

LEADERSHIP TRAINING INFORMATION PACKAGE



Thank you for your interest in becoming a **Pathways to Manhood** Camp Leader. Demand for **Pathways** programs is growing rapidly and this is a great opportunity to join a high impact social venture. This training program will be exciting and experiential and is designed to tap into your individuality and creativity.

You will gain two major outcomes as a result of attending this training:

- 1) You will be introduced to the Pathways programs and potentially have an opportunity to continue on and become a paid Pathways Leader
- 2) You will have a significant personal experience that will allow you to look at the major priorities in your life and how you want to live and be in the future.

Please note that this training is specifically designed so that even if you have nothing further to do with the Pathways Foundations and its programs, you will still gain enormous value from the experience that will be of great assistance in many other areas of your life.

Our organisation is going through a strong growth phase as we move towards achieving our vision of creating a contemporary Rite of Passage that is available to every boy in Australia. Our greatest bottleneck is that currently we do not have enough Camp Leaders. As our regions develop it is important that local people are provided with opportunities to train in their own area. Therefore this program is being offered in a range of capital cities throughout Australia please check our web site for information on latest programs

Becoming a Pathways Camp Leader will enable you to provide a much needed service to your community. **It is not** a substitute for full time employment. Once you have completed your training the wage paid to you as a Camp Leader will support you to maintain your income whilst you're away from your other employment.

As we have limited places and need to assess all applications please ensure we receive your registration paperwork as soon as possible. Please read this document carefully and answer the questions in the application form if you wish to proceed with the application process.

Pathways is unique in the way that we approach facilitating Rites of Passage for boys in Australia. The boy and his father or mentor attends a bush camp where the boys are challenged physically, mentally and emotionally. The boys have the opportunity to hear men's stories and ask questions. Importantly the boys are outnumbered by grown men who are all working together for the benefit of the boys and are interested in their future. Results have been outstanding with excellent feedback from parents, teachers and the boys themselves as well as showing improved performance at school, decreased usage of drugs and alcohol, better family relationships and higher self esteem. (There is also a female equivalent of this program called Pathways Into Womanhood. (Check the web site for more details)

"Barely a day goes past since my son, returned from the Pathways to Manhood Camp, that I have not spent some quiet moment in reflection of the profoundly positive experience this program has had on Emmet, his father, myself and our interconnecting relationships. The Pathways Camp provided them both an opportunity to share a very special father-son bonding experience in a peaceful, harmonious and emotionally safe environment."

Pathways Foundation Limited

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Emmet returned from the camp displaying a great deal of inner contentment and a significantly heightened sense of self. I took great pleasure in observing him relate to all the men and young men he had been on the camp with, both on the returning day and at the reunion. Emmet had obviously formed a strong bond with the attending males at that camp and was as equally at home talking, joking and wrestling with many of them as any boy would be with brothers he had grown up with. I was also equally surprised at the depth of trust that he displayed toward everyone from the camp, as Emmet typically demonstrates great caution before placing his trust in anyone. There was no doubt in my mind, that my son had experienced something quite special during those four days at the Pathways Camp and that this experience was going to have a lasting, lifelong impression on him”.

About the training.

To become a **Pathways** Camp Leader you will have to complete a two stage training process. Stage one is a four day residential camp. On this camp you will be trained by men who are leaders in the field of Contemporary Boy's Rite of Passage work in Australia.

You will:

Be provided with an opportunity for professional development

- Enhance your leadership and management skills
- Be guided through an experiential training process
- Be challenged to use your creativity and problem solving skills
- Learn innovative techniques and form new links with other people who seek the same goals of a positive future for our youth
- Overcome personal challenges in a supportive environment
- Increase your personal capacity to facilitate groups, and father and son camps

Learn about the award winning Pathways to Manhood programme

- Learn about the **Pathways Foundation** and its philosophy
- Learn practical skills required to run **Pathways** camps
- Be given a presentation on the **Pathways** business model and learn how you can start to run this work in your community and communities around Australia.

