

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50

# MINNESOTA CONFERENCE

## PATHFINDER CONSTITUTION AND BY LAWS

Created January 2009  
Amended January 2011

### ARTICLE I: ORGANIZATION OF THE MINNESOTA CONFERENCE PATHFINDER LEADERSHIP STRUCTURE

#### Section A: Organizational Structure

The Constitution and By Laws are prepared to provide an understanding of the Pathfinder leadership structure of the Minnesota Conference. It also outlines all MN Conference Pathfinder policies.

1. It is designed to provide information concerning leadership selection, qualifications, and duties as follows:
  - a. MN Conference Youth Director - Article III
  - b. MN Conference Pathfinder Director – Article IV
  - c. Pathfinder Council – Article V
  - d. Teen Leadership Training Coordinator(s) – Article VI
  - e. Area Coordinator(s) – Article VII
  - f. State Bible Bowl Coordinator – Article VIII

\* *Note: Pathfinder Club Directors - See the Pathfinder Staff Manual for a description of duties.*
2. Processes
  - a. Election Process – Article IX
  - b. Removal Process – Article X
  - c. Replacement Process – Article XI
  - d. Amendment Process – Article XII
3. Flowchart – Appendix I

### ARTICLE II: STATEMENT OF PURPOSE OF PATHFINDER MINISTRY:

#### Section A: Purpose

1. The purpose of the Pathfinder Ministry is to provide a key step in the spiritual maturity of body, mind, and soul of a young person. Personal growth is fostered by the age-appropriate class work allowing each youth the opportunity to learn about their role in the family, Seventh-day Adventist church and country. To teach skills that are meaningful and to give opportunities for development, discipline, leadership, and to care for those less fortunate. This ministry offers action, adventure, challenge, and group activities that produce team spirit and loyalty to God and man.
2. The Master Guide Ministry is a ministry with an emphasis on service and active involvement in Youth and Children's Ministries. It is a leadership role within the Adventurer, Pathfinder, Youth, Young Adult, Camp, Children's Sabbath School Ministries, etc. Master Guides have the choice to serve the church in any youth ministry area. It is expected that all Master Guides will model a representative lifestyle of the Seventh-day Adventist Church and will remain active in these ministries as a leader.

51 **Section B: Authority**

52  
53 The existence of the Minnesota Conference Pathfinder Ministries is confirmed by approval of the  
54 Executive Committee of the Minnesota Conference of Seventh-day Adventists as recorded in the  
55 Minnesota Conference Executive Committee minutes.

56  
57 **ARTICLE III: MINNESOTA CONFERENCE YOUTH DIRECTOR**

58  
59 **Section A: Selection**

60  
61 The selection of the Minnesota Conference youth director will be in harmony with Minnesota  
62 Conference policies. The Executive Committee will make the hiring decision of the youth director  
63 for the Minnesota Conference.

64  
65 **Section B: Duties of the Minnesota Conference Youth Director in Relation to Pathfinders**

- 66  
67 1. The Youth Director is to be the liaison to the Administrative Committee (ADCO) and the  
68 Executive Committee.
- 69 2. The MN Conference Youth Director is to oversee the MN Pathfinder Council and will be a  
70 member of the MN Pathfinder Council.
- 71 3. Provide input on any matters pertaining to the Minnesota Conference Pathfinder Ministries.
- 72 4. The MN Conference Youth Director and/or Pathfinder Director will be accountable for  
73 addressing all concerns forwarded from the Council concerning performance of any person  
74 assigned to the MN Conference Pathfinder leadership.
- 75 5. The MN Conference Youth Director and or MN Conference Pathfinder Director may  
76 recommend other positions to the Pathfinder Council. The Council must approve such  
77 recommendations in order for the recommendation to be approved.
- 78 6. Encourage growth and learning among Teen Coordinator(s), Pathfinder Area Coordinators, and  
79 Club Directors.
- 80 7. Be responsible for the Pathfinder budget.
- 81 8. The MN Conference Youth Director is responsible to coordinate reimbursement to MN  
82 Conference Pathfinder Council members for expenses of their ministry, as funds are available.
- 83 9. Present the budget indicating the current financial status at every Pathfinder Council meeting.
- 84 10. Oversee (in conjunction with Pathfinder Director) planning and administration of all Pathfinder  
85 Ministries, functions, and training, to include but not limited to:
- 86 a. Leadership Weekend – plan and schedule weekend with the leadership team. (Training  
87 weekend – Basic Staff, Master Guide, PLA,)
  - 88 b. Bible Bowl – assist with Bible Bowl activities as needed
  - 89 c. Fairs – work with Pathfinder Area Coordinator(s) as needed
  - 90 d. Camporees – work with Pathfinder Area Coordinator(s) as needed
  - 91 e. Budgets – maintain with Conference Youth Director

