presented during the Pathfinder Year:

(Phase I) Primary Leadership Development Camp

During this phase, newly recommended teens and returning teens are introduced to the program on a primary basis of teaching them leadership, the importance of being a committed and competent leader. They are taught how to listen, follow, and to use good judgment when leading or being in charge of others. Additionally, they are taught how to properly wear, inspect and the up keep of the Pathfinder uniform. The Pathfinder Voyager and Guide students receive direct instructions to help them to complete their AY class work and they are trained to assist the leaders in their local Pathfinder or Adventurer Clubs.

(Phase II) Basic Leadership Development Camp

During this phase, the TLTs are no longer recruits but are addressed as Teen Leaders. They are taught the basic skill levels of "How to be a Presenter" or "How to teach an AY Honor" using the "Train the Trainer" techniques. In addition to teaching skills, they are given the task to set up and operate a full Pathfinder Camp Site. They are shown how to inspect the site and to assist the local leaders in the way of safety, proper setup, alignment of the field site and the planning and preparation of meals.

(Phase III) Advance Leadership Development Camp

At this phase, Teen Leaders are given extensive training in a subject that is critical in the overall performance within their Pathfinder Club, Area or District. This training is determined by the Area/District Coordinator and the TLT Commandant. Such training is derived from careful observation of the overall Pathfinder Clubs during routine visits, campouts, Review Boards and information obtained from the local club directors, thus determining their strengths and weaknesses throughout the district. Such classes are conducted such as Land Navigation and Map Reading or familiarization training such as Camping Skills 2 and 3 or any other training that will enhance an area of weakness that the Area/District may be experiencing. In this Phase they are required to complete a 2 ½ to 5 mile hike and participate in various Confidence Courses made available through the YMCA or other venues if possible. It is recommended that the Teen Leaders are given a semi-formal (Dining-In) or a social event on the style of a congratulatory celebration or any type of program that will congratulate them for the completion of all three phases of training. During the social event, TLTs can be recognized for their excellence and achievements in the TLT program with a Pinning Ceremony and special awards for those who exceeded the standards of excellence set by the administration. As an optional program, a Graduation Ceremony can also be conducted for all of the High School Seniors for their accomplishments and achievements in completing high school.

TLT Mission Trip/Outdoor Training Course and Tourism

During the Pathfinder year, the Teen Leadership Program can decide on a mission trip that the Teen Leaders can participate in, that would be a meaningful way of bringing others to Christ. For morale boosters, an outdoor training event can be planed consisting of rope repelling, rock climbing, water rafting, spelunking, or any challenging program that is considered as a confidence course suited and meets all of the safety requirements for Pathfinders. This process is usually determined 6 months to 1 year prior to said event. Religious and educational tours are highly recommended and encouraged.



Command and Staff

In this training concept different titles and or names relevant to the Pathfinder organization are utilized with the exception of a few titles that are used and derived from a military academy or school. These names and titles are only being used in order not to confuse anyone with the titles that are commonly used by the Pathfinder Organization. Titles such as Directors, Coordinators or Deputy Directors are used by the organization that may have a higher authority or it may correlate to a title that was given or used by a church board or congregation. The Command and Staff are not voted church officers but are volunteers within the Pathfinder Ministry who are in good standing in their local churches. The Command Staff are appointed by the highest officials within the State Pathfinder District organization and are asked to serve a term limit of 2 years. Each senior staff member should be a Master Guide and is thoroughly trained and efficient in their respective area of expertise. All other volunteer staffs are further appointed by the Command on their skill, expertise and knowledge of working with youth. Each staff member is an active member of their Pathfinder Club and is in good standing in their local church. Each Staff member has on file a volunteer statement and the approval from each church that they are eligible to work with youth in accordance with Risk Management. The Command and Staff Titles in the TLT program are as follows:

