

Huddle & Campus Rights 2025-26



**FELLOWSHIP OF
CHRISTIAN
ATHLETES**

FCA VISION

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

FCA MISSION

**TO LEAD EVERY COACH AND ATHLETE INTO A GROWING
RELATIONSHIP WITH JESUS CHRIST AND HIS CHURCH.**

FCA STRATEGY

**E3 DISCIPLESHIP: ENGAGE COACHES AND ATHLETES WITH THE
GOOD NEWS; EQUIP WITH GOD'S WORD; EMPOWER TO LIVE
OUT THE GREAT COMMISSION AS DISCIPLE MAKERS,
GENERATION AFTER GENERATION.**

.



TABLE OF CONTENTS

HOW TO USE THESE GUIDELINES 1

YOUR RIGHTS ON CAMPUS 3

I. Athletes’ Religious Expression 4

II. Public Institutions – First Amendment and other Constitutional Protections 5

III. Middle and High Schools – The Equal Access Act 6

Huddle Leaders..... 6

Huddle Advisors, Teaches, and Coaches 6

Character Coaches..... 7

FCA Volunteers..... 7

Guest Speakers..... 7

IV. Private Institutions – Statutory Protections or School Policies 8

Non-Discrimination Policies 8

State Law 8

OTHER ON-CAMPUS EVENTS..... 9

FACING CHALLENGES TO CAMPUS ACCESS 10

GUIDELINES FOR HUDDLE CONSTITUTIONS AND BYLAWS 11

HUDDLE & CAMPUS RIGHTS

HOW TO USE THESE GUIDELINES

Huddles are FCA ministry programs where two or more coaches or athletes gather to grow in their relationships with Jesus Christ and His church. FCA Huddles gather throughout the world in a variety of sport environments and settings to serve coaches and athletes, from youth to professional levels. Common to any Huddle is fellowship, God's Word, and prayer where competitors become disciples who make disciples.

They devoted themselves to the apostles' teaching, to the fellowship, to the breaking of bread, and to prayer. – Acts 2:42

Most middle and high schools, colleges, and universities allow student organizations and have a process by which such organizations form, meet, and access various benefits. Benefits may include student activity fee funding, on-campus meeting space, designated advertising space, access to school logos and name, and credibility on campus. Generally, it is to a FCA Huddle's advantage to work with the school and become a certified student organization.

Navigating this process can raise legal questions for athletes, coaches, teacher-advisors, volunteers, and school administrators. These Guidelines are designed to help answer these questions by 1) informing athletes and others of their legal rights, and 2) providing model language for use as appropriate. Thus, these Guidelines may be shared with student-athletes, local coaches and teachers, and FCA volunteers. However, these Guidelines are not and should not be construed as legal advice, nor does FCA represent non-staff volunteers.¹ The term "Huddle Leader" as used in these Guidelines refers to student leaders at any level, and not FCA staff or volunteers, despite that FCA staff or volunteers may help lead a Huddle on certain campuses.

If you have any questions or are having difficulty navigating the student organization process, please reach out to local FCA staff. FCA staff should consult the FCA legal department as needed and on any questions about these Guidelines. For additional information on FCA Huddles, including resources and training, visit <https://fcahuddles.org/huddles>.

Thank you for being a part of engaging, equipping and empowering coaches and athletes in their discipleship journeys.

¹ All materials in these Guidelines have been prepared for general information purposes only to permit you to learn more about student rights and Huddle processes and procedures. The information presented is not legal advice, is not to be acted on as such, may not be current and is subject to change without notice.

WHO WE ARE



Doug Barkema – Executive Vice President and Legal Counsel:

Before serving as FCA’s first in-house legal counsel, Doug served as General Counsel, Chief Compliance Officer, and Corporate Secretary for Ardent Mills, and Senior Lawyer for Cargill. Doug earned his bachelor’s degree in business administration and finance from Iowa State University and his J.D. from the University of Iowa College of Law. He also earned a Masters degree from Bethel Seminary. An avid mountain biker and endurance athlete, Doug has been involved in FCA Endurance since 2009. He brings over 20 years of in-house experience to help guide and protect FCA’s ministry around the world.



