

# Huddle Guidelines



**FELLOWSHIP OF  
CHRISTIAN  
ATHLETES**



## **FCA VISION**

**TO SEE THE WORLD TRANSFORMED BY JESUS CHRIST  
THROUGH THE INFLUENCE OF COACHES AND ATHLETES.**

**HUDDLE  
GUIDELINES**



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# HUDDLE GUIDELINES

## **FCA Huddle Constitution**

### **Article I - Name**

The name of the organization shall be the (name of the school) Fellowship of Christian Athletes.

### **Article II - Mission**

The mission of the Fellowship of Christian Athletes is “To lead every coach and athlete into a growing relationship with Jesus Christ and His church.”

FCA is a Christian community that is led by those who serve FCA’s mission as its representatives, including all of FCA’s directors, officers, employees and volunteer leaders, each of whom is an integral part of the community (and are described in this Manual as “FCA representatives”). Both of FCA’s mission and the association of FCA’s representatives are an exercise and an expression of FCA’s Christian beliefs.

### **Article III - Qualifications of Members**

As the purpose states, FCA is targeted at reaching athletes and coaches. In order to best reach this group through the Huddle, participants of Huddles are to be current or former members of recognized school athletic teams and those who carry an interest in athletics.

FCA should not become an exclusive “club,” with restricted membership; however, a key principle in FCA’s strategy for reaching “athletes and coaches” is for the commonality of athletics with those in the group to remain obvious.

### **Article IV - Officers and Elections**

#### **■ Section I: Officers to be Elected**

The (name of school) Fellowship of Christian Athletes shall have officers as follows:

1. Captain
2. Co-Captain
3. Recruiter
4. Secretary
5. Treasurer

#### **■ Section II: Qualifications of Officers**

To express and exercise FCA’s Christian beliefs, every FCA student leader must contribute to FCA’s Christian character and mission (see page 40), perform all of his or her duties as a service to God, and model FCA’s Christian beliefs for the larger community.



Accordingly, an officer must be a participant or a student/adult leader of the (name of school) Fellowship of Christian Athletes and an FCA student leader who has affirmed his or her agreement with FCA's Statement of Faith and mission (and has been certified as such by the National FCA.) meet any qualifications set by the school for holding office in an organization that is consistent with FCA's mission and beliefs.

### ■ Section III: Duties of Officers

- A. Captain will preside over all meetings, work with other Huddle officers and Huddle Coaches in planning programs, give direction in setting group goals and demonstrate Christian leadership qualities.
- B. Co-Captain will assist the Captain in any way, inform the Huddle of meeting time and place, assist in program planning and take care of any physical needs of the meeting.
- C. Recruiter will promote FCA activities among coaches and athletes.
- D. Secretary will provide administrative support of Huddle activities.
- E. Treasurer will be responsible for processing any funds acquired by the Huddle.

### ■ Section IV: Elections

Election of officers will be held once a year, preferably during March or April. This will allow newly elected officers to be trained by the existing officers and have opportunity to attend FCA Leadership Camp in the summer. Potential officer candidates will be screened by existing officers and Huddle Coach to ensure their commitments to FCA's beliefs and mission. A majority vote will be necessary for an officer to be elected. In case of no majority, a runoff will be held immediately.

### Article V - Meetings

Meetings will be held weekly or twice a month and can be conducted in an atmosphere where fellowship, growth and outreach can be accomplished.

### Article VI - Amendments

Amendments to this Constitution may be proposed by any Huddle officer. Amendments shall become effective if approved by the executive leadership of the organization. All policies of the said group must be consistent with the policies of the Fellowship of Christian Athletes Support Center, 8701 Leeds Road, Kansas City, MO 64129, (800) 289-0909 or (816) 921-0909.

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## **The Equal Access Act**

(Title VIII of Public Law 98-377)

### **Short Title**

Sec. 801. This title may be cited as “The Equal Access Act.”

### **Denial of Equal Access Prohibited**

Sec. 802.

- (a) It shall be unlawful for any public secondary school which receives Federal financial assistance and which has a limited open forum to deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a meeting within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings.
- (b) A public secondary school has a limited open forum whenever such school grants an offering to or opportunity for one or more non-curriculum related student groups to meet on school premises during non-instructional time.
- (c) Schools shall be deemed to offer a fair opportunity to students who wish to conduct a meeting within its limited open forum if such school uniformly provides that–
  - (1) the meeting is voluntary and student-initiated;
  - (2) there is no sponsorship of the meeting by the school, the government, or its agents or employees;
  - (3) employees or agents of the school or government are present at religious meetings only in a nonparticipatory capacity;
  - (4) the meeting does not materially and substantially interfere with the orderly conduct of educational activities within the school; and
  - (5) nonschool persons may not direct, conduct, control, or regularly attend activities of student groups.
- (d) Nothing in this title shall be construed to authorize the United States or any State or political subdivision thereof –
  - (1) to influence the form or content of any prayer or other religious activity;
  - (2) to require any person to participate in prayer or other religious activity;
  - (3) to expend public funds beyond the incidental cost of providing the space for student-initiated meetings;



- (4) to compel any school agent or employee to attend a school meeting if the content of the speech at the meeting is contrary to the beliefs of the agent or employee;
  - (5) to sanction meetings that are otherwise unlawful;
  - (6) to limit the rights of groups of students which are not of a specified numerical size; or
  - (7) to abridge the constitutional rights of any person.
- (e) Notwithstanding the availability of any other remedy under the Constitution or the laws of the United States, nothing in this title shall be construed to authorize the United States to deny or withhold Federal financial assistance to any school.
- (f) Nothing in this title shall be construed to limit the authority of the school, its agents or employees, to maintain order and discipline on school premises, to protect the well-being of students and faculty, and to assure that attendance of students at meetings is voluntary.

## Definitions

Sec. 803. As used in this title -

- (1) The term “secondary school” means a public school which provides secondary education as determined by State law.
- (2) The term “sponsorship” includes the act of promoting, leading, or participating in a meeting. The assignment of a teacher, administrator, or other school employee to a meeting for custodial purposes does not constitute sponsorship of the meeting.
- (3) The term “meeting” includes those activities of student groups which are permitted under a school’s limited open forum and are not directly related to the school curriculum.
- (4) The term “noninstructional time” means time set aside by the school before actual classroom instruction begins or after actual classroom instruction ends.

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## **Severability**

Sec. 804. If any provision of this title or the application thereof to any person or circumstances is judicially determined to be invalid, the provisions of the remainder of the title and the application to other persons or circumstances shall not be affected thereby.

## **Construction**

Sec. 805. The provisions of this title shall supersede all other provisions of Federal law that are inconsistent with the provisions of this title.

For further information or a copy of the “Equal Access Guidelines” write or phone:

### **Alliance Defending Freedom**

15100 N. 90th St., Scottsdale, AZ 85260  
(800)TELLADF (800-835-5233), (480) 444-0020, FAX: (480) 444-0025  
alliancedefensefund.org

### **The American Center for Law and Justice**

P.O. Box 90555, Washington, D.C. 20090-0555  
(757) 226-2489, FAX: (757) 226-2836, aclj.org

### **Christian Legal Society**

8001 Braddock Road, Suite 300, Springfield, VA 22151  
(703) 642-1070, FAX: (703) 642-1075, clsnet.org, clshq@clsnet.org

### **National Legal Foundation**

P.O. Box 64427, Virginia Beach, VA 23467-4427  
(757) 463-6133, FAX: (757) 463-6055, nlf.net, nlf@nlf.net

### **The Rutherford Institute**

P.O. Box 7482, Charlottesville, VA 22906-7482  
(434) 978-3888, FAX: (434) 978-1789, rutherford.org, staff@rutherford.org

You may also contact the FCA Support Center at (800) 289-0909,  
or (816) 921-0909, ext. 555.





## **Student's Bill of Rights on a Public Campus**

### **I. THE RIGHT to Meet with Other Religious Students**

The Equal Access Act allows students the freedom to meet on campus for the purpose of discussing religious issues.

### **II. THE RIGHT to Identify Your Religious Beliefs through Signs and Symbols**

Students are free to express their religious beliefs through signs and symbols.

### **III. THE RIGHT to Talk about Your Religious Beliefs on Campus**

Freedom of speech is a fundamental right mandated in the Constitution and does not exclude the school yard.

### **IV. THE RIGHT to Distribute Religious Literature on Campus**

Distributing literature on campus may not be restricted simply because it is religious.

### **V. THE RIGHT to Pray on Campus**

Students may pray alone or with others so long as it does not disrupt school activities or is not forced on others.

### **VI. THE RIGHT to Carry or Study Your Bible on Campus**

The Supreme Court has said that only state directed Bible reading is unconstitutional.

### **VII. THE RIGHT to Do Research Papers, Speeches, and Creative Projects with Religious Themes**

The First Amendment does not forbid all mention of religion in public schools.

### **VIII. THE RIGHT to Be Exempt**

Students may be exempt from activities and class content that contradict their religious beliefs.

### **IX. THE RIGHT to Celebrate or Study Religious Holidays on Campus**

Music, art, literature, and drama that have religious themes are permitted as part of the curriculum for school activities if presented in an objective manner as a traditional part of the cultural and religious heritage of the particular holiday.

### **X. THE RIGHT to Meet with School Officials**

The First Amendment to the Constitution forbids Congress to make any law that would restrict the right of the people to petition the Government (school officials).

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This single page, Students' Bill of Rights on a Public School Campus, may be duplicated without permission from the publisher. Parchment copies of this page (suitable for framing) and/or the book, Students' LEGAL RIGHTS on a Public School Campus (detailing each right), may be obtained by calling or writing the Publisher. Roever Communications, P.O. Box 136130, Ft. Worth, TX 76136, (817) 237-2587.

## **FCA Christian Community Statement**

Fellowship of Christian Athletes (FCA) is a Christian community that exists to exercise and express its Christian Beliefs and mission. These beliefs include those outlined in FCA's Articles of Incorporation, By-Laws, Statement of Faith, FCA's Vision, FCA's Mission, Staff Handbook, Christian Community Statement, and other policies adopted by the Board of Trustees collectively referred to as FCA's Christian Beliefs.

FCA exercises and expresses its Christian Beliefs in various ways, including:

- FCA believes that God calls people to live out their faith in community with other believers. Accordingly, FCA's Christian community is an exercise and expression of FCA's Christian Beliefs.
- FCA believes that all of its activities should express FCA's Christian Beliefs and be rendered in service to God as a form of worship. All FCA activities further its Christian mission and purpose and are an exercise and expression by FCA of its Christian Beliefs.

We engage solely in activities that further our Christian mission or purposes. Because we believe that all such activities are conducted in service to God as means for spiritual growth, we consider these activities to be a form of worship.

## **Mission Statement**

The Mission of FCA is: ***To lead every coach and athlete into a growing relationship with Jesus Christ and his church.***

## **Vision Statement**

The Vision of FCA is: ***To see the world transformed by Jesus Christ through the influence of coaches and athletes.***



## FCA Representatives

As a Christian community, FCA is led by FCA's trustees, staff, and volunteer ministry leaders. All of these individuals are an integral part of the FCA community and are described for purposes of this statement as FCA Representatives.

## FCA Representative Obligations

Each FCA Representative shall model FCA's Christian Beliefs within the greater community, to perform all their duties as a service to God, and to comply with the following obligations:

- **Beliefs:** Each FCA Representative shall affirm his or her agreement with FCA's Statement of Faith and shall not subscribe to, practice or promote any religious beliefs inconsistent with these beliefs.
- **FCA Christian Community and Conduct Standards:** FCA Representatives shall (during both working and non-working hours) conduct themselves in a manner that affirms biblical standards of conduct in accordance with FCA's Christian Beliefs. Such conduct standards include FCA's Youth Protection Policy and Student Leadership Statement.
- **Distinctly Christian Activities:** Each FCA Representative shall be ready, willing, and able to lead or contribute to distinctly Christian activities such as small group studies, Huddles, worship and prayer services.
- **Ministerial Duties:** Each FCA Representative shall daily spend time in prayer and in the Word, shall share Christ through word and life, and shall seek the Lord's will for the ministry of FCA. Each FCA Representative will worship and seek weekly involvement in a local church, and in some cases, serve under the authority and assignment of the local church.

## Participants

FCA believes that all people are of great worth and value to God. In Romans 3:23, the Bible declares that all people have sinned and are in need of Christ's forgiveness and restoration. Following Christ's example, FCA strongly believes that every person should be treated with love, dignity, and respect, and that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are not in accordance with the biblical beliefs of FCA.

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FCA believes the good news of Jesus Christ is for all people (Luke 2:10). Accordingly, FCA invites everyone to participate in our ministry programs, such as Huddle meetings, camps, Bible studies, and other events, regardless of their personal beliefs.

Participants in FCA activities, in addition to FCA Representatives, include coaches, athletes, community members, guests at Huddles and other events, and volunteers serving in support roles. Participants make significant contributions to FCA's mission through their involvement, and FCA expects them to respect FCA's beliefs and support FCA's mission. However, Participants do not represent FCA and are not FCA Representatives for purposes of this Statement unless they are also serving in one of the FCA Representative roles identified in the paragraph above.

## **Preserving FCA's Christian Character and Mission**

***Noncompliance by Representatives:*** Should any FCA Representative not comply with FCA's Christian Beliefs, said Representative shall have an obligation to disclose such noncompliance to FCA. FCA may determine whether said Representative intends or is likely to continue in such noncompliance. If so, FCA may dismiss the Representative from his or her position on the basis that noncompliance is inconsistent with and undermines the expression and exercise of FCA's Christian Beliefs.

***Spiritual Discernment:*** The determination as to whether any particular action or belief of a FCA Representative or Participant is inconsistent with this Statement requires spiritual discernment applied to each circumstance and shall be made in the sole discretion of FCA's leaders designated by the president or board of trustees.

***Affirmation:*** Each FCA Representative must affirm that (1) he or she understands, affirms, and agrees with the FCA Statement of Faith, and (2) as a member of the FCA community, he or she agrees to be held accountable by FCA to abide by this Statement, by FCA's Christian Beliefs, and by other practices and policies of FCA.



## **FCA Statement of Faith**

We believe the Bible to be the only inspired, trustworthy and true, without error, Word of God. (2 Timothy 3:16-17)

We believe there is only one God who eternally exists in three persons: Father, Son and Holy Spirit. (Matthew 28:19)

We believe Jesus Christ is God, in His virgin birth, in His sinless life, in His miracles, in His death that paid for our sin through His shed blood, in His bodily resurrection, in His ascension/rising up to the right hand of the Father, and in His personal return in power and glory. (John 1:1; Matthew 1:18,25; Hebrews 4:15; Hebrews 9:15-22; 1 Corinthians 15:1-8; Acts 1:9-11; Hebrews 9:27-28)

We believe that acceptance of Jesus Christ and the corresponding renewal of the Holy Spirit is the only path to salvation for lost/sinful men and women. (John 3:16; John 5:24; Titus 3:3-7)

We believe in the present ministry of the Holy Spirit, who lives within and guides Christians, so they are enabled to live godly lives. (John 14:15-26; John 16:5-16; Ephesians 1:13-14)

We believe in eternal life and that through belief in Jesus Christ as the Son of God, we spend eternity with the Lord in Heaven. We believe that in rejecting Jesus Christ as Lord and Savior, we receive eternal suffering in hell. (Matthew 25:31-46; 1 Thessalonians 4:13-18)

We believe in the spiritual unity of believers in our Lord Jesus Christ that all believers are members of His body, the church. (Philippians 2:1-4)

## **4.2 Biblical Standards for Our Community**

In response to current cultural trends, we have determined to articulate more specifically our Christian Beliefs and associated community standards on the following subjects.

### **4.2.1 Gender, Sexuality, Sex and Marriage**

#### **4.2.1.1 Gender**

We believe that God creates people in His image as two distinct genders, male and female, and that the intended gender of an individual is determined by such individual's biological sex at birth (Genesis 1:27; Matthew 19:4; Mark 10:6).

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## **4.2.1.2 Sexuality**

Scripture is clear in that Christians are to find their identity in Christ. We find complete and appropriate expression of who we are, including sexuality, when our actions align with God's design for sexual identity and expression.

The Bible also states in several passages that participating in homosexual or bisexual activities and other sexual sins is outside of God's will for a Christian (1 Corinthians 6:9-11, 18-20). Because of the Bible's clear stance on this subject, FCA does not condone any sexually immoral act outlined in the Bible, including homosexuality.

## **4.2.1.3 Sex**

We believe that sexual relations outside of marriage (whether involving individuals of the same or opposite sex) are inconsistent with God's call to holiness in our lives. This includes unmarried singles to abstain from sexual relations. We further believe that pornographic materials undermine the dignity and image of God in individuals and promotes sexual conduct contrary to our Christian Beliefs.

## **4.2.1.4 Marriage**

We believe God has instituted marriage as a lifelong covenant relationship between a man and a woman and calls spouses to exclusive sexual fidelity. In our policies and programs we will recognize only marriage between a man and a woman is consistent with our Christian Beliefs. Any events in FCA facilities pertaining to marriage (e.g., weddings, receptions, anniversary celebrations) must involve only marriages consistent with our Christian Beliefs.

Our beliefs regarding human sexuality, sex and marriage shall apply in all policies and programs in the FCA Christian community.

## **4.2.2 Sanctity of Life**

We believe individuals are created by God in His image commencing at conception/fertilization. We accordingly believe as a matter of Christian conviction that no procedures should be performed for the primary purpose of terminating a pregnancy and taking the life of an unborn, except in extraordinary circumstances where other biblical, moral principles prevail, such as where it is medically necessary to preserve the life of the mother. Our beliefs also prohibit paying for or otherwise facilitating such procedures.

As dictated by these beliefs, we will not as an institution fund abortions in any manner, including through a health care FCA benefit plan that covers drugs used to induce abortions, except in the foregoing extraordinary circumstances: (i) any



such drug is prescribed and used solely for a non-abortive therapeutic treatment of a covered medical condition or for an abortion in the foregoing extraordinary circumstances.

Any requirement to facilitate abortions by offering such coverage or participating in such a program, and any penalty for failing to offer such coverage or participate in such a program, would directly and substantially burden and undermine our exercise and expression of our Christian Beliefs.

### **4.2.3 Diversity**

We believe all men and women are created in God's image and are of equal value and great worth to Him. Therefore, FCA will strive to reflect the body of Christ throughout our ministry (Matthew 22:37-39; Galatians 3:27-28).

We further believe that all prejudice, bias and racism is wrong and is rooted in sin. We believe that as disciples of Jesus Christ, it's our responsibility to follow His example and instruction to love one another. Jesus said the two greatest commandments are to love God "with all your heart, all your soul, and all your mind." The second is to "love your neighbor as yourself" (Matthew 22:37-38).

### **4.3 Social Media, Political Activity and Other Public Statements**

We desire to represent the same Christian beliefs and standards to both the online world as we do in person. Therefore, in any public forum, including social media, we expect leaders to respect our Christian Beliefs and not to challenge, disparage or undermine them. If a leader chooses to express their disagreement with a particular belief that they are not required to affirm, we expect such leader to do so in a manner that respects our beliefs and makes it clear they are not expressing the view of FCA (Colossians 4:6; Proverbs 16:23).

### **4.4 Controlled Substances, Alcohol, Tobacco and Cannabis**

We believe that the misuse of controlled substances, alcohol, tobacco and cannabis undermines the role of the Holy Spirit in forming the minds and hearts of individuals (Proverbs 23:19-21). Scripture also prohibits drunkenness and warns about the dangers of drinking (Ephesians 5:18; 1 Corinthians 6:19-20). Therefore, all leaders shall not use such products [except for medical reasons directed by a licensed medical doctor (M.D.)] while conducting the activities of FCA, and no such products may be used in any of our facilities.



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## 5. Expectations

### 5.1 Expectations for Ministry Leaders (Teammates)

In response to God's calling on their lives, our leaders work together to advance our Christian mission. FCA's leaders are responsible for defining, cultivating, leading and representing our Christian community as an expression and exercise of our Christian Beliefs. As such, each FCA leader is an integral part of our community and shall model FCA's Christian Beliefs.

Accordingly, we expect each leader to comply with the following obligations:

- **5.1.1 Beliefs:** Each FCA leader shall affirm their agreement with FCA's Statement of Faith and shall not subscribe to, practice or promote any religious beliefs inconsistent with these beliefs. All leaders must affirm that their calling to serve in FCA's Christian community requires them to respect such beliefs and to abide by community standards exercising or expressing such beliefs.
- **5.1.2 FCA Christian Community and Conduct Standards:** FCA leaders shall (during both working and non-working hours) model FCA's Christian Beliefs for others, perform all their responsibilities as a service to God and endeavor to comply with biblical standards of conduct exercising or expressing our Christian Beliefs, including Christian community standards adopted by the FCA Trustees or management.
- **5.1.3 Distinctly Christian Activities:** Each FCA leader shall be ready, willing and able to lead or contribute to distinctly Christian activities such as small group studies, Huddles, worship and prayer services.
- **5.1.4 Ministerial Duties:** Each FCA leader shall daily spend time in prayer and in the Word, shall share Christ through word and life, shall seek the Lord's will for the ministry of FCA, and shall seek weekly and faithful participation and involvement in a local church.

### 5.2 Expectations for Ministry Participants

Participants in our community (that is, they are not in a leadership role) are not required to affirm our Christian Beliefs. But such participants are expected to respect and do nothing to undermine or subvert our beliefs, to support our mission and comply with applicable community standards during their participation in our community. We may give preference for volunteer positions to individuals who share our Christian Beliefs.

In furtherance of its mission, FCA serves coaches, athletes and others who have agreed to learn and participate in the life of the FCA community. Although such participants are not leaders, they contribute to our community, to the experiences of other participants, and the accomplishment of FCA's mission.





## **5.2.1 Beliefs**

We ask all participants not to affirm or promote messages contrary to our beliefs in connection with their use of FCA facilities or participation in FCA activities.

## **6. Compliance with FCA's Christian Beliefs**

### **6.1 Spiritual Discernment**

The determination as to whether any leader, participant, activity or use of FCA's facilities complies with the applicable standards requires spiritual discernment applied to each circumstance and shall be made in the sole discretion of the FCA leaders designated by the President and/or Trustees. With respect to uses by other groups or persons, FCA may consider without limitation both the content of the proposed activities and whether the group or person is generally perceived as advocating views contrary to its Christian Beliefs.

### **6.2 Noncompliance**

If any FCA leader or participant does not comply with any applicable community standard of this FCA Christian Community Statement, such individual shall have an obligation to disclose such noncompliance to FCA. If FCA determines, through such disclosure or otherwise, that an FCA leader or participant is not complying with an applicable community standard, then FCA may, in its sole discretion, determine the impact of any initial noncompliance on FCA's exercise and expression of its Christian Beliefs, and whether such individual intends or is likely to continue in such noncompliance.

FCA may dismiss such individual from their position on the basis of noncompliance if (i) an individual's action(s) do not affirm the Christian Beliefs required for such position or (ii) an individual's action(s) undermines the expression and exercise of the FCA Christian Community. Such action(s) may be taken in accordance with any applicable procedures adopted by FCA.

## **7. Conclusion**

To exercise or express our Christian Beliefs more fully, the FCA CEO/President may establish additional standards based on our Christian Beliefs for the activities and facilities at FCA or for FCA leaders or other community participants.

FCA may amend this document at any time. This document is not intended to create any express or implied employment contract or alter the at-will employment relationship between FCA and its employees.

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## **FCA Youth Protection Policy**

As part of our purpose and in accordance with our Christian beliefs, we seek to provide every youth, participant, and staff person with a safe, fulfilling experience. We expect all staff to promote a positive, nurturing environment for our youth and other participants, and to closely follow all FCA youth protection guidelines and directives.

## **Guidelines for FCA Representatives**

### **I. Behavior Policy**

1. FCA expects all paid staff and volunteers, in every aspect of their involvement with FCA activities and programs, to exhibit exemplary language and conduct, consistent with FCA's ministry purpose, Sexual Purity Policy, and moral and theological beliefs.
2. FCA prohibits staff members and volunteers from:
  - a. Engaging in any dating and romantic or sexual activity or relationship with the young people and adults who participate in our programs, except that student leaders may date other student participants.
  - b. Using sexually explicit language or jokes, or possessing or viewing lewd or pornographic materials in the presence of participants or others.
  - c. Engaging in any sexual relations or activities that constitute sexual offenses as defined by federal or state law.
  - d. Using language or behavior that involves violence or is derogatory, threatening, abusive, or harassing.
  - e. Using alcohol, drugs or tobacco (chewing or smoking) while leading or participating in an FCA activity.
3. In addition, FCA expects staff members and volunteers involved in our programs to be attentive to the physical and emotional abilities and needs of participants, and to avoid situations that could cause participants to suffer an accident or injury.
4. Any FCA representative who is found by FCA to have violated this Behavior Policy, or FCA's Sexual Purity Policy, or any of the guidelines below, may be immediately terminated or subjected to disciplinary action, all in the discretion of FCA.



## II. Prevention Guidelines: Barriers to Abuse

- 1. Team Leadership** – Whenever feasible a youth will not be in the primary care or supervision of only one adult. Teams of leaders will supervise activities. Where possible, experienced adult workers should be included with adults who are newcomers to youth work.
- 2. Athletic Activities** – The excitement, emotions, and stress of athletic activities can give rise to inappropriate language and physical contact. FCA representatives must refrain from jokes, remarks, exclamations, and physical touch that could be perceived as negative or suggestive. Also, be aware of the physical needs of the athlete, such as fatigue, the need for fluids, treatment of an injury, and weather conditions (such as electrical storms or extreme heat).
- 3. Individual Counseling** – Counseling with youth should be in the nature of spiritual counseling. Coaching and mentoring on ordinary problems and challenges of growing up is also acceptable. Counseling should not involve therapy or advice concerning mental or emotional illness, suicidal thoughts, drug abuse, or pregnancy. Generally parents should be advised of these more serious problems. In some instances, the youth should be referred to a professional (see procedures below under Long-term Counseling). Team counseling is preferable whenever possible. When team counseling sessions are not feasible, notify your program leader in advance of the location and with whom you are meeting. Counseling must always be done in a public place (lobby, courtyard, snack shop, etc.) where private conversations are possible but occur in full view of others. Guard carefully to avoid seclusion. Be especially careful to have female adults counsel female youths and males counsel males. A male/female team is generally appropriate for counseling either gender.
- 4. Long-term Counseling** – FCA representatives (especially at camp) should avoid entering into long-term individual counseling relationships with participants. Generally, you should not be meeting with a youth for counseling more than three times. FCA representatives should report all counseling contacts to their program leader. Adult leaders are generally not prepared or supported for long-term counseling or formal therapy.

Instead, refer youth who have a need for long-term counseling to professionals in the community. Before making a referral, always consult with your program leader about the need for referral and how to make the referral. It is usually appropriate to notify and make the referral through a parent/guardian.

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5. **Informal Contact (Independent of FCA Activities)** – Informal contact refers to phone calls, cards, face-to-face contact, or other communication between an FCA representative and a youth that is not connected to “official” FCA activities. FCA recognizes that informal contact between FCA representatives and youth frequently occurs and can be very beneficial for Christian and social reasons. For example, staff may hire teens as baby-sitters for their own children, or staff may see kids during social events with the child’s family. This interaction is usually legitimate and beneficial. However, staff should seek permission of parents, and report plans for such contact to the FCA program leader before having informal contact with the child. The staff member should clearly let the parent know the nature of the contact and that it is not part of an FCA activity. Parents are responsible for monitoring this informal contact. In follow-up to an FCA activity or event, FCA representatives should only send post cards, not letters. Follow-up emails must be sent from an FCA computer, not a home computer.
6. **Be Aware of “Fantasy Relationships”** – Refrain from spending an inordinate amount of time with any one participant that could lead the participant to misread your interest in him or her or become too strongly tied to you. Be aware of how you express your concern for the student. When you express love, be sure students know you mean Christian love.
7. **Youth Supervising Youth** – Minors may help adults lead youth activities only under the direct leadership of a screened and trained adult. Minors must also be screened and trained (as appropriate for their age). Minors under 16 years of age generally should not be permitted to help lead youth activities. Minors in leadership roles should not be left alone and unsupervised with youth participants.
8. **Overnight Activities** – At least two adults will supervise overnight activities. If the participants are male and female, then male and female chaperons must be present. It is never appropriate for an adult chaperon who is not a family member to share a bed with a youth. Males and females attending events must not share the same sleeping quarters and should have separate access to bathroom facilities. Younger minors should be provided sleeping and changing facilities separate from older minors. Experienced adult workers should be included with adults who are new-comers to youth work.
9. **Transportation** – FCA may from time to time provide transportation as an official part of an activity. When children or youth are transported as a part of an activity, follow the “two adult rule” whenever possible. Avoid situations where one adult is



alone with one youth. In addition, never allow a child to be left alone in a vehicle. All other guidelines also apply.

10. **Confidentiality** – Youth workers must report to a program leader if a minor discusses harming himself or others, committing a crime, or being abused. There are limits to confidentiality when working with youth. Where necessary, explain clearly to youth that there are some circumstances where you are required to “tell” what the youth discloses. Questions about such cases or other issues of confidentiality must be discussed promptly with the program leader. While you should generally maintain the confidentiality of personal information provided to you by participants, at the same time you should never promise complete confidentiality. If a child confides to you that he has been sexually or physically abused by a family member or another, you may have a legal obligation to report this to the authorities. In addition, if the child tells you that he has committed or plans to commit a crime, or plans to harm himself, you may need to report this to the authorities as well.
11. **Gifts** – Youth workers should not give personal gifts or money to youth. Gifts can be easily misinterpreted. With the advance approval of the program leader, small gifts given to groups of young people can be allowed, such as graduation presents or awards for participation.
12. **Physical Contact** – In athletic activities, physical contact between players and between coaches and players is often a necessary part of practice and the game. Certain kinds of physical touch however, are inappropriate. While “high-fives,” side-hugs, and pats on the shoulder are usually acceptable, full-hugs, patting the buttocks, and back rubs or massages are not acceptable. Do not allow “piling on” or “dog piles” after a game or practice. Roughhousing and horseplay also should be discouraged, because they can lead to injury.
13. **Corporal Punishment** – Corporal punishment (hitting or spanking) and other forms of punishment involving physical pain are never appropriate. This rule holds true even if parents have suggested or given permission for corporal punishment. Youth workers must consult their supervisors or program leader if they need help with discipline techniques.
14. **Open Door Policy** – All FCA events are “open door.” This means that staff and parents have a right to observe any activity. FCA does not practice secret activities, initiations, or rituals.
15. **Dating or Sexual Involvement** – No adult youth worker is to date a youth or be romantically or sexually involved with a youth.

# HUDDLE GUIDELINES

16. **Appearance of Misconduct** – Staff must avoid even the appearance of misconduct. This is necessary in order to maintain parental confidence and avoid mistaken allegations. Appropriate physical contact (see #12 above) in group settings is okay and can be a positive dynamic. However, be cautious of any touching actions that can be misleading to individuals receiving the touch or those observing.
17. **Unsupervised Areas** – Make unsupervised or isolated areas off-limits to youth. Youth should not be allowed to return to cabins or sleeping areas except in groups or with supervision. Develop a plan among leaders for periodic monitoring and checking of unsupervised areas.
18. **Youth Conversation** – Youth should be instructed that sexual talk and gestures are not tolerated. Youth who make sexual remarks to other youth should be reprimanded, and such language should be reported to the program leader.
19. **Supervision and Communication** – Youth workers should consult with the youth program leader to discuss any issues regarding these guidelines. Appropriate topics that must be discussed include problems, accountability, policy clarification, personal feelings, or other issues that may affect youth worker efforts.
20. **Feedback from Youth and Parents** – A leader designated to receive complaints from youth should be identified at every camp. All youth should be made aware of this individual and of his or her availability to listen to problems or complaints. All parents should be provided the name and contact information for this leader. Parents should also be provided an 800-number for complaints and questions. All youth, parents, and adult/coach participants should be provided a comment form following camp or an event, on which they can identify problems or concerns. Please promptly forward copies of all forms received to the FCA Support Center, and please flag all forms that include complaints or that raise safety issues.
21. **Focus on these spiritual guidelines while working with young people:**
  - 1 Thessalonians 2:11,12 – For you know that we dealt with each of you as a father deals with his own children, encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory.
  - 1 Thessalonians 5:22 – Avoid every kind of evil.
  - Philippians 4:8 – Finally brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is admirable - if anything is excellent or praiseworthy - think about such things.



James 3:8-10 - ...but no man can tame the tongue. It is a restless evil, full of deadly poison. With the tongue we praise our Lord and Father, and with it we curse men, who have been made in God's likeness. Out of the same mouth come praise and cursing. My brothers, this should not be.

## Reporting Procedures

1. If an FCA representative observes or suspects that any other representative has engaged in conduct that violates the Behavior Policy or any other FCA policy or guideline, the FCA representative must report this IMMEDIATELY to his/her FCA program leader. If the FCA program leader is observed or suspected of engaging in misconduct, this must be reported directly to the Chief Administrative Officer at the FCA Support Center.
2. FCA program leaders who receive reports of misconduct are expected to report any information they have received IMMEDIATELY to the Executive Vice President of Human Resources at the Support Center and to coordinate the local response with the Support Center.
3. Representatives and program leaders should refrain from investigating the situation, contacting the person alleged to have engaged in misconduct, or discussing the details with any person other than Support Center personnel designated above until the matter can be discussed with Support Center Personnel.
4. If there is a likelihood of injury to the victim or others, the authorities and/or emergency personnel may have to be contacted before the matter can be discussed with the FCA Support Center. In addition, it may be necessary to place the representative accused of misconduct on suspension or administrative leave and to instruct the representative to cease contact with the victim and others.
5. Failure to report suspected or observed misconduct may result in immediate dismissal from employment or volunteer assignments with FCA or disciplinary action, all at the discretion of FCA.

Primary contact is:  
Ken Williams  
Senior Executive Advisor  
Cell Phone: 816-674-8785  
Office Phone: 816-892-1146

If you are unable to reach Ken Williams, secondary contact is:  
FCA Support Center  
816-921-0909  
or 800-289-0909



# HUDDLE GUIDELINES

## Huddle Policies for Handling Funds

“All funds and/or property received by or coming into the custody of any Huddle group shall be the property of the Fellowship of Christian Athletes to be expended or applied only for the purposes and in accordance with the policies and regulations prescribed by the Board of Trustees.”

A local checking account can be set up at a bank by an FCA Huddle group. When setting up the checking account, the bank will require all those signing checks to sign a signature card on file with the bank.

For control purposes, it is necessary that an employee of FCA also be included on the signature card, although they will not be involved in signing checks for normal account transactions. In addition to this FCA employee, others on the signature card should include the leadership of the FCA Huddle.

The bank signature card should be updated periodically to reflect current information. Copies of the signature card and related banking agreements must be filed with the local FCA office.

According to FCA policy, when writing a check, two signatures are required for withdrawal of monies. When setting up the account, please notify the bank of this double signature policy, so that they can set up the account accordingly. The two signatures on checks should include the signatures of both the Huddle Coach and one of the authorized officers on the checking account. Funds solicited and/or generated by the Huddle fall into two categories:

- 1) **Non-contribution Gifts:** The amount of money received equals the services rendered to the person giving the gift. Examples include: merchandise sales, price of admission for a breakfast/lunch/dinner program, car wash proceeds, payment of money due for retreat and/or Camp for specific students. Non-contribution gifts are not eligible as a tax deduction; therefore, these monies must be deposited directly into the local checking account.
- 2) **Contribution Gifts:** These are funds given to the Huddle to support the needs of the FCA ministry with no services or consideration rendered to the donor. Examples include: non-designated scholarship money for retreat and/or Camps, etc.

It is necessary for donors to have proper tax-deductible receipts in order to claim this gift.



# GUIDELINES



To satisfy IRS requirements, contribution gifts should be sent to:  
Fellowship of Christian Athletes  
Attn: Receipting  
8701 Leeds Road  
Kansas City, MO 64129

A tax deductible receipt for the gift will be generated for the donor and properly credited to the Huddle. The Huddle is responsible to spend the money in accordance with FCA policies. To record contribution gifts use the Funds Returned Contribution Transmittal form for Huddles. The funds will be returned to the Huddle, less an 11% administrative charge. In the event a Huddle has annual gross receipts in excess of \$25,000, the Huddle must immediately contact the Support Center for special guidance.

# HUDDLE GUIDELINES

## Insurance Coverage for FCA Activities

Note: All insurance plans are effective as indicated on the following pages. As FCA renews its insurance policies, FCA will provide Huddles with updated information if there are any changes.

### Liability Insurance Coverage

FCA carries General Liability insurance which protects the corporation of FCA, staff, volunteers, students, and other individuals who are directly associated with FCA. This protects FCA if there should be a liability suit filed against any one of the above by a third party as the result of a defined list of actions, the main one being negligence while acting as an agent of FCA.

EXAMPLE: A Huddle participant or a student/adult leader is seriously injured as the result of the negligence of the Huddle Coach. If the Huddle Coach is found guilty of negligence, any judgment not covered by other insurance would be covered by FCA's Liability Insurance up to the limit of coverage. Liability Insurance does not cover items like medical costs (i.e., surgery to repair torn ligaments, etc.) related to athletic activity.

This is an important benefit of becoming an official or certified Huddle Ministry Group. A noncertified FCA group is not covered by this liability policy.

Some public and private entities (i.e., schools, cities, campgrounds) that FCA deals with may require certification of Liability Insurance coverage from FCA. Certification is provided upon request, at no cost, in the form of a CERTIFICATE OF INSURANCE.

**Note:** Certification is proof that we carry this form of insurance. It is NOT an insurance policy document, but an official certification that we carry this form of insurance in our policy. Our insurance company has requested that FCA use a Release and Waiver of Liability/Permission Forms for participants for activities outside the scope of normal huddle meetings, (i.e. weekend retreats, unique huddle meetings, etc.) Please use the appropriate form for participants under the age of 18 or for participants over the age of 18.

Thank you for your help with this matter. If you have any questions, please contact the Special Event Insurance Department at 800-289-0909. To obtain a CERTIFICATE OF INSURANCE, complete the Certificate of Liability Insurance Request Form found in the back of these guidelines and mail it at least three weeks prior to the event.



## Student Permission Waiver (Minor under the age of 18)

Note: Parent/Guardian MUST have this form present at registration to be permitted in a camp.

Student's Information:			
First Name:		Last Name:	
Address:		City/State/Zip:	
Phone Number:		Age:	
Date of Birth:		School Attending & Grade in Fall:	
Parent/Guardian Contact Information:			
First Name:		Last Name:	
Cell Number:		Home Number:	
Work Number:		Email:	
Parent/Guardian Contact Information:			
First Name:		Last Name:	
Cell Number:		Home Number:	
Work Number:		Email:	
Emergency Contacts- Authorized for Early Pick Up of My Student:			
First Name:		Last Name:	
Cell Number:		Home Number:	
Work Number:		Relationship to Student:	
Emergency Contacts- Authorized for Early Pick Up of My Student:			
First Name:		Last Name:	
Cell Number:		Home Number:	
Work Number:		Relationship to Student:	
Additional Person(s) Authorized to Pick Up My Student:			
Name:		Phone Number:	
Name:		Phone Number:	

Signature \_\_\_\_\_ Date \_\_\_\_\_

### Medical Information:

1. List and explain any known physical disability or illness which might interfere with the student's participation in strenuous activity.
2. Does the student have any severe allergies or reactions to drugs or medicines? Explain.
3. Does the student have any severe allergies or reactions to foods? Explain.
4. List any medications the student is presently taking or any special diet or exercise restrictions.  
Please include all over-the-counter medications such as Tylenol, etc. (list name of drugs, dosage, etc.).
5. Does the student have any history of concussions? Explain.
6. Indicate the date of last Tetanus shot: \_\_\_\_\_
7. Are there any emotional/social disabilities that would be helpful for us to be aware of?
8. Is your son/daughter living with:  both parents     one parent     guardian     other

# HUDDLE GUIDELINES

## Student Permission Waiver (back)

### Health Insurance Information

Insurance Company \_\_\_\_\_ Policy Number \_\_\_\_\_ Phone Number \_\_\_\_\_

Medical Doctor \_\_\_\_\_ Phone Number \_\_\_\_\_

#### NOTICE TO THE MINOR CHILD'S NATURAL GUARDIAN

READ THIS FORM COMPLETELY AND CAREFULLY. YOU ARE AGREEING TO LET YOUR MINOR CHILD ENGAGE IN A POTENTIALLY DANGEROUS ACTIVITY. YOU ARE AGREEING THAT, EVEN IF FELLOWSHIP OF CHRISTIAN ATHLETES USES REASONABLE CARE IN PROVIDING THIS ACTIVITY, THERE IS A CHANCE YOUR CHILD MAY BE SERIOUSLY INJURED OR KILLED BY PARTICIPATING IN THIS ACTIVITY BECAUSE THERE ARE CERTAIN DANGERS INHERENT IN THE ACTIVITY WHICH CANNOT BE AVOIDED OR ELIMINATED. BY SIGNING THIS FORM, YOU ARE GIVING UP YOUR CHILD'S RIGHT AND YOUR RIGHT TO RECOVER FROM FELLOWSHIP OF CHRISTIAN ATHLETES IN A LAWSUIT FOR ANY PERSONAL INJURY, INCLUDING DEATH, TO YOUR CHILD OR ANY PROPERTY DAMAGE THAT RESULTS FROM THE RISKS THAT ARE A NATURAL PART OF THE ACTIVITY. YOU HAVE THE RIGHT TO REFUSE TO SIGN THIS FORM AND FELLOWSHIP OF CHRISTIAN ATHLETES HAS THE RIGHT TO REFUSE TO LET YOUR CHILD PARTICIPATE IF YOU DO NOT SIGN THIS FORM.

#### Functions and Activities

As the legal parent or guardian, I am allowing my student, to participate in FCA activities. Prior to my student's participation in such activities, I acknowledge that there are certain risks associated with the activities, including, by way of example, physical injury due to activity-related accidents, and physical injury due to transportation-related accidents, illness or even death. I give permission for my student to be transported in an authorized FCA vehicle to FCA activity locations. In addition, I acknowledge that there may be other risks inherent in these activities of which I may not be presently aware.

#### Release of Liability

By signing this Student Permission Waiver Form, I expressly warrant that the student named above is capable of withstanding both the physical and mental demands of the activities discussed above. I also expressly assume all risks of the student participating in the activities, whether such risks are known or unknown to me at this time. I further release the Fellowship of Christian Athletes (FCA) and its leaders, employees, Officers, Directors, volunteers and agents from any claim that my student may have or that I may have against them as a result of injury or illness incurred during the course of participation in the activities. This release of liability is also intended to cover all claims that members of the student's family or estate, heirs, representatives or assigns may have against this organization or its leaders, employees, volunteers or agents.

#### First Aid and Emergency Medical Treatment

I recognize that there may be occasions where the student named above may be in need of first aid or emergency medical treatment as a result of an accident, illness, or other health condition or injury. I do hereby give permission for agents of this organization to seek and secure any needed medical attention or treatment for the student named above including hospitalization, if in the agent's opinion that such need arises. In doing so, I agree to pay all fees and costs arising from this action to obtain medical treatment. I give permission for camp trainer and camp professional medical staff to give over-the-counter medications as needed, as well as, attending physician(s) and other medical personnel to administer any needed medical treatment, including surgery, and again, I agree to pay for the medical treatment. I give permission for my student to be transported to a medical center in an emergency situation.

#### Release to use Image and Likeness

On occasion, the Fellowship of Christian Athletes (FCA) or its representatives takes photographs or makes an audio or videotape recording of children and/or adults involved in activities. Such photographs, video records of social media posts, may be used by staff and participants to remember the activities and participants. Local news organizations may hear of our activities or events, and our organization may invite or allow them to photograph or record our events for news reporting on special interest features. I consent to the use of any such audio or visual record of the student named above to be used, distributed, or displayed as agents of the organization see fit. This consent includes but is not limited to photographs, videotape, and audio recordings. Furthermore, I give permission for the student to be interviewed by the news media, or for such photographs and other audio/visual records to be used by the news media. In addition, such photographs and audio/visual recordings may be used in publications or advertising materials to let others know about our activities. These images may also be used by FCA or its agents to produce ministry resources for staff training, Camp or Campus Ministries, or other uses to promote the ministry of FCA. FCA may also make these materials available for sale to the public.

#### INDEMNIFICATION AND HOLD HARMLESS

I further agree to indemnify and hold harmless FCA and its leaders, employees, volunteers, or agents from any and all claims arising from my student's participation in its activities and programs, or as a result of injury or illness of my student during such activities.

I represent that I am the parent/guardian of the attendee who is under 18 years of age. I have read the above Student Permission Waiver Form and am fully familiar with the contents thereof. I give permission for the student named above to participate in the activities of this organization, including any special events/activities described above. In consideration for allowing the participation of the student in these activities, I hereby consent to the Student Permission Waiver Form, including the Release of Liability above, on behalf of the student and agree that this Student Permission Waiver Form shall be binding upon me, my family, heirs, legal representatives, successors, and assigns.

#### Swimming Ability

Allowed in Water     Not Allowed in Water

\*All FCA Camps that offer water activities will require a swim test for each student to pass in order to participate.

#### Other Information

List any other information that leaders should know about the student participant:

I represent that I am the parent/guardian of \_\_\_\_\_, who is under 18 years of age. I have read the above Student Permission Waiver Form and am fully familiar with the contents thereof. I give permission for the student named above to participate in the activities of this organization, including any special events/activities described above. In consideration for allowing the participation of the student in these activities, I hereby consent to the Student Permission Waiver Form, including the Release of Liability above, on behalf of the student and agree that this Student Permission Waiver Form shall be binding upon me, my family, heirs, legal representatives, successors, and assigns.

Signature of Parent or Legal Guardian \_\_\_\_\_ Date \_\_\_\_\_

Print Name of Parent or Legal Guardian \_\_\_\_\_



## Adult Permission Waiver (18 and older)

Name of Participant (please print) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Date of Birth \_\_\_\_\_

### Medical History

1. Do you have any known physical disability or illness which might interfere with your participation in strenuous activity? If so, please explain.
2. Do you have any severe allergies or reactions to drugs or medicines? Explain.
3. Do you have any severe allergies or reactions to foods? Explain.
4. Are you presently taking any medications or on any special diet or exercise restrictions? If yes, please list specific details (name of drugs, dosage, etc.).
5. Indicate the date of last Tetanus shot: \_\_\_\_\_.
6. Are there any emotional/social disabilities that would be helpful for us to be aware of?

### Health Insurance

Insurance Company \_\_\_\_\_

Policy Number \_\_\_\_\_ Phone Number \_\_\_\_\_

Medical Doctor \_\_\_\_\_ Phone Number \_\_\_\_\_

### Emergency Contacts

Name of persons and telephone numbers to call in case of emergency:

Name \_\_\_\_\_ Home \_\_\_\_\_ Work \_\_\_\_\_ Cell \_\_\_\_\_

Name \_\_\_\_\_ Home \_\_\_\_\_ Work \_\_\_\_\_ Cell \_\_\_\_\_

# HUDDLE GUIDELINES

## Adult Permission Waiver (back)

### NOTICE TO PARTICIPANT

READ THIS FORM COMPLETELY AND CAREFULLY. YOU ARE AGREEING TO ENGAGE IN A POTENTIALLY DANGEROUS ACTIVITY. YOU ARE AGREEING THAT, EVEN IF THE FELLOWSHIP OF CHRISTIAN ATHLETES USES REASONABLE CARE IN PROVIDING THIS ACTIVITY, THERE IS A CHANCE YOU MAY BE SERIOUSLY INJURED OR KILLED BY PARTICIPATING IN THIS ACTIVITY BECAUSE THERE ARE CERTAIN DANGERS INHERENT IN THE ACTIVITY WHICH CANNOT BE AVOIDED OR ELIMINATED. BY SIGNING THIS FORM, YOU ARE GIVING UP YOUR RIGHT TO RECOVER FROM FELLOWSHIP OF CHRISTIAN ATHLETES IN A LAWSUIT FOR ANY PERSONAL INJURY, INCLUDING DEATH, OR ANY PROPERTY DAMAGE THAT RESULTS FROM THE RISKS THAT ARE A NATURAL PART OF THE ACTIVITY. YOU HAVE THE RIGHT TO REFUSE TO SIGN THIS FORM AND THE FELLOWSHIP OF CHRISTIAN ATHLETES HAS THE RIGHT TO REFUSE TO LET YOU PARTICIPATE IF YOU DO NOT SIGN THIS FORM.

### Functions and Activities

I agree to participate in this FCA activity and in doing so I represent that I understand the nature of this Activity and that I am qualified, in good health, and in proper physical condition to participate in such Activity. I acknowledge that there are certain risks associated with the activities, including, by way of example, physical injury due to activity-related accidents, and physical injury due to transportation-related accidents, illness or even death. In addition, I acknowledge that there may be other risks inherent in these activities of which I may not be presently aware.

### Release of Liability

By signing this Permission Waiver Form, I expressly warrant that I am capable of withstanding both the physical and mental demands of the activities discussed above. I also expressly assume all risks of participating in the activities, whether such risks are known or unknown to me at this time. I further release the Fellowship of Christian Athletes (FCA) and its leaders, employees, Officers, Directors, volunteers and agents from any claim on my account that I may have or that I may have against them as a result of injury or illness incurred during the course of participation in the activities. This release of liability is also intended to cover all claims that members of my family or estate, heirs, representatives or assigns may have against this organization or its leaders, employees, volunteers or agents.

### INDEMNIFICATION AND HOLD HARMLESS

I further agree to indemnify and hold harmless FCA and its leaders, employees, volunteers, or agents from any and all claims arising from my participation in its activities and programs, or as a result of injury or illness during such activities.

### First Aid and Emergency Medical Treatment

I recognize that there may be occasions where I may be in need of first aid or emergency medical treatment as a result of an accident, illness, or other health condition or injury. I do hereby give permission for agents of this organization to seek and secure any needed medical attention or treatment for me including hospitalization, if in the agent's opinion that such need arises. In doing so, I agree to pay all fees and costs arising from this action to obtain medical treatment.

I give permission for attending physician(s) and other medical personnel to administer any needed medical treatment, including surgery and, again, I agree to pay for the medical treatment.

### Release to Use Image and Likeness

On occasion, the Fellowship of Christian Athletes (FCA) or its representatives takes photographs or makes an audio or videotape recording of children and/or adults involved in activities. Such photographs or video records may be used by staff and participants to remember the activities and participants.

Local news organizations may hear of our activities or events, and our organization may invite or allow them to photograph or record our events for news reporting on special interest features. I consent to the use of any such audio or visual record of myself to be used, distributed or displayed as agents of the organization see fit. This consent includes but is not limited to: photographs, videotape and audio recordings. Furthermore, I give permission to be interviewed by the news media, or for such photographs and other audio or visual records to be used by the news media.

In addition, such photographs and audio/visual recordings may be used in publications or advertising materials to let others know about our activities. These images may also be used by FCA or its agents to produce ministry resources for staff training, Camp or Campus Ministries, or other uses to promote the ministry of FCA. FCA may also make these materials available for sale to the public.

I HAVE READ THIS RELEASE OF LIABILITY AND ASSUMPTION OF RISK AGREEMENT, FULLY UNDERSTAND ITS TERMS, UNDERSTAND THAT I HAVE GIVEN UP SUBSTANTIAL RIGHTS BY SIGNING IT, AND SIGN IT FREELY AND VOLUNTARILY WITHOUT ANY INDUCEMENT.

### Other Information

Other information leaders should know about the participant:

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Signature \_\_\_\_\_ Date \_\_\_\_\_



## FCA Proof of Insurance Request Form for Events/Huddles

Name of Event or Huddle: \_\_\_\_\_

Date(s) of Event or Huddle Meetings: \_\_\_\_\_

Approximate # of Participants: \_\_\_\_\_

Location of Event or Huddle Meetings: \_\_\_\_\_

Brief Description of Activities:

Name and address of Organization or Facility (church, school, etc.) requesting to receive a Certificate of Liability. Please put name and address that is to be listed as the certificate holder, **not FCA address or P.O. Box (cannot insure a Post Office Box):**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Attention: \_\_\_\_\_

E-mail Address for Contact: \_\_\_\_\_

E-mail Address for Staff: \_\_\_\_\_

Special Instructions:

FCA Representative: \_\_\_\_\_

Volunteer: \_\_\_\_\_

If volunteer, please name FCA staff person that you are associated with, also.

Date: \_\_\_\_\_

The original certificate will be sent to the organization requesting proof of insurance, and a copy of the certificate will be sent to the FCA person who requested it.

Please send this form to [HUB-KC.Certificates@hubinternational.com](mailto:HUB-KC.Certificates@hubinternational.com) to get a certificate processed.

# HUDDLE GUIDELINES

## Funds Returned Contribution Transmittal

Number \_\_\_\_\_ Fellowship of Christian Athletes

Local Staff Contact \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_

Huddle Ministry Name \_\_\_\_\_

Make Check to: FCA \_\_\_\_\_  
(Huddle Name)

Send Check to: \_\_\_\_\_  
(Name/Address of Treasurer)

\_\_\_\_\_  
\_\_\_\_\_

We will mail your returned funds back to the treasurer for distribution, net of an administrative charge. We will send an electronic receipt to the donor.

Enclosed are Checks from:

Name of Donor	Donor Email	Amount
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		

Total of Checks \$ \_\_\_\_\_

### Instructions:

Mail the original report and all checks to: Finance Department, c/o Receipting, Fellowship of Christian Athletes, 8701 Leeds Road, Kansas City, MO 64129. Mail a copy of the report to your local/state office. Keep one copy of this report for your records.

Signed \_\_\_\_\_ Date \_\_\_\_\_

\*The funds will be returned, less an 11% administrative charge.





## **4. FCA's Christian Beliefs**

### **4.1 FCA Statement of Faith**

We believe the Bible to be the only inspired, trustworthy and true, without error, Word of God. (2 Timothy 3:16-17)

We believe there is only one God who eternally exists in three persons: Father, Son and Holy Spirit. (Matthew 28:19)

We believe Jesus Christ is God, in His virgin birth, in His sinless life, in His miracles, in His death that paid for our sin through His shed blood, in His bodily resurrection, in His ascension/rising up to the right hand of the Father, and in His personal return in power and glory. (John 1:1; Matthew 1:18,25; Hebrews 4:15; Hebrews 9:15-22; 1 Corinthians 15:1-8; Acts 1:9-11; Hebrews 9:27-28)

We believe that acceptance of Jesus Christ and the corresponding renewal of the Holy Spirit is the only path to salvation for lost/sinful men and women. (John 3:16; John 5:24; Titus 3:3-7)

We believe in the present ministry of the Holy Spirit, who lives within and guides Christians, so they are enabled to live godly lives. (John 14:15-26; John 16:5-16; Ephesians 1:13-14)

We believe in eternal life and that through belief in Jesus Christ as the Son of God, we spend eternity with the Lord in Heaven. We believe that in rejecting Jesus Christ as Lord and Savior, we receive eternal suffering in hell. (Matthew 25:31-46; 1 Thessalonians 4:13-18)

We believe in the spiritual unity of believers in our Lord Jesus Christ that all believers are members of His body, the church. (Philippians 2:1-4)

### **4.2 Biblical Standards for Our Community**

In response to current cultural trends, we have determined to articulate more specifically our Christian Beliefs and associated community standards on the following subjects:

#### **4.2.1 Gender, Sexuality, Sex and Marriage**

##### **4.2.1.1 Gender**

We believe that God creates people in His image as two distinct genders, male and female, and that the intended gender of an individual is determined by such individual's biological sex at birth (Genesis 1:27; Matthew 19:4; Mark 10:6).