COMMANDANT
SERGEANT MAJOR
CLUB LEADER
TRAINING & OPERATIONS COORDINATOR
SENIOR DRILL INSTRUCTOR
DRILL INSTRUCTOR
CHIEF SAFETY AND SECURITY OFFICER
CAMP NURSE

INFORMATION

The TLT Command and Staff are composed of several personnel within the Pathfinder Ministry, who are entrusted to lead, teach, develop, and provide a safe and well-secured environment, for the basic leadership training of highly recommended individuals. They are to enhance the leadership ability for our future leaders in the Pathfinder Ministry. The Command and Staff are responsible in providing excellent training classes, adequate facilities and the best trainers possible to assure that the TLT Recruits and Master Guide in Training personnel are well trained. All leaders must have a clear, sound knowledge of the TLT Program, understand the missions, goals and purpose according to North American Division and South Atlantic Conference manuals.

Command and Staff Positions are as follows:

COMMANDANT: He or she is responsible in the planning and preparation of the TLT phases throughout the Pathfinder year. He or she will plan at a minimum of three training events to include an award/pinning ceremony in the

achievement of those individuals who meet all standards in completing the training course. The Commandant is responsible for scheduling training symposium/after action review, on the past training event or phase based on "Lessons Learned", in order for training to be affective. He or she shall coordinate with and seek approval from the Area/District Coordinator prior to any organized training event within the state. He or she is Responsible for the disciplinary matters directly or indirectly within the training phases.

SERGEANT MAJOR: He or she is responsible for selecting the trainers and personnel for leadership positions in the training program. He or she is to ensure that all trainers and leaders are well prepared and meets the standards for the assigned positions. He or she will seek the final approval from the Commandant on assignment of personnel selected for leadership training positions. He or she coordinates directly with the Training Operations Coordinator in the area of training sites and lesson plans. He or she is responsible for all uniform and billets inspections. He or she is responsible for the disciplinary matters directly or indirectly within the training phases.

TRAINING AND OPERATIONS COORDINATOR: He or she is responsible for training exercises for the training phases. He or she is responsible in locating the type and geographical location for the training environment that fits our needs. He or she is to ensure that all trainers and leaders are well prepared and meets the standards for giving classes. He or she coordinates with the Sergeant Major and the Commandant on select individuals who are recommended to present a training session. He or she coordinates directly with the Commandant on all areas of training.

SENIOR DRILL INSTRUCTOR: He or she is responsible for the Training Schedule and coordinates directly with the Commandant on training/lesson plans. He or she is to ensure that all trainers and leaders are well prepared and meets the standards for the assigned positions. He or she will conduct a training session for all Drill Instructors and Club Leaders prior to the Phase I training camp. He or she conducts all formations and physical training for the Clubs. He or she is responsible for ensuring that the Clubs are on time for all scheduled training events and to ensure that everyone is in the proper uniform for training events. He or she also coordinates directly with the Sergeant Major on any changes to the training schedule or any other matters pertaining to training. He or she is responsible for Billets and uniform inspections.

SAFETY AND SECURITY CHIEF: He or she is responsible for ensuring that the Camp is in compliance with all safety and security measures of the training site to include, the billets, training areas, class rooms,

dining facilities, and parking areas. He or she will provide trainers with hand held radios/walkie talkie devices to assure communications within the camp. He or she maintains a security log/journal from the beginning and ending of the training. He or she is responsible for maintaining a sign in and out logs and to ensure that no unauthorized personnel are admitted into the camp. He or she coordinates directly with the Commandant and Sergeant Major on anything pertaining to Safety and Security. He or she has the authority to cease any training at any given time when there is an unsafe or security act occurring.

CAMP NURSE: He or she is responsible for the health and welfare of all registered participants in the Training Camp. He or she will set up an area or office accessible to their needs. He or she will have a communication device to reach all pertinent leaders and outside medical emergency personnel on any medical situation that arrives. They will obtain the medical consent forms on all participant during in processing. He or she will maintain a patient medical log each day on any services rendered no matter how big or small. He or she will advise the staff on all health issues or emergencies that may occur during the training phase.