Kelly Oeltjenbruns – Associate Counsel: Kelly grew up attending FCA camps and leading Huddles at her local Iowa high school and college. After playing college basketball and lacrosse, Kelly obtained her law degree from Washington University and clerked for an Eighth Circuit judge in South Dakota. After 3 years of antitrust litigation in Washington, DC, she spent time overseas in prayer room ministry. She then practiced constitutional and religious liberties litigation at the Becket Fund for Religious Liberty, specializing in campus access cases, before joining FCA. Kelly is responsible for helping FCA staff navigate challenges and legal questions as they minister to coaches and athletes.



Dan Carter – Executive Vice President of Campus: A trained educator, Dan taught, coached, and earned his doctorate in Educational Leadership before joining FCA staff as an Area Director in 2014. He was later promoted to Metro Area Director for the Space and Treasure Coast and then Multi-Area Director for Florida’s Central Atlantic Region. Throughout his time with FCA, he has led with a passion for seeing God’s Word shared through the vehicle of FCA, witnessing significant ministry growth and impact. As the first EVP of Campus, Dan is charged with leading FCA’s global campus ministry and developing and articulating a clear vision for campus ministry that aligns with FCA’s mission. He and his family live in Florida.

HUDDLE & CAMPUS RIGHTS

YOUR RIGHTS ON CAMPUS

Whether you are an athlete, coach, school staff member, or FCA volunteer, recognition as an official student organization implicates your rights AND those of the school. These rights generally include 1) First Amendment and constitutional rights related to speech, assembly, and religion, equal treatment and due process; 2) federal law or regulations offering speech and religion protections; 3) the Equal Access Act, which guarantees religious student organizations fair treatment on campus; and 4) rights under your school's nondiscrimination or free speech policies.

Most recent challenges to FCA Huddles' campus rights involve FCA's requirement that its Huddle Leaders agree with its religious beliefs. Federal courts have uniformly agreed that FCA does indeed have such a right under federal law and the constitution. See [*Fellowship of Christian Athletes v. San Jose Unified School District Board of Education*](#), 82 F.4th 664 (9th Cir. 2023) (en banc) and [*Fellowship of Christian Athletes v. District of Columbia*](#), 743 F. Supp. 3d 73 (D.D.C. 2024).

The following guidance explains some of your rights on campus under the Constitution and federal law, and how you can advocate for fair treatment in humility and love.

He has told you, O man, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? — Micah 6:8

I. Athletes' Religious Expression

Student-athletes can freely express their religion on campus as long as they do not disrupt the learning environment. Among others mentioned (coaches, teachers, staff), student speech and expression is the most protected; for example, unlike teachers, athletes can freely endorse and promote their religion. This is why FCA encourages *athlete-led expression*.

The following non-exhaustive list includes protections available to student-athletes through the Constitution (Part II), the Equal Access Act (Part III), and other laws.²

- Personal Expression: Athletes may express their faith through **clothing or symbols**, **discussing ideas** of faith and religion, **distributing religious literature** or **invites** to religious events, carrying or reading a Bible, **privately praying**, and **celebrating religious holidays** during non-instructional time.
- Expression in Sports: Athletes may **initiate and lead prayers**, including with other student-athletes, **before or after games** or other sporting events.
- Expression in Assignments or Events: Athletes may **express religious views in classroom discussions and assignments** if doing so is relevant to the topic and consistent with other applicable requirements. Athletes may also express religious views through **participation in school-sponsored events** (i.e., a talent show or graduation speech) if content selection is voluntary.
- Meeting Together: Athletes may **meet with other students** to discuss religion, pray, read the Bible, and otherwise engage in faith activities during non-instructional time, if such activity is not disruptive. This includes the right to **select leaders that share the group's faith** and, of course, **lead** such groups.
- Campus Space and Resources: Religious clubs have the **same access** to school facilities, equipment, advertising space, and funding as non-religious clubs.
- Against Coercion: Athletes are free **from religious coercion** by schools, including from being compelled to attend or participate in religious activities.
- Against Religious Discrimination: Athletes are likewise generally protected **against religious-targeting restrictions** on speech or other conduct.
- Opt Out: Athletes may **opt out of activities** and content that contradict their religious beliefs.

² Adapted from Alliance Defending Freedom Student Rights Handbook, available at www.adflegal.org/students-rights-handbook/.

