

Foundations Strategic Plan

Edited - Aug 2015

Overview

Goals

To strengthen *Foundations* so that it can be released more effectively and widely, to be used by God and his people, for the strengthening of Kingdom movements and action cells around the globe.

To strengthen the capacity of Foundations teams globally for this purpose.

To monitor and support the running of Foundations in all its forms and in all contexts.

To continue the track record Foundations has, of:

- 1) Helping people have a significant encounter with the far-reaching claims of the gospel of Jesus Christ,
- 2) Helping people take further steps in living out this gospel both individually and through networks of missional communities.

Strategic Direction

- 1) To build capacity so that more teams of people are better equipped to deliver *Foundations* courses effectively around the world, within their local cultural contexts, lessening the demand for travel by a small number of trainers.
- 2) To review and strengthen the supportive resources, systems and structures of *Foundations* so that the course more efficiently and effectively serves its purpose in God's Kingdom movement
- 3) To monitor and support all expressions of Foundations courses (one week, 12 week etc)

Specific Objectives

1) To build capacity so that more teams of people are better equipped to deliver *Foundations* courses effectively around the world, within their local cultural contexts, lessening the demand for travel by a small number of trainers.

- To review and strengthen the process by which people learn to become Foundations trainers (the accreditation and mentoring system) with a goal of supporting growth in the number of skilled Foundations trainers.
 - *(Key considerations here are consistency in the process, investment in the people who will actually serve the courses happening on the ground, making it inclusive of people who want to participate, accessibility of this process to people who want to grow as trainers, continuing a process of self-assessment & healthy feedback, and the focus being about building training teams to serve courses, rather than building status for individual trainers.)*

- To review and strengthen the mentoring, training and support of Foundations trainers, particularly focusing on helping them integrate the course material in their lives and Kingdom service.
- To establish 1-2 key Foundations courses a year where-by already experienced trainers are brought together to develop their skill, awareness and understanding further with a view of them being eventually released to oversee and support the delivery of Foundations (including the equipping of local teams) in their region.
 - *(A particular need is to build competency in mentor-trainers, keeping in mind strategic mission locations where development will be facilitated through these mentors)*
- To keep an audit of Foundations teams and their development & competencies.
 - *(This will be relational, through Regional coordination teams, but also it is critical to empower the administration of this to be easy to use and access through the trainers section of the website)*
- To select national or regional coordinators (see below)

2) To review and strengthen the supportive resources, systems and structures of Foundations so that the course more efficiently and effectively serve its purpose in God's Kingdom movement

- To create a leaders companion/manual with explicit information, tools and resources on the fundamentals of delivering an effective Foundations course.
 - *(Including recommended order of units for 12wk / 1wk courses, helpful community building & teaching activities, which units are recommended for senior trainers and which for junior trainers)*
- To review and strengthen the session plans (in both method and content) starting with the less complete units, so that by 2017 there is a fully revised easy to use collection of session plans to support trainers engaging with and delivering the material.
- To review and strengthen the participants manual so that by 2017 we have a fully revised (general English) standard Foundations manual.
 - *(The aim is to have this graphically clear & appealing, readily translatable, narrative based (i.e. it serves participants with their local*

and God's global narrative), inclusive of participants experience of the course, and also to have an updates youth version of the manual)

- To review and strengthen the mentoring, training and support of Foundations trainers so that it can effectively serve the objective of regions being self sufficient by 2017.
- To review the course accreditation systems, and receive and process course applications.
 - *(So there is effective quality control **but** conveying a welcoming and supportive spirit, it is critical that this process serves discussion about the wider mission that the course will serve (i.e. the current local and regional God-written narrative) rather than just about running the course for the sake of the course)*
- To develop a functional website to allow trainers to access Foundations resources, trainer information and online session preparation aids.
 - *(This is HIGH PRIORITY. Hence a separate development plan for this was put together during the week in Canada in Aug 2015 and the Stewardship Group will be responsible to ensure it progresses. Fusion Canada have offered to help make this plan a reality and work on it is now beginning to get underway)*
- To create videos which can be used to support the learning process in Foundations sessions where necessary.
 - *(This is not high priority yet, but is something we are committed to ... eventually!)*
- To review our process of following up after Foundations courses, so that participants are followed up, and exposed both during and after the course to a wide range of resources / further reading / study tools / next steps, to encourage them and offer potential pathways towards their God given purpose.
 - *(This is also HIGH PRIORITY for strategic use of the investment in each course, it will include instruments & systems that aid follow up, making available "how to" Mission resources & manuals and web-based resources, prioritising ongoing connection & intentional networking, the potential for a networked mission movement is critical in this and is therefore a key responsibility of the regional coordinating teams)*

3) To monitor and support all expressions of Foundations courses (one week, 12 week etc)

- To review with local training teams what has been helpful/unhelpful in the past re: the support of courses, and strengthen the processes of course accreditation in this light.
 - *(This critical for continual development, for this we need to review the course review form and then make using it a standard expectation and practice (facilitated through Regional Coordination Teams), when it is re-done it will be sent out to people and made available on the web-site as soon as it comes up.)*
- To re-establish explicit expectations and policies around the delivery of Foundations courses.
- To provide support to teams in the lead up to a course, discussing how the plans are coming together, looking at potential challenges, helping the planning of Trainers Training, making sure they are aware of up to date trainers resources and methods that have helped other teams deliver Foundations effectively in similar circumstances.
 - *(Through the Regional Coordination Teams ... for which the highest priority is finding personnel)*
- Helping teams be aware of each other's needs as it relates to Foundations, and sharing resources and trainers to ensure that each course is; a) a strong course in both content and process and b) is effective at building capacity in the local training team.
- (One point added Aug 2015: Supporting the local team in preparation for the Mission experience, with culturally relevant and effective promotion, and also with their next steps after the event.)

N.B. PLEASE SEE “FUNCTIONS AND STRUCTURE FOR STEWARDSHIP OF FOUNDATIONS” DOCUMENT FOR OUTLINE OF THE STRUCTURE, ROLES & RESPONSIBILITIES.