CAMP CHAPLIN: He or she is responsible for the spiritual portion of the Phase Training. He or she shall conduct and plan the early morning devotions and the divine worship services throughout the training event. He or she will coordinate with the Sr. Drill Instructor on obtaining personnel from clubs for any service set up.

CLUB LEADER: He or she is directly and indirectly responsible for the Club members assigned to their club for training. Club Leaders are responsible for the morale and discipline of their club. He or she is responsible for the Drill Instructors assigned to their club as well as ensuring all training requirements are met by each assigned club member. Club Leaders will coordinate with the Senior Drill instructor on any Club matters pertaining to training and development. He or she can, as deemed necessary, require remedial training for individual/s and can impose corrective actions on individual/s based on ethics, morale, behavioral problems existing within the club. Corrective actions that can be used must be a taught exercise routine or any other tool to assure corrective actions are met based on an offense portrayed by a member or members. Club Leaders are to use good judgment when applying corrective actions in regard to a situation.

DRILL INSTRUCTOR: He or she is responsible in the training and welfare of each assigned club member in their unit. He or she will train all members in their assigned club. He or she takes directions and guidance from the Club Leader from their respective club. Drill Instructors are to coordinate with the Senior Drill Instructor on all training matters

Instructor's Operating Procedures. He or she will develop and maintain a well disciplined and highly motivated unit. He or she will used and follow all Pathfinder Manuals and Policies pertaining to training and counseling of the units. He or she will maintain a high state of grooming and appearance at all times while leading the units. He or she will not allow horse play or antagonism by anyone to go on within the units. Any problems that may arrive concerning discipline or negative attitudes from any member of the club will be reported immediately to the Club Leader, no matter how big or small the situation is.

DINING FACILITY MANAGER: He or she is responsible for the set up of a dining facility for the training event. He or she is responsible for devising a nourishing menu for the Training Phase. He or she is to coordinate with the Commandant and Sergeant Major for a dining staff that normally comes through the Pathfinder Parent Association (PPA), from the respective participating clubs. The Dining Staff members are to be proficient in meal preparation and be willing to help in everyway in getting meals out and on time each day. Dining Staff members are to be provided an area for rest and sleep if desired at no charge. The Dining Manager is to coordinate with the Senior Drill Instructor for any details required for use in the Dining Facility.



Phase Training Camp Set-up

Information:

TLT Participants

Before a training Phase can be set up, coordination with the local club leaders must be made throughout the District to determine how many Teen Leaders are in existence and are prepared for training. Once a number count is made the Area/District Coordinator will coordinate with the appointed TLT Command and Staff and shall prepare training outlines for the phases.

Training Location or Sites

Training sites are usually determined based on the quantity of registered personnel for training. Given this number, and size or based on the last year's numbers, an area of the administration's choosing is determined and requested at least 6 months to one year out from the actual training day. Areas or sites concerned but are not mandatory are YMCAs, Recreation Parks with camp sites and possible billeting, or any area that can accommodate the size unit and have all of the amenities required by the Pathfinders standards. It is recommended that the SAC Camp Ground and Facilities be an option but not mandatory when deciding on an area for training. Depending on the facility, dining area and food preparation is also a factor and should be considered when negotiating for the use of a training facility. Said sites must meet all of the safety requirements and standards set forth by the NAD, Southern Union and SAC.