II. Public Institutions – First Amendment and other Constitutional Protections

The Constitution protects FCA Huddles at public institutions at all levels: middle school, high school, colleges, universities, and other post-secondary institutions. Specifically, the Constitution guarantees freedom of religion, speech, assembly, due process of law, and equal protection under the law. These protections are briefly described below. Contact legal@fca.org if you have questions.

The First Amendment states that “Congress shall make no law . . . prohibiting the free exercise” of religion. Gathering, praying, worshipping, and reading the Bible together are all forms of exercising the Christian faith. Under the Constitution, **a school cannot burden** – much less prohibit – such **religious “exercises.”**

The First Amendment likewise **guarantees freedom of speech**. While some special rules apply to schools that may not apply elsewhere, generally, the school cannot limit a student-athletes’ speech unless that speech is disruptive to the learning environment. There are special situations (messages about drugs, obscene language, etc.), but generally, if the school allows student-athletes to “speak,” it cannot discriminate against student-athletes that wish to “speak” a religious message. In contrast, if a school is “sponsoring” student-athlete speech – that is, if the school appears to be endorsing a message or speaking on its own behalf – the school may decide which messages it allows and which it does not. The takeaway for Huddles and Huddle Leaders is this: if the school opens up a space for student-athlete organizations to speak, then it cannot prohibit FCA’s speech based on its religious nature.

The First Amendment also guarantees **the right to peaceably assemble**. Distinct from speech rights, this clause protects groups’ ability to meet together to foster ideas and identities. Finally, other constitutional provisions, like the equal protection and due process clauses, guarantee that individuals are treated equally and with due process despite their religion.

Note that protections differ between secondary schools (minor students) and post-secondary institutions (adult students). While public high school officials may have the ability to restrict speech that is substantially disruptive, indecent, or school-sponsored, fewer and only viewpoint-neutral restrictions are permitted on college campuses.

As applied to FCA, this means student-athletes and FCA Huddles are free to speak, gather, worship, and share the gospel with other students. Further, Huddles and FCA as a national organization are able to require athlete Huddle Leaders to agree with FCA’s religious beliefs, including those about marriage and sexuality.



III. Middle and High Schools – The Equal Access Act

The [Equal Access Act](#), codified at 20 U.S. Code § 4071, guarantees that religious clubs in public middle and high schools get the same rights and access as secular ones.

The EAA applies to:

- Public middle and high schools (schools that get federal money)
- That create a “limited open forum” by permitting non-curriculum related student groups to meet on school premises during non-instructional time

The EAA stops such schools from “deny[ing] equal access or a fair opportunity to, or discriminat[ing] 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.” However, these protections only apply IF:

- the meeting is voluntary and student-initiated;
- the school and its employees do not “sponsor” the meeting;
- school employees are present only in a non-participatory capacity;
- the meeting does not materially and substantially interfere with the orderly conduct of educational activities within the school; and
- non-school persons do not direct, conduct, control, or regularly attend the group’s activities

Here’s what the law means for participants in FCA Huddles at middle and high schools:

Huddle Leaders

Because the EAA protects only those Huddles that are student-initiated and student-led, campus Huddles should be started and maintained by student-athletes. While local FCA staff or volunteers may serve as a resource to student leaders, it is important that the student-athletes themselves are initiating, organizing, and leading the Huddle.

In FCA, Huddle Leaders are required to agree with FCA’s Christian Community Statement. This is included as part of the volunteer application process. The EAA and various constitutional provisions guarantee that FCA Huddles can choose leaders who agree with their religious beliefs.

Advisors, Teachers, and Coaches

School employees, like student-athletes, still retain their own speech and religious exercise rights on campus, though the Establishment Clause affects how they can interact with students about religion.

What you have heard from me in the presence of many witnesses, commit to faithful people who will be able to teach others also. — 2 Timothy 2:2

HUDDLE & CAMPUS RIGHTS

Coaches' Huddles and other expressions of personal faith, as long as they do not involve leading students, are perfectly permissible. For example, in *Kennedy v. Bremerton School District*, 142 S. Ct. 2407 (2022), the Supreme Court held that Coach Kennedy's practice of kneeling at midfield after football games to offer a quiet personal prayer, even if students or other school staff joined him, was protected by the Free Speech and Free Exercise clauses of the First Amendment.

In contrast and in relation to an FCA student-led Huddle, the EAA only protects religious groups if the school advisor serves only in a *supervisory* capacity. This means they do not initiate or lead prayers, worship, or devotionals. If a school advisor or school employee – a coach, teacher, or other employee – disciplines FCA Huddle Leaders and/or participants, such discipleship should take place outside of instructional time or practice, and in a way that makes clear that the employee is speaking in their personal capacity, and not on behalf of the school. Any gatherings should be voluntary. Meeting off-campus, if feasible and safe, also alleviates Establishment Clause concerns.

Character Coaches

Character Coaches serve coaches and athletes on a team to advance transformational character development. The Character Coach's involvement is up to the head coach. This role is not a chaplain, and any teaching/coaching should focus on values and character, as opposed to faith or spiritual concepts. The Character Coach must be willing to work with all student-athletes (not just those of faith).

While the Character Coach may not be a school employee, if they are associated with the school's team (i.e., wear the school logo to games, etc.), they could be considered an employee-equivalent for purposes of the Establishment Clause. Following rules applicable to school employees, see above, helps protect the head coach and coaching staff from the appearance of endorsing religion or coercing student-athletes.

FCA Volunteers

FCA staff or volunteers that are not middle or high school employees may wish to be involved in an on-campus Huddle. If a school allows non-school persons to attend other student organization's meetings, they must allow FCA staff and volunteers the same access. However, the EAA protects only gatherings at which outside adult participants are not directing, conducting, controlling, or regularly attending such meetings. In practice, this means FCA volunteers should not be directing or controlling meetings. Though "regularly attend" is not defined in the EAA, a reasonable interpretation could be "every week." However, volunteers are welcome to join subject to these guidelines, and if they wish to disciple athlete Huddle Leaders, they may meet outside of school hours and off-campus, subject to FCA's Athlete Safety Policy.

Guest Speakers

If a school permits student clubs to invite non-school guest speakers, under the EAA, FCA Huddles must be permitted to do so as well. These may be FCA volunteers or others within the community that exemplify FCA's values. Guest Speakers, like other non-school persons, should not "regularly attend" the FCA Huddle meetings.

IV. Private Institutions – Statutory Protections or School Policies

Huddles at private institutions are situated differently than those at public institutions. Because there are no Establishment Clause concerns, coaches and teachers may lead and disciple Huddle Leaders more freely. However, because there are no Free Speech or Free Exercise protections, and because the EAA only applies to public schools, some schools may restrict religious organizations more than at public institutions. Still, the school's own policies and state law often provide legal protection to athletes, Huddles, advisors, and volunteers.

Some private institutions may receive federal funding, either indirectly (for example, school vouchers) or directly (e.g., federal grants). This generally does not transform the school into a "state actor," such that the First Amendment restricts their actions.

Non-Discrimination Policies

Most private schools have nondiscrimination policies that prevent discrimination on the basis of religion, and/or policies that guarantee freedom of speech on campus. Thus, private schools violate their own policies if they do not allow your Huddle to meet, pray, advertise, or engage in activities that other student organizations are allowed to engage in, simply because the Huddle is religious. Many states have held that schools' internal policies are contracts between the school and its students, which means the school must deliver on its promise to provide free speech or a discrimination-free environment.

State Law

A few states have laws that prevent restriction of speech even on private campuses, like California's so-called "Leonard Law," which essentially guarantees students the same speech rights they would have at a public school.

HUDDLE & CAMPUS RIGHTS

OTHER ON-CAMPUS EVENTS

Huddles may host on-campus events, like [Fields of Faith](#) or See You at the Pole. These are great opportunities to invite the broader community into FCA.

If you are working with a school to obtain space for such an event, know that if the school permits non-religious groups to use campus spaces during non-school hours, it must permit religious groups the same access. This applies both to student organizations, if the school has a recognized Huddle, and to non-school organizations, if the school permits community organizations to use its space. *Good News Club v. Milford Central School*, 533 U.S. 98 (2001), is a U.S. Supreme Court case holding that a school must permit religious community organizations to use its space to the same extent that it permits non-religious ones.

The same rule applies to advertisements for such events; the school must allow FCA Huddles or local FCA staff (if the school does not have a Huddle) to advertise to the same extent as similarly-situated non-religious organizations. Likewise, student-athletes are generally free to distribute invites to religious events to other students as part of their free speech rights.

Teachers and coaches may participate in such events, as they are not held during instructional time or while the school employees are acting in their official capacity and therefore do not raise Establishment Clause concerns. