

Fit4Mission Program



Fit4Mission is a modular e-learning curriculum designed to support the ethical, missional, and professional delivery of The Salvation Army's community work and social services. It provides foundational learning of The Salvation Army's mission, vision, and values for those engaging in direct service and support to the community. The learning content supports the values of service and stewardship, both by increasing personnel capacity with enhanced training resources and through developing our awareness of day-to-day operations and risk prevention approaches as we provide hope and dignity to those we support.

Fit4Mission is an orientation tool for employees, officers, and volunteers. It is recommended that new personnel complete The Salvation Army Mission & Vision course in their first 90 days of employment. All existing personnel are encouraged to complete this course.

The Fit4Mission Suite contains seven courses, each with three modules. Once a student has completed the compulsory course (The Salvation Army Mission & Vision) access will be provided to the additional five courses.

1. **The Salvation Army Mission & Vision:** This course provides a comprehensive understanding of The Salvation Army's mission and vision through three interconnected modules. It aims to equip participants with knowledge of the organization's foundations, insights into poverty and its impacts, and effective strategies for working with people.
2. **Trauma-Informed Care:** This course focuses on skills and knowledge necessary for effective trauma-informed care. It covers understanding trauma, the principles of trauma-informed care, and practical strategies for managing trauma in the workplace to create a resilient and empathetic environment.
3. **Care Management:** This course provides essential skills for effective care management, including intake and case management, goal setting, and motivational interviewing to advocate for clients' needs.
4. **Equity, Diversity & Inclusion:** This course develops skills for working with diverse populations. It emphasizes the importance of equity, recognizing and addressing bias, and effective engagement with individuals from diverse backgrounds.
5. **Mindfulness & Self Care:** This course focuses on developing mindfulness and self-care practices. It addresses the benefits of mindfulness, effective self-care strategies, and ways to prevent and address compassion fatigue.
6. **Spiritual & Religious Care:** This course provides guidance on offering spiritual and religious care. It differentiates spiritual and religious care, building connections with clients, and using "coffee time" to foster relationships.
7. **Conflict Resolution:** This course develops skills for effective conflict resolution. It explores conflict theory, workplace conflict management, and biblical reflections on conflict, promoting humility and vulnerability in resolution strategies.

For more information about Fit4Mission, please visit the [Fit4Mission Website](#).