Curriculum, Training Criteria

The Teen Leadership Training, Leadership Development Camp are to follow all rules, guidelines and curriculums that are outlined in the Pathfinder Organization. The training standards have been raised in order for our youth to be able to excel in the ministry by using their talents and ideas and our philosophy which is "Nothing is impossible through Christ". We believe that if you set long and short term goals and you make every effort to achieve those goals with prayer, there is nothing that our youth can not do. In an effort to help the local Pathfinder Clubs and their leadership, District Leaders shall observe and make notations from your previous District Pathfinder Review Boards, Club Visitations, and Club Camp-outs and determine where your weaknesses may be and enhance more training to your TLTs on the various subjects or areas of concern during one or more of the training phases. Area/District Coordinators are to ensure that an outline or lesson plan is on hand on what is to be taught in addition to the TLT Curriculum and assure the local club leaders that their TLTs will be ready for most or any challenges that they may be faced with in the future. The program is set not only just to do studies but to promote unity, team work, togetherness, good sportsmanship and lots of fun.

TLT Units/Clubs

In actual Pathfinder Clubs, Units are Class Levels based on age and Pathfinder requirements, however, in the TLT Phase training, Units are determined by age groups which is divided by having 14 and 15 year old

in the same units thus having males and females separated. The same for 16 and 17 year old groups divided as well. All groups together are considered a Club for training purposes. Each Club has assigned two (2) Drill Instructors which are 3rd & 4th year TLTs with one (1) Master Guide Trainer as a Club Leader.

Registration

The registration process is established based on pertinent information on what, where, when and the total Cost of an event. When such information is determined from the Area/District Coordinator and Commandant, the Area/District Coordinator shall ensure that all Pathfinder Directors are notified given duly time and notice of the Phase training events. All Pathfinder Directors and participant are given a deadline date when registrations must be completed. Pre-registration is recommended for all three phases of leadership to ensure the monies for registration will cover the operating expenses of the training camp.

Registration packet should consist of the following; Registration Form, Pathfinder Health form, Permission slip from the parent or guardian, the TLT Application form and two (2) TLT Recommendations forms along with the Registration fee. A person should be designated to perform the task of receiving the funds.

Amnesty

All Teen Leader Trainees are to be given an opportunity to turn-in any items that are forbidden that is not on the required Packing List when they sign in. An organized shakedown shall be conducted by the Club Leaders and Staff on all Trainees upon arrival or prior to moving to the Club Area.

Security Notes and Recommendations

During all scheduled Phase Training for security and safety purposes, positive control measures will be established for all Teen Leaders immediately without delay. This means that a security force will be on hand from the beginning to the end of the training exercise. Teen Leaders will be supervised at all times and will sign in and out while entering or leaving the event.

Master Guide in Training (MIT)

Potential individuals who are interested in becoming a Master Guide are encourage to participate in the TLT Phase training program which will assist them in the completion of their curriculum. Area/District Coordinators shall coordinate with the respective Master Guide personnel to coordinate curriculum training along with the Leadership Training being offered during the phase training. It is highly recommended but not mandatory for Club Directors, young adults, and adult individuals to participate in the Master Guide in training program during the TLT Phase training. If there are interested individuals, program leaders are to incorporate such program into the phase training.



DRILL INSTRUCTORS/CLUB LEADERS DUTIES

INFORMATION AND PROCEDURES:

Drill Instructor Qualifications

- A.** Drill Instructors are chosen for their positions by the Commandant and Sergeant Major of the Development Camp through the process of recommendations, observation and through Pathfinder knowledge. The following are qualifications that is required in order to be a Drill Instructor:
1. Be an active Pathfinder or have completed 2nd or 3rd Year TLT in good standing and very knowledgeable of the Pathfinder program.
 2. Be a Baptized member of an SDA Church.
 3. Can communicate effectively to a small or large group.
 4. Can exercise a command voice
 5. Not afraid to lead and give commands
 6. Demonstrates potential to assume leadership duties
 7. Excellent attitude and has the highest standards of Pathfinder bearing

DRILL INSTRUCTOR DUTIES

- Identify all Trainee Personnel belonging to your Club
- Assign personnel to units
- Assign or arrange sleeping areas for Trainees
- Arrange and show your display on bedding, clothing and shoes arrangement. (Everyone must have Bibles, flashlights and pillows on display)
- Inform them of the rules and policies of the area while they are in training
- Choose your Mascot (Eagles, Warriors, Wolverines, etc..,)
- Teach Chain of Command (Reporting)
- Teach Drilling and Marching in accordance with the Pathfinder Drilling and Marching Manual

- Go over the entire training schedule with them
 - Demonstrate and teach how to get in a PT Formation
 - Teach the Reporting scheme for Roll Call Formations
 - Demonstrate and teach them the use and wear of the TLT Uniform in accordance with NAD, SU, SAC, and State District regulations and policy
-
- Demonstrate and teach them how to conduct a uniforms inspection for all classes of uniforms
 - Present your expectation of them and what they can receive from you
 - Teach marching Cadences
 - Report any and all problems to the Club Leaders
 - Account for Personnel at all times
 - Conduct a head count prior to lights out in the Billets
 - Maintain cleanliness in Billets/Cabins at all time

Drill Instructor's Motivational Periods

- *Introduction of personnel assigned to the Club (Round Robin)
- *Choose a Captain for each Unit (Give complete job description)
- *Choose a Scribe for each Unit (Give complete job description)

Club Leader Qualifications

- B.** Club Leaders are chosen for their positions by the Commandant and Sergeant Major of the Training Camp through the process of recommendations, observation and through Pathfinder knowledge. The preferred leaders in this position are to be Master Guides however; Pathfinder Club Directors, Associate Directors or Counselors can be appointed to this position be that they are enrolled in the Master Guide in Training Program. The following are additional qualifications that is required in order to be a Club Leader:
1. Be in an active Pathfinder Club in good standing and very knowledgeable of the Pathfinder program.
 2. Be a Baptized member of an SDA Church.
 3. Can communicate effectively to a small or large group.

Club Leader Duties

Club Leaders are overall responsible for their Club members and Drill Instructors

- Ensure that the Drill Instructors are well prepared and are following procedures and guidelines
- Evaluate Drill Instructor's performance from the beginning to end of Training Camp
- Can recommend dismissal of a Drill Instructor for any policy violation that may deal with ethics or morality issues or anything that may be unbecoming of one's position as a leader (use Chain of Command)
- Give your Club an opportunity to use the Amnesty Can before any assignments are given (First and Last Chance)
- Briefing on the importance of following instructions while they are in training
- Ensure that the recruits are following instructions given to them by the Drill instructors
- Brief everyone on building evacuation for Emergency purposes i.e. fire, hazardous weather etc.
- Ensure that all safety aspects are being adhered to within the Club
- Briefing on Safety and how to use their Chain of Command when reporting an unsafe act
- Assist the Drill Instructor on any issues surrounding the training
- Report to the Chain of Command on any and all disciplinary problems within the Club
- Ensure 100% accountability is maintained in the Club
- Conduct a head count prior to lights out in Billets
- Make periodic walk through billet area at night for added security

Club Leader's Motivational Periods

- Talk about and promote the TLT Program
- Talk about the local Pathfinder clubs (Ask them of their ideas and input on what it takes to have a successful Pathfinder organization?)
- Ask them if they were in-charge what would they offer to make the ministry better than what it is today?
- Be a good listener and you will find out a lot about your youth.

TLT BASIC RULES AND STANDARDS DURING ALL LEADERSHIP DEVELOPMENT CAMPS



The following are rules and standards that are to be maintained and followed at all times while in Leadership Development Camp trainings:

RULES AND STANDARDS

Being in the correct uniform

No talking while information

No talking during instructional period

No talking after lights out

No do-rags/ bandanna

No Jewelry

No Monies

When talking to Command and Staff, stand at Parade Rest

SERIOUS VIOLATIONS

The following infractions may cause dismissal in the TLT/MGIT Program indefinitely

Fighting

Refusal to comply with Command Directives

In possession of a dangerous weapon

Illegal Drugs possession, use or possible distribution

Sexual misconduct

Profanity



DISCIPLINARY ACTION PROCEDURES

INFORMATION AND PROCEDURES:

All personnel whether a recruit or an assigned leader, shall conduct themselves, in a Christian like manner. Any misconduct will not be tolerated and will be dealt with in accordance with Pathfinder rules and policies.

