

**AYM**

The logo for AYM (Adult Youth Ministry) is a circular emblem. The left half shows a globe with the letters 'AY' overlaid. The right half shows two hands clasped together. The letters 'AYM' are written in a large, bold, blue font with a yellow outline, with the circular logo serving as the letter 'Y'.

CROSS TRAINING  
FOR ADULT LEADERSHIP  
IN CLUB MINISTRY

# What We Are Seeking in AYMT Training

*Adventist Youth Ministries Training (AYMT)* For Pathfinders is a curriculum of learning designed to provide role specific training for adult Pathfinder club staff members. While it's primary targets are those who have been invested as Master Guides, it also provides structured training for staff who have not yet earned their Master Guide class, as well as some direct connection to the Master Guide Curriculum.

It is important for all church workers, both professional and volunteer, to continue to learn, to be familiar with current trends and to make training part of their life style. The purpose of AYMT is to provide the framework for that life long training.

- It should focus on both ministry and skill development.
- A level of completion should be obtainable in a reasonable period of time.
- It should promote continuous, long term training.
- It should allow for future expansion.
- It should include active learning activities.
- It should target specific leadership roles as well as general leadership.
- It should allow general classes to be used in curricula in different ministries, enabling cross training, and more efficient training events.
- It should also be flexible enough for staff training in other youth ministries and to allow content change, updating and creation without requiring restructuring.

# The Basis of AYMT Certifications Are...

Role specific learning

One year time frames (See Time frame policies - following page)

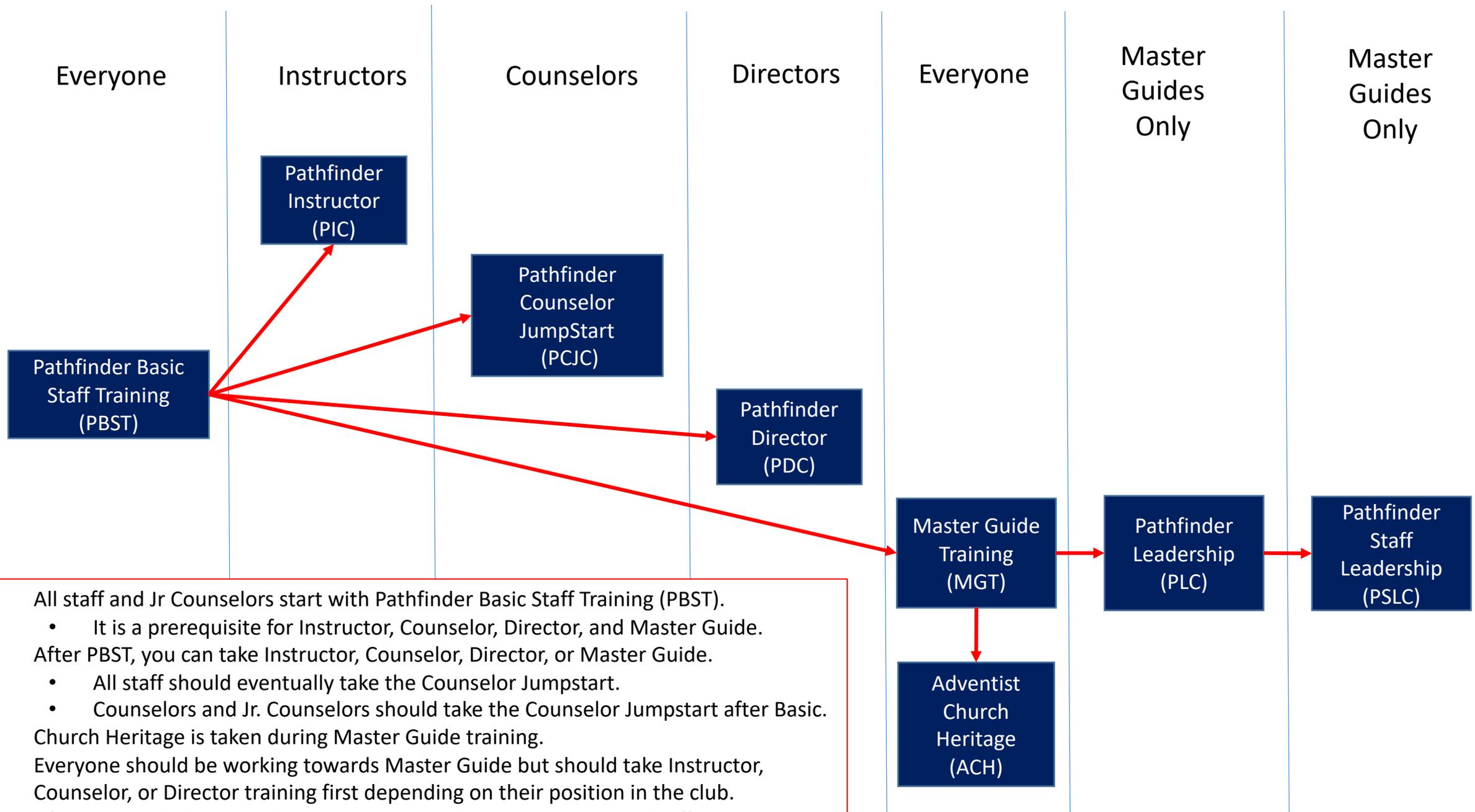
Required field work

5-8 seminars per certification

Portfolio completion as a form of evaluation and integrity review

Mentoring

Conference level creation options



- All staff and Jr Counselors start with Pathfinder Basic Staff Training (PBST).
  - It is a prerequisite for Instructor, Counselor, Director, and Master Guide.
- After PBST, you can take Instructor, Counselor, Director, or Master Guide.
  - All staff should eventually take the Counselor Jumpstart.
  - Counselors and Jr. Counselors should take the Counselor Jumpstart after Basic.
- Church Heritage is taken during Master Guide training.
- Everyone should be working towards Master Guide but should take Instructor, Counselor, or Director training first depending on their position in the club.
- After Master Guide, training should continue into Leadership and Staff Leadership.

# AYMT Flow

Position	Start	2 <sup>nd</sup> Certification	3 <sup>rd</sup> Certification	4 <sup>th</sup> Certification	5 <sup>th</sup> Certification	6 <sup>th</sup> Certification
<b>Jr. Counselor</b> →	PBST	Instructor – PIC	Counselor – PCJC	Master Guide	Leadership - PLC	Staff Leadership - PSLC
<b>Instructor</b> →	PBST	Instructor – PIC	Counselor – PCJC	Master Guide	Leadership - PLC	Staff Leadership - PSLC
<b>Counselor</b> →	PBST	Counselor – PCJC	Director – PDC	Master Guide	Leadership - PLC	Staff Leadership - PSLC
<b>Deputy Director</b> →	PBST	Director – PDC	Master Guide	Leadership - PLC	Staff Leadership - PSLC	Counselor – PCJC
<b>Director</b> →	PBST	Director - PDC	Master Guide	Leadership - PLC	Staff Leadership - PSLC	Counselor – PCJC