

FITNESSWARRIORS

RECRUIT PROGRAM SYLLABUS

PROGRAM DESCRIPTION

To increase physical activity opportunities in communities where residents are most at risk for chronic disease, the Fitness Warriors training will give fitness-minded community members skills in the foundations of group exercise instruction and experience in community leadership. Through the training, Warriors will learn to support safe exercise habits for a range of populations, to design, adapt, and deliver group exercise routines, and to improve and catalyze the health of individuals across the region.

Effective Dates: January 2021 –June 2021

CONTACT INFORMATION Administrators/ Warrior Command:

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FITNESSWARRIORS

TRAINING TIMELINE

Mandatory Training Dates:

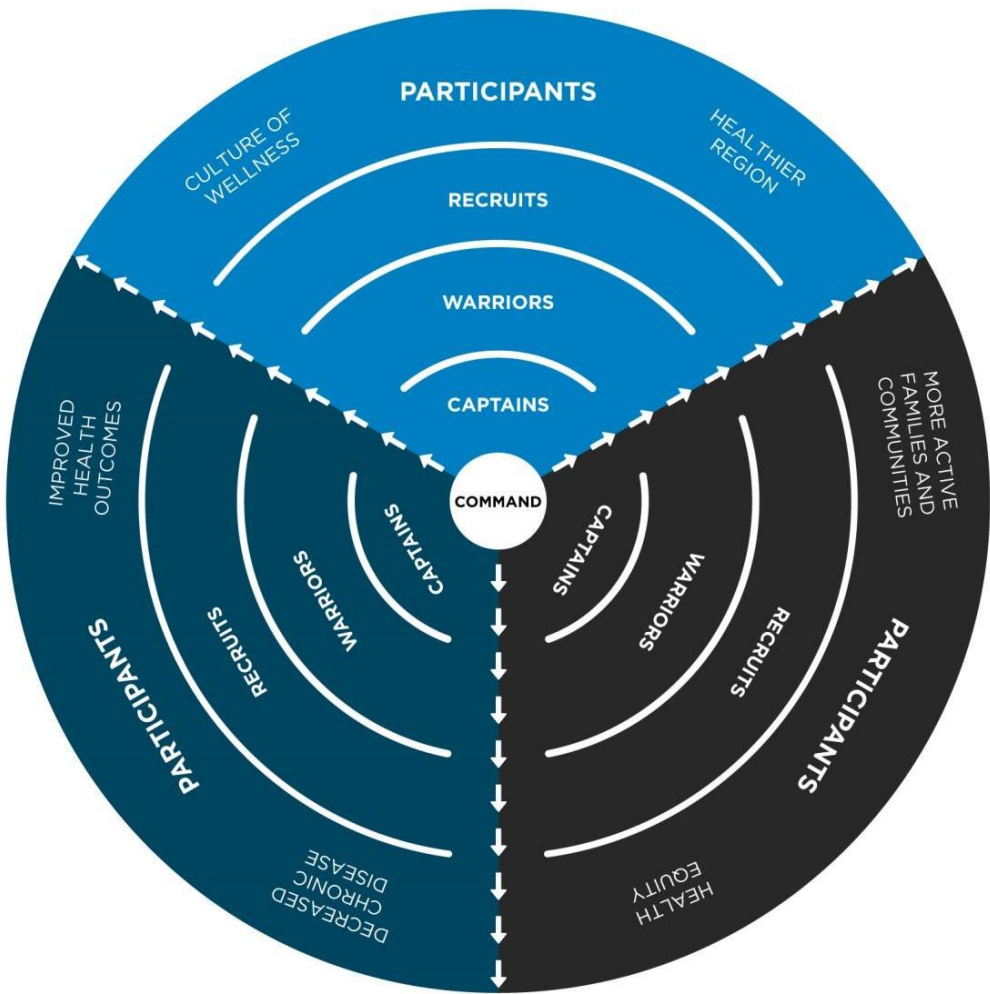
Dates	Times	Locations
Phase 1 Begins Virtually		
Saturday 1/9	8:00 AM- 1:00 PM	Zoom
Saturday 1/23	9:00 AM – 1:00 PM	Zoom
Saturday 2/6	9:00 AM – 1:00 PM	Zoom
Saturday 2/20	9:00 AM – 1:00 PM	Zoom
Saturday 3/6	9:00 AM – 1:00 PM <i>*CPR Certification</i>	Zoom
Phase 2 Begins Outdoor		
Saturday 3/20 *Rain date: Sunday 3/21	9:00 AM – 1:00 PM *1:00 PM- 5:00 PM	TBD
Saturday 4/17 *Sunday 4/18	9:00 AM – 1:00 PM *1:00 PM- 5:00 PM	TBD
Saturday 5/1 *Sunday 5/2	9:00 AM – 1:00 PM *1:00 PM- 5:00 PM	TBD
Phase 3 Begins Outdoor		
Saturday 5/15 *Rain date: Sunday 5/16	9:00 AM – 1:00 PM *1:00 PM- 5:00 PM	TBD
Saturday 6/5 *Sunday 6/6	9:00 AM – 1:00 PM *1:00 PM- 5:00 PM	TBD
Saturday 6/26 *Sunday 6/27	8:00 AM – 2:00 PM *1:00 PM- 5:00 PM	TBD

***CPR Certification Options:** CPR Certification is *required of each Recruit*. If you are already certified, you will need to provide proof to program administrators. In order to become certified, Recruits should attend the CPR class as outlined above (cost covered by Sports Backers) OR schedule your own certification class (cost covered by the Recruit).

Lead Trainer Sessions-Must complete 2 out of 3 offerings

Lead Trainer sessions will take place during Phase 2. Dates and times will be shared during training.

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The “Warrior Nation,” as it has come to be known, is comprised of all Class Participants, Recruits, Warriors, Captains, and the Program Command.

Together we are making an impact on the health and wellness of our community.

PROGRAM OUTCOMES

FITNESS WARRIORS

The impact of the Fitness Warriors program is two-fold: we impact the lives and leadership of the Warriors themselves and we impact the health and wellness of individuals, families, and communities across the region. Specific outcomes we expect to see include:

Warrior Recruit Outcomes:

- Establish themselves as leaders in health and fitness with a network of resources and colleagues.
- Gain the knowledge and ability to plan and execute group fitness classes for a range of abilities.
- Build experience in coaching, training, and community organizing.
- Master the professional skills of group fitness leadership including administrative excellence, partnership cultivation, and effective community recruitment.

Community Outcomes:

- Greater health equity across the region.
- Increased opportunities for fitness in communities that need it the most.
- Increased percentage of individuals meeting CDC's recommended 150 minutes of physical activity each week.
- Reduced incidence of chronic diseases such as obesity, diabetes, hypertension, and heart disease.
- Participants improve strength, flexibility, endurance, and agility, as well as experience weight loss and reduction in medications.
- Renewed culture of fitness and health

TRAINING FORMAT

The Fitness Warriors Recruit training will run from **January 2021-June 2021**. Upon completion of the program, all Warriors continue to serve the community for at least 1 year and become eligible for resources and opportunities to deepen their leadership. The curriculum is divided into three phases and is a mix of classroom style training, supportive coaching, hands-on teaching, in-service practice, and community volunteering.

Throughout the program, Recruits will take part in four types of training modules:

1. Warrior Recruit Training Days

The current class of Warrior Recruits will gather for teaching, training, and coaching regularly. These are "in-person" training days, facilitated by the Warrior Command, which all Warrior Recruits are required to attend. A complete schedule of training days for each phase is provided on Page 2 of this document. Warrior Recruit Training Days will also often include opportunities for Warrior Recruits to collaborate with one another, compare notes, and talk about their experiences.

2. Lead Trainer Sessions: Warrior Recruits will be offered 3 training sessions with our lead trainer, Ricky Martin. These sessions are to help deep dive into the routine and allow the Warrior Recruit to work more closely with the lead trainer outside of training days. A complete schedule of days and locations are provided on Page 2 of this document.

