QUESTIONS & ANSWERS

WHAT IS PIONEER CLUBS®?

Pioneer Clubs is a proven church-sponsored midweek club ministry for today’s kids, age 2 through middle school. This Christ-centered program integrates spiritual and personal development to help boys and girls build healthy relationships with caring Christian adults, peers and, most importantly, Christ. Churches choose Pioneer Clubs for its strong participative inductive Bible study, Scripture memory, life skills development and emphasis on relational discipleship and outreach.

WHAT ARE PIONEER CLUBS GOALS?

1. TO ENABLE CHILDREN TO ENTER INTO A PERSONAL RELATIONSHIP WITH CHRIST AND TO KNOW HIS WORD.

A. By presenting Christ as Savior and Lord, the club program gives children opportunities to experience salvation and grow spiritually.

B. By training children to study Scripture and apply it to daily life, club prepares them to exercise Christian responsibility in their church, community and world.

2. TO ENABLE CHILDREN TO FORM HEALTHY RELATIONSHIPS.

A. By teaching biblical purposes for the family and by recognizing sociological influences, this program helps children learn how to be contributing members in various family situations.

B. By teaching that God created people to be interdependent, the program leads children to develop healthy relationships with both peers and adults.

3. TO ENABLE CHILDREN TO GROW AS WHOLE PERSONS.

A. By presenting biblical values and characteristics of persons made in God’s image, club assists children in developing positive attitudes toward God, themselves and others.

B. By providing opportunities to develop a variety of skills and abilities, club helps children experience achievement and grow physically, mentally, socially, emotionally and spiritually.

4. TO ENABLE ADULTS TO UNDERSTAND CHILDREN AND HELP THEM DEVELOP.

A. Through its curriculum and supplementary materials, the Pioneer Clubs program teaches child development and Christian values.

B. Through involvement in Pioneer Clubs, adults are encouraged in their personal and spiritual growth.

WHAT AGE-GROUPS DOES THE PROGRAM COVER?

Pioneer Clubs provides program materials for children age 2 through seventh grade. All materials are age-appropriate. The materials allow you the flexibility to conduct gender-specific or coed groups. Churches may choose from one of our three unique programs:

PIONEER PROGRAM | FOR CHURCHES WITH 3-12 OR MORE CHILDREN PER AGE DIVISION

The Pioneer program allows your church to effectively minister to children using age-level groups. This time-tested format consists of small groups of children of similar ages with two or more adult leaders per group. The Pioneer program creates the perfect environment for developing healthy relationships—with peers, Christian adults and, ultimately, Jesus Christ—resulting in genuine life-transformation! Weekly Bible study, meaningful Scripture memory and fun life-skills activities make each meeting memorable and full of variety.

THE PIONEER PROGRAM OFFERS FIVE AGE-LEVEL GROUPS FOR PRESCHOOL THROUGH MIDDLE SCHOOL. CHOOSE FROM:

<table>
<thead>
<tr>
<th>Name</th>
<th>Age</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skippers</td>
<td>2 to 3</td>
<td>Preschool</td>
</tr>
<tr>
<td>Scooters</td>
<td>4 to 5</td>
<td>Pre-K &amp; K</td>
</tr>
<tr>
<td>Voyagers</td>
<td>6 to 7</td>
<td>1st-2nd</td>
</tr>
<tr>
<td>Pathfinders</td>
<td>8 to 9</td>
<td>3rd-4th</td>
</tr>
<tr>
<td>Trailblazers</td>
<td>10 to 12</td>
<td>5th-7th</td>
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DISCOVERY PROGRAM | FOR CHURCHES WITH UP TO 12 CHILDREN BETWEEN GRADES K-6

Discovery program is the small-church solution to children’s ministry. It is designed specifically for churches with up to 12 children between grades K-6. All ages meet together with one or two leaders. Material includes age-appropriate handbooks for club members and easy-to-use meeting plans for leaders that also provide suggestions for handling this multi-age-group club format.

EXPLORING PROGRAM | LARGE GROUP/SMALL GROUP FORMAT FOR CHURCHES WITH A LOT OF KIDS IN GRADES 1-6

Exploring program is our large group/small group format. Designed for churches with a large number of children in grades 1-6. Exploring provides a large group Bible Exploration presentation plus an age-specific small group follow-up time for discussion and relationship-building. Leadership roles include large group leader, activity coordinator, game coach and small group leaders to cover the number of 1st-2nd grade, 3rd-4th grade and 5th-6th grade club members attending. Small groups may be coed or gender-specific. Volunteers choose leadership roles based on their gifts, interests and schedules. This program format easily accommodates a lot of children while providing individual small group interaction and support.
Q&A

**How long does a meeting last?**
Each meeting lesson is designed for 1½ to 2 hours, but may be adjusted for less or more time. Meeting schedule options are outlined in Chapter 8 of *How to Run a Successful Pioneer Clubs Program*.

**When do clubs meet?**
While Pioneer Clubs is considered to be a midweek ministry, clubs may meet anytime. Research your leaders and families to determine the best time to schedule your Pioneer Clubs program. Options include after school, weeknight, Saturday morning/afternoon or Sunday. Some churches find Friday night is ideal for kids and families because there is not school the following day. Find the best time for your church, leaders and children.

**What will kids do in club?**
The basic parts of a typical meeting are:
- **Get Ready**
  - games and activities for getting acquainted plus reinforcing the Bible lesson
- **Bible Exploration & Award**
  - hands-on participative Bible study with life application
- **Bible Memory**
  - verses related to Bible Exploration, including fun memory techniques
- **Activity Award**
  - variety of activities that help club members develop meaningful life skills
- **Games**
  - allows club members an opportunity to learn teamwork and cooperation
- **Service Projects**
  - teaches kids how to serve others
- **Prayer**
  - invites club members to share their concerns and praises

**What type of facilities will we need?**
Rooms can be almost any size or shape. Special facilities are not required. However, you will need enough room for kids to be comfortable and not crowded. Generally, classrooms you use for Sunday school or VBS should meet your needs for Pioneer Clubs. If you choose to conduct some part of your club meeting with all your age-groups together you may need a larger meeting room or fellowship hall. Smaller clubs may even meet in a home.

**What materials do we need to run club?**
Pioneer Clubs provides a full curriculum for committees, leaders and club members.
- **Club Leaders** – Weekly Meeting Plans, club member handbooks, *Basic Training Workbook*, *Group Discipline That Works* CD.
- **Club Members** – Bibles, handbooks, Bible memory stickers, club outfit (T-shirt, vest, sash), award display, Bible awards and activity awards.

**Optional resources:** Games, special events, skits and devotional books are available.

**How should clubs display awards?**
It is important to choose a method for displaying awards that club members earn. This will add to the excitement and value of the awards today and serve as a reminder of children’s accomplishments in years to come.

Pioneer Clubs provides several award display options for clubs to choose – T-shirts, sashes, vests, banners, lanyards and Bible/handbook canvas covers. Clubs are encouraged to be creative and develop other award displays such as tote bags, backpacks, picture frames, wooden plaques and scrapbooks.

**What uniform should our club members wear?**
Having a special or specific outfit for children to wear helps create a unique club environment. Pioneer Clubs encourages clubs to select a club outfit to meet their needs. Vests, sashes and T-shirts are available in the Pioneer Clubs catalog. Some churches have their own T-shirts or sweatshirts made using the Pioneer Clubs logo and church name.

**How do we invite children to join our club?**
Have an informational meeting where church families can learn about Pioneer Clubs. The most effective growth will come from the children in your church inviting their friends and neighbors. Once you get started, talk with your church club members about inviting others to club. Plan an “Invite a Friend to Join” club meeting and encourage church families to invite children. You may also promote by sending an invitation to children who attended your VBS program or summer camp. Use Pioneer Clubs bulletin inserts/flyers, post cards, announcing posters and an outdoor Join the Fun banner to promote your club ministry.

Check out Pioneer Clubs’ online store or catalog for more product recommendations: www.shoppioneerclubs.org
What’s the value of an award program and what type of awards do club members earn?

Recognition for accomplishments helps build positive self-esteem. In Pioneer Clubs, children work on Bible awards and activity awards during club meetings. Each child who participates in regular club meetings will earn at least one Bible award and one activity award during each four-week unit. Typically, all club members will each earn 5-6 Bible awards and 5-10 activity awards during the club school year.

This cooperative award system eliminates the competitiveness of a typical award program and encourages teamwork and peer appreciation. Through completing award requirements, club members try new activities, discover new interests and express themselves creatively. Parents appreciate this cooperative approach to awards and value the life skills and biblical application their children learn at Pioneer Clubs.

Bible Awards:

- support Pioneer Clubs goals and relate to the Bible Exploration part of the meeting. The Bible awards increase club members’ knowledge of God, his Word and his world. Bible awards cover a variety of themes important to help children develop a firm faith foundation.

Activity Awards:

- cover a variety of skill areas including Arts & Communication; Myself, My Family & Others; Hobbies & Projects; Outdoors & Nature; Sports & Games. These allow club members an opportunity to explore their unique skills and abilities.

What can we do if we have lots of kids?

If you have a great number of children in one age level, you may want to break them into several smaller club groupings, such as:

- Separate girls and boys and form two Voyager/Pathfinder/Trailblazer Clubs.
- Separate by grade and have two club groups for each age division – 1st grade Voyager and 2nd grade Voyager Clubs; 3rd grade Pathfinder and 4th grade Pathfinder Clubs; 5th grade Trailblazer and 6th grade Trailblazer Clubs.
- Conduct several gender- or age-specific separate clubs for age-groups where you have a lot of kids. You may have three separate Voyager Club groups each with 10-12 kids.

What can we do if we don’t have very many children?

Don’t hesitate to start a Pioneer Clubs midweek ministry if you have only a few children in your congregation! Start with what you have and watch what God will do for those children and your church. If you have a small number of children who range widely in age, you may choose to temporarily combine several age levels, such as Voyagers (1st/2nd grade) and Pathfinders (3rd/4th grade). Determine which age level’s handbook would be most appropriate for the range of ages in the group. When additional children join club, you may separate into the age-appropriate groups.

If you have just a handful of children (less than 12) in grades K-6, you may wish to use Pioneer Clubs’ Discovery program for your first year. Discovery is intentionally designed for churches with 6-12 children spanning grades K-6. Then when you have grown your Discovery program, you may transition into the Pioneer program for year 2.

How successful is Pioneer Clubs as a community outreach ministry?

Pioneer Clubs is a natural and very effective tool for community outreach. Generally, a church will start with the children from church families, but soon those church children want to invite their school and neighborhood friends to join them at Pioneer Clubs. Pioneer Clubs has been a bridge to the community for many churches. While Pioneer Clubs is a ministry intentionally designed to reach and teach children, a by-product that often happens is that an entire family is reached after a child has been involved in club.

46% of Pioneer Clubs churches report that unchurched families began attending worship because of their child’s participation in club.

50% of club members are not from the sponsoring church.

In my previous church, before Pioneer Clubs started, there were probably about 10 children in our church. The first year that Pioneer Clubs was initiated, 40 kids were coming on Wednesday night and the program grew to over 200 children.

This year, Pioneer Clubs was started in my new church and 30 kids began in September. It is now January and we have almost 70 registered. New kids have registered almost every week.

Many churches conduct a midweek ministry for parents while their children are attending Pioneer Clubs.

These churches have:

- Hosted a seeker-type Bible study
- Offered parenting classes on topics such as “How to help your child do better in school this year”
- Offered ESL, meal planning, or fitness classes
WHAT LEADERSHIP IS NEEDED?

Coordinating Committee – a group of three or four could support and oversee the church’s Pioneer Clubs ministry. The committee would recruit and train leaders, promote the program and recruit children, plan the annual club calendar, organize the registration process, order material, plan special events, provide ministry updates for pastoral staff and church family and pray for the Pioneer Clubs members/families.

Club leaders – are responsible for planning and preparing for weekly meetings using the Pioneer Clubs meeting plan books. Pioneer Clubs recommends at least two leaders per age-group. Additional leaders should be added as clubs grow. Leadership may be coed or gender-specific for boys and girls groups. Teens may be invited to join as assistant leaders. Additional adult volunteers may be involved on a per meeting basis to assist with teaching a skill or activity award.

Pals – are adults from the congregation who pray regularly for a specific child. Pals may visit the child in his or her home or attend club Pal events. Pals may assist leaders periodically with special events, activities or Bible memory.

HOW MANY CLUB LEADERS DO WE NEED?

Each club should have at least two leaders. Pioneer Clubs recommends adding leaders as needed to maintain the following adult/child ratios:

- 1 adult for every 4 to 6 Skippers (ages 2-3) and Scooters (ages 4-5)
- 1 adult for every 8 to 10 older club members

HOW DO WE TRAIN OUR LEADERS?

For club leaders and club members to have a positive and productive club experience, all club volunteers will need to be adequately trained and supported. Whether experienced or first-time leaders, all will benefit from training. Training should be designed to help leaders understand and support Pioneer Clubs’ goals, understand the club materials and improve teaching skills.

All of these experiences will help leaders have a great Pioneer Clubs year.

• Weekly Meeting Plan Books include an introductory section that should be required reading for all leaders. This section will help leaders gain a full understanding of the program details, resources available and age characteristics of the children in their club group.

• Leader Training Workshop CD may be used for group or individual training. Takes you through all the aspects of a Pioneer Clubs meeting.

• Basic Training Workbook must be completed by each leader prior to conducting club. It includes an overview of the goals, tips on preparing for the club year and weekly meetings, suggestions on explaining salvation to children, club discipline guidelines. Workbook is full of helpful and practical tips and suggestions leaders can use to improve their club programs.

• Pioneer Clubs eNewsletter provides helpful suggestions for club management and program enhancements. Emailed FREE to all registered leaders.

• Group Discipline That Works CD will equip leaders to handle common discipline challenges. Topics include examining different styles of discipline; understanding appropriate rules, logical consequences, and positive reinforcement; and how to handle misbehavior.

• Pioneer Clubs Webinars are available FREE to leaders from a registered church. Webinars include Basic Training, Discipline and Planning Special Events.

HOW DO WE RECRUIT CLUB LEADERS?

Volunteers are motivated from within by the things they find meaningful and satisfying. You will need a different recruitment approach for different people. Try to determine what might motivate the people you want to recruit. Then help them see how working in Pioneer Clubs can help satisfy their desires and interests.

The best recruitment methods include:

• One-on-one contacting – do in person
• Advertising – follow up with a personal ask
• Networking – discover who others think would be good club leaders
• Pastoral referrals – ask pastoral staff for recommendations

How to begin the recruitment process:

• Start early.
• Make a checklist of committee and club leader positions you need filled.
• Know the types of people you need and match their style with the job.
• Involve everyone in the process, including parents, church members, pastoral staff and even kids.
• Outline the job with specific responsibilities and estimated time commitment.
• Set a job time limit of one or two years as you get the program launched and leave option for continuing.
• Be positive and let people know why you think they would be a good fit for the position.
• Provide adequate training and supervision.
• Pray throughout the recruitment process.

Pioneer Clubs recruitment resources:

• How to Run a Successful Pioneer Clubs Program – chapter 4
• Basic Training Workbook
• Promoting Your Pioneer Clubs Program – Leader Publicity chapter
• Pioneer Clubs bulletin inserts/flyers

Churches are encouraged to use the training resources available from Pioneer Clubs to conduct leader training workshop sessions for their leaders. Upon request and for an agreed-upon fee, a Pioneer Clubs representative may be available to provide individualized training for the leaders at your church. Contact Pioneer Clubs customer service for details.
As a not-for-profit organization, Pioneer Clubs attempts to keep the overall club cost reasonable so any church can afford to conduct this unique ministry for the children in their congregation and community. We invite sponsoring churches to help us keep the program costs to a minimum by encouraging them to contribute to our ministry. While the contribution aspect is voluntary, we are thankful for the many churches and leaders who value what Pioneer Clubs has done for their children and support us through their missions budget and contributions.

### WHAT IS MY COST?

FIND OUT THE TOTAL COST OF THE CLUB MATERIAL TO CONDUCT A PIONEER CLUBS PROGRAM IN YOUR CHURCH.

#### ESTIMATED FIRST YEAR START-UP COST

**Ministry Review Kit - $98.99**


**Annual Registration Fee - $60.00 per club**

**Club Leader Materials - $81.00**

Includes: 2 leader meeting plan books (30 complete lessons), 2 club member handbooks, 2 Basic Training Workbooks

**Club Member Materials - $39.00**

Includes: 1 handbook, Bible awards and activity awards, Bible memory cards, Bible memory stickers, award banner*, club T-shirt* per child

*These items do not have to be purchased each year.

Complete the budget planning worksheet on the next page to see what your exact church expenses would be.

#### HOW SHOULD WE FUND OUR PIONEER CLUBS?

This varies from church to church. Here are some helpful suggestions:

- Church Christian education budget.
- Individual membership fee for club members – fee could include handbook, club outfit, award display and award costs. Membership fees often help with creating a sense of commitment on the part of parents. It is frequently seen as adding value to what you are offering families.
- Sponsorship – church members may be willing to pay the fees to sponsor a child for the club year.
- Fundraising events – check with your pastor or Christian education committee for permission to raise funds for your club ministry.
- A combination of the above – most churches pay for leader materials, general supplies and annual registration fees from their Christian education budget and ask parents to pay a registration fee to cover club member costs.

For more helpful suggestions on funding your Pioneer Clubs ministry, read the How to Run a Successful Pioneer Clubs Program manual, chapter 10.

