

# MERIT SYSTEM

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**The highlighted items below indicate which documents have been updated for this revision date.**

Table of Contents .....	1
Pathfinder Merit System .....	2-3
Guidelines – 700 Club Report <b>(UPDATED DOCUMENT)</b> .....	4-5
700 Club – Monthly Report (Form) <b>(UPDATED DOCUMENT)</b> .....	6
700 Club – Yearly Awards) <b>(UPDATED DOCUMENT)</b> .....	7
Club Weekly Record (Form) .....	8
Club Monthly Record (Form) .....	9
Club Monthly Record (Form – Spanish) .....	10

# PATHFINDER MERIT SYSTEM

## Oregon Conference Merit System

### Conference Merit System

The Oregon Conference Merit System is called the **700 Club**. It is in place to help clubs reach their full potential by achieving a high standard. Each club is encouraged to do more than recommended. The 700 Club is intended to help Directors and Staff understand the complete Pathfinder program and to encourage Pathfinder involvement and commitment.

There are 2 parts to the Conference Merit System – the 700 Club:

- Pathfinder Club Activities – this is for Clubs to report their weekly club activities on a monthly basis. (The weekly club meeting is the most important part of the Pathfinder program and receives the highest number of points in the 700 Club Monthly Report.)
- Pathfinder Annual Events – this is for Clubs to report their participation in Annual Events throughout the Pathfinder year.

### 700 Club – Monthly Report

Each operating Pathfinder Club is expected to return a 700 Club Monthly Report to their District Coordinator and to the Conference Pathfinder Director. Please be accurate with your reporting as these records are used by the Oregon Conference Pathfinder Department for reporting to the North Pacific Union and North American Division Pathfinder Departments.

Note: Do not count Adventurer attendance in your 700 Club Monthly Report. Adventurer reports are handled by the Children's Ministries Department on a separate form.

Electronic versions of the 700 Club Monthly Report form are available in Microsoft Word, Microsoft Excel, and Adobe Acrobat Reader on the Oregon Pathfinder website.

All 700 Club Monthly Reports must be postmarked by the 5<sup>th</sup> of the following month to receive full points. Late reports up to 3 months will be received; however, clubs will lose 3 points as outlined in the following GUIDELINES – 700 CLUB REPORT. Please review the Conference Points Report sent out monthly to confirm your club's correct points are recorded.

Yearly point awards are given at the end of the Pathfinder year at the Oregon Pathfinder Fair.

## Pathfinder Club Merit System

### Purpose of a Club Merit System

The purpose of a Club Merit System is so Clubs have a process for fairly awarding their Pathfinders for their participation, progress, and development. Merit Awards, Good Conduct Awards and Pathfinder of the Year Awards all have a requirement met by the club's merit system. Oregon Pathfinders follows the Merit System guidelines as specified in the *Pathfinder Staff Manual* pgs. 48-49 (2007 edition).

## **Club Merit System**

Each Pathfinder Club should establish a Merit System for their Pathfinder Club. Each club must establish their own Merit System point-values which are agreed upon by all Staff members and understood by all Pathfinders and Parents. The club's Merit System should be as simple as possible and relevant to the specific goals and values of the club. The Merit System will help Staff to fairly determine awards to be given to their Pathfinders throughout the Pathfinder year. (Refer to the *Pathfinder Staff Manual* as listed above for guidelines.)

(Refer to the *Oregon Pathfinders Handbook*, Awards Section, Pathfinder Merit Award)

The Club's Investiture service is the place to reward club members for completing AY Class Levels, honors, and special awards. (See the Awards section of the *Oregon Pathfinders Handbook* for descriptions and requirements.)

## **Suggested Club Merit System**

### **Suggested Club Merit System Items**

This sample allows 60 points possible for each Pathfinder at each meeting or event. Clubs may choose to have different point values as agreed upon by Staff. (This is only a suggestion.)

Attendance	10	On-time	10
Dues paid	10	Uniform	10
Clean/neat	10	Behavior	10

- The above points would be awarded for all scheduled meetings and events.
- Individual Pathfinder's Merit System points would be tallied at the end of each month.
- Pathfinders earning 85% of the available Merit System points would be eligible to participate in a special outing or activity at the end of the year.

### **Absences and Tardiness**

Missing a club meeting or Pathfinder event causes the Pathfinder or Staff to miss out on an experience that cannot be replaced. Therefore, unexcused absences and tardiness points cannot be made-up.

- Club Staff should decide together what kind of situations warrant excused absences and tardiness, and what Pathfinders can do to earn make-up points.
- Absences for illness, being out of town, or other staff approved absences are excused.
- The Pathfinder should call in advance to be excused if at all possible.
- A Parent must write a note to the Director about excuses for absences and tardiness before they will be excused.

### **Make-up Points**

If a Pathfinder has missed some excused points they may be given an opportunity outside of club time to earn make-up points. Here are a few suggestions:

- Cleaning Pathfinder room/church/school
- Yard work at church/club/school
- Visiting a shut in
- Completing an honor on their own outside of club meetings
- Other activity approved by Pathfinder Director or Staff

### **Honor Points**

See the *Pathfinder Staff Manual* pgs. 48-49 (2007 edition) for suggestions.

### **Pathfinder Merit Award**

See the *Oregon Pathfinders Handbook*, Awards section, Pathfinder Merit Award

# GUIDELINES – 700 CLUB REPORT

## Oregon Pathfinders

### Guidelines to follow for each section of the 700 Club – Monthly Report

#### Weekly and Monthly Club Activity points:

1. **Club Meetings** - (100 yearly points possible)  
Most Clubs hold weekly meetings; however, you need to count a minimum of 2 meetings per month to receive full **10 points**.
2. **Attendance** - (50 yearly points possible)  
When counting a minimum of 2 meetings per month, the percentage of attendance is based only on those who are physically present. If possible choose the 2 best attended meetings.  
**Note:** Excused absences should not be included in the attendance percentage.
3. **Uniforms** - (50 yearly point possible)  
When counting a minimum of 2 meetings per month, one meeting must be in Dress Uniform each month. The other meeting may be in Field uniform. (Must be the same two meetings as counted above.)
4. **Instruction** - (50 yearly point possible)  
Clubs need to teach a minimum of one AY Honor or AY Class Level during the current month for **5 points**. Score 0 if neither of these were taught.
5. **Highlight - Special Event or Share Your Faith Activity** - (50 yearly point possible)  
Clubs only need one per month for **5 points**. For the year you need 5-6 Special Events and 5-6 Share Your Faith Activities. Some clubs will do both each month but points are only given for one. This event must be available to all Pathfinders and Staff.

#### Share Your Faith Activities

The entire club is to be involved. Activities may include, but are not limited to, Ingathering, cleaning snow off sidewalks, can collecting, delivering food baskets, singing for various groups, distributing literature;

any non-fund-raising activity such as a trash-a-thon; park beautification project, or other similar conservation activity, giving Bible studies, assisting with Vacation Bible School, helping with Evangelistic Meetings, conducting school, church or home work-bee; planting flowers, trees or shrubs. **Any activity you do for someone else's benefit.**

#### Special Event

These include, but are not limited to, campouts, hikes, backpack trips, bike trips; trips to the zoo, OMSI, Forestry Center, museums, or other points of interest; game nights, club parties and other social events; and unit activities (but no more than one month of unit activities during any given quarter may count for these points.)

6. **Staff Meetings** - (30 points possible)  
Score **3 points** if at least one staff meeting was held during the current month. These are held at times other than during club meetings.
7. **Club News Flash** - (20 points possible)  
Score **2 points** by writing a paragraph or two about your club's activities, goals, and highlights, and include it with your report form each month.

#### NOTE:

Clubs' lowest 2 months' Monthly Report- Club Activity scores will be dropped for the yearly award at the Fair. Only the top 10 months' scores will be counted for a total of 350 points possible.

## Annual Events Points:

### Pathfinder Sabbath

Pathfinder Sabbath - This Sabbath is officially designated by your church pastor as Pathfinder Sabbath. How much the Pathfinders participate in the program should be determined by the pastor in counsel with the club director.

### Pathfinder-Parent Special

An activity is where Pathfinders and their parents are invited and encouraged to come to some activity. This could be a hike, Campout, banquet, play night, or vespers program etc. No minimum participation is required.

### Conference Camporee

Your club can receive up to 75 points for the Camporee. No additional Camping points. Refer to the Camporee section of the Oregon Pathfinder Handbook.

### Pathfinders Leaders Convention

Points are based upon the percentage of the club Staff that is in attendance Friday afternoon to Sunday. 20 points for any attendance

20 points for any attendance

30 points for 50% attendance

40 points for 80% attendance

### Pathfinder Investiture

At least 50% of all the Pathfinders must complete advancement in earning one Class Level. Honor awards alone do not justify the points for Pathfinder Investiture. (Re: Pathfinder Staff Manual pg. 107, 2007 ed.)

### Pathfinder Induction

The club must conduct an Induction Ceremony where at least one new member or staff is inducted into the Pathfinder Club.

### Canned Food Drive

Your club will receive points if any number of Pathfinders and Staff participate.

### Pathfinder Fair

Your club can receive up to 90 points for the Fair. Refer to the Fair section of the Oregon Pathfinder Handbook for details.

### Camping

Your club can receive 20 points for each night Pathfinders camp outside in tents (up to 4 nights). Club campouts must be open to the entire club to count for Camping points; therefore, Unit campouts do not qualify.

Camping points can be counted for a District Campout if it involves outside camping.

Camping points are not awarded for Conference Camporees. No camping points are awarded for attending Club campouts in lieu of attending the Conference/Union Camporees or Fair.

### District Event

Attend your district event and receive up to 30 points. An event is an all-day activity including Honors Day, Pinewood Derby, Lock-in or a Campout. 10 points for any attendance, 20 points for 50% attendance, 30 points for 80% attendance. You may also claim camping points if you meet Camping requirements.

### Bible Experience Participation

Receive 10 points for participation at the first level of the Bible Experience. This would normally be the District level.

### IMPORTANT NOTICE

- 700 Club – Monthly Reports not postmarked by the 5th of the following month being reported *up to 3 months late* will be docked 3 points off the monthly total.
- *Club activity points received later than 3 months after the 5th of the current month will be given half the points reported*
- Annual Events points are accepted anytime throughout the Pathfinder Year up to the May 5th deadline.

# 700 CLUB - MONTHLY REPORT

Club Name	Month	Male	Female	Total
District	Staff			
Club Meeting Location	Pathfinders			
Meeting Day & Time	Total Pathfinders and Staff			

Item (see "Guidelines for Points" in the <i>Oregon Pathfinder Handbook</i> )	Possible Points	Actual Points
1. <b>Club Meetings</b> 2 or more meetings per month = 10 points 1 meeting per month = 5 points	5 or 10	<input style="width: 50px; height: 20px;" type="text"/>
2. <b>Attendance</b> 90% or more = 5      70%-89% = 4      50%-69% = 3 30% -49% = 2      10%-29% = 1	1,2,3,4,or 5	<input style="width: 50px; height: 20px;" type="text"/>
3. <b>Uniforms</b> 90% or more = 5      70%-89% = 4      50%-69% = 3 30% -49% = 2      10%-29% = 1 (Must be in Uniform each week. Class- A Dress Uniform at least once a month, and district or club Field Uniform otherwise.)	1,2,3,4,or 5	<input style="width: 50px; height: 20px;" type="text"/>
<b>Instruction</b> 1 or more AY honors or Investiture Achievement Levels taught. List Classes _____	5	<input style="width: 50px; height: 20px;" type="text"/>
4. <b>Highlight</b> Circle one:      Share your Faith Activity      Special Event 90% or more = 5      75%-89% = 3      1%-74% = 1      1, 3, or 5 List Highlight: _____	1, 3, or 5	<input style="width: 50px; height: 20px;" type="text"/>
5. <b>Staff Meeting</b> (1 or more this month)	3	<input style="width: 50px; height: 20px;" type="text"/>
6. <b>Club Newsflash Enclosed</b> 1 or 2 paragraphs describing this month's club activities.	2	<input style="width: 50px; height: 20px;" type="text"/>

Director's or Secretary's Signature	Date	<b>Grand Total</b> (35 possible)	<input style="width: 50px; height: 20px;" type="text"/>
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(If 5<sup>th</sup> of the month falls on a weekend or holiday, full points will be given if it is postmarked the next business day.)

**List Annual Events points to be added this month**

**Write your Club Newsflash here:**

Pathfinder Sabbath (25)	<div style="border: 1px solid black; height: 100%; width: 100%;"></div>
Pathfinder - Parent Special (25)	
Pathfinder Leader's Convention (20, 30, 40)	
Pathfinder Camporee (75)	
Pathfinder Fair (90)	
Pathfinder Investiture (25)	
Pathfinder Induction (25)	
Canned Food Drive (25)	
District Event (10, 20, 30)	
Bible Experience at district-level (10)	
Tent Camping (20 pts/night 80 pts max/year)	
# ___ of Camping nights this month x 20 = _____	

Mail to: Oregon Conference Pathfinder Ministries, 19800 Oatfield Rd., Gladstone OR 97027  
 FAX: 503.850.3421      Email: [desiree.rinza@oc.npuc.org](mailto:desiree.rinza@oc.npuc.org)

# 700 CLUB – YEARLY AWARDS

## Oregon Pathfinders

Recognition Award 1-549 points (Green Award)	Honor Award 550-624 points (White Award)	Superior Award 625-699 points (Red Award)	Excellence Award 700+ points (Blue Award)
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### **Breakdown of Total Possible Points**

Monthly Activity Reports - only the 10 highest month's scores count .....	350
Pathfinder Sabbath in Church .....	25
Pathfinder - Parent Special.....	25
Pathfinder Leaders Convention.....	40
Pathfinder Camporee .....	75
Pathfinder Fair .....	90
Pathfinder Investiture Service.....	25
Pathfinder Induction Service.....	25
Food Collecting.....	25
Bible Experience at District Level.....	10
District Event .....	30
Tent Camping.....	80
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<b>Total Points Possible.....</b>	<b>800</b>

700 Club Awards are presented at the Pathfinder Fair.

- The 700 Club (Conference Merit System) is not based on competition between clubs. Each club can earn the Excellence Award.

# CLUB WEEKLY RECORD

Month \_\_\_\_\_ Year \_\_\_\_\_

Name	Attendance	On Time	Dues	Uniform	Cleanliness	Behavior	Comments
	10	10	10	10	10	10	



# CLUB MONTHLY RECORD

Month \_\_\_\_\_ Year \_\_\_\_\_

Week	Date						Date						Date						Activities			Total		
	Attendance	On Time	Dues	Uniform	Cleanliness	Behavior	Attendance	On Time	Dues	Uniform	Cleanliness	Behavior	Attendance	On Time	Dues	Uniform	Cleanliness	Behavior	Outings	Share Faith	Honors			

# REGISTRO MENSUAL DE PUNTAJE

Mes \_\_\_\_\_ Año \_\_\_\_\_

Semana	Fecha						Fecha						Fecha						Actividades			Total	
	Nombre	Asistencia	Puntualidad	Cuotas	Uniforme	Limpieza	Participación	Asistencia	Puntualidad	Cuotas	Uniforme	Limpieza	Participación	Asistencia	Puntualidad	Cuotas	Uniforme	Limpieza	Participación	Salidas	Compartiendo Fe		Honores