

# The Pathfinder Uniform

**T**he uniform makes the organization real and visible. It represents an ideal and a standard. One of the ways to set up a standard and bring the members of an organization up to that standard is through the uniform. It should stimulate loyalty toward that standard by building morale and binding members into closer fellowship. It also appeals to those not already members to join. The uniform strengthens club spirit.

The uniform should always be clean and neat. Wearing one that fits properly will go a long way to make it look sharp. The uniform should be worn with “humble pride.” We should remember that it acts as a visual announcement of Pathfinder ministry, and should draw questions from observers concerning the meaning of each patch and symbol.

## Uniform Should Be Worn

It is recommended that those having uniforms wear them on the following occasions.

- At Pathfinder meetings
- At special programs (Pathfinder Day, Induction, Investiture, etc.)
- At any public gathering when any or all act as
  - Messengers
  - Ushers
  - Guards of honor
  - First-aid details
  - Color guards
- On occasions as specified by Pathfinder staff
- While engaging in missionary outreach activities, such as Ingathering, distributing food baskets, gifts, literature, or church announcements, and while visiting nursing homes, shut-ins and community organizations.

## Uniform Should Not be Worn

- If not a member
- For work or play
- When engaged in selling for personal profit, in selling for commercial or political purposes, or in personal solicitation
- At any time or place when its wearing discounts the organization, or casts any reflection upon the uniform, lowers its dignity and esteem, and makes it commonplace

## Ordering Uniforms

Uniforms are ordered through AdventSource, 5120 Prescott Avenue, Lincoln, NE 68506. Call 800-328-0525 or visit or web site at [www.adventsource.org](http://www.adventsource.org). Investiture items including honor patches Investiture Achievement insignia, MG insignia and AYMT pins are ordered from the local conference Youth Ministries Department, unless they have made arrangements for local clubs to order directly from AdventSource. Check with your conference for their procedures.

## Remember

*If the staff love to wear their uniform, take pride in it and wear it with honor, then the Pathfinders will do the same.*



## Uniform History

Early history of the uniform is still being researched. Additional information will be added in later editions.

In the early years, neckerchief colors related to the class level you had achieved. So in the illustration to the left, the young lady has completed her Companion class and the young man has completed his Explorer class.

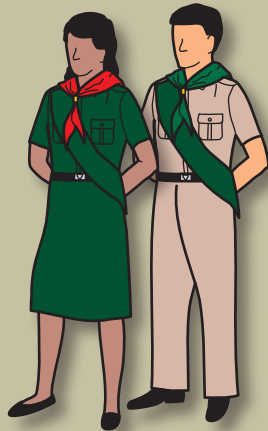
Also during those years the female teens and staff wore white blouses rather than green.

During the 1990's, a number of conferences had made requests to the division for permission to have additional styles of lower uniform. Many were requesting slacks for ladies. Others, primarily in southern climates, wanted Bermuda shorts. Still, others felt that modesty issues for female Pathfinders on campouts could be addressed by adopting skorts or culottes. In addition to these style requests, there were concerns about the cost of the uniform. Cheaper uniform pants and skirts could be found at school uniform suppliers, but it was almost impossible to find them in the proper hue of dark green. Extremes on size, either small or large, were also difficult to address.

After several years of study and discussion, the vote was taken to switch from dark green to black. Clubs were given four years to make the switch, with the entire division to be on board at the *2004 Faith on Fire Camporee* in Oshkosh.

All involved in the action recognized that it would be impractical and cost prohibitive for AdventSource to carry all the possible styles that conferences might choose to adopt, but the feeling was that most conferences would use slacks for males and either slacks or a-line skirts for females, and that AdventSource should carry those standard styles. Time has shown this to be correct.

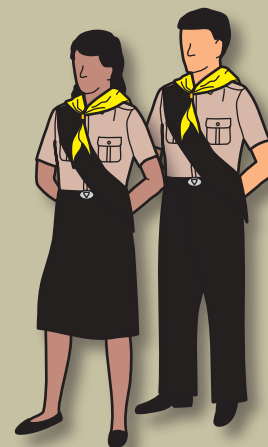
While AdventSource would carry slacks for males and slacks and skirts for females, this action would also make it possible for many individuals, clubs, and conferences to purchase slacks and skirts from local uniform suppliers as well as adopt other styles appropriate for and approved by their conference. Many Pathfinders already had black slacks or skirts as part of school uniforms.



1946-1981



1982-1999



2000-Present

## NAD Class A Uniform Standards <sup>1,2,3</sup>

Each division is authorized to establish uniform standards for their division based on the guidelines provide by the General Conference. Policy prohibits unauthorized changes to logos and insignia without expressed written permission. This generally does NOT include limits on translation of words or acronyms, or the modification of logos into three dimensional representations etc.

### **Shirt/Blouse** – Stocked by AdventSource.

- Tan long sleeve or short sleeve shirt with two pleated patch pockets with flaps on the chest and shoulder epaulets.

### **Pant/Skirts etc.**<sup>4</sup>

#### **Females**

*Standard* – Stocked by AdventSource.

- Slacks<sup>5</sup> – Black, straight leg, pleated front, belt loops, no cuff.
- Skirt – Black, A-line, pleated front, belt loops, hem should be at mid-knee or below.

*Authorized options* – Not stocked by AdventSource. Must be consistent in conference or club as noted.<sup>4</sup>

- Slacks<sup>5</sup> – Black, straight leg, flat front, belt loops, no cuff.
- Shorts – Black, Bermuda style and length, pleated front, belt loops.
- Shorts – Black, Bermuda style and length, flat front, belt loops.
- Skort – Black, belt loops, hem should be at mid-knee or below.
- Culottes – Black, belt loops, hem should be at mid-knee or below.

#### **Males**

*Standard* – Stocked by AdventSource.

- Slacks<sup>5</sup> – Black, straight leg, pleated front, belt loops, no cuff

*Authorized options* – Not stocked by AdventSource. Must be consistent in conference or club as noted.<sup>4</sup>

- Slacks<sup>5</sup> – Black, straight leg, flat front, belt loops, no cuff
- Shorts – Black, Bermuda style and length, pleated front, belt loops
- Shorts – Black, Bermuda style and length, flat front, belt loops

### **Belts and Buckles**

*Standard* – Stocked by AdventSource.

- Black web belts with Pathfinder buckle – Stocked by AdventSource.  
The location of the belt buckle should be adjusted so that about one inch of the tail of the web is visible once it has been passed through the buckle.

*Authorized options* – Stocked by AdventSource.\*

- Plain, all black leather belt with no ornamentation.\*
- Conferences, clubs and individuals may wear a non-standard issue Pathfinder or Master Guide logo'd Buckle.





## Neckerchief and Slide

*Standards* – Stocked by AdventSource. The sash is worn over the collar.

- Pathfinders and non-Master Guide staff - Yellow Pathfinder Neckerchief with black trim stitching and the Pathfinder World logo. The neckerchief is secured with the black fabric Pathfinder Slide.
- TLT's - Yellow Pathfinder Neckerchief with red trim stitching and the Pathfinder World logo. The neckerchief is secured with the black fabric Pathfinder Slide.
- Master Guides - Yellow Master Guide Neckerchief with red trim stitching, six color Master Guide ribbon and the Master Guide logo. The neckerchief is secured with the blue fabric Master Guide Slide.

*Authorized Options* – Not stocked by AdventSource.

- Individuals may secure their neckerchief with a non-standard issue or legacy Pathfinder or Master Guide slide.

## Necktie

### Female Staff

*Standard* – Stocked by AdventSource.

- Plain black tuxedo tie

*Authorized options* – Not stocked by AdventSource. Consistent by club.

- Ascot / cravat

### Male Staff

*Standard* – Stocked by AdventSource.

- Plain black tie

*Authorized Options* – Consistent by club. Not stocked by AdventSource.

- Ascot / cravat

### Pathfinders

- Pathfinders are not encourage to wear neckties. If a club elects to wear them, they should match the standards outlined for staff.

## Shoes

- All black dress shoes or boots with fully closed toe and heels. Heels of no more than 2 inches. If the shoes have laces, the laces must also be all black. (It is noted that style variations should be allowed by a director if financial hardship plays a significant role.)

## Hosiery

- All black socks, stockings or knee highs. No designs or patterns.

## Sash

The sash is the personal club history of the Pathfinder. It is worn over the right shoulder, under the neckerchief and preferably under the epaulet.

- Black fabric, may be wide enough for up to 3 honors and as long as the fingertips on the left hand when standing at attention.
- Only one sash is to worn as part of the uniform.

- Items to be worn on the sash include optional name plate, honors, camporee and fair patches, Pathfinder pins, Adventurer level pins (but not Adventurer Awards).

## Head wear

Optional, style determined by club and consistent within the club.

*Options – Stocked by AdventSource.*

- Pathfinder baseball cap — Worn with the bill squarely over the front of the face.
- Black beret – The slope of the beret slants down to the right and should be on an angle such that a continuation of the arm and hand would be in line with the slant while rendering a proper salute. The beret is worn so that the headband (edge binding) is straight across the forehead and level, 1 inch above the eyebrows. The emblem, known as the “flash,” is positioned level over the left eye and the excess beret material is draped over to the right ear. The adjusting ribbon should be secured with a knot and tucked inside the edge binding at the back of the beret once proper size is obtained.
- Pathfinder Triangle flashes are also available from AdventSource.

## Jacket

There is no official uniform jacket for staff.

Master Guides who are working with Pathfinders may choose to wear a black uniform jacket with their Class A Pathfinder Uniform or to go without. They may also choose to wear traditional green uniform jacket with green slacks or skirt. They may also forgo the green jacket. All standard Pathfinder Insignia should be in place on the jacket. The Master Guide Neckerchief and Slide is worn in place of the standard Pathfinder Neckerchief and Slide.

## Notes

1. Color Guards or other distinctive groups might choose to use BDU's (Battle Dress Uniform) or some other (kilt, sarong, etc.) style as approved by the appropriate leadership.
2. PBE policy states that at Union and Division level PBE events, adherence to the team's home conference Class A uniform policy satisfies the PBE uniform requirement.
3. Drill events often have their own set of uniform rules. Check with the event officials to make sure you are in compliance.
4. NAD authorizes the recognized local conference Pathfinder leadership organization to determine which authorized style of pants, skirt, etc., is approved for use in their conference. Conferences also have the right to delegate this authority to their local clubs, allowing each club to set its own policy based on their needs. It should be noted that often females are given the personal choice of slacks or skirts based on their own personal belief as to what is appropriate wear, especially in a church sanctuary.
5. Slacks have internal pockets, so this precludes jeans, cargo pants, BDU's, athletic pants, and sweatpants. In addition, modesty precludes leggings, yoga pants, and other tight fitting clothing that society might label as slacks.

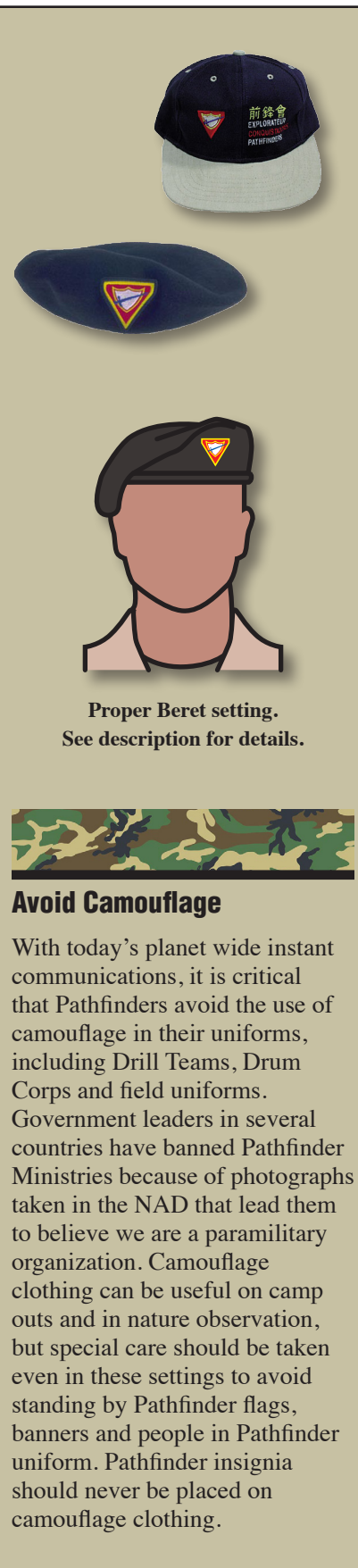




Photo illustrations are not shown to scale or to comparative scale.



## NAD Insignia

Detailed location information for each insignia is shown in the uniform diagrams unless otherwise noted in the description.

### AYMT Certification Pins

AYMT Certification Pins indicate continuing education Certifications that have been completed by staff. Pins are typically issued at an Investiture service (though Certifications are NOT Investiture levels) or at a staff recognition service.

### Baptismal Pin

The baptismal pin is given to Pathfinders who have been baptized by immersion into the Seventh-day Adventist church. In special instances when health is compromised by immersion, the Pathfinder may receive this pin when joining the church through Profession of Faith. A special ceremony is suggested to present these pins each time a Pathfinder joins the church. Baptized staff and Pathfinders may wear the pin. It is worn in position A on the left pocket flap.

### Club Name Crest

The Club Name Crest identifies the local church/club of the wearer. Crests are custom made for each club using their church and/or club name limited by the number of characters that fit on the crest.

### Conference Patch

The Conference Patch is optional and is of standard size (4" wide, 2 1/2" high). The patch is designed by the conference and identifies the conference of the wearer. In some cases the Conference Patch may include an integrated Union Patch.

### Good Conduct Award

The Good Conduct Award Ribbon Bar is awarded to Pathfinders recognized by the staff for their conduct. Criteria are outlined in the *Pathfinder Staff Manual*. Bronze stars are available for each additional year the Pathfinder achieves the Good Conduct Award. Up to five of these stars are attached to the award bar. Staff should not wear the Good Conduct Award Ribbon Bar on their uniform, but may wear it on their sash if they earned it as a Pathfinder.

### Honors Token

Honor Tokens indicate honors earned by the wearer, and are worn on the Sash.

### Honors Token Stars

Small metal star pins are added to honor tokens to indicate advanced honors earned by the wearer.

### Investiture Achievement Level Pin

There is a distinctive colored pin for each level of Investiture Achievement: Friend, Companion, Explorer, Ranger, Voyager, and Guide, plus one for Master Guide. The IA Level Pin is typically issue at Investiture upon completion of a level. All earned IA Level Pins are worn on the uniform shirt.

### Investiture Achievement Level Chevron

There is a distinctive colored sleeve chevron for each level of Investiture Achievement: Friend, Companion, Explorer, Ranger, Voyager, and Guide. This insignia is typically issued at Investiture upon completion of a level. All earned IA Level Chevrons are worn on the uniform shirt.

### Investiture Achievement Level Name Strip

There is a distinctive colored name strip for each level of Investiture Achievement: Friend, Companion, Explorer, Ranger, Voyager, and Guide, plus one for Master Guide. This insignia is typically issued at Investiture upon completion of a level. The IA Level Name Strip for highest level currently earned is worn on the uniform shirt.

### Investiture Achievement Advanced Level Ribbon Bar

There is a distinctive colored ribbon bar for each level of advanced Investiture Achievement: Trail Friend, Trail Companion, Wilderness Explorer, Wilderness Ranger, Frontier Voyager, and Frontier Guide. This insignia is typically issued at Investiture upon completion of a level. All earned IA Advanced Level Ribbon Bars are worn on the uniform shirt.

### Master Guide Patch

An optional patch that could be given at the Investiture of a Master Guide, or purchased later. The patch is typically worn on the Sash or sewn over the printed Master Guide logo on the Master Guide Neckerchief.

### Master Guide Pin

Upon investiture as a Master Guide, a Master Guide Pin will be issued for placement on the uniform.

### Master Guide Star Patch and Star with Chevrons Patch

Upon investiture as a Master Guide, a Master Guide Star patch will be issued for placement on the uniform sleeve. If the Master Guide has also completed all six IA levels, they will instead be issued a combination Master Guide Star/IA Chevron patch. Master Guides who have not completed all six IA levels do NOT wear any IA Chevrons on their sleeve until they have earned all six.

### NAD Pathfinder Logo Patch

This is an optional patch and may be worn on the sash.

### NAD Pathfinder Logo Pin

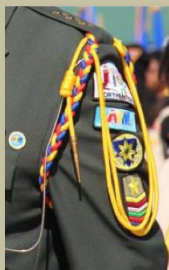
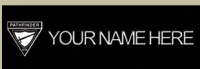
This is an optional pin and may be worn on the sash.

### Pathfinder Bible Experience Pin and Bars

The pin is issued to each Pathfinder who is part of a team that participates in the Pathfinder Bible Experience. Attached to the PBE Base Pin will be a Year Bar. Under the Year Bar hang Placement Bars, blue for 1st place, red for 2nd place, and green for 3rd place. As the team advances to higher levels of participation, they add Placement Bars. In practice that means that they add Placement Bars until they get a red or green one. They add that one and proceed no further. The participant could have up to four placement bars per year, with the first three being blue and the fourth being any of the three colors. It is worn in position B on the left pocket flap.

A team member will obtain a new PBE Pin each year with the Year Bar and Placement Bar(s) underneath for each year they participate. Previous year's PBE Pin and bars should be transferred to their Honor Sash.





### **Pathfinder Instructors Award Patch**

The patch indicates Pathfinder leaders who have completed the Pathfinder Instructors Award, a continuing education curriculum for invested Master Guides and those who have completed the Pathfinder Leadership Award.

### **Pathfinder Instructors Award Pin**

The pin indicates Pathfinder leaders who have completed the Pathfinder Instructors Award, a continuing education curriculum for invested Master Guides and those who have completed the Pathfinder Leadership Award. It is worn in position C on the left pocket flap.

### **Pathfinder Leadership Award Patch**

The patch indicates Pathfinder leaders who have completed the Pathfinder Leadership Award, a continuing education curriculum for invested Master Guides.

### **Pathfinder Leadership Award Pin**

The pin indicates Pathfinder leaders who have completed the Pathfinder Leadership Award, a continuing education curriculum for invested Master Guides. It is worn in position B on the left pocket flap.

### **Pathfinder Name Plate**

The Pathfinder Name Plate is optional and is custom made to show the wearers name. For security reasons it should only be worn by staff.

### **Pathfinder Triangle Patch**

The Pathfinder Triangle Patch is the official logo of Pathfinder Ministry.

### **Pathfinder Triangle Pin**

This is a small enameled pin showing the Pathfinder triangle. It may be worn as a tie tack or on the sash.

### **Pathfinder World Patch**

The Pathfinder World Patch displays the Pathfinder Logo on a background of a world map representing the world wide reach of Pathfinder ministry.

### **Staff Position Shoulder Cords (Citation Cords)**

Shoulder cords are an optional insignia except for TLT's.

If you wear cords:

- You may only wear one and it is worn on the left shoulder.
- It should consist of:
  - a braided main cord
  - two outside shoulder loops without ornamentation
  - one gold tip drop (pencil device)
- Standard TLT cords do not have outside loops or a tip drop. Master TLT cords add the loops and tip drop.

If the conference adopts cords, ranks are represented by the following colors:

- Drill & Drum team members and leaders - White
- Club Director - Gold (non-metallic)\*
- Assistant & Associate Coordinators - Gold & Kelly Green\*
- Coordinators - Gold and Scarlet\*
- Conference Exec. Coordinators, Conf. Directors, and Union Directors - Gold, Scarlet & Royal Blue\*

\* Outside loops and tip drop are of single strand gold cord.



### Staff Leadership Stars

Staff Leadership Stars are pinned on the epaulets of both shoulders, with the outside star being about 1" from the shoulder seam.

- One star – Club Director
- Two stars – Area and Specialty Coordinator
- Three stars – Conference Director
- Four stars – Union Director or Coordinator/Division Coordinator
- Five stars – NAD Director and Associates

### Staff Service Star Pins

Staff Service Stars indicate the number of years a staff member has served in Pathfinder Ministry. Numbers 1-15, 20, 25, 30, 35, 40, 45 and 50 are available. Service Star Pins for numbers 5, 10, 15, 20, 25, 30, 35, 40, 45 and 50 are to be presented by the conference. It is worn in position D on the left pocket flap.

### Staff Sleeve Strip

The Staff Sleeve Strip identifies the role of the wearer in Pathfinder ministry including but not limited to: director, deputy director, instructor, counselor, pastor, associate director, area coordinator and teen leadership training participant. Only one Staff Sleeve Strip may be worn at a time.

### TLT Patch

This optional patch shows the TLT logo and is worn on the Honor Sash.

### TLT Pin

This is a small enameled pin showing the TLT logo. It is worn in position C on the left pocket flap. This pin is worn by all current TLT's.

### TLT Master Patch

This optional patch shows the Master TLT logo and is worn on the Honor Sash. This patch is worn only by those who have completed all four levels of TLT as a teen.

### TLT Master Pin

This is a small enameled pin showing the Master TLT logo. It is worn in position C on the left pocket flap. This pin is worn only by those who have completed all four levels of TLT as a teen.

### TLT Level Star

TLT Level Star show how many of the four levels of the TLT curriculum have been completed. Only the highest level star earned is worn. Staff should not wear the TLT Level stars on their uniform, but may wear it on their sash if they completed the levels as Pathfinders. It is worn in position D on the left pocket flap.

### TLT Shoulder Cord

The TLT Shoulder Cord is worn to indicate current participation in the TLT program. It is issued upon enrollment in the program, typically at the yearly induction service. TLT Directors and TLT Mentors are authorized to wear the TLT Shoulder Cord if they so choose.

### Union Patch

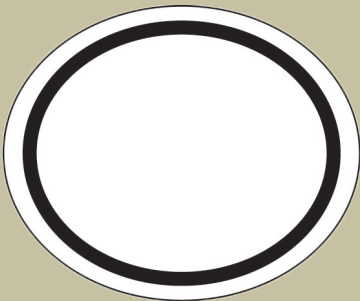
The Union Patch is optional and is of standard size (4" wide, 1" high.) The patch is designed by the union and identifies the union of the wearer. In some conferences the Union Patch is integrated into the Conference Patch.





## Honor Token Shapes

Since 1996, it has been NAD policy that only NAD/GC approved honors use the oval token shape. All club, conference, and union honor tokens are to be a diamond shape of the same width and height of the standard oval. Background colors should match the NAD/GC standard for the category.



Division and GC token size and style.



Club, Conference and Union token size and style.

## Unit Leadership Plate

Unit Captains and Unit Scribes have name plates that identify their role within the unit. These name plates are pins to facilitate ease of rotation between members of the unit based on the clubs election or appointment rotation or routine.

## Conference authorized insignia etc.

Conferences may issue Drill Awards, Drum Corp Awards, or any number of other insignia. In general, Conferences are authorized to make additions to the current list of insignia, but not to alter NAD approved insignia or standard placement.

## Class B, Class C ...

NAD only defines a Class A Uniform. Many conferences establish other levels of uniform dress. Check with your local conference and inquire about their additional uniform classes. These may include the following or variations of the following:

### Modified Class A

Standard Class A, minus the sash. This allows for less constriction during activities.

### Class B

Class A Uniform shirt, with the neckerchief and slide, but worn with jeans or other nonuniform pants, shorts etc.

### Class C or Field Uniform

A conference or club specified T-shirt worn with jeans or other non-uniform pants, shorts etc.

# Insignia Placement Diagrams



Example 1

## Left sleeve

The **Conference Patch** is optional and is of standard size (4" wide, 2 1/2" high) worn on left sleeve, 1/4" below shoulder seam and above the Pathfinder world. [See Example 1]

The **Pathfinder World Patch** is worn 1/2" below conference patch. [See Example 1] If no **Conference Patch** is used, then the **Pathfinder World Patch** is worn 2" below the shoulder seam and centered on the sleeve. [See Example 2]

The **IA Level Chevrons** are worn starting 1/2" below the Pathfinder world. As levels are earned, prior levels are moved down, so the highest level is on top. No space should be left between chevrons. [See Example 1] Even if a level is skipped, no space should be left between chevrons. [See Example 3]

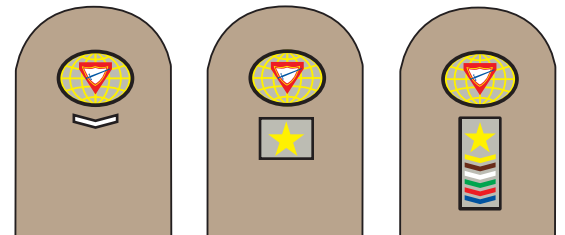
If used, the **Union Patch** is worn directly below the Conference Patch with minimal space between them. [See Example 4]

The **Master Guide Star Patch** is for the Master Guide having earned only the Master Guide without completing all of the Pathfinder class levels. It is worn on the left sleeve 1/2" below the Pathfinder world. [See Example 2, 4, 5]

The **Master Guide Combination Patch** is only for the Master Guides who have also completed all of the IA levels (Friend, Companion, Explorer, Ranger, Voyager, Guide). It is worn on the left sleeve 1/2" below the Pathfinder world. [See Example 2, 4, 5]

The **Pathfinder Leadership Award Patch** is for Pathfinder leaders who have completed the Pathfinder Leadership Award. The patch is worn in place of the **Pathfinder World Patch**. [See Example 5]

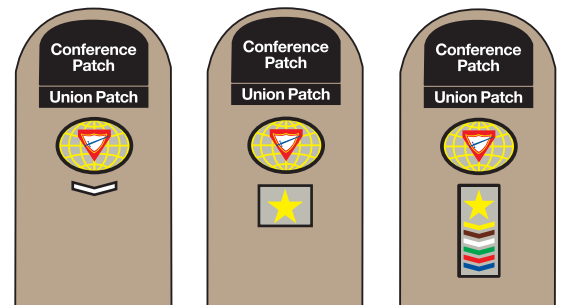
The **Pathfinder Instructors Award Patch** is for Pathfinder leaders who have completed the Pathfinder Instructors Award. The patch is worn in place of the Pathfinder World Patch. [See Example 5]



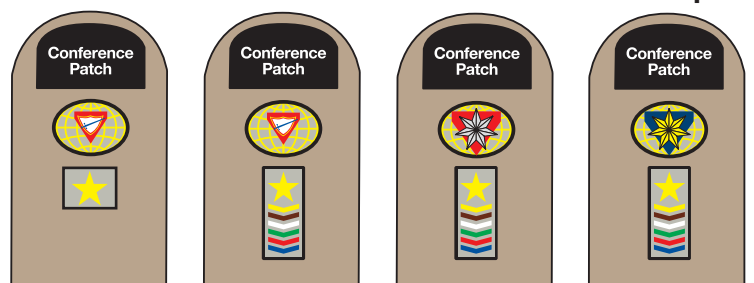
Example 2



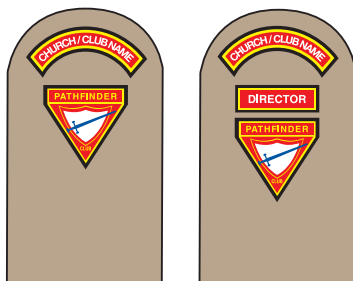
Example 3



Example 4



Example 5



## Right sleeve

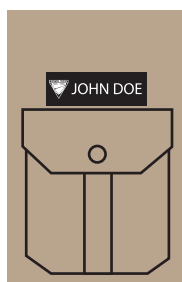
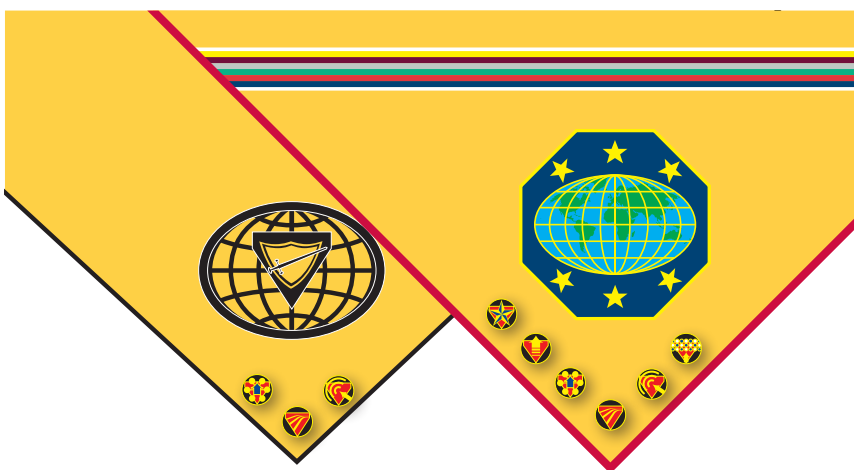
The **Club Name Crest** is to be centered 3/4" below the shoulder seam. The crest size is to be 4" wide from point to point.

The **Staff Sleeve Strip** is to be centered under the name crest and worn on the right sleeve 1/4 inch below lowest point on the **Club Name Crest**.

The **Pathfinder Triangle** is to be centered under the name crest. Worn by Pathfinders 1/4" below the lowest points on the **Club Name Crest** and by Pathfinder staff, 1/4" below the sleeve strip.

## Neckerchief & Master Guide Neckerchief

**AYMT Certification Pins** are placed along edges of the neckerchief starting at the point.



## Right chest pocket

The optional **Pathfinder Name Plate** is centered just above the right pocket or in the same position on the sash since the sash covers its location on the shirt.

## Left chest pocket

*Descriptions are from the wearers viewpoint. Illustrations are from the inspectors viewpoint.*

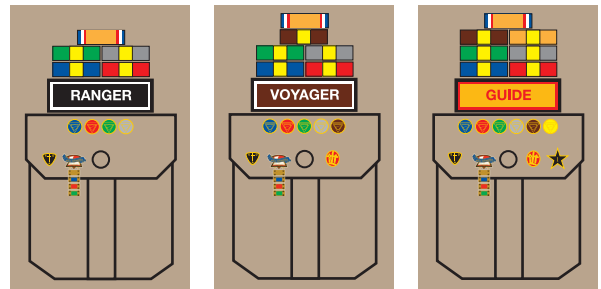
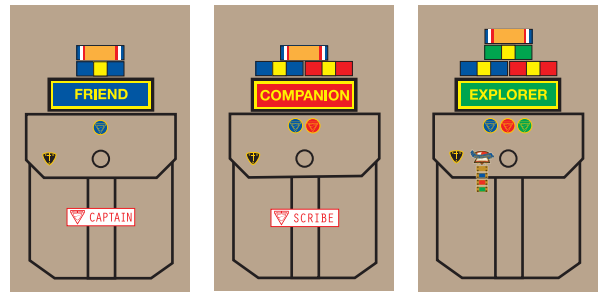
The highest earned **IA Level** or **Master Guide Name Strip** is centered above the pocket.

All earned **IA Level Pins** are worn centered across the top of the pocket flap. The highest class pin is to the wearer's left. If a level is skipped, fill in the space with the next higher pin. Do not leave gaps for unearned levels.

If earned, the **Master Guide Pin** is worn above the Investiture Achievement Level Pins, and in the center of the pocket flap.

The **IA Advanced Level Ribbon Bars** are worn above the class level name strip and center over the button. Bars are arranged as shown. Even if a level is skipped, no space should be left for unearned bars. Historically, ribbon holders were available to hold ribbons three wide rather than the current two wide. Continued use of those holders are permitted.

**Unit Leadership Plates** denoting the captain or scribe are placed on the center of the pocket.



## Pocket flap locations

There are four designated locations for other pins on the pocket flap. Two on the left side of the button and two on the right side of the button. They are identified as locations A, B, C, & D. Only one pin should be worn in each position at a given time. Normally the “highest” level pin (typically the most recently earned) is worn.

Position A: **Baptismal Pin**

Position B: **Pathfinder Bible Experience Pin** or **PLA Pin**

Position C: **TLT Pin**, **Master TLT Pin** or **PIA Pin**.

Position D: **TLT Level Pin** or the **Staff Service Star**.





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## Potomac Conference Addendum to the North American Division Uniform Guidelines

The Potomac Conference Pathfinder Council is adopting the uniform addendum set forth by the North American Division in general. However, there are several deviations or clarifications to this standard that will be discussed in this Addendum. The Potomac Conference Pathfinder Council, as the advising body to the Pathfinder director is responsible for setting a uniform standard that will be utilized by the clubs in the Potomac Conference and by Potomac Conference Pathfinder Coordinators and Staff to determine if a club is properly in or out of uniform. These standards are discussed in committee and then passed by the Pathfinder Council-at-Large to provide a written guidance to the club director and leaders on what uniform compliance entails. These standards should be the guideline for club uniform adherence and should be the standard by which clubs are judged at individual club inspections, at drill competitions, and virtually any time a Pathfinder or Staff member with the Potomac Conference logo on their sleeve wears their uniform in public.

This Addendum is referring to the NAD Pathfinder Uniform Addendum published in 2016. It will provide page, paragraph, and title of the sections that it is intended to amend or replace. The Potomac Conference reserves the right to reconsider this addendum as necessary, however it will not change the uniform standard in mid-year. Hence, whatever standard is established and distributed to the directors at the beginning of the Pathfinder year (July 1), will be the standard for the Potomac Conference until the 30<sup>th</sup> of June the following year. Clarifications may be sent out mid-year, but they are not intended to change the standard, only to more fully explain the intent.

Note: Throughout this addendum there are a couple of overall assumptions, they are listed up-front to keep from repeating them in many different Item paragraphs. These are:

- If this addendum refers to the term Pathfinder without adding the term and adult staff, The Potomac Conference is expecting that both Pathfinders and club staff will adhere to the same standard.
- The Potomac Conference expects that Pathfinders and/or adult staff will not wear or use any Master Guide specific uniform components, insignias, and or badging unless they have earned their Master Guide.

Item 1: Page 1, Paragraph 4, titled: **Ordering Uniforms** - The NAD Pathfinder Manual refers to the company AdventSource at 5120 Prescott Avenue, Lincoln NE as the source for uniforms. The Potomac Conference does not restrict the purchase of uniform parts to any single company or entity, but supports all vendors who have uniform parts, supplies and/or accoutrements that the club may need or desire as part of their uniform.

Item 2: Page 1, Paragraph 4, titled: **Ordering Uniforms** - The statement: *“Investiture items including honor patches Investiture Achievement insignia, MG insignia and AYMT pins are ordered from the local conference Youth Ministries Department, unless they have made arrangements for local clubs to order directly from AdventSource. Check with your conference for their procedures.”* The Potomac Conference allows all clubs to order any investiture supplies up-to-and-including Guide level Investiture Achievement supplies directly from the vendor. However, the Potomac Conference will be the only source of supply for the Pioneer, Navigator, Master Guide, Pathfinder Leadership Award (PLA), and Pathfinder Instructor Award (PIA) insignia, pins, and patches. In the case of the Pioneer and Navigator, the Potomac Conference has worked out an arrangement with the Florida Conference to distribute these Investiture Supplies. In the case of Master Guide, PLA, and PIA, the Conference Pathfinder Director is the certifying agent for completion of these achievements. As such, no person should be invested without following the conference policy of submitting their binder for review and meeting with the appropriate certifying body appointed by the Pathfinder Director. At such time as the Conference Pathfinder Director certifies the candidate as complete, the local club can then purchase the necessary investiture materials from the Conference Youth Department.

- Item 3: Page 2, Paragraph 7, under the section titled **Uniform History** – The Potomac Conference encourages clubs to choose to have the female members wear either skirts or pants (*for the purposes of this document all references to either pants or slacks will be called pants as a gender unspecific reference*). The Potomac Conference would prefer that all club members be dressed uniformly. Thus if the females are going to wear pants, we recommend that all wear pants. However, in the situation involving wearing the uniform in church, there are those that are adamant that wearing pants in the church is disrespectful. We cannot and will not ask someone to violate their feelings on this subject to achieve uniformity. **All coordinators will be instructed to handle these situations without demerit when considering points for uniforms.**
- Item 4: Page 3, Paragraph 3, titled: **Pants and Skirts, etc.** – Please disregard this section; The Potomac Conference replaces this section with the following:
- All male Pathfinders and adult staff will wear black pants with belt loops. The pants should fit appropriately and modestly with regard to tightness and the length of the pants should be such that the bottom of the pant legs is at the shoes. The material for these pants should be a poly-cotton material similar to Levi Dockers, i.e. no denim or stretch fabrics. They can be either flat front or pleated.
  - All female Pathfinders and adult staff will wear either black pants with belt loops or a black skirt with belt loops. The pants should fit appropriately and modestly with regard to tightness and the length of the pants should be such that the bottom of the pant legs is at the shoes. Similarly, if skirts are worn, they should fit appropriately and modestly with regard to tightness and the length of the skirts is no shorter than 1½ inches above the knee and no longer than mid-calf level. The materials for these pants or skirts should be a poly-cotton material similar to Levi Dockers, i.e. no denim or stretch fabrics.
  - The Potomac Conference does not allow for shorts, skorts or Culottes as part of the Class A uniform.
- Item 5: Page 3, Paragraph 7, titled: **Belts and Buckles** - The Potomac conference requests that all Pathfinders wear the web belts with the associated Pathfinder buckle. For adult staff members, they can either wear the web belt, or a black leather belt with either a plain buckle or a Pathfinder themed buckle.
- Item 6: Page 4, Paragraph 1, titled: **Neckerchief and Slide** - the Potomac Conference adopts this paragraph as written with the following two additions.
- The TLTs are allowed to purchase and wear the red scarf and black TLT slide from Pathfinder Shirts. It is known as the Chesapeake TLT scarf in their catalog. TLTs may also choose to wear a red ascot in lieu of a scarf.
  - We ask that a club have their TLTs wear a consistent scarf. Either the red scarf, or the yellow TLT scarf, or the standard Pathfinder scarf should be worn by all TLTs in the club that have not attained a Master Guide. Once your TLTs earn their Master Guide, they should always wear a MG scarf.
  - Those Master Guides that have earned all eight classes may choose to wear a Master Guide scarf with the eight-color ribbon and the Master Guide logo.
- Item7: Page 4, Paragraph 6, titled: **Shoes** - The term all black dress shoes or boots will be modified to say that Potomac conference accepts as uniform any shoe that is all black in color that can also be cleaned and/or polished. This would include: dress shoes, boots, walking shoes, or all back athletic footwear with leather or faux leather uppers. We retain the clause that if shoe strings are present they need to be all black. Accept the clause that heels should be no more than 2 inches, and further stipulate that no kitten or stiletto heels are appropriate.

- Item 8: Page 4, Paragraph 7, titled: **Hosiery** – The Potomac Conference replaces this entire section with the following:
- For both Pathfinders and adult staff, the standard is for males to wear black socks with their uniform, if females are wearing socks, they should also be black in color
  - For both Pathfinders and adults staff, if females are wearing hosiery, we expect it to be their skin color.
  - For both Pathfinders and adult staff, it is not required for females to wear socks or hosiery with their dress shoes.
- Item9: Page 4, Paragraph 8, titled: **Sash** - The Potomac Conference modifies the statement “under the neckerchief and preferably under the epaulet” to read, the sash should be worn over the epaulet but under the scarf. Furthermore, we stipulate that we agree that Pathfinders should not wear a sash any wider than a can hold three honor across; however we allow adult staff to wear wider sashes. The Potomac Conference also specifies that only one sash is to be worn as part of the uniform; we do not support double sashes crossing both sides of the body. On the following page, Page 9, Paragraph 1; we add an additional statement. The previous items are suggestions; additional items can be worn on the sash as long as they are consistent with the goals and purpose of the Pathfinder ministry.
- Item10: Page 5, Paragraph 2, subsection 2, titled: **Black beret** – The Potomac Conference does not limit the beret color to black. The Potomac Conference does not require headwear of any kind for Pathfinders or adult staff, however if the clubs wish to purchase headwear they can purchase berets of any color. We do however ask for club consistency in the color of the headwear to promote uniformity.
- Item 11: Page 5, Paragraph 3, titled **Jacket** – The Potomac Conference adds the following words. No Pathfinder or adult staff member who has not earned Master Guide should wear the Master Guide Uniform Jacket (either black or green).
- Item 12: Page 5, Paragraph 4, titled: **Notes**, subsection 1 - The Potomac Conference does not permit the use of Battle Dress Uniform (BDUs) pants of any color as part of the Class A uniform. This is all encompassing, and also pertains to “special uniforms” that may be designated for: TLTs, Drill Teams, Drum Corps, PBE Teams, or any other specialty unit. We will consider any team wearing BDUs, black or otherwise, out of uniform. It is up to the club’s discretion how these may be used for Class B or other club events.
- Item 13: Page 6, Paragraph 6, titled: **Good Conduct Award** – The Potomac Conference holds two discrepancies with this paragraph, they are:
- First, the Potomac Conference will not limit the number of stars a Pathfinder may earn to add to their Good Conduct Award. As we allow Pathfinders to be part of the club through high school there is a potential for a Pathfinder to earn the Good Conduct Award 8 times.
  - Second, while we agree that adult staff cannot earn the Good Conduct Award as adults, if they earned the award as a Pathfinder, we support them proudly wearing this award on their uniform in the proper place of respect as highest of the Advanced Class or Investiture Achievement ribbon bars.
- Item 14: Page 6, Paragraph 9, titled: **Investiture Achievement Level Pin** - The Potomac Conference supports the earning of the Pioneer and Navigator levels of achievement and as such these pins should be worn on the uniform. There are two acceptable orders for pin placement and either is acceptable from left to right on the left side pocket (right side pocket if you are viewing the uniform as an inspector), these are:
- Friend, Companion, Explorer, Ranger, Voyager, Pioneer, Navigator, Guide
  - Friend, Companion, Explorer, Ranger, Voyager, Guide, Pioneer, Navigator
- Item 15: Page 7, Paragraph 1, titled: **Investiture Achievement Level Chevrons** - The Potomac Conference

supports the earning of the Pioneer and Navigator levels of achievement and as such these chevrons should be worn on the uniform as well. There are two acceptable orders for chevron placement and either is acceptable, from bottom to top these are:

- Friend, Companion, Explorer, Ranger, Voyager, Pioneer, Navigator, Guide
- Friend, Companion, Explorer, Ranger, Voyager, Guide, Pioneer, Navigator

Item 16: Page 7, Paragraph 2, titled: **Investiture Level Name Strip** - The Potomac Conference supports the earning of the Pioneer and Navigator levels of achievement and as such if one of these is your highest level currently earned, that is the Level name strip that should be worn on the uniform shirt.

Item 17: Page 7, Paragraph 3, titled: **Investiture Achievement Level Ribbon Bar** - The Potomac Conference supports the earning of the Pioneer and Navigator levels of achievement and as such the associated ribbon bars, if earned, should be worn on the uniform as well. There are two acceptable orders for ribbon bar placement and either is acceptable, these are:

- Friend, Companion, Explorer, Ranger, Voyager, Pioneer, Navigator, Guide
- Friend, Companion, Explorer, Ranger, Voyager, Guide, Pioneer, Navigator

Item 18: Page 7, Paragraph 6, titled: **Master Guide Star Patch and Star with Chevrons Patch** - The Potomac Conference supports the earning of the Pioneer and Navigator levels of achievement and as such if you have earned all eight classes and can find a Star Patch with eight chevrons you may wear that patch.

Item 19: Page 7, Paragraph 9, titled: **Pathfinder Bible Experience Pin and Bars** - The Potomac Conference, consistent with the North American Division PBE Manual, has its own methodology for determining which teams move on from Area and Conference competitions. This section is largely incorrect for our conference. Please take away two requirements from this section, these are:

- The Potomac Conference will issue a new Pin for every year of competition, hence the bars hanging below the year pin should be for a single year
- The Potomac Conference modifies the statement about the latest year PBE pin should be worn on the uniform shirt, and all other years should be moved to the sash; to the following: The Pathfinder can select either the latest year PBE pin or a PBE pin they are most proud of to wear on the shirt pocket, and the rest of the PBE pins should be moved to the sash.

Item 20: Page 8, Paragraph 9, titled: **Staff Position Shoulder Cords (Citation Cords)** - The Potomac Conference replaces this entire Paragraph with the following guidelines. The Conference standard for Shoulder cords is as follows:

1. The Potomac Conference restricts shoulder cords to be a single braided shoulder cord worn under the arm. No outside the shoulder loops or tip drops are permitted.
2. All members of the Teen Leadership Training (TLT) program should be issued the red shoulder cord with black speckles as part of their uniform
3. All Pathfinders and adult staff are limited to wearing a single cord. This cord is worn on the left shoulder.
4. Membership Cords may be awarded for membership in specialty components of the Pathfinder club including but not limited to: drill team, drum corps, PBE team, and praise team.
5. Position Cords depicting an office at either the club or conference level may be worn by the person holding that position. These cords are worn while holding that office, once the person is no longer holding the office these cords should not be worn.
6. The Potomac Conference current color scheme for Position Cords is as follows:
  - a. Conference Directors – Black
  - b. Conference Administrative Council Members – Yellow and Black
  - c. Conference Area Coordinators – Yellow and Red
  - d. Conference Specialty Coordinators – Yellow
  - e. Club Directors – Red



- f. Club Deputy Directors – Blue
- g. Club Drill Captains – White
- h. TLTs – Red with Black speckles

- Item 21: Page 9, Paragraph 3, titled: **Staff Sleeve Strip** - The Potomac Conference adheres to this section and we ask that clubs discontinue the use of these strips as a way of denoting membership in a specialty component of the club.
- Item 22: Page 9, Paragraph 10, titled: **Union Patch** - The Potomac Conference does not support the use of a union patch on the uniform.
- Item 23: Page 13, Paragraph 7, titled: Pocket flap locations – The Potomac Conference awards a variety of medals for recognition of achievement in competition or completion. These awards have generally been worn on the left side pocket flap. The Potomac Conference medals are in categories including but are not limited to: drill down medals, event medals (archery, soap box derby, rain gutter regatta, etc.), PBE pins, AY Silver and AY Gold. The North American Division has created a specific location for PBE pins to be worn, for all other medals we expect that they will be worn below the third row titled A B C D on the bottom figure on page 13 of the addendum. The Potomac Conference requests that the Pathfinder only wear one pin of each category on their pocket and place rest of the pins in that category on the sash. The pin in each category selected for placement on the pocket is at the discretion of the Pathfinder.
- Item 24: While the North American Division Uniform Addendum does not address makeup or jewelry, the Potomac Conference expects that the Pathfinders will wear no excessive makeup and no jewelry when wearing the Class A uniform. The Pathfinders and adult staff members are permitted to wear modest makeup, consistent with their skin tone. For adult staff only, jewelry that is traditionally associated with commemorating their marriage is acceptable.





# CLUB INSPECTION FORM



ATTENDANCE		Points
Number of Pathfinders in attendance		
Total number of Pathfinders in club		
<b>Pathfinder Attendance</b>		
80% or more Pathfinders present or accounted for – 5 points		
70% or more Pathfinders present or accounted for – 4 points		
60% or more Pathfinders present or accounted for – 3 points		
50% or more Pathfinders present or accounted for – 2 points		
Less than 50% Pathfinders present or accounted for – 0 points		
<b>Staff Attendance</b>		
Sufficient staff to have a 1/6 Staff to Pathfinder ratio - 5 points		
Insufficient staff for 1/6 ratio – 0 points		
<b>Total Points (Pathfinder + Staff Attendance)</b>		

FORMATIONS AND CEREMONIES		Y/N
Director calls Pathfinders to fall into formation just once		
Pathfinders fall in at Attention smartly		
Pathfinders recite Pledge of Allegiance, saluting the flag		
Pathfinders recite the Pathfinder Pledge		
Pathfinders recite the Pathfinder Law		
Pathfinders sing the Pathfinder Song		
Pathfinders are led in opening prayer		
Pathfinders are led in an opening worship		
Announcements made at opening or closing ceremonies		
Closing ceremonies are held and there is a closing prayer		
<b>Total Deductions (1/2 point for each No)</b>		
<b>Total Points (10 minus Total Deductions)</b>		

FLAGS AND MEETING SCHEDULE		Y/N
American flag posted		
Pathfinder flag posted		
All flags posted in proper order of respect		
All flags properly cared for and in good condition		
All flags poles the proper height (American flag highest)		
Consistent finials (either have them or don't)		
Program posted or distributed electronically to staff		
<b>Total Deductions (1/2 point for each No)</b>		
<b>Total Points (10 minus Total Deductions)</b>		

UNIFORM INSPECTION		Deductions
Appropriate shirt or blouse		
black pants w/ belt loops (no jeans or spandex)		
Option for Females: *skirts w/ belt loops (club consistent)		
*Skirts no shorter than 1½ in. above knee (no jeans or spandex)		
Appropriate belt and buckle		
Black Shoes (strings also black, heels 2 inches or less, no platforms or stiletto or kitten heels)		
Black socks or female hosiery should be their skin tone		
All insignias present & in the correct positions		
Scarf and slide (slide right side up)		
No excessive makeup (makeup complementary to skin tone)		
No jewelry (including rings, chains, earrings, etc.)		
<b>Total Deductions (No more than 1 point per category)</b>		
<b>Total Points (10 minus Total Deductions)</b>		

MOVEMENT, COURTESY AND DISCIPLINE		Y/N
Timely & orderly movement from activity to activity		
Silence during formations		
Proper salutes when required		
Military courtesy when addressed by leaders		
Pathfinders are helpful throughout meeting		
Pathfinders are respectful of leaders and peers		
Pathfinders are well behaved throughout meeting		
Commands do not have to be repeated		
Pathfinders stay on task throughout meeting		
<b>Total Deductions (1/2 point for each No)</b>		
<b>Total Points (10 minus Total Deductions)</b>		

PARTICIPATION		Y/N
Pathfinders participate in opening exercises		
If late, Pathfinders do NOT enter formation until directed		
Pathfinders participate in all activities on the day's schedule		
Pathfinders display a good attitude during meeting		
Pathfinders participate during closing exercises		
Pathfinders help set-up activities when requested		
Pathfinders help clean up after activities		
Pathfinders are attentive during announcements		
<b>Total Deductions (1/2 point for each No)</b>		
<b>Total Points (10 minus Total Deductions)</b>		

DRILLING AND MARCHING		Y/N
Formation: Fall In / Dress Right Dress / Ready Front		
Formation: Cover / Recover / Fall Out / Dismissed		
Stationary: Parade Rest / Stand at Ease / At Ease / Rest		
Stationary: Parade Rest / Prayer Attention / Amen		
Facing Movements: Left Face / Right Face / About Face		
Salutes: Present Arms / Order Arms		
Movement: Open Ranks / Close Ranks March		
Movement: Forward / L or R Flank / L or R Column March		
Movement: Staying in step & in formation while marching		
Movement: Ability to halt correctly within 2 steps		
<b>Total Deductions (1/2 point for each No)</b>		
<b>Total Points (10 minus Total Deductions)</b>		

FORMS		Y/N
Forms in a single location/organized for quick access		
Standard Health & Medical Consent form for all Pathfinders		
Every Pathfinder has a current Application form		
Every Pathfinder has a current photo ID for off-site events		
Every Pathfinder has an Insurance Card or Waiver on file		
Every TLT has a current Application form		
<b>Total Deductions (1/2 point for each No)</b>		
<b>Total Points (5 minus Total Deductions)</b>		

_____ Club Name	receives _____ /75 on _____	_____ Sum of 8 Categories	_____ Date Inspected
_____ Director's Signature	_____ Coordinator's Signature		