



Strategic Plan

2011

FCA Vision:

"To see the world impacted for Jesus Christ through the influence of athletes and coaches."

FCA Mission:

"To present to athletes and coaches, and all whom they influence, the challenge and adventure of receiving Jesus Christ as Savior and Lord, serving Him in their relationships and in the fellowship of the church."

FCA Values:

"Our relationships will demonstrate steadfast commitment to Jesus Christ and His Word through Integrity, Serving, Teamwork, and Excellence."

FCA Endurance Summary Strategies:

Unite & Equip

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Facts, Assumptions, and Commentary:

- As we explore how to maximally impact the adult endurance community for Jesus Christ through presenting Him as Lord and Savior, we currently feel that our best strategy is to increase the number and effectiveness of His presenters within this community. Considering this and other points below, we feel called to focus our ministry energies on uniting and equipping those whom the Lord brings to FCA Endurance, desiring to increase their personal and corporate ministry effectiveness. By strategically connecting and empowering our 2,100+ (and growing) soldiers for Christ in the endurance battlefield, we feel that we can have maximum impact within this community.
- It is generally agreed that peer-to-peer evangelism, based on personal relationship, is the most successful evangelism “technique” within the American adult culture. This is no different within the endurance community. As such, we will continue to develop initiatives that increase the likelihood of relationship growth between our Team and those in the endurance community who don’t know Jesus.
- It is agreed that continued Team growth is important, both for increased impact and an increased resource pool. However, based on history and momentum, we pray and believe that Team growth will continue as a function of other initiatives. Therefore, at this time, we will focus resources on the objectives listed in this plan and welcome growth as it occurs secondarily to these initiatives.
- It is agreed that participation in event ministry is a viable part of our impact within the endurance community, especially in regard to team unity and growth. We are also extremely thankful for the abundant opportunities afforded to us by God via our growing network of “Christian friendly” race organizers, increased volunteer leadership and service, and growing momentum. Based on this history and our current momentum, we will continue our involvement in high-impact, low-cost event ministry opportunities. However, due to the abundance of opportunities and the significant resources required (time, talent, and treasure) to administrate, manage, and in some cases participate in event ministry, we will actively shift event ministry operations from the National level to individual Teammates, Huddles, and local FCA staff. This shift seeks to maximize the effectiveness of event ministry, while freeing limited National resources to pursue and build the ministry objectives outlined by this plan. Our 2011 Event Ministry Plan can be viewed as appendix A of this document.
- FCA Endurance will partner within the Church to equip our Teammates with the valuable tools necessary to grow spiritually within the confines of our vision, mission, and strategies. We will also enthusiastically encourage all of our Teammates to actively participate in a local church body for general spiritual growth and fellowship.
- As a ministry of FCA, we will continue to enthusiastically partner with local FCA Field Staff who are engaged in local/regional endurance ministry.
- While increased commitment from the Team is a goal, it may be hard to strategically plan for and measure. We also realize that each Teammate may have commitment limitations based on God-led life priorities. It is a hope and prayer that commitment and engagement will rise as the Lord calls, and we achieve the planned objectives.
- It is important to continually build (size and maturity) our infrastructure to accomplish God’s calling with a higher level of excellence. We will continue to do as we focus on the listed objectives.
- Funding our growing ministry is a vital and ongoing task. As such, we have developed a funding plan, prayerfully designed to meet growing infrastructure needs and opportunities.

- While we are intentionally and thankfully a volunteer-intensive ministry, we realize that as our ministry increases in size, so do our staffing needs. At this time, our staffing plan is to prayerfully respond to the Lord, looking to Him to reveal: (1) the right person, (2) the right time, (3) affirmed through provision. The current staffing direction would add a second “Ministry Coordinator – Huddles” in the Lord’s time, as well as explore regional positions as the Lord leads.
- While we believe this plan represents God’s current calling for FCA Endurance, we hold it with an open hand, inviting the Holy Spirit to move and guide it as He wills. As such, we understand that this plan will likely be a dynamic document, adapting as His plan is revealed to FCA-E leadership. As we work towards achieving this plan, the Executive Team of the National Leadership Board will be charged with overseeing its progress, as well as recommending modifications as the Spirit guides, minimally semi-annually.