92  
93 **Section C: Function as an Executor of Plans**

94  
95 The MN Conference Youth Director and/or Pathfinder Director are responsible for the execution of  
96 decisions agreed upon by the Pathfinder Council.

97  
98  
99

100  
101  
102  
103  
104  
105  
106  
107  
108  
109  
110  
111  
112  
113  
114  
115  
116  
117  
118  
119  
120  
121  
122  
123  
124  
125  
126  
127  
128  
129  
130  
131  
132  
133  
134  
135  
136  
137  
138  
139  
140  
141  
142  
143  
144  
145  
146  
147  
148  
149  
150

## **ARTICLE IV: MINNESOTA CONFERENCE PATHFINDER DIRECTOR**

### **Section A: Selection**

The Minnesota Conference Pathfinder Council recommends to the MN Conference Executive Committee that when filling the position of the MN Conference Pathfinder Director certain criteria and procedures be considered in that process.

### **Section B: Suggested Qualifications of the MN Conference Pathfinder Director**

1. Must be a baptized member of the SDA Church in good and regular standing, upholding the high standards of the Seventh-day Adventist Church.
2. Must have been a Director of a club for at least three (3) years.
3. Must have at least three (3) years experience as an Area Coordinator.
4. Must be a Master Guide and have the Pathfinder Instructor Award (PIA) or working towards completion to be completed within one (1) year of the Conference Pathfinder Director(s) appointment.
5. Demonstrate keen interest and maintain active involvement in Pathfinder Ministries.
6. Believe and support all fundamental SDA doctrines.
7. Should possess strong people skills and be a team player.
8. Must submit to a criminal background check as required by the Minnesota Conference of Seventh-day Adventists.
9. Must be willing to submit to yearly evaluations by the Minnesota Conference Youth Director.
10. Must be an active leader in the MN Conference Pathfinder Ministries for a minimum of two (2) years.
11. Must have a love for children.
12. Any exception to the above qualifications can only be made by the MN Conference Youth Director.

### **Section C: Duties of the Minnesota Conference Pathfinder Director**

1. In the absence of a MN Conference Youth Director the Pathfinder Director will be the liaison to the Administrative Committee (ADCO) and the Executive Committee.
2. The MN Conference Pathfinder Director is the Chairman of the Minnesota Conference Pathfinder Council.
3. In the absence of a MN Conference Youth Director, the MN Conference Pathfinder Director is responsible to coordinate reimbursement to MN Conference Pathfinder Council members for expenses of their ministry, as funds are available.
4. The Minnesota Conference Pathfinder Director and/or Youth Director may recommend other positions to the Pathfinder Council. The Council must approve such recommendations.
5. The MN Conference Pathfinder Director and/or Youth Director will be accountable for addressing all concerns forwarded from the Council concerning performance of any person assigned to the MN Conference Pathfinder leadership.
6. The MN Conference Pathfinder Director will be accountable to the Council regarding personal performance and conduct. All concerns will be addressed appropriately by the Council. If they are unable to be resolved, then they should be forwarded to the Minnesota Conference Youth Director for further action.
7. The MN Conference Pathfinder Director will maintain an Administrative Point System for all positions outlined in the MN Conference Pathfinder Constitution. This point system will be outlined and maintained in a separate document.