Definition: (Discipline) Training expected to produce a specific character or pattern of behavior, especially training that produces moral or mental improvement.

TLT/Recruit

Any Teen Leader or recruit personnel who exhibits a negative or intolerable behavior or misconduct may be subject to the following disciplinary actions;

CLUB LEVEL DISCIPLINARY ACTION:

All Club level discipline will be determine by the assigned Club Leader. Drill Instructors will comply with all orders and or recommendations given by the Club Leaders. At no time shall a staff member put their hands on a person for behavioral reasons. Corrective actions is permitted to be used for certain infractions such as an (F.F.I) failure to follow instructions from unit leaders, Drill Instructors and or Club Leaders. Infractions such as, late to formations, not being a team player, being disruptive, horse playing, etc.

The following corrective actions can be used as a tool for certain misconducts or for unit motivation:

- *Push-up exercise (no more than 10 repetition)
- *Any exercise displayed and taught at Camp (no more than 10 repetition)
- *Written essay on leadership
- *Extra duty
- *Letter of Counseling

COMMAND LEVEL DISCIPLINARY ACTION:

The TLT Commandant with recommendation from the Camp Sergeant Major is the approving authority on any misconduct that warrants Command Level Disciplinary action. The following corrective actions can be used at the Command Level:

- *Letter of Counseling: To remain on file for 30 days
- *Letter of Reprimand: To remain on file for 6 months
- *Dismissal from the TLT Program
- *Recommendation Letter of Dismissal from Pathfinders

INTOLERABLE INFRACTIONS:

The following infractions that will not be tolerated and are subject to possible dismissal from the TLT Program:

- *Fighting
- *Refusal to comply with Command Directive
- *In possession of a dangerous weapon
- *Illegal Drugs use or possible distribution
- *Sexual misconduct
- *Profanity

Note: The Commandant has the authority to notify Parents when an individual is non-cooperative or has posed a threat to the staff or recruits while in training at any given time. Parent/s is to come immediately when notified of an existing behavioral problem with a TLT/Recruit. No favorable actions will be granted to the concerned individual while parents are in route to the training location. If necessary Local Law Enforcement can be called in depending on the severity or nature of the offense. The Commandant shall coordinate with the District Coordinator on all Command Level Disciplinary actions.

SOUTH ATLANTIC CONFERENCE



TEEN LEADERSHIP TRAINING WEAR AND APPEARANCE OF THE UNIFORM

GENERAL STATEMENT

The **Teen Leadership Training** (TLT) program is designed to train and mentor youth in service and leadership skills. The TLT vision encompasses a core of youth fulfilling meaningful and responsible Pathfinder leadership positions in the Pathfinder Club and Conference/Union Pathfinder ministry, supporting the mission of the SDA Church as they learn to give of themselves and to receive of others. TLT youth will experience acceptance, achievement, and responsibility in developing self-efficacy, self-respect, and identity through adult-teen mentoring in a “shared service experience” in developing a redemptive relationship with God.

OUR COLORS: Red and Black

Red is for the blood of Jesus, black is for the trials of leadership.

The TLT Uniform:

The TLT uniform is one of the most important items in accomplishing the mission of the Pathfinder Ministry. The uniform is considered a witnessing tool used to attract other young men and women into the ministry. Therefore, the TLT uniform must present a sharp and attractive appearance and should be a cut above the regular standards of the Pathfinder uniform.