3. Group Exercise Classes

FITNESS WARRIORS

Throughout the program Warrior Recruits are encouraged to attend Warrior fitness classes in the community and on Zoom. During Phase 2, Warrior Recruits will lead and attend mock classes on Zoom to build comfort with leading classes on Zoom. Beginning in Phase 3, each Warrior Recruit will lead free group exercise classes for the community. These classes will be scheduled in conjunction with the Recruit's assigned host site, the existing schedule of Zoom classes, and in consideration of the Squad's scheduled weekly classes. Starting at the beginning of May, Recruits should convene and lead group classes at least once a week with intermittent oversight and assistance from Warrior Command and Mentors.

4. Program Promotions and Community Events

Warrior Recruits will attend and assist in promoting the program through a number of opportunities throughout the training program to build their experience, skills and spread the word about the program. These will often be demos or outreach opportunities in our target communities at events around the Richmond region. Warrior Recruits should participate in two opportunities prior to completion of the program. As the times are different we have added in Program Promotion as a way to spread the word about the program without having to be out in large groups.

- Warrior Recruits will participate in at least 2 Program Promotions or Community events by the end of the program. Community events will be communicated to all Warrior Recruits and will be in accordance with all CDC guidelines pertaining to COVID 19.
- During Phase 2, Warrior Recruits are expected to seek out opportunities to schedule Community Events through their networks. Warrior Recruits should coordinate with Program Command prior to committing to a date.
- Additional events will be announced during the course of training.
- Become familiar with basic principles of community organizing and begin recruitment for weekly classes
- Lead an online demo at a scheduled virtual community event
- Participate in an in person community event (if available and it's safe to do so)
- Invite at least 10 friends to like @RVAFitnessWarriors on Facebook and/or Instagram
- Create a fitness demo to be uploaded to the YouTube playlist
- Other - seek approval from Command prior to activating your own idea

SUPPORTIVE TRAINING RESOURCES

To complement the oversight and expertise provided by the Warrior Command, Recruits will make use of supportive resources to guide their development and training. Those include:

Crews

Each Recruit is assigned to a Crew of fellow Warrior Recruits, which will receive leadership and guidance from their assigned Warrior Mentor. Crews function as a wraparound support for one another as well as support for their community. In order to provide such support, it is imperative that Crews schedule their weekly classes in a way that distributes their collective resources throughout each week. During

FITNESS WARRIORS

Crew time, Crews will meet to dialogue, plan, and troubleshoot. Outside of program assigned meeting opportunities, Crew members should be active and available to each other to provide advice and feedback.

Warrior Family & Squads

As a Warrior Recruit, you are now a part of the larger Warrior Family. Warrior Recruits and Warriors that serve in the same community form Squads. Warriors have valuable experience as community fitness leaders and serve in an informal mentoring capacity to Recruits within the same squad. Warrior Recruits should become familiar with the classes offered by other Warriors in their Squad in order to refer participants to additional, nearby classes. Warriors and Recruits within a Squad are working together to create culture change and improve health outcomes for their community.

Warrior Mentors

Warrior Mentors are experienced community fitness leaders that are committed to the mission of the program and dedicate time to support Warrior Recruits. Each Crew will be assigned one Warrior Mentor, who will be available to the crew for questions and guidance. Recruits are expected to utilize the Mentors time and talents to their best benefit. The deeper the relationship a Recruit nurtures with a Mentor, the more the Recruit will benefit. Mentors may participate in evaluation of Recruits' performance throughout the program but first and foremost are available for support and coaching.

Materials Portal

At any time, Recruits will be able to remotely access an online portal of program materials and resources via the below url. Within this site, the Program Command will house all of the documents Recruits will need for their weekly classes, all the study materials utilized throughout the curriculum, syllabus and routine packets, as well as relevant promotional materials.

www.sportsbackers.org/warriors-materials/

PHASE ONE | January 2021-March 2021

OBJECTIVE

Build a comprehensive understanding and appreciation of the Warrior program and its mission. Build skills in the fundamentals of teaching and leading group exercise in preparation to begin teaching free classes in the community. Increase understanding of the importance of safety, strength, flexibility, and endurance. Learn the full exercise routine to be taught in Warrior Recruits' community fitness classes.

Sub Objectives:

- Attain CPR & First Aid Certification
- Learn the five components of fitness and how to design fitness class routines which incorporate all five components

FITNESS WARRIORS

- Become familiar with the Warrior routine, including how to introduce modifications, utilize cues, and successfully transition as an instructor
- Introduce safety protocol for mandated reporting and injuries
- Learn how to evaluate a Physical Activity Readiness Questionnaire (PAR-Q)
- Review the mission of the program and become familiar with the health inequities that exist in the Richmond region
- Become familiar with program structure and documentation
- Build rapport with squad members and Warrior Mentors
- Learn about Special populations, scope of practice and Code of Ethics.
- Attend Fitness Warrior classes and become familiar with class offerings.

WARRIOR RECRUIT TRAINING DAYS

Warrior Recruits should be ON TIME to all training days. The first several training days take place on Zoom. Links are included on page 2 and will be emailed to you prior to training. We ask that you join the training from a quiet place that will allow you enough space to get up and move. Please have your video on and bring materials for taking notes, a healthy snack, a yoga mat, and a towel to each training day. Dress to be active.

(Attendance reminder: Warrior Recruits are expected to attend 100% of training days and arrive on time.)

- **Saturday January 9, 2021 8:00 am – 1:00pm.** Zoom
- **Saturday January 23, 2021 9:00 am–1:00pm.** Zoom
- **Saturday, February 6, 2021 9:00am–1:00pm.** Zoom
- **Saturday February 20, 2021 9:00 am -1:00pm.** Zoom
- **Saturday March 6, 2021. 9:00am –1:00pm** Zoom

CREW TIME

Crew time was created to help Warrior Recruits build closer bonds with the other Recruits in their area. This time can be used as the crew sees fit and can include studying Warrior materials, attending a Warrior class as a crew, Warrior socials, or impromptu meet ups with Mentor on Zoom or other platforms. Crews are encouraged to get together as much as possible and should start spending time together during Phase 1. It is up to crew members to set up and run these meetings.

ATTEND WARRIOR CLASSES

During Phase 1 Warrior Recruits are to attend at least 4 Warrior classes on Zoom. Warrior Recruits are encouraged to begin building a fitness and knowledge base of different modalities offered by Warriors in the community.

FITNESS WARRIORS

PHASE 1 NOTE FROM RICKY MARTIN

In this 1st Phase of the program we are asking you to come out of your comfort zone. We expect you to reach out to your crew and other Recruits in your class, to establish important connections. and retain the information you are being given. This will prepare you for getting comfortable with connecting with new people. Of all the skills of importance to a trainer, being open and communicative is probably the most important. For some this will be pretty easy, for others it may take some work. But that is what we are here to do. Put in the Work! Like all of the movements in your Training Packet, you will get better with them as you practice more. Fitness gym managers will encourage staff to get to know members not only by name but also learn how many children they have, marital status, and hobbies. Make it a point to get that information from every recruit in your class. By asking them about their unique identifiers you will establish a **rapport** over time. Be comfortable with failing at getting a movement right or remembering what comes next. Do not let it deter you from your mission, to learn! I often tell clients that failure is a good thing. It is from this place of failure that you learn what needs to be done and muster the energy to apply yourself to getting better.

The **rapport** you establish with your entire class will become an asset in retaining all the information and managing family/work life with the program requirements. You will need shoulders to lean on that can relate to what you are experiencing. You already know that a burden shared is a burden lifted. We are here to lift the heavy burden of health inequities becoming even more glaring during this time of a pandemic. You differ in this way from the Warriors that have gone before you. Warriors before you went willingly into arenas in which they fought. Today we fight in an arena where we have no choice in the matter. This makes you very special to me. You will find our how as we proceed to train and prepare for what is to come.

PHASE TWO | March 2021 – May 2021

OBJECTIVE

Prepare to lead your own fitness class in the community. Learn core skills to recruit and build a group in target communities.