- 151 8. Provide input on any matters pertaining to the Minnesota Conference Pathfinder Ministries.
- 152 9. Have a working relationship with the MN Conference Youth Director.
- 153 10. In the absence of a Youth Director, be responsible for the Pathfinder budget.
- 154 11. In the absence of a Youth Director, present the budget indicating the current financial status at
- 155 every Pathfinder Council meeting.
- 156 12. Oversee planning and administration of all Pathfinder Ministries, functions, and training, to
- 157 include but not limited to:
  - 158 a. Newsletter – write/gather articles, do layout, and mail
  - 159 b. Web page – maintain web page, unless otherwise assigned
  - 160 c. Report Forms – create and update AC/State Bible Bowl Coordinator/Teen forms
  - 161 d. Points – maintain AC points
  - 162 e. Leadership Weekend – In conjunction with the Youth Director, plan and schedule a
  - 163 weekend with the leadership team. (Training weekend – Basic Staff, Master Guide, PLA,)
  - 164 f. Bible Bowl – assist with Bible Bowl activities as needed
  - 165 g. Fairs – work with Pathfinder Area Coordinator(s) as needed
  - 166 h. Camporees – work with Pathfinder Area Coordinator(s) as needed
  - 167 i. Budgets – maintain with Conference Youth Director
- 168 13. Encourage growth and learning among Teen Coordinator(s), Pathfinder Area Coordinators, and
- 169 Club Directors.
- 170 14. Fulfill all requirements of the Administrative Point System.

#### 171 **Section D: Function as an Executor of Plans**

172 The MN Conference Pathfinder Director and/or Youth Director are responsible for the execution of

173 decisions agreed upon by the Pathfinder Council.

### 174 **ARTICLE V: PATHFINDER COUNCIL**

#### 175 **Section A: Composition**

- 176 1. MN Conference Youth Director (Administrative Pathfinder Director)
- 177 2. MN Conference Pathfinder Director, Chairperson
- 178 3. Area Coordinators
- 179 4. TLT Coordinator(s)
- 180 5. State Bible Bowl Coordinator
- 181 6. Two (2) Teen (TLT) Representatives
- 182 7. Two (2) Pathfinder Club Directors “at large”
- 183 8. Any other representatives appointed by the MN Conference Pathfinder Director and/or Youth
- 184 Director and approved by the Council, i.e., Secretary, Drill Master, etc.
- 185 9. At the discretion of the MN Conference Pathfinder Director, and/or Youth Director, the Youth
- 186 Department Secretary may be invited to participate as a nonvoting member.
- 187 10. Two (2) MN Conference Pastors
- 188 11. MN Conference Officers (ex-officio)

#### 189 **Section B: Election**

- 190 1. The MN Conference Youth Director, MN Conference Pathfinder Director, Area Coordinators,
- 191 State Bible Bowl Coordinator, and TLT Coordinators, serve by virtue of their position.
- 192 2. The Teen Representatives will be selected by the MN Conference Pathfinder Council.
- 193 a. The Teen Representative’s term will be for one (1) year.

- b. Any Teen selected must be an active TLT.
- c. In the event that a Teen Representative becomes inactive or must be replaced, i.e., drops out of a Pathfinder Club, the procedure will be followed as outlined in Article X: Removal Process and/or Article XI: Replacement Process.
- 3. All Pathfinder “At large” members will be appointed as outlined in Article IX: Section B: Election Process.
- 4. All “At large” members shall be active Club Directors.
- 5. All “At large” members shall serve a term of two (2) years. Each “At large” member may be appointed for an unlimited number of consecutive terms.
- 6. Pastors will be appointed as outlined in Article IX: Section B: Election Process.
- 7. Pastors shall serve a term of two (2) years. Each Pastor may be appointed for an unlimited number of consecutive terms.

**Section C: Purpose**

- 1. The purpose of the Pathfinder Council is:
  - a. Spiritual nurturing of the Pathfinder Ministries.
  - b. The development of activities that uphold the principles of the Pathfinder Pledge and Law.
- 2. The Pathfinder Council is the decision-making body of the Pathfinder Ministries and is accountable to Club Directors, MN Conference Administrative Council (ADCO), and the Minnesota Conference Executive Committee.
- 3. All meetings will be conducted in accordance with Robert’s Rules of Order.

**Section D: Duties of the Pathfinder Council**

- 1. The Pathfinder Council shall meet once per quarter (four times per year) or more often as called to do so by the MN Conference Pathfinder Director and/or MN Conference Youth Director. Said meetings shall take place at the MN Conference office or other acceptable location as designated by the MN Conference Pathfinder Director.
- 2. Valid decisions shall only be made at the Council meetings at which a quorum of at least one half (½) of the Council members is present. Decisions shall be made by majority vote of those members present. In the absence of the MN Conference Pathfinder Director, all decisions will be subject to the MN Conference Youth Director’s review or referred back to the Council for further review if necessary. In the event the MN Conference Youth Director and MN Conference Pathfinder Director are absent, a Vice-Chair, selected from the Area Coordinators, will chair the meeting.
- 3. All council members will attend the Council Meetings
- 4. Be active in planning and executing Conference and Area Pathfinder events.
- 5. Be willing to assist the Pathfinder Ministries as needed.
- 6. Abide by the MN Conference Pathfinder Constitution and By Laws.
- 7. In an emergency, and in the absence of the Chairperson, the Vice-Chairperson has the responsibility of organizing the Pathfinder Council to ensure the continued operation of the Pathfinder Ministries.
  - a. The Pathfinder Council Secretary shall keep accurate minutes of all Council meetings. The Council Secretary shall be the Youth Department Secretary and/or a person designated by the MN Conference Pathfinder Director.
  - b. Said minutes shall be taken at each Council meeting and later transcribed by the Council Secretary for retention. Said minutes shall be maintained by the MN Conference Pathfinder Director and/or his/her designee.
  - c. A duplicate copy of said minutes shall be forwarded to and maintained at the MN Conference Youth Department office.

- 253 d. Said minutes shall be forwarded by the Council Secretary to the Council members as soon as  
254 possible and shall be reviewed by the Council members at the next Council meeting.  
255

256 **ARTICLE VI: TEEN LEADERSHIP TRAINING COORDINATOR(S) (TLT)**  
257

258 **Section A: Selection**  
259

- 260 1. The TLT Coordinator(s) will be appointed as outlined in Article IX: Section B: Election  
261 Process.  
262 2. The TLT Coordinator(s) may be appointed for an unlimited number of consecutive terms.  
263

264 **Section B: Qualifications of the Teen Leadership Training Coordinator(s)**  
265

- 266 1. Must be a baptized member of the S.D.A. Church in good and regular standing, upholding the  
267 high standards of the Seventh-day Adventist Church.  
268 2. Must have been a Pathfinder Club Director for at least three (3) years.  
269 3. Must be a Master Guide or actively pursuing the Master Guide curriculum, to be completed  
270 within one (1) year of the TLT appointment.  
271 4. Demonstrate a keen interest and maintain active involvement in Pathfinder and Teen Ministries.  
272 5. Should possess strong people skills and be a team player.  
273 6. Must be willing to submit to a criminal background check as required by the MN Conference of  
274 SDA.  
275 7. Must be willing to submit to yearly evaluations by the leadership.  
276 8. Any exceptions to the above qualifications can only be made by the MN Conference Pathfinder  
277 Director and/or MN Conference Youth Director, subject to approval and 2/3 vote by the  
278 Pathfinder Council at a council meeting.  
279