Definitions:

“**Set expectation**” – This is a guideline that will become the expected minimum. Where such an expectation is set, positive peer accountability will be provided. Recurrent failure to achieve the set expectation will result in re-evaluating an individual’s role where such an expectation is set.

“**Strongly encouraged**” – This is a guideline where the said task is believed to be highly beneficial and therefore strongly encouraged. However, there will be no role re-evaluation for failure to achieve.

Abbreviations Key:

EMI – Endurance Ministry Institute

FB - Facebook

FCA-E – FCA Endurance

HL – Huddle Leader

HLNG - Huddle Leader NING Group

HLYG – Huddle Leaders Yahoo Group

MP – Ministry Partner

NING – FCA Endurance NING group, “The Body”

NYG - National Yahoo Group

SP – FCA Endurance Strategic Plan (this document)

TM - Teammate

CURRENT OBJECTIVES

(and related histories)

UNITE:

- Increase FCA Endurance Team unity through the development and growth of active Huddles and an electronic community that will facilitate communication and connectivity to unengaged/geographically separated Teammates.

- Huddles:

- 2008 “active” * Huddles: 18
- 2009 goal: 27 – 3/10/2010 = 27
- 2010 goal: 40 – 3/7/2011 = 34
- 2011 goal: 50

- Electronic Community

- National Yahoo Group (NYG)
 - 2008 (11/08) membership: 383/1110 = 35%
 - 2009 goal: 50% - 3/10/10 = 37%
- Combined Online (Yahoo + Facebook) membership (3/10/10): 866/1795 = 48%
 - 2010 goal: 75% - 3/7/11 (864+985) = 1849/2464 = 75%
- NING (deep)
 - 2011 goal: 500
- FB (wide)
 - 2010 (3/7/11) = 985
 - 2011 goal: 2,000

**“Active” Huddles meet or exceed the following guidelines:

1. Have at least one scheduled face-to-face meeting/event in each of 9 months
2. Some form of monthly communication is present between the Huddle Leader and each Huddle member
3. Participate in or schedule at least 3 ministry events per year
4. Huddle Leader is meeting all HL expectations (Appendix B)

- Increase qualitatively FCA Endurance National Leadership Board participation and effectiveness through: intentional relationship building, simplifying Board Teams, adding members, and increasing the number of non-board members who assist National Leadership Board teams in executing National activities.

- 2008 Board Team non-Board member participation: 13 (Prayer Team)
- 2009 goal: 1 per Board team plus Prayer team
 - Achieved on 4 of 6 teams.
- 2010 goal: 3 per Board team plus Prayer team
 - Avg = 2/team, mostly unofficially
- 2011 goal: Simplify Teams and add at least 3 members

EQUIP:

- Further develop the Endurance Ministry Institute (EMI): Provide on-site spiritual training opportunities and further develop web-based resources to teach FCA Endurance Teammates to concisely and effectively share their faith, their testimony and the Gospel message. Develop a second curriculum designed to equip Teammates with the Spiritual Disciplines skills to grow and disciple others.

- 2008 Teammates trained = 0
- 2009 goal: 50 – achieved 60
- 2010 goal: 100 – achieved 51
- 2011 goal: 3 retreats, training 50+ people
 - Develop “Discipler’s” Curriculum
 - Endorse an online evangelism curriculum

2011 UNITE TASKS- Huddles: Increase FCA Endurance Team unity through the development and growth of active Huddles (see top right of page 5 for this definition)