The TLT Uniform consists of the following:

Class “A” Uniform (Young Men)

- Pathfinder uniform shirt (Tan) in color with epaulets
- Pathfinder web belt, shoes, socks, and the Pathfinder scarf
- Pathfinder black Honor Sash. Note: The TLT Patch is centered on the seam of the sash

- Pathfinder black pants
- Pathfinder insignia (See SAC Wear and Appearance of the Pathfinder Uniform)
- Red with black inlay TLT braided cord over the left shoulder
- TLT office strip on the right arm between the club name stripe and the Pathfinder triangle
- TLT service stars on the left breast pocket as earned

Class “A” Uniform (Young Women)

- Pathfinder uniform shirt (Tan) in color with epaulets
- Pathfinder web belt, shoes, stockings, and the Pathfinder scarf
- Pathfinder black Honor Sash. Note: The TLT Patch is centered on the seam of the sash
- Pathfinder black skirt or (slacks-optional wear by approving authority)
- Pathfinder insignia (See SAC Wear and Appearance of the Pathfinder Uniform)
- Red with black inlay TLT braided cord over the left shoulder
- TLT office strip on the right arm between the club name stripe and the Pathfinder triangle
- TLT service stars on the left breast pocket as earned

FIELD UNIFORM

- Pathfinder field T-shirt or Polo shirt (Conference, District or Club) with blue jeans or jean skirts

UNIFORM ISSUES

- Ties: All TLT females at each class level will wear the tuxedo tie; all TLT males will wear the black neck tie
- Class levels will wear the appropriate collar Rank Pins as designed for TLTs
- Ribbons earned during Phase trainings may be worn appropriately on the uniform shirt above the left pocket respectively (See SAC Wear and Appearance of the Pathfinder Uniform)
- Field shirts may display the TLT emblem on the left shoulder or anywhere appropriately on the shirt to distinguish TLT members from regular Pathfinder members (optional wear by approving authority)
- Baseball Caps with the TLT emblem (Optional wear worn with the Field Uniform authorized by approving authority)



PROTOCOL AND ETHICS DIRECTIVES

INFORMATION AND DIRECTIVES:

- a.** This directive establishes a Code of Ethics for the Teen Leadership Training Program. As leaders in this ministry we are held to higher standards in how we conduct ourselves as we enhance and develop leadership abilities for our young people into becoming successful leaders in the Pathfinder Ministry.
- b.** As we provide a safe and secure training environment for our young people, we as leaders must conduct ourselves and render courtesy, respect and most of all personal integrity toward higher, fellow and subordinate leaders. We shall never act officiously, or permit personal feelings, prejudices, and animosities to influence our decision making process while dealing with higher, fellow and subordinate leaders. We are all Christians and should always portray a Christ like attitude toward each other. We should always follow protocol whether it pertains to ceremonial procedures, training camp structure or our Chain of Command structure.
- c.** During our TLT training camps, we are to address each other in the same way as conducted in a regular Pathfinder Club such as, Sir, Ma'am, Director, Deputy Director, Counselor, TLT, Captain, and Scribe. Our young people are here to learn and they must learn these traits while engaged in the training.
- d.** Correcting or admonishing fellow leaders is acceptable however; ensure that this is done in a discrete way where we as leaders are not being observed by our subordinates. It is crucial that we follow this process to the letter because, we want the best effective training possible for our youth and we want them to become effective leaders in our Clubs, Churches and Communities.
- e.** The Commandant is the only approving authority to relieve or terminate an appointed subordinate leader of his or her responsibilities and duties in the TLT Leadership Development Camp. The Commandant accepts recommendations and suggestions in the process of relieving a leader from his/her position.
- f.** Full honors should be given to all State and Conference Officials or higher levels when they are observers, participants, or evaluators. Invitations can be extended to no more than one level of authority starting from the Camp Commandant however; with the approval of the next highest level, permission can be granted to invite other higher levels to a scheduled event. The Camp Commandant is to be informed on any visitations or invitations being extended to higher officials for a TLT event.
- g.** All training personnel are to learn the Chain of Command and shall learn to address personnel by their proper title, no exceptions. During all training periods, Trainee personnel will address the Chain of Command as stated. All TLTs will be addressed as TLT Last Name or Recruit and Last Name.