280 **Section C: Duties of the Teen Leadership Training Coordinator(s)**  
281

- 282 1. Promote TLT leadership with the local church for TLTs to be engaged in leadership roles within  
283 the church.  
284 2. Be available to give assistance to the local Pastor and/or club leadership in promoting and  
285 supporting local Conference, Union, and General Conference Pathfinder TLT policies and  
286 programs.  
287 3. Contact each club once per semester to become familiar with its' TLT program.  
288 4. Attend Pathfinder Council meetings to assist in the planning of MN TLT functions as well as  
289 the overall Pathfinder TLT Program. These meetings will be held at least quarterly or as often  
290 as necessary.  
291 5. Assist the MN Conference Pathfinder Director at Camporees, training courses, Fairs and other  
292 MN Conference Pathfinder functions.  
293 6. Organize and convene a Teen Committee of no more than six (6) members to help facilitate,  
294 implement, and run TLT activities as scheduled. The committee shall consist of the TLT  
295 Coordinator(s), Teen Representatives, and 3 other adult Pathfinder leaders of the TLT  
296 Coordinator's choosing. These members shall be approved by the MN Conference Pathfinder  
297 Council.  
298 7. Keep accurate records of travel and TLT Pathfinder contacts. This information should be kept  
299 in an appropriate log.  
300 8. Send a report of all their Pathfinder TLT activities to the Minnesota Conference Pathfinder  
301 Director by the 10<sup>th</sup> of the following month.  
302 9. Assist Pathfinder Area Coordinator(s) with other activities as requested including but not  
303 limited to:

- a. Newsletter – write TLT Article
  - b. Assist local clubs with such activities as Pathfinder Day Programs, Investitures, and Inductions.
  - c. Leadership Training Weekend – assist in planning and teaching classes.
  - d. Contact churches, schools, and Pathfinder Clubs to encourage development of new TLT programs. Report results of these contacts to the MN Conference Pathfinder Director.
  - e. Promote and direct area activities such as camping trips, athletic events, etc.
  - f. Fairs and Camporees – assist in planning activities as needed.
  - g. Bible Bowl – assist with Bible Bowl activities as needed.
  - h. Promote participation in community activities, i.e., parades, fairs, area-wide events, mission projects, etc.
10. Fulfill all requirements of the Administrative Point System.

## **ARTICLE VII: AREA COORDINATORS**

### **Section A: Selection**

1. Area Coordinators will be appointed as outlined in Article IX: Section B: Election Process, and serve a three (3) year term.
2. The Area Coordinators may be appointed for an unlimited number of consecutive terms.

### **Section B: Qualifications for Area Coordinators**

1. Must be a baptized member of the SDA Church in good and regular standing, upholding the high standards of the Seventh-day Adventist church.
2. Must have been a Club Director for at least two (2) years
3. Must be a Master Guide or actively pursuing the Master Guide curriculum to be completed within one (1) year of the Area Coordinator's appointment.
4. Demonstrate a keen interest and maintain active involvement in Pathfinder Ministries.
5. Believe and support all fundamental SDA doctrines.
6. Should possess strong people skills and be a team player.
7. Must submit to a criminal background check as required by the Minnesota Conference of SDA.
9. Must be willing to submit to yearly evaluations by the leadership.
8. Must be an active leader within the MN Conference Pathfinder Ministries for a minimum of two (2) years.
9. Any exceptions to the above qualifications can only be made by the MN Conference Pathfinder Director and/or MN Conference Youth Director, subject to the approval and 2/3 vote by the Pathfinder Council members present at a council meeting.

### **Section C: Duties of Area Coordinators**

1. Be available to give assistance to the local Pastor and/or club leadership in promoting and supporting local Conference Pathfinder policies and programs.
2. Contact each club in his/her area once every two months to become familiar with its program and offer assistance.
3. Complete all required evaluations for assigned clubs.
4. Attend Pathfinder Council meetings to assist in the planning of MN Conference functions as well as the overall Pathfinder program. These meetings will be held at least quarterly or as often as necessary.
5. Assist the MN Conference Pathfinder Director at MN Conference Pathfinder functions.