Understand our training process

- Be given clear direction of your development track through the leadership levels
- Be provided with ongoing mentoring to support you in becoming an effective leader.
- Understand our accreditation process
- Be provided with an extensive resource booklet

Learn about global responses to boys becoming men

- Discover the commonalities of rites of passage around the world
- Hear first hand accounts of highly qualified people working in this field around Australia.

At the completion of stage one you will be assessed by the Leadership team to determine if you are suitable to progress to stage two of the training. At that point you may be invited to continue. If you are not invited to progress you will be given a full explanation as to why not and recommendations as to further personal development work you can do.

Stage two consists of being mentored and trained on a minimum of three camps. A designated Senior Camp Leader will be allocated to take responsibility to train and mentor you on the camps. Over the duration of these three camps you will be given clear roles and responsibilities which will enable you to be assessed against predetermined criteria. It is envisaged that after three camps you will have had

an opportunity to demonstrate the required competencies to move up to a Probationary Leader. Some trainees may not be ready at this stage and may have to attend more camps.

What are the Leadership levels?

Training Officer
Program Manager
Module Leader
Trainee Leader

If I've done this sort of work before will I be recognised for this?

We are working on a spiral model that allows men to be recognised for prior experience and to progress at a pace that is appropriate to their experience and skills. The entry point for these men is to attend stage one of the training and once into stage two they will be able to demonstrate their readiness to progress quickly through the Leadership levels and be recognised accordingly.

The development track

All trainees will have a file that will clearly show where they are up to on the development track at the end of each camp. These files will be stored in the National Office and be available to the trainees upon request. All files will remain strictly confidential.

How much does it cost?

Stage one of the training costs \$1900.00
Stage two of the training costs \$200.00 per camp (3 camps = \$600.00)

Pathways has a pricing policy that supports you to attend the training. If you require assistance, please contact the office who will supply you with a Financial Assistance package

Who are the Camp Leaders?

Pathways Senior Camp Leaders have been running camps for ten years. They are leaders in the field. Please check our website for further details on the Camp Leaders:
www.pathwaysfoundation.org.au

Men's Leadership Training Program

Registration and Consent Form

Training Camp Location _____ Training Camp Date _____

Name of attending trainee _____

Address _____

State _____ Postcode _____

Phone Mobile _____

Home _____

Work _____

Email _____

Occupation _____ Date of Birth _____

- I acknowledge that while **Pathways** and its staff will make every reasonable effort to minimise exposure to known risks, all hazards and dangers associated with these activities cannot be foreseen or may be beyond the control of **Pathways** and its staff.
- I hereby indemnify **Pathways** and its staff against any claim for accident or injury to me during the course of the program.
- I understand that my involvement in the **Pathways** Program may mean that I am remote from immediate medical help. I have provided **Pathways** with enough written information to deal appropriately with any medical conditions that I have.
- I further authorise **Pathways**, in the event of any injury or illness, and where it is not possible or reasonable to obtain my consent at the time, to engage a medical practitioner, ambulance or hospital facilities. In this event I agree to pay all such emergency evacuation, ambulance, doctor, nurse and /or hospital expenses.

I, _____, have read and completed all the information sent to me from the Pathways Foundation in relation to the training which will be held at _____ on the dates _____.

Signature _____ Date _____

Application Form

Criteria for acceptance to attend Pathways training

1. Essential criteria

- 1.1 Prepared to actively engage in own personal development work.
- 1.2 Ability to function in a team environment.
- 1.3 Ability to communicate effectively.
- 1.4 Willingness to undergo police checks.
- 1.5 Sensitivity and acceptance of various beliefs and points of view.
- 1.6 Willingness to have a public notification in a news paper in your community of your intention to work with minors.

2. Desirable criteria

- 2.1 Qualifications or experience in Youth Work, Teaching, Outdoor education, Management or men's work.
- 2.1 Group Leadership experience.
- 2.2 Accreditation in workplace training cert 4, teaching qualifications or equivalent.
- 2.3 Senior first aid certificate.
- 2.4 Bush craft, camping or wilderness experience.