Sub Objectives:

- Learn how to lead an effective warm up, main body of the Warrior routine, and cool down, to include effective cueing and modifications
- Lay the groundwork to kickoff free weekly exercise classes in the community
- Establish relationship with host site or moderator, schedule weekly fitness class, and get host site agreement signed
- Become familiar with marketing and recruitment trends and start building your own marketing schedule
- Become familiar with leading fitness classes on the Zoom platform
- Attend Fitness Warrior classes and become familiar with class offerings
- Successfully demonstrate abilities to effectively lead safe classes by passing teachback

FITNESS WARRIORS

WARRIOR RECRUIT TRAINING DAYS

Warrior Recruits should be ON TIME to all training days. Water and light refreshments will be provided. Please bring materials for taking notes, a healthy snack, a yoga mat, and a towel to each training day. Dress to be active. Training days during Phase 2 will be outside. Rain date is the Sunday following from 1pm-5pm.

**Attendance reminder: Warrior Recruits are expected to attend 100% of training days and to arrive on time.*

- **Saturday March 20, 2021. 9:00am –1:00pm** TBD
- **Saturday April 17, 2021. 9:00a-1:00pm** TBD
- **Saturday May 1, 2021 9:00am – 1:00pm** TBD - **Teachbacks**

LEAD TRAINER SESSIONS

Warrior Recruits will be given the opportunity to participate in 3 lead trainer sessions, and must attend at least 2, with our lead trainer, Ricky Martin. These sessions are to help deep dive into the routine and allow the Warrior Recruit to work more closely with the lead trainer outside of training days. A complete schedule of days and locations are provided on Page 2 of this document.

CREW TIME

Crew time was created to help Warrior Recruits build closer bonds with the other Recruits in their area. This time can be used as the crew sees fit and can include, studying Warrior materials, attending a Warrior class as a crew, Warrior socials, impromptu meet ups with Mentor on zoom or other platforms. Crews are encouraged to get together as much as possible and are required to meet as a crew at least 6 times outside of training days. It is up to crew members to set up and run these meetings.

GROUP EXERCISE CLASSES

During Phase 2, Warrior Recruits will continue preparing to teach in the community by:

- Attending Warrior classes to observe fitness leaders in action.
- Practice leading certain sections of the routine by coordinating with Command and fellow Warrior recruits on Zoom.
- Meeting with leaders around their host site's community to build relationships and better understand the specific dynamics where they will be teaching.
- Scheduling their weekly class in coordination with host site, squad members, and Warrior Command.
- Completing the Warrior Class Agreement, and getting signed by Host Site staff if applicable, and submitted to Program Command.
- Visiting the location and reviewing the logistics of the space, area, and setting or getting to know your Zoom moderator, if applicable.
- Beginning to promote the class through marketing, outreach, and networking.

FITNESS WARRIORS

Warrior Recruits will be ready to begin teaching their group exercise classes with their community groups as soon as they have:

- Received a favorable recommendation from the Lead Trainer, Ricky, based on successful mastery of content presented in Lead Trainer sessions and effective demonstration of learned skills
- Passed their teach backs at the conclusion of Phase 2
- Completed a class design approved by Lead Trainer.

PROGRAM PROMOTIONS OR COMMUNITY EVENTS

By the end of Phase 2, Warrior Recruits should have participated in or led at least 2 Community Events or Program Promotions. Please see page 5 for more details.

TEACH BACK EVALUATION

At the conclusion of Phase 2, Warrior Recruits must show complete retention of the group fitness routine and the ability to effectively lead a group in the community. In order to move on from Phase 2 and begin Phase 3, Recruits must receive a favorable recommendation from their Warrior Mentor and must receive a passing score on their teach back. Evaluation at teach back sessions will be conducted by a panel of Warrior Command and select Warriors, who will assess Warriors based on the below criteria.

To pass your teach back, Warrior Recruits must score a total of at least 15 out of 20 and must not receive a rating of 1 in any of the 5 categories. Warrior Recruits that do not pass the teach back must retake and pass a second teach back before they can move on to Phase 3 and begin teaching in the community. Coach Ricky Martin will exercise his discretion for the format of re-take teach backs.

TEACH BACK CRITERIA	1 Poor	2 Fair	3 Good	4 Exceptional
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FITNESS WARRIORS

<p><u>Retention of movements:</u> Recruits must show they know the complete progression of the routine, the proper form, & posture for each movement.</p>	<p>Unable to demonstrate complete progression of the routine, the proper form, and posture for each movement.</p>	<p>Struggles to demonstrate complete progression of the routine, the proper form, and/or posture for each movement.</p>	<p>Consistently demonstrates complete progression of the routine, the proper form, & posture for each movement.</p>	<p>Consistently demonstrates complete progression of the routine, the proper form, & posture for each movement in a way that is fun and engaging.</p>
<p><u>Cueing:</u> Recruits must demonstrate appropriate cues for each movement at the appropriate time.</p>	<p>Unable to demonstrate appropriate cues for each movement at the appropriate time.</p>	<p>Struggles to consistently demonstrate appropriate cues for each movement at the appropriate time.</p>	<p>Consistently demonstrates appropriate cues for each movement at the appropriate time.</p>	<p>Consistently demonstrates appropriate cues at the appropriate time & offers cues related to ADLs for movements when necessary.</p>
<p><u>Safety tips:</u> Recruits must provide appropriate safety tips and monitor participants to ensure safe execution of movements.</p>	<p>Unable to provide appropriate safety tips and does not monitor participants to ensure safe execution of movements.</p>	<p>Struggles to consistently provide safety tips and/or monitor participants to ensure safe execution of movements.</p>	<p>Consistently provides appropriate safety tips & monitors participants to ensure safe execution of movements.</p>	<p>Consistently provides appropriate safety tips with seamless transitions between movements while engaging all participants.</p>
<p><u>Modification implementation:</u> Recruits must provide and demonstrate appropriate modifications for movements.</p>	<p>Unable to provide or demonstrate appropriate modifications for movements.</p>	<p>Struggles to consistently demonstrate appropriate modifications for movements.</p>	<p>Consistently demonstrates appropriate modifications for movements.</p>	<p>Consistently demonstrates inclusive modifications and suggests innovative alternatives when appropriate.</p>
<p><u>Instructional Charisma:</u> Recruits must show their personal style as instructors, connect with and motivate participants.</p>	<p>Unable to apply their personal style as instructors, connect with & motivate participants.</p>	<p>Struggles to consistently demonstrate personal style as an instructor, connects with & motivate participants.</p>	<p>Consistently demonstrates personal style as an instructor, connects with & motivates participants.</p>	<p>Consistently demonstrates personal style & exudes confidence as an instructor, connects with & motivates participants.</p>

Teach Back Session Options

FITNESS WARRIORS

Warrior Recruits will complete teach backs by leading fellow Warrior Recruits through a portion of the routine chosen by Ricky. *Warrior Recruits are expected to stay and participate in fellow Warrior Recruits' teach backs, even after you have performed yours.*

- **Saturday May 1, 2021 9:00am – 1:00pm- TBD**

PHASE 2 NOTE FROM RICK MARTIN

Great Job! You are a 2nd Phase Warrior Recruit. You have passed your teach back! You have endured and overcome a pretty intense few weeks. Just like the 120+ Warriors that have gone before you, and any other professional fitness instructor, you have been observed, judged, and scrutinized as to your ability and expertise. We salute you as you continue on now to gain even more knowledge and the *grand* experience of leading a group fitness class. As you begin leading your class, enjoy the journey with your participants seeing your fitness levels improve. However, remember your classes are not your workout and that you are there for your **tribe**. Do let them see you sweat and exert yourself with them, but be sure to direct your focus on them. Their form, their safety, their intensity, and enjoyment are your indicators as to how well a job YOU are doing. Because we are training predominantly in a virtual space it will be difficult to see everyone and what they are doing in their little boxes all the time. But the same axiom will hold true as with an in person class. *As a trainer you will have eyes for the front row, ears for the middle row, and a heart for the back row.* In our virtual arena this will be interpreted as eyes for the ones you know normally have it together, ears for those that are vocal and telling you how the training is going, and definitely a heart for those that are new, timid, and unsure about their form. You will have to back off once you've got them started and come close to the screen to see them getting it in! You will encourage them with definitive comments about what they are doing instead of just a general good job.

Your participants will begin to look to you for tips and advice, so stay up on your studies of health related resources. Be sure to pay close attention to your Par-Qs and Waivers. These will help you better serve your participants and foster a closer connection and **rapport** with them. Uphold your Code of Ethics and maintain professional boundaries with your participants. Be mindful of any advice you may be giving that is beyond the scope of a group fitness instructor and the guidelines of the Fitness Warriors program. Lastly, ***be proud and confident but temper your pride and confidence with an equal measure of humility!***

PHASE THREE | May 2021 – June 2021

OBJECTIVE

Successfully lead weekly classes, gain hands on experience, increase knowledge as a group fitness instructor, and transition to Warrior.

Sub Objectives

- Launch your fitness class
- Learn new modalities and incorporate them into routines with community groups
- Sustain and grow group exercise classes in the community
- Identify areas of strengths and weaknesses as a new instructor through ongoing evaluation

FITNESS WARRIORS

WARRIOR RECRUIT TRAINING DAYS

Warrior Recruits should be ON TIME to all training days. Water and light refreshments will be provided. Please bring materials for taking notes, a healthy snack, a yoga mat, and a towel to each training day. Dress to be active.

(Attendance reminder: Warrior Recruits are expected to attend 100% of training days and arrive on time.)

- **Saturday May 15, 2021 9:00am – 1:00pm** TBD
- **Saturday June 5, 2021 9:00am- 1:00pm** TBD
- **Saturday June 26, 2021 8:00a- 2:00pm Crystal Ceremony** TBD

PROGRAM PROMOTIONS OR COMMUNITY EVENTS

Warrior Recruits should continue their efforts in promoting the program as a whole. During Phase 3 Warrior Recruits should begin promoting their classes as well as your fellow Warriors classes. Warrior Recruits should continue to seek Community events that they are able to participate in safely with Program Commands approval.

GROUP EXERCISE CLASSES

All Warrior Recruits should have their weekly classes underway by mid May, and should be recruiting new participants and building a relationship with their community as a fitness leader. Grow fitness classes and establish yourself as a leader for health equity in the community.

Throughout this Phase, expectations for Warrior Recruits' weekly classes include:

- Recruiting and growing the class size. Warrior Recruits are expected to play the lead role in coordinating and cultivating a robust class size. Host site partners may be helpful but the Warrior's work cultivating their classes is the essential ingredient to make a weekly class successful.
- Ongoing thorough administration of paperwork. This includes participant waivers, physical activity readiness questionnaires (PAR-Q's), and submission of digital headcounts. Warrior Recruits are expected to submit all required class paperwork on a quarterly basis, as outlined on the administrative checklist.
- Cultivating an effective Host Site partnership. Warrior Recruits serve as the face of the program in the community, most notably with their participants and with their host site's staff and leaders. Recruits should take time to develop a collaborative relationship with all relevant representatives of the host site and should ensure that they've familiarized themselves thoroughly with the site's safety/emergency protocols and operational systems.
- Social media submissions. Warrior Recruits should take photos and share the stories of their participants' fitness journeys with Program Command. Some Warrior Recruits will choose to manage their own social media pages in addition, but ALL Warrior Recruits should share their stories with the Program Command at a minimum.

FITNESS WARRIORS

- Inclusion of new modalities and modifications. Each Recruit's class participants will have different needs, likes, and dislikes. The core of the Warrior fitness routine will be the basis of the weekly class routine, but Recruits will all adapt the routine to expose their participants to new, challenging and fun modalities and offer modifications appropriate to the demographics of their group. Training Days during Phase 3 will feature exposure to new techniques, equipment, and skills that Warriors can include in their classes. In addition, Warrior Recruits are encouraged to visit their Squad members' classes to get ideas for adapting the routine that they can then bring back to their own class.
- Support individual participants' health and fitness goals. Warrior Recruits should work to develop a relationship with each and every participant and play a supportive role in their journey to better health. In this way, the Warrior Recruit should steadily become a greater and greater resource to the community, as a whole, improving the culture and celebrating the improvements in the lives of community members.

NOTE ON CLASS CONSISTENCY

Increasing physical activity and improving health in the region requires dedication from Fitness Warriors as primary leaders for health equity. Both Recruits and Warriors will go out of their way to ensure they lead their community class every week. This consistency builds trust not only with our community partners but with the class participants themselves.

In the event a Recruit or Warrior needs to miss their weekly group exercise class, they are expected to secure a sub (a fellow Recruit or a Warrior) to teach the class in their place. If a sub cannot be identified, the Warrior Recruit should notify the following individuals in a timely, professional manner:

- Program Command and Warrior Mentors
- Class participants
- Host site partner representatives, if applicable.

(Missing more than 1 weekly class in Phase 3 without securing a sub may prevent a Warrior Recruit from graduating from the program. Warrior Recruits who consistently require a sub and do not lead these classes themselves also may not graduate from the program.)

EVALUATION IN PHASE 3

During Phase 3, there will be different evaluation tools used to update you on your progression in the program.

1. Recruit self-evaluation
2. Checklist Completion to date

CRYSTAL CEREMONY

FITNESS WARRIORS

A Crystal Ceremony will be held at the end of the Warrior Recruits final Phase 3 training day. This ceremony is for Warrior Recruits that have successfully completed the following:

- Successful completion of the Warrior Recruit Checklist, obtaining at least 33 points.
- Consistently teaching a free weekly classes for the community (not missing more than 1 without a sub) and successfully recruiting and retaining a group of participants to improve their health and fitness.
- Attendance and timely arrival at all training days (not missing more than 1, at most) and strong, positive contributions to the program and to fellow Warriors.
- Timely submission of all paperwork and documentation.
- Participation in at least 2 Community Events or Program Promotions.

As a culmination of these efforts and in celebration of the Warriors Recruits' accomplishments, the Crystal Ceremony will mark a new chapter in Warriors' leadership for health equity across the region.

TRANSITION TO BEING A WARRIOR

Upon completion from the program, all Warriors continue to serve the community and become eligible for resources and opportunities to deepen their leadership. Resources and opportunities available to Warriors include:

- Liability insurance to teach free fitness classes in the community.
- Ability to apply for scholarships for the ACE Group Fitness certification program and other certifications.
- Access to a network of public health and fitness professionals as colleagues for future career moves, collaborations, and initiatives to improve health equity.
- Paid opportunities to lead fitness demos and classes through program partners.
- Opportunity to mentor future Fitness Warriors and shape the future of community based fitness in the Richmond region.
- Volunteer opportunities, socials, and reunions with fellow Warriors.

PHASE 3 NOTE FROM RICK MARTIN

You have succeeded in becoming a Fitness Warrior. You have earned this! You have been there, done that and have a T-shirt. Really, take a look at your **"I Earned This"** and **"Fitness Warrior"** T-shirts. You have been leading your class and see it as your **Tribe!** You have established a unique family that loves you and you love them. You are even a bit protective of them. You know who in your group is really progressing and who lays back. You are really close with your Mentor and have a very strong connection to the fellow Warriors in your class. By now I have gone over your Mantra and why I choose it for you. The unique nature of your time of service in an arena/situation that you did not choose or have much control over makes you extremely special in my eyes, as well as the entire Command Team. Every fitness industry professional has made the pivot to some type of virtual training either fully or in part. You are in the right place at the right time learning with us and growing with us as we get better at offering safe, fun and effective fitness programming to our community. Recall now the story from the

FITNESSWARRIORS

movie I told you about. [\(video\)](#) “Whatever comes out of these gates, we stand together. We stand a better chance of survival if we work together!” “Do you understand? We stay together and we survive!” Maintain your connections with your Warriors 9th Class, maintain your connections with every member of your Tribe, maintain your connection with your Mentor and Command. Not just for yourself but for all of us. ***We all need you!***

WARRIOR NATION CELEBRATION

The success of the Warriors program is dependent on the dedication of Warrior Recruits, Warriors, Mentors, host site partners, funding partners, class participants, and program supporters. To celebrate the collective impact that we are making in the community, the Warrior Nation will gather annually to share stories of success, recognize the Recruits who have recently completed the program, report out on program results, honor one Warrior with the Raymond D. Patterson award, and cheer one another on as we share our goals for the next program year. Warriors are encouraged to invite their immediate family members, closest supporters, and group exercise class participants to the graduation. Date, time, and location of the Warrior Nation Celebration will be provided closer to time.