#### COST FUNDING STATEMENT

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Use this Pioneer Clubs® budget planning sheet to determine your estimated Pioneer Clubs budget.

$____ Meeting Plans for Leaders* – 30 complete meeting plans with Bible Exploration & Award, Bible memory, award activities, service projects, games. Each leader will need a plan book.

$____ Additional Club Resources – Bible Story Visuals books, puppet (Skipper & Scooter Clubs) special event and activities books, Bible memory stickers.

$____ Club Member Handbooks or Activity Books* – Each leader and child will need a handbook or activity book to complete Bible awards and activity awards.

$____ Awards* – Badges are earned when club members complete Bible awards and activity awards in the club member handbook. Estimate $4.99 (Skipper/Scooter) to $11.99 (Voyager/Pathfinder/Trailblazer) per club member annually.

$____ Additional Club Member Supplies:

$ _____ x Qty. _____ Bible Memory Packets – one per child annually

$ _____ x Qty. _____ Award display (sash, vest, banner, Bible cover)

$ _____ x Qty. _____ Club outfit (sash, vest, T-shirt)

$ _____ x Qty. _____ Other ______________________________

$____ Training and Promotional Resources*

$ _____ x Qty. _____ DVDs – Leader Training, Recruitment, Group Discipline

$ _____ x Qty. _____ Basic Training Workbook, How to Run a Successful Pioneer Clubs Program for Committee and Coordinators

$ _____ x Qty. _____ Promoting Your Pioneer Clubs Program (book/CD), Outdoor Welcome Banner, Announcing Club poster/bulletin inserts

$ _____ x Qty. _____ Making Your Pal Program Work

$____ Club Supplies – Glue, paints, scissors, construction paper, balloons, game balls, etc. Recommend $25 to $35 annually per club group. Club members may bring “shares” or dues to help cover these costs.

$____ Special Events – Christmas and Easter celebrations, outings, family activities

$____ Annual Registration Fee ($60 per age-group) – benefits include:

- Special member pricing for all products
- Use of Pioneer Clubs trademark name and logo
- Membership for all committee, leaders and club members
- FREE online training and informational webinars
- Customer service support
- FREE electronic newsletter
- Participation in Pioneer Clubs’ Camp Cherith® summer ministry
- Prayer support from Pioneer Clubs staff and board

$____ Contributions to Pioneer Clubs – Pioneer Clubs invites churches to assist with headquarters’ expenses by contributing to the national ministry. Contributions assist with new product development and customer service support.

_______ TOTAL

*See Pioneer Clubs catalog or online store for current prices.

NEED HELP?

Call Pioneer Clubs and talk with a Customer Service Representative or Ministry Consultant: 800.694.CLUB (2582)

STILL NEED TO REGISTER YOUR PIONEER CLUBS?

1. Fill out the online club registration form at www.registerpioneerclubs.org. Or call a Pioneer Clubs Ministry Consultant at 800-694-2582.

2. Send in the registration fee for each age level.

3. Order materials to get your club started. Call a Ministry Consultant to assist you with your first order. Allow 10-14 business days for delivery of your order.
We believe in one God, eternally existent in three persons: Father, Son and Holy Spirit (John 14:16-17; Matthew 28:19).

We believe that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man (Matthew 1:18-23).

We believe the Scriptures of Old and New Testaments are verbally inspired by God and inerrant in the original writings, and of supreme and final authority in faith and life (2 Peter 1:20-21; 2 Timothy 3:16-17).

We believe that we were created in the image of God; that we sinned, and thereby incurred, not only physical death, but also that spiritual death which is separation from God; and that all human beings are born in sin, and that this sinful nature is the origin of all sinful acts in thought, word and deed (Genesis 1:26; Romans 5:12; Isaiah 59:2-4; Romans 6:23).

We believe that the Lord Jesus Christ died for our sins, according to the Scriptures, as a representative and substitutionary sacrifice; and that all who believe in him are justified on the grounds of his shed blood (Romans 5:8-9).

We believe that all who receive by faith the Lord Jesus Christ are born again of the Holy Spirit, and thereby become children of God (John 1:12; Romans 8:9).

We believe in the bodily resurrection of Christ and his ascension to Heaven, and in his present work as High Priest and advocate (1 Corinthians 15:3-4; Hebrews 4:14-16).

We believe in the personal return of Jesus Christ (Acts 1:11; 1 Thessalonians 4:16-17).

We believe in the bodily resurrection of the just to everlasting blessedness, and the unjust to everlasting punishment (Acts 24:15; Revelation 20:15; Romans 6:23).