# HUDDLE GUIDELINES

## **4.2.1.2 Sexuality**

Scripture is clear in that Christians are to find their identity in Christ. We find complete and appropriate expression of who we are, including sexuality, when our actions align with God's design for sexual identity and expression.

The Bible also states in several passages that participating in homosexual or bisexual activities and other sexual sins is outside of God's will for a Christian (1 Corinthians 6:9-11, 18-20). Because of the Bible's clear stance on this subject, FCA does not condone any sexually immoral act outlined in the Bible, including homosexuality.

## **4.2.1.3 Sex**

We believe that sexual relations outside of marriage (whether involving individuals of the same or opposite sex) are inconsistent with God's call to holiness in our lives. This includes unmarried singles to abstain from sexual relations. We further believe that pornographic materials undermine the dignity and image of God in individuals and promotes sexual conduct contrary to our Christian Beliefs.

## **4.2.1.4 Marriage**

We believe God has instituted marriage as a lifelong covenant relationship between a man and a woman and calls spouses to exclusive sexual fidelity. In our policies and programs we will recognize only marriage between a man and a woman is consistent with our Christian Beliefs. Any events in FCA facilities pertaining to marriage (e.g., weddings, receptions, anniversary celebrations) must involve only marriages consistent with our Christian Beliefs.

Our beliefs regarding human sexuality, sex and marriage shall apply in all policies and programs in the FCA Christian community.

## **4.2.2 Sanctity of Life**

We believe individuals are created by God in His image commencing at conception/fertilization. We accordingly believe as a matter of Christian conviction that no procedures should be performed for the primary purpose of terminating a pregnancy and taking the life of an unborn, except in extraordinary circumstances where other biblical, moral principles prevail, such as where it is medically necessary to preserve the life of the mother. Our beliefs also prohibit paying for or otherwise facilitating such procedures.



As dictated by these beliefs, we will not as an institution fund abortions in any manner, including through a health care FCA benefit plan that covers drugs used to induce abortions, except in the foregoing extraordinary circumstances: (i) any such drug is prescribed and used solely for a non-abortive therapeutic treatment of a covered medical condition or for an abortion in the foregoing extraordinary circumstances.

Any requirement to facilitate abortions by offering such coverage or participating in such a program, and any penalty for failing to offer such coverage or participate in such a program, would directly and substantially burden and undermine our exercise and expression of our Christian Beliefs.

### **4.2.3 Diversity**

We believe all men and women are created in God's image and are of equal value and great worth to Him. Therefore, FCA will strive to reflect the body of Christ throughout our ministry (Matthew 22:37-39; Galatians 3:27-28).

We further believe that all prejudice, bias and racism is wrong and is rooted in sin. We believe that as disciples of Jesus Christ, it's our responsibility to follow His example and instruction to love one another. Jesus said the two greatest commandments are to love God "with all your heart, all your soul, and all your mind." The second is to "love your neighbor as yourself" (Matthew 22:37-38).

### **4.3 Social Media, Political Activity and Other Public Statements**

We desire to represent the same Christian beliefs and standards to both the online world as we do in person. Therefore, in any public forum, including social media, we expect leaders to respect our Christian Beliefs and not to challenge, disparage or undermine them. If a leader chooses to express their disagreement with a particular belief that they are not required to affirm, we expect such leader to do so in a manner that respects our beliefs and makes it clear they are not expressing the view of FCA (Colossians 4:6; Proverbs 16:23).

### **4.4 Controlled Substances, Alcohol, Tobacco and Cannabis**

We believe that the misuse of controlled substances, alcohol, tobacco and cannabis undermines the role of the Holy Spirit in forming the minds and hearts of individuals (Proverbs 23:19-21). Scripture also prohibits drunkenness and warns about the dangers of drinking (Ephesians 5:18; 1 Corinthians 6:19-20).

# HUDDLE GUIDELINES

Therefore, all leaders shall not use such products [except for medical reasons directed by a licensed medical doctor (M.D.)] while conducting the activities of FCA, and no such products may be used in any of our facilities.

## 5. Expectations

### 5.1 Expectations for Ministry Leaders (Teammates)

In response to God's calling on their lives, our leaders work together to advance our Christian mission. FCA's leaders are responsible for defining, cultivating, leading and representing our Christian community as an expression and exercise of our Christian Beliefs. As such, each FCA leader is an integral part of our community and shall model FCA's Christian Beliefs.

Accordingly, we expect each leader to comply with the following obligations:

- **5.1.1 Beliefs:** Each FCA leader shall affirm their agreement with FCA's Statement of Faith and shall not subscribe to, practice or promote any religious beliefs inconsistent with these beliefs. All leaders must affirm that their calling to serve in FCA's Christian community requires them to respect such beliefs and to abide by community standards exercising or expressing such beliefs.
- **5.1.2 FCA Christian Community and Conduct Standards:** FCA leaders shall (during both working and non-working hours) model FCA's Christian Beliefs for others, perform all their responsibilities as a service to God and endeavor to comply with biblical standards of conduct exercising or expressing our Christian Beliefs, including Christian community standards adopted by the FCA Trustees or management.
- **5.1.3 Distinctly Christian Activities:** Each FCA leader shall be ready, willing and able to lead or contribute to distinctly Christian activities such as small group studies, Huddles, worship and prayer services.
- **5.1.4 Ministerial Duties:** Each FCA leader shall daily spend time in prayer and in the Word, shall share Christ through word and life, shall seek the Lord's will for the ministry of FCA, and shall seek weekly and faithful participation and involvement in a local church.



## **5.2 Expectations for Ministry Participants**

Participants in our community (that is, they are not in a leadership role) are not required to affirm our Christian Beliefs. But such participants are expected to respect and do nothing to undermine or subvert our beliefs, to support our mission and comply with applicable community standards during their participation in our community. We may give preference for volunteer positions to individuals who share our Christian Beliefs.

In furtherance of its mission, FCA serves coaches, athletes and others who have agreed to learn and participate in the life of the FCA community. Although such participants are not leaders, they contribute to our community, to the experiences of other participants, and the accomplishment of FCA's mission.

### **5.2.1 Beliefs**

We ask all participants not to affirm or promote messages contrary to our beliefs in connection with their use of FCA facilities or participation in FCA activities.

## **6. Compliance with FCA's Christian Beliefs**

### **6.1 Spiritual Discernment**

The determination as to whether any leader, participant, activity or use of FCA's facilities complies with the applicable standards requires spiritual discernment applied to each circumstance and shall be made in the sole discretion of the FCA leaders designated by the President and/or Trustees. With respect to uses by other groups or persons, FCA may consider without limitation both the content of the proposed activities and whether the group or person is generally perceived as advocating views contrary to its Christian Beliefs.

### **6.2 Noncompliance**

If any FCA leader or participant does not comply with any applicable community standard of this FCA Christian Community Statement, such individual shall have an obligation to disclose such noncompliance to FCA. If FCA determines, through such disclosure or otherwise, that an FCA leader or participant is not complying with an applicable community standard, then FCA may, in its sole discretion, determine the impact of any initial noncompliance on FCA's exercise and expression of its Christian Beliefs, and whether such individual intends or is likely to continue in such noncompliance.

# HUDDLE GUIDELINES

FCA may dismiss such individual from their position on the basis of noncompliance if (i) an individual's action(s) do not affirm the Christian Beliefs required for such position or (ii) an individual's action(s) undermines the expression and exercise of the FCA Christian Community. Such action(s) may be taken in accordance with any applicable procedures adopted by FCA.

## **7. Conclusion**

To exercise or express our Christian Beliefs more fully, the FCA CEO/President may establish additional standards based on our Christian Beliefs for the activities and facilities at FCA or for FCA leaders or other community participants.

FCA may amend this document at any time. This document is not intended to create any express or implied employment contract or alter the at-will employment relationship between FCA and its employees.





## FCA Vision

TO SEE THE WORLD TRANSFORMED BY JESUS CHRIST  
THROUGH THE INFLUENCE OF COACHES AND ATHLETES.



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