1. Increase the initial knowledge base and expressed commitment expected to certify a new Huddle/Huddle Leader (HL)
 - 1.1. Update the Huddle Leader “Guide”
 - 1.2. Ensure that each new HL has read and understands the above guide before certifying a new Huddle
 - 1.3. Establish a weekly call with HLs for the first month of each new Huddle certified
 - 1.3.1. This call will move to the “Huddle Coordinator” upon such a time as the position exists
2. Increase the knowledge base and desired commitment level for current HLs
 - 2.1. Set the expectation that each HL reads the HL Guide (1.1.) yearly
 - 2.2. Establish a system where each HL has minimally 1 call per month with the National Director
 - 2.2.1. This call will move to the “Huddle Coordinator” upon such a time as the position exists
3. Increase HL interactions for the purpose of peer role-related sharing and growth
 - 3.1. Continue to add HL’s to the HLYG upon joining
 - 3.1.1. Assess need for HLYG at the end of the year, based on the Body (see below)
 - 3.2. Set and communicate the expectation that all HL will join the Huddle Leader’s Group on “The Body” by May 1, 2011.
 - 3.2.1. Invite “stragglers” via email and phone March-April, 2011
 - 3.2 Execute a strongly encouraged quarterly conference call for HLs
 - 3.2.1 Calls scheduled around HL availability (number and day/time of calls)
 - 3.3 National Director (or future Huddle Coordinator) will establish communication between HLs who are working on similar opportunities and issues as appropriate
4. Increase resource availability for Huddle Leaders.
 - 4.1. Conduct a yearly HL survey of needs
 - 4.2. Maintain a current Huddle Guide (1.1)
 - 4.2.1. Continue to develop the programming piece of the guide to capture best practices and lessons learned from Huddle program experiences
 - 4.2.1 Solicit an after-action report from HLs after successful events
 - 4.2.1.1 Add to the guide upon completion
 - 4.2.1.2 Post on HLYG/HLNG
 - 4.2.1.3 Share program successes, lessons learned, and inspiring report stories with the Team via the newsletter, “Pulse”, web site, and/or NYG
 - 4.3. Continue to develop tools and guides as needed/desired

- 4.4. Develop a process that consistently notifies HLs of new information and resources available
 - 4.4.1. Continue to add resources to the HLYG/HLNG as they are produced

5. Increase Team awareness of Huddle opportunities
 - 5.1. Solicit a Monthly Huddle Report (strongly encouraged) from each HL, outlining current and upcoming Huddle activities, success stories, and service (leadership) opportunities
 - 5.1.1. Make sure each has the template
 - 5.2. Share this information with the Team as applicable via the website, newsletter, and/or NYG/FB
 - 5.3. Maintain Huddle information as a highly visible/accessible part of our web site

6. Ensure that current members within a Huddle's geographic area are aware of current/potential Huddle opportunities
 - 6.1. Maintain content on the TM welcome page (page they are automatically directed to upon joining the Team) that encourages them to connect with their local HL
 - 6.2. Maintain Huddle-related content to the welcome email that members receive when they initially join, inviting them to join a Huddle within their area
 - 6.3. Maintain a current HLYG/HLNG Team database
 - 6.3.1. Continue to educate HL of its availability and use
 - 6.4. Immediately forward new member information to HL closest to the new member
 - 6.4.1. Set the expectation that HLs make contact within 48 hours
 - 6.4.1.1. Develop a checklist that outlines the desired information to be passed to a new TM during their initial contact from a HL
 - 6.4.1.2. Include the suggested report generated in 5.1. if available
 - 6.5. Set the expectation that HLs will contact (minimally by email) each person in their state at least monthly, updating them on past/current/planned Huddle activity and inviting them to participate
 - 6.5.1. Recommend forwarding on the report generated in 5.1. if available
 - 6.6. Produce newsletter stories/content that strongly encourages members to connect with their local Huddle

2011 UNITE TASKS- Online Communities: Increase FCA Endurance Team unity through the development of our national online communities (NING and FB), facilitating communication, connectivity, and engagement of geographically separated Teammates.