SAMPLE

Primary Leadership Development Camp Packing List

Flashlight (extra batteries)	TLT or Solid Gray T-shirt
Bible & Sabbath School Lesson	SAC Lion or Solid Blue T-shirt
*Mattress Cover Linen	District or Solid Color T-shirt
*Sleeping Bag	Rain poncho
Personal Items	Black/Blue Gloves
Sleepwear	Black/Blue Skull cap (without peak, no Logo)
Under clothing	Several Warm Socks
Shower Shoes	Warm Jacket
Towel/Wash Cloth	Tennis Shoes
Plastic Bag for Dirty Clothes	Layered Clothing
Dark Blue Sweat Pants/Shirt	Toilet tissue
Black Sweat Pants/Shirt	Book Bag or Carrier
Dark Gray Sweat Pants/Shirt	

Optional Items

Space Heater (Electric) males

Class A Uniform needed unless you are a Drill Instructor.
Carolina TLT T-shirt or Solid Gray T-shirt with **Dark Gray Sweats – Friday**
SAC Lion or solid blue T-shirt with **Dark Blue Sweats – Sabbath**
District T-shirt or Solid Yellow T-shirt with **Black Sweats- Sunday**

Only bring the clothes that are mentioned on this list. Do not bring electronic equipment of any kind to include personal cell phones.

***Note:** These items are mandatory. Everyone must have a mattress cover or linen to cover the mattresses. Sleeping Bags are no longer an optional item however, you do not have to sleep in your bag but, sleeping bags will be displayed on all bunks.



SAMPLE

Primary Leadership Development Camp Training Schedule

Friday

(Uniform Dark Gray Sweats)	Sabbath Cont.
4:00pm - 6:00pm Registration/Eat	4:00pm - 5:30pm Drilling and Marching
6:00 pm - 8:30pm Room Assign/Instructional Period	5:30pm - 6:00pm Flag Lowering/Vesper Accountability
8:30pm - 9:00pm Prepare for General Session	6:00pm - 6:45pm Supper
9:00pm - 9:30pm Opening Session/Intro of Staff	6:45pm - 7:45pm Leadership Training
9:30pm - 10:00pm Return to Cabins (See Drill Instructor)	7:45pm - 8:00pm Upcoming Events -
10:30pm Lights Out/Scripture 2 Timothy 4:5	8:00pm - 9:30pm Drill Down
	9:30pm - 10:30pm Social
	10:30pm Assembly/Accountability
	11:00pm Lights Out/Scripture James 5:20

Sabbath

(Uniform Dark Blue Sweats)	Sunday
5:30am Wake Up/Scripture Romans 13:7	(Uniform Black Sweats)
6:00am - 6:10am Flag Raising	6:00am Wake up/Scripture Acts 20:28
6:10am - 6:30am Physical Training	6:45am - 7:00am Flag Raising
6:30am - 7:30am Club Preparation Time	7:00am - 7:20am Physical Training
7:30am - 7:45am Formation/Devotion	7:20am - 7:45am Personal time/Packing
7:45am - 8:30am Breakfast	7:50am - 8:00am Formation/Devotion
8:45am - 9:00am Assembly/Welcome TLT Officials	8:00am - 8:45am Breakfast
9:00am - 10:50am Leadership Training	8:50am - 9:00am Formation/Accountability
11:00am - 11:45am Spiritual Focus/General Session	9:00am - 10:30am Team Building
11:45am - 12:00pm Formation	10:30am Closing Assembly/Lower Flag
12:00pm - 1:00pm Lunch	
1:00pm - 3:00pm Leadership Training	
3:00pm - 3:15pm Assembly/Accountability	
3:15pm - 4:00pm General Session Class The Inspection and wear of the Pathfinder Uniform	