- 355 6. Keep accurate records of travel and Pathfinder contacts. This information should be kept in an  
356 appropriate log.  
357 7. Send a report of all of their Pathfinder activities and contacts to the MN Conference Pathfinder  
358 Director by the 10<sup>th</sup> of the following month.  
359 8. Must act as a liaison between the MN Conference Pathfinder clubs.  
360 9. Fulfill all requirements for the Administrative Point System.  
361 10. Assist the Minnesota Conference Pathfinder Director in other activities as requested to include  
362 but not limited to:  
363 a. Leadership Training Weekend – assist in teaching classes.  
364 b. Fairs and Camporees – assist in conducting  
365 c. Bible Bowl – assist with Bible Bowl activities as needed  
366 11. Assist the Minnesota Conference Pathfinder Director in other activities as time allows and funds  
367 are available:  
368 a. Newsletter – write articles as needed  
369 b. Investitures – assist and attend Investitures as requested by club directors.  
370 c. Assist local clubs with such activities as Pathfinder Day Programs, Inductions, and other  
371 activities as requested.  
372 d. Promote and direct area activities such as field trips, athletic events, leader training courses,  
373 and leader meetings.  
374 e. Promote participation in community activities, i.e., parades, fairs, and area-wide events,  
375 mission projects, etc.  
376

## 377 **ARTICLE VIII: STATE BIBLE BOWL COORDINATOR**

### 378 **Section A: Selection**

- 379 1. The State Bible Bowl Coordinator will be appointed as outlined in Article IX: Section B:  
380 Election Process and serve a three (3) year term.  
381 2. The State Bible Bowl Coordinator may be appointed for an unlimited number of consecutive  
382 terms.  
383  
384  
385

### 386 **Section B: Qualifications for State Bible Bowl Coordinator**

- 387 1. Must be a baptized member of the S.D.A. Church in good and regular standing, upholding the  
388 high standards of the Seventh-day Adventist Church.  
389 2. Must have been a Director of a club for at least two (2) years.  
390 3. Must be a Master Guide or have completion of requirements within one (1) year of appointment.  
391 4. Demonstrate a keen interest and maintain active involvement in Pathfinder Ministries.  
392 5. Believe and support all fundamental S.D.A. doctrines.  
393 6. Should possess strong people skills and be a team player.  
394 7. Must submit to a criminal background check as required by the MN Conference of SDA.  
395 8. Must be willing to submit to yearly evaluations by the leadership.  
396 9. Must be an active leader in the MN Conference Pathfinder Ministry for a minimum of two (2)  
397 years.  
398 10. Any exceptions to the above qualifications can only be made by the MN Conference Pathfinder  
399 Director and/or MN Conference Youth Director, subject to the approval and 2/3 vote by the  
400 Pathfinder Council members present at a council meeting.  
401  
402

### 403 **Section C: Duties of State Bible Bowl Coordinator**

- 404 1. Be available to give assistance to the local Pastor and/or club leadership in promoting and  
405 supporting the Bible Bowl program in the Minnesota Conference.  
406



- 407 2. Provide training and assistance to club leaders on starting a Bible Bowl team.  
408 3. Coordinate all area and state Bible Bowl events.  
409 4. Have a thorough knowledge of the Union Bible Bowl Manual and its rules and regulations.  
410 5. Have a working relationship with the MN Conference Pathfinder Director.  
411 6. Attend Pathfinder Council meetings to assist in the planning of MN Conference functions as  
412 well as the overall Pathfinder program. These meetings will be held at least quarterly or as  
413 often as necessary.  
414 7. Assist the MN Conference Pathfinder Director at MN Conference Pathfinder functions.  
415 8. Keep accurate records of travel and Pathfinder contacts. This information should be kept in an  
416 appropriate log.  
417 9. Send a report of all of their Pathfinder Bible Bowl activities and contacts to the MN Conference  
418 Pathfinder Director by the 10<sup>th</sup> of the following month.  
419 10. Fulfill all requirements for the Administrative Point System.  
420 11. Assist the Minnesota Conference Pathfinder Director in other activities as requested to include  
421 but not limited to:  
422 a. Newsletter – write articles as needed about Bible Bowl events.  
423 b. Leadership Training Weekend – assist in teaching classes.  
424 c. Fairs and Camporees – assist in conducting.  
425 d. Promote participation in Bible Bowl.  
426  
427

## 428 **ARTICLE IX: ELECTION PROCESS**

### 429 **Section A: Positions**

430 This process applies to the following positions: Pathfinder Area Coordinators (Geographical region  
431 as far as possible), TLT Coordinator(s), State Bible Bowl Coordinator, Pathfinder “At large”  
432 Council members and Pastors.  
433  
434

### 435 **Section B: Election Process**

- 436  
437
- 438 1. All coordinators/council members will take recommendations from pathfinder directors in their  
439 geographic region, which they will bring to the MN Conference Pathfinder Council for  
440 consideration. The council will deliberate and make recommendations to the MN Conference  
441 Youth Director and/or MN Conference Pathfinder Director for the following areas: Area  
442 Coordinators, TLT Coordinator(s), State Bible Bowl Coordinator, “At large” members, and  
443 Pastors.
  - 444 2. The MN Conference Youth Director and/or MN Conference Pathfinder Director will present all  
445 potential council members to the MN Conference Administrative Council before they are  
446 recommended, voted and approved by the MN Conference Executive Committee. The MN  
447 Conference Youth Director and/or MN Conference Pathfinder Director will appoint the  
448 approved council members.
  - 449 3. All elected positions may be reelected for an unlimited number of consecutive terms. A term is  
450 3 years.
  - 451 4. Council members will ask their pastor/elder and church clerk to fill out a recommendation form  
452 for that council member at the beginning of each term.  
453  
454  
455  
456

457 **ARTICLE X: REMOVAL PROCESS**

458

459 **Section A: Positions**

460

461 This process applies to the following positions: MN Conference Pathfinder Director, TLT  
462 Coordinator(s), TLT Representatives, Pathfinder Council “At large” members, Pathfinder Area  
463 Coordinators, State Bible Bowl Coordinator, and Pastors.

464

465 **Section B: Removal**

466

- 467 1. Any MN Conference Pathfinder Council member who cannot continue to serve should resign  
468 from their office by contacting the MN Conference Youth Director and/or MN Conference  
469 Pathfinder Director.
- 470 2. A letter of resignation should be submitted to the MN Conference Pathfinder Council.
- 471 3. In the event that the Youth Director and/or MN Conference Pathfinder Director, the MN  
472 Pathfinder Council, Administrative Committee, Executive Committee or other persons or  
473 groups of people believes that a person should be removed from the MN Conference Pathfinder  
474 Council it is recommended that they be dealt with based on the Biblical reasons and processes  
475 outlined in Matthew 18.
- 476 4. If a MN Conference Pathfinder Council member loses his/her Christian values and finds  
477 himself/herself departing from Biblical truths, such an individual should no longer serve as a  
478 MN Conference Pathfinder Council member and will be removed from his/her responsibility.
- 479 5. In extreme or emergent cases, the MN Conference Youth Director and/or MN Conference  
480 Pathfinder Director and the MN Conference Pathfinder Council may recommend to the MN  
481 Conference Administration the removal of a Council member when it is in the best interest of  
482 the conference and/or for Risk Management purposes.
- 483 6. Any continued disputes may be appealed to the Executive Committee.

484

485 **ARTICLE XI: REPLACEMENT PROCESS**

486

487 **Section A: Positions**

488

489 This process applies to the following positions: Pathfinder Area Coordinator(s), TLT coordinators,  
490 TLT Representatives, Pathfinder Council “At large” members, State Bible Bowl Coordinator, and  
491 Pastors.

492

493 **Section B: Replacement**

494

- 495 1. If a replacement is needed during the year, the MN Conference Youth Director and/or MN  
496 Conference Pathfinder Director will appoint an interim person to fill that position.
- 497 2. All such appointments must be approved by a 2/3 vote of the MN Conference Pathfinder  
498 Council total membership.
- 499 3. Any new appointee will serve out the remainder of the term of the position replaced.
- 500 4. All replacement appointees must be approved by the MN Conference Administrative Council.

501

502

503 **ARTICLE XII: AMENDMENT PROCESS**

504

- 505 1. This document may be amended by the Minnesota Conference Executive Committee in  
506 cooperation with the Minnesota Conference Pathfinder Council.

507  
508  
509  
510  
511  
512

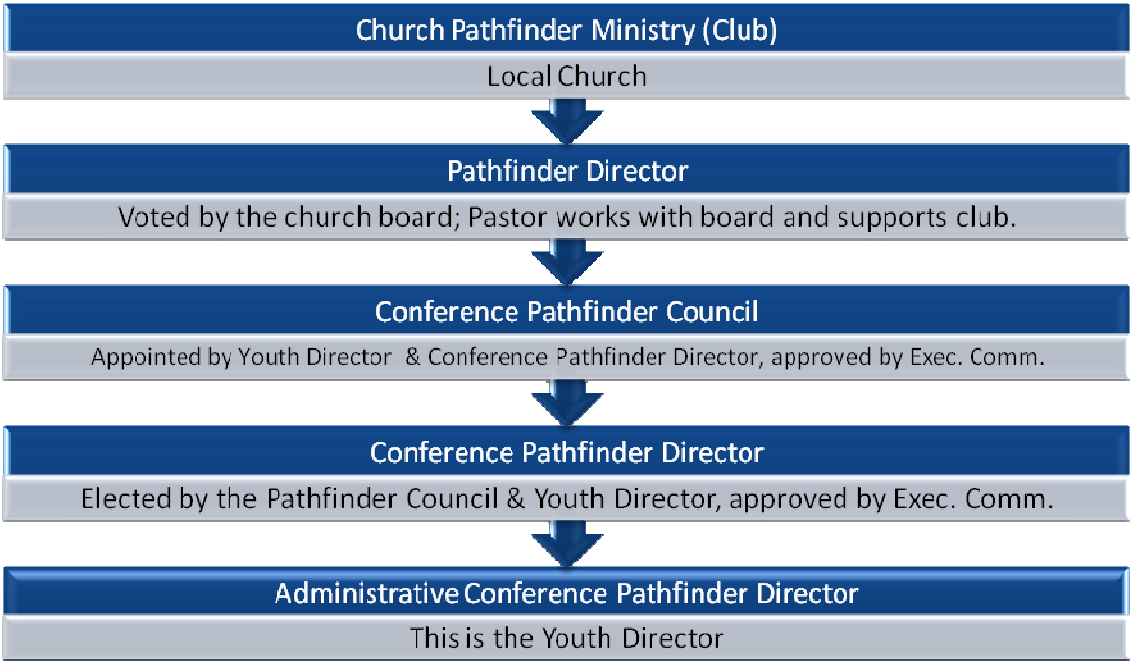
- 2. The Pathfinder Council will review the Pathfinder Constitution every year that the constituency session is held.
- 3. The Pathfinder Council will review the constitution during the year prior to the constituency session being held. During the year the constituency session is held the Pathfinder Council will make any recommendations for amendments of the Pathfinder Constitution to the Minnesota Conference Executive Committee for approval.

513

514 **Appendix I**

515

516 **Minnesota Conference Pathfinder Ministry**  
 517 **Organizational Flow Chart**  
 518 **2010**  
 519



520