7. Increase new member (MP/TM) NING/FB membership and participation
 - 7.1 Educate new members regarding FCA Endurance's online community
 - 7.2 Maintain optimum web site placement and mapping of NING/FB information
 - 7.3 Have information available on the welcome page after joining
 - 7.4 Send an invitation to NING to each new member
 - 7.5 Set the expectation that HLs will advocate that new members join NING

8. Increase member sign-up within current Team
 - 8.1 Increase member perceived value through education regarding NING community opportunities and features
 - 8.1.1. Maintain optimum web site placement, mapping, and content of NING information
 - 8.1.2. Produce NING-specific newsletter content explaining features and benefits
 - 8.1.3. Weekly NING blasts educating members of the features available and new benefits/discussions
 - 8.1.4. Publicize personalization features to limit emails if desired.
 - 8.2 Move NYG members to NING
 - 8.2.1. Weekly invites and plugs through the end of March
 - 8.2.2. Remove NYG posting opportunities March 31, 2011
 - 8.2.3. Move all relevant files to NING by mid-March

9. Ensure utilization of relevant available features
 - 9.1 Host 2 rounds of NING Training
 - 9.1.1. HL Quarterly call
 - 9.1.2. General Team
 - 9.2 Forums
 - 9.2.1. Organize, recruit, and train 3-10 NING/FB monitors, each with specific tasks as outlined
 - 9.2.1.1. Create job descriptions
 - 9.2.1.1.1. Monitor and drive relevant content
 - 9.2.1.1.2. Publicize, educate, and encourage feature use
 - 9.2.1.2. Make the Team aware of the new/current topics through the "Pulse"
 - 9.3 Files
 - 9.3.1. Ensure files are current, relevant and useful
 - 9.3.2. Maintain current released database
 - 9.4 Calendar
 - 9.4.1. Continue to publicize the calendar as a way to share Team event information

9.4.2. Continue to publicize that the events posted on the calendar are added to the Prayer Team's prayer list and the ministry's prayer calendar

9.5 Other features- Explore using other features to increase potential intimacy/unity of the group/Team

9.5.1. Photos, Member Profiles, Maps, Videos, etc.

2010 UNITE TASKS- Leadership Board: Increase qualitatively FCA Endurance National Leadership Board participation and effectiveness through: intentional relationship building, simplifying Board Teams, adding members, and increasing the number of non-board members who assist National Leadership Board teams in executing National activities.

10. Continue to Unite our current Board

10.1. Continue with current monthly conference calls

10.2. Continue mandatory yearly retreat (next one March 2012)

10.3. Set the expectation that the Chairman will contact each Board member monthly

10.4. Strongly encourage each Board Member to contact one other member monthly, preferably not on their Board Team, via the route best suited for them and/or the other member

11. Simplify Board Teams to more effectively meet ministry needs

11.1. 2011 Teams: Exec/Stewardship, Uniting, Equipping, Events

11.1.1. Prayer Team moves to a non-Board Team

11.1.2. Communication Team shifts to Min Coord. – Comm. (Joe)

11.1.3. Create Uniting Team – focused on this portion of the S.P.

11.2. Have current members yearly pray about Team placement for maximum effectiveness and gifting usage- place accordingly

11.3. Continue to move Board leadership to the Chairman and Vice-Chairman

12. Continue to seek out new Board members

12.1. Pray for during monthly Board Conference calls

12.2. Add to monthly prayer calendar (each month)

13. Create an Advisory Team

13.1. Create roles and responsibilities for this Team in order to increase our time and talent pool and to allow potential new Board members to serve, giving them a feel for leadership and opportunity to experience service in this capacity

13.1.1. Set the expectation that each Board member will intentionally pray for and seek out individuals who God would identify as Advisory Team members to serve with them

2011 EQUIP TASKS- Further develop the Endurance Ministry Institute (EMI): Provide on-site spiritual training opportunities and further develop web-based resources to teach FCA Endurance Teammates to concisely and effectively share their faith, their testimony, and the Gospel message. Develop a second curriculum designed to equip Teammates with the Spiritual Disciplines skills to grow and disciple others.