Essential criteria

1. (a) Please describe why you are interested in becoming a Pathways Camp Leader, your prior experience, if any, working with boys, men, groups, or any other relevant categories. (Please attach a separate page if more space is required).

- (b) Are you currently engaged in your own personal development program. If yes, what is it?

- (c) If not, are you prepared to invest some time in your own personal development. Becoming a Pathways Camp Leader is a challenging experience and requires a commitment to self improvement.

2. What experience do you have working with teams?

3. In keeping with our Child Protection Policy we screen all applicants.

- Do you agree to a Police check?
- Are you a prohibited person?

Yes/No

Yes/No

- In relation to Child Protection Policy, is there anything in your

past that could have any bearing on your working with children? **Yes/No**
If yes, please give details.

- In relation to Child Protection Policy, are there any persons who may object to or have any concerns about you working with children?

Yes/No
If yes, please give details.

4. Do you smoke tobacco? Would you be prepared to not smoke during **Pathways** activities? (**Pathways** Camp Leaders are required to be smoke free on **Pathways** events)

5. Are you willing to have a public notification in a paper in your community with regards to your intention to work with minors?

Desirable criteria

1. Briefly outline your work history and qualifications.
2. What experience have you had with group leadership?
3. What experience have you had working with youth or families?
4. Do you have any teaching or group work qualifications?
5. Do you have a senior first aid certificate?
6. Do you have any experience in bush craft, camping, wilderness expeditions or community building?

General Questions

1. How did you hear about the **Pathways** Foundation?
2. The **Pathways** programs involve camping and outdoor activities. Do you have any medical conditions that would hinder your involvement in this type of activity? If yes what?
3. Do you have any children? If yes what are their names and how old are they?

Please provide contact details of two personal referees.

I understand that the costs for stage one of the training are non refundable and that on the completion of the residential training I will be assessed by the Leadership team with regards to my readiness and appropriateness to proceed to stage two of the training process. At that point I will either be invited to continue to stage two or be given a full explanation as to why not and recommendations as to further personal development work I can do.

Sign here..... Print name.....

You must also fill in the police check authority form and submit it with your application. You may email your application however you must post in your police check form because it requires a signature before we can process it. Thank you.

Please return completed form to the address shown below.

Once we have your application you will receive a letter or email outlining the acceptance procedures.

**Pathways Foundation National Training Office
PO Box 416 Narooma NSW 2546 Toll free: 1300 850 766.**

email: admin@pathwaysfoundation.org.au National Training Manager: 02 4476 8206.

Name of attending Trainee _____

Do you have any medical condition that we need to be aware of or are you on any medication?

YES / NO

If YES please give details _____

Name and number of person to be contacted in case of emergency

Name of GP and contact information: _____

The following information may prove useful in the event of a medical emergency or in determining a participant's fitness for a given activity.

Do you suffer from: (please tick)

- Fits of any kind Heart condition Diabetes Migraine
- Dizzy spells Sleep disorders Blackouts Epilepsy
- Travel sickness Disability Recent or recurrent illness

Any other information which we may need to know? **YES / NO**

If YES to any of the above please specify _____

Do you have any dietary needs?

I hereby declare that the above information is true and correct.

Signed _____ **Date** _____

Please tick this box if you DO NOT suffer from allergies.

Please complete this form if you have ever suffered from an allergic reaction to:

- insect bites plant pollens plants food groups or additives
- Penicillin Food Animals detergents or cleaning agents
- other drugs Which drugs?
- other allergies

What are the signs and symptoms of your reaction:.....
.....
.....

Four vital questions

- Do you suffer a systemic reaction to their allergy?
- Do you suffer an anaphylactic reaction to their allergy?
- Have you ever been hospitalised due to an allergic reaction?
- Is adrenaline administered when you suffer from an allergic reaction?

If yes has been answered to any of these questions please give details and read and sign below **
.....
.....
.....
.....

What medication do you take (if any) for prevention against allergic reaction?
.....
.....
.....

What treatment is followed for you if an allergic reaction occurs?
.....
.....
.....

Extra information attached YES/NO

Signed _____ Date _____

Please tick this box if you DO NOT suffer from asthma.

Name of trainee

This information is of vital importance in the event of an asthma attack, as it will assist in the speedy provision of correct treatment. This form must be completed you if are a known asthma sufferer.

Is preventative medication used regularly? YES/NO

If yes which one (s)?

Has a medical maintenance program been worked out with your doctor in order to reduce the frequency/severity of attacks? YES/NO

If yes, what is the normal maintenance program followed by you?
.....
.....
.....

Are you on any reliever medications? YES/NO

If yes please give details

What is the medication and treatment to be used during an attack? Please make sure you carry this with you during the program

List any known asthmatic trigger factor (s) experienced by you.
.....
.....
.....

Have you been admitted to hospital due to asthma in the last 12 months? YES/NO

Do you suffer from sudden asthma attacks requiring hospitalisation? YES/NO

Extra information attached YES/NO

Signed _____ Date _____

Prohibited Employment Declaration

The Commission for Children and Young People Act 1998 makes it an offence for a prohibited person (a person convicted of a serious sex offence, the murder of a child or a child-related personal violence offence, as well as a Registrable person under the Child Protection (Offenders Registration) Act 2000) to apply for or otherwise attempt to obtain, undertake or remain in, child-related employment. It does not apply if an order from the Industrial Relations Commission, Administrative Decisions Tribunal or Commission for Children and Young People, declares that the Act does not apply to a person in respect of a specific offence.

For further information on what is child-related employment, see the *Working With Children Employers Guidelines* on www.kids.nsw.gov.au.

Section 33B of the *Commission for Children and Young People Act 1998* defines a serious sex offence as:

- an offence involving sexual activity or acts of indecency committed in New South Wales and that was punishable by penal servitude or imprisonment for 12 months or more; or
- an offence involving sexual activity or acts of indecency committed elsewhere and that would have been an offence punishable by penal servitude or imprisonment for 12 months or more, if it had been committed in New South Wales; or
- an offence under section 80D or 80E (sexual servitude) of the *Crimes Act 1900*, committed against a child; or
- an offence under Sections 91D-91G (child prostitution, other than if committed by a child prostitute) of the *Crimes Act 1900* or a similar offence under a law other than a law of New South Wales; or
- an offence under Section 91H, 578B or 578C (2A) (child pornography) of the *Crimes Act 1900* or a similar offence under a law other than a law of New South Wales; or
- an offence of attempting, or of conspiracy or incitement, to commit an offence referred to in the preceding paragraphs; or
- any other offence, whether under the law of New South Wales or elsewhere, prescribed by the regulations.

Note: A conviction for carnal knowledge is classified as a serious sex offence under this legislation.

Section 33B of the *Commission for Children and Young People Act 1998* defines a child-related personal violence offence as an offence committed by an adult:

- involving intentionally wounding or causing grievous bodily harm to a child; or
- of attempting, or of conspiracy or incitement, to commit such an offence.

Under *Commission for Children and Young People Act 1998*:

- it is an offence for a Prohibited Person to **apply for, or otherwise attempt to obtain, undertake or remain in** child related employment;
- employers **must** ask existing employees, both **paid** and **unpaid**, and preferred applicants for child-related employment to declare if they are a Prohibited Person or not;
- all people in child-related employment **must** inform their employers if they are a Prohibited Person or remove themselves from child-related employment; and

- penalties are imposed for non compliance.

I am aware that I am ineligible to apply for or otherwise attempt to obtain, undertake or remain in, child related employment if I have been convicted of a serious sex offence or child-related personal violence offence as defined in the *Commission for Children and Young People Act 1998*, or if I am a Registrable Person under the *Child Protection (Offenders Registration) Act 2000*.

I have read and understood the above information in relation to the *Commission for Children and Young People Act 1998*. I am aware that it is an offence to make a false statement on this form.

I consent to a check of my relevant criminal records, to verify the statements I have made here, being undertaken by the NSW Commission for Children and Young People for monitoring and auditing purposes in accordance with Section 36 (1) (f) of the *Commission for Children and Young People Act 1998*.

I declare that I am not a person prohibited by the Act from seeking, obtaining, undertaking or remaining in child related employment.

I understand that this information may be referred to the Commission for Children and Young People and/or to NSW Police for law enforcement purposes and for monitoring and auditing compliance with the procedures and standards for the Working With Children Check in accordance with Section 36 (1) (f) of the Commission for Children and Young People Act 1998.

All fields must be completed. Please use block letters.

Name: _____

Aliases (previous/other names) _____

Date of Birth _____

Signature: _____

Date: _____ Contact Telephone Number _____

Contact Email: _____

Note: Seek legal advice if you are unsure of your status as a Prohibited Person.

THIS FORM IS TO BE RETURNED TO YOUR EMPLOYER

Pathways Foundation Payment Terms and Refund Policy

Please note that **Pathways Foundation** is a non-profit organization. We often have waiting lists for our programs AND we find it very difficult to fill places at short notice. We incur a lot of overheads to run our programs and aim to keep costs for participants as low as possible. For this reason, we have the following payment terms and refund policy:

- 1 The cost of the Leadership Training Program is \$1,900.00.
- 2 A deposit of \$500.00 is required to secure your place at the time of registration.
- 3 The deposit paid as part of your registration process is NON REFUNDABLE.
- 4 You are required to pay the balance of your fees 8 weeks prior to the commencement of the program to secure your position.
- 5 If you cancel your booking 8 weeks or more prior to the commencement of the program:
 - a. You may transfer your deposit and other paid fees to another scheduled program.
 - b. You may ask for your deposit and other paid fees to be held until you nominate another program to transfer your fees to. Your paid fees will be held for a maximum of 12 months from the time of cancellation, after which the fees will no longer be transferable and will be treated as a cancellation fee by Pathways Foundation.
 - c. You may ask, at the time of cancellation, for your paid fees other than your non-refundable deposit to be refunded.
- 6 If you cancel your booking less than 8 weeks prior to the commencement of the program:
 - a. If the program was at its maximum participant number for that site, Pathways Foundation will review its waiting list. If a replacement can be found the deposit and other paid fees will be treated as transferable.
 - b. If the program had not reached its maximum participation number the deposit and any paid fees will be NON REFUNDABLE and treated as a cancellation fee as the program will run incurring full food, personnel and site costs.
 - c. If there are extenuating circumstances leading to a cancellation within 8 weeks of the program commencing, any deposit and fees MAY be treated as transferable on the approval of either the National Training Manager or CEO. Please provide Pathways Foundation with a written request detailing the circumstances of your cancellation.
- 7 Please refer to www.pathwaysfoundation.org.au to ensure you have the latest registration form and terms. Prices may be subject to variation.
- 8 We have a policy that no person should be prohibited from participating in this important program for financial reasons. "I require financial assistance to meet the costs and terms of the program. Please send us your **Financial Assistance Information Pack** which details your **Payment Plan** and **Scholarship** options. "

I have read and understood these payment terms and conditions.

Yes/No

Signed (person who is responsible for paying)Date:

OPTIONS

You can pay your **deposit** by the following methods:

1) Pay by **cheque or money order** made payable to **Pathways Foundation Limited**

2) Pay by **internet transfer** Account name: Pathways Foundation Limited,
BSB: 082 729
Account number: 551 510 453

Please put your last name in the subject line and email or fax deposit notification

3) Pay by **credit card** by completing the details below and returning this form to us by fax or mail.

Your Name:.....			
Address:			
Telephone contact number:			
Credit Card Information: Card type:			
<input type="checkbox"/> Bankcard	<input type="checkbox"/> Mastercard	<input type="checkbox"/> Visa	
Account No:			
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Name on card:			
Amount to be charged to the above account: \$.....			
Signature.....		Expiry date/.....	

Please return all forms and deposit to:

Pathways Foundation
PO Box 416
Narooma, NSW.2546
Fax 02 8221 9474
E: training@pathwaysfoundation.org.au