14. Develop Ministry Training Conferences/Retreats

14.1. Continue to refine “Presenters Conference I”

14.1.1. Continue to develop and refine additional resource needs

14.1.2. Continue to develop volunteer instructors (15.2)

14.2. Develop 2nd Curriculum: “Disciplers Conference I” (18)

14.2.1. Host “EMI Development Summit”

14.2.1.1. Face-to-face meeting to plan the curriculum for Conference II

14.2.1.2. Develop conference goals and objectives

14.2.1.3. Develop the core curriculum plan

14.2.2. Ongoing recruitment of EMI Developers (15.3)

14.2.3. Create and gather resources necessary to meet objectives and curriculum needs

14.2.4. Train volunteer instructors (15.2)

14.3. Explore developing a way to measure and reward completion and application of conference content

14.3.1. Consider developing a cognitive and practical follow-up “testing” opportunity upon completion of the conference

14.3.1.1. Develop reward and public acknowledgement after completion of program

14.4. Explore live video-feed opportunities for conferences

14.4.1. Discuss strategy and effectiveness

14.4.2. Explore technology needs

15. Continue to build the Equipping Volunteer Network

15.1. Grow and develop the Board Equipping Team, which oversees all ministry equipping

15.1.1. Recruit Board and Advisory members

15.2. Recruit 1-2 National EMI Conference Coordinators

15.2.1. Help with EMI site/host recruitment

15.2.2. Oversee/help host logistics

15.3. Develop a core of “EMI Instructors”

15.3.1. Determine desired core competencies for instructors

15.3.1.1. Please see Appendix C

15.3.2. Establish a training program/curriculum to develop instructors

15.3.2.1. Go through the EMI Apprentice program as outlined in Appendix C

15.3.3. Develop a set of standards and/or testing criteria to ensure instructor competency

15.3.3.1. Complete Apprentice Program (15.3.2.)

- 15.3.3.2. Signed off on by ND
- 15.3.4. Recruit 4-6 per course
- 15.4. Develop a core of “EMI Developers”
 - 15.4.1. Determine desired core competencies for developers
 - 15.4.1.1. Please see Appendix C
 - 15.4.2. Recruit 1-2 per desired course

- 16. Increase conference opportunities to train the Team
 - 16.1. Create the desire to host and attend conferences through positive feedback, testimonials, compelling publicity, and success stories through the web site, newsletter, and NING
 - 16.2. Evaluate current conference opportunities across the country
 - 16.2.1. Factor in Team presence geographically
 - 16.2.2. Factor in Team servant-leaders available
 - 16.2.3. Factor in overall local Team engagement
 - 16.2.4. Factor in desire to host and administrate locally
 - 16.2.5. Factor in Huddle’s/HL’s margin and desire to prioritize this program
 - 16.3. Explore and plan future conference
 - 16.3.1. Goal: Three retreats in 2011
 - 16.4. Communicate conference opportunities to Team
 - 16.4.1. To host conferences
 - 16.4.2. To attend conferences
 - 16.5. As available, continue to recruit other HL’s through travel scholarship

- 17. Develop our web-based ministry training
 - 17.1. Develop web-based content
 - 17.1.1. Explore needs
 - 17.1.1.1. Determine what is currently available
 - 17.1.1.1.1. Explore a way to determine what resources qualify to be endorsed
 - 17.1.1.1.1.1. As appropriate, post resources on our site or link to the resource source
 - 17.1.1.1.1.2. Endorse an online evangelism curriculum
 - 17.1.1.2. Determine what needs to be created
 - 17.1.1.2.1. Explore time, treasure, and talent resources to determine a timeline for content development
 - 17.2. Develop FCA Endurance online Gospel Presentation, “Why Do You Race?”
 - 17.3. Communicate and encourage web-based training use
 - 17.4. Investigate optimum web site placement, mapping, and naming

- 17.5. Explore site and content tracking
 - 17.6. Explore ways to measure and acknowledge completion of web-based curriculum
 - 17.6.1. Explore developing a follow-up “testing” opportunity upon completion of curriculum
 - 17.6.2. Develop reward and public acknowledgement after completion of curriculum
 - 17.7. Ensure web content is kept current and relevant
18. Explore a long-term course program, with levels of achievement/competency, and a method for measuring and awarding advancement.
- 17.1. Example: Level 1 Presenter, Level 2 Presenter, Course Instructor, Course Developer

2011 Event Ministry Plan: Continue to develop our ministry event presence through low-cost, high-impact events that are managed by FCA-E volunteers in the field.

1. Use current momentum and our building network to support events where FCA-E has an official ministry presence (ministry service, expo, etc.)
2. Encourage Teammates and Huddles to explore and develop event service opportunities that have the highest probability of starting and/or growing relationships within the Team and endurance community
3. Shift administration and control of events to local members, Huddles, and local field staff
4. Shift FCA-E National's event ministry role
 - 4.1. Networking- connect local FCA-E leaders with race/event organizers, FCA-E members who are traveling to events, local FCA staff, and other key contacts as pertinent
 - 4.2. Resourcing- make available information and resources to further equip local event leaders
 - 4.2.1. Update the Event Guide yearly to help guide local ministry event coordinators
 - 4.2.2. Make available resources such as brochures, Bibles, New Testaments, tracts, and other FCA Endurance specific ministry resources
5. Continue to seek out, develop, and equip national volunteers to help coordinate event ministry
 - 5.1.1. Iron Prayer Coordinator(s) and sub-coordinator(s)
 - 5.1.2. Endurance Prayer Coordinator(s) and sub-coordinator(s)
6. Maintain or decrease the current budget line item amount for ministry events through 2011.
 - 6.1. Within the guidelines above, prioritize participation opportunities at events that are:
 - 6.1.1. Free
 - 6.1.2. Free with an exchange of service and/or labor
 - 6.1.3. Low cost per number of potential people impacted
 - 6.2. Continue to partner with other ministries in opportunities where expenses can be shared
 - 6.2.1. Includes local field staff
 - 6.3. Where expense cannot be avoided, seek donor and/or local funding to cover expenses at 100%
 - 6.3.1. Any ministry event with a proposed net expense over \$500 requires Event Team (or sub-Team) approval
 - 6.3.2. Any ministry event with a proposed net expense over \$1,000 needs National Board approval
7. Working within the guidelines above, prioritize networking and event opportunities that grow our ministry impact within running and cycling

Huddle Leader Roles and Responsibilities: The following expectations and suggestions are made with the desire to strengthen local Huddles, increasing their impact in the community. National FCA-E leadership will help support and equip HLs to successfully and joyfully achieve the below.

1. Expectations

- 1.1. Meet and continue to meet all initial HL qualifications as outlined in the Huddle Guide (SP 2.1.)
- 1.2. Be on the HLYG (SP 3.1.) and HLNG (SP 3.2.), participating as applicable.
- 1.3. Contact new members in their geographic area within 48 hours of learning of the new member (SP 6.4.1.)
- 1.4. Contact each member in their geographic area / state at least monthly (SP 6.5.)
- 1.5. In an effort to connect Huddle members with the rest of the Team, HLs will advocate that Huddle members are part of NING (SP 7.5.)

2. Strongly Encouraged

- 2.1. Meet scheduled call times with National Director (SP 2.3.)
 - 2.1.1. 1/week - first month (SP 1.3.)
 - 2.1.2. 1/month - ongoing (SP 2.3.)
- 2.2. Participate in quarterly HL Conference Call (SP 3.2.)
- 2.3. Communicate and work with other HL's who are working in/on similar opportunities as appropriate (SP 3.3.)
- 2.4. Produce a Monthly Huddle Report (MHR): outlining current and upcoming Huddle activities, success stories, and service opportunities (SP 5.1)
 - 2.4.1. Send to new members (1.3. above)
 - 2.4.2. Send to current members (1.4. above)
 - 2.4.3. Send to FCA staff, field and Endurance national
- 2.5. Produce newsletter/website content to share with the Team (SP 6.6.)

EMI Instructors – These are individuals called to serve within the Equipping arm of FCA Endurance. Their role is to thoroughly know and understand a specific set of EMI curriculum/material and to effectively share that material with others in the context of EMI conferences and retreats. They will not develop any new material, but will be qualified to present material already prepared. Members must be called to serve in this capacity, affirmed through committed prayer. We desire to plug in anyone who may be called to this but must ensure a certain level of competency to ensure a high level excellence within this volunteer opportunity.

1. EMI Instructor desired qualifications
 - 1.1. Current FCA Endurance Teammate
 - 1.2. Approved MLA on file
 - 1.3. Successful completion of an approved, accredited evangelism course
 - 1.3.1. Formal understanding of Evangelism Theology
 - 1.4. Previous teaching experience and/or comfort with teaching groups
 - 1.5. Agree to serve within the theology, philosophy, and direction of ministry leadership
 - 1.5.1. Flexibility within Christian distinctives
 - 1.6. Willingness to prioritize EMI instructing as their primary ministry of service
 - 1.6.1. Availability to attend and serve at EMI's as they are organized
 - 1.7. Attendance at an EMI course to observe or serve as requested (apprentice 1)
 - 1.7.1. Focus will be observing, learning, and training
 - 1.8. Try-out instructing at additional EMI course(s) (apprentice 2)
 - 1.8.1. Focus will be limited teaching under supervision
 - 1.9. Approved to teach by the Equipping Team leadership
2. EMI Instructor Training Process
 - 2.1. Identify candidates and refer to ND or Board Equipping Team Chair
 - 2.2. Assess qualifications above
 - 2.2.1. Written "resume" as needed
 - 2.2.2. Phone call with ND, Board Chair, or other members of the Team
 - 2.3. If accepted, begin the Apprentice Program
 - 2.3.1. Will enter program at agreed upon level - depending on experience and the Leadership Team's recommendation
 - 2.3.2. Apprentice Level 1
 - 2.3.2.1. Attend as an attendee and servant
 - 2.3.2.2. Focus will be observing, learning, and training
 - 2.3.3. Apprentice Level 2
 - 2.3.3.1. Attend as a try-out instructor (repeat as necessary)
 - 2.3.3.2. Focus will be limited teaching under supervision
 - 2.3.3.3. Will be coached by an instructor

- 2.4. Once competence has been demonstrated, can be “signed off” on by current instructor and recommended for instructor status to Leadership Team
- 2.5. Leadership Team will make final recommendation
 - 2.5.1. Make instructor
 - 2.5.2. Request additional apprenticeship

EMI Developers – These are individuals called to serve within the Equipping arm of FCA Endurance.

Their role is to develop new EMI curriculum and materials as needed/requested by the Equipping Leadership Team. Members must be called to serve in this capacity, affirmed through committed prayer.

Due to the nature of this role, a high level of expertise required.

1. EMI Developer desired core competencies
 - 1.1. Current FCA Endurance Teammate
 - 1.2. Approved MLA on file
 - 1.3. Master’s level seminary or Christian degree
 - 1.4. Curriculum development or instructing experience
 - 1.5. Agree to serve within the theology, philosophy, and direction of ministry leadership
 - 1.5.1. Flexibility within Christian distinctives
 - 1.6. Attendance at a current EMI conference to build familiarity with program
 - 1.7. Approval by Equipping Team leadership
2. EMI Developer Training Process
 - 2.1. Identify candidates and refer to ND or Board Equipping Team Chair
 - 2.2. Assess qualifications above
 - 2.2.1. Written “resume” submitted
 - 2.2.2. Phone call with ND, Board Chair, or other members of the Team
 - 2.3. Attend current EMI conference/retreat to build familiarity
 - 2.4. Approved by the Equipping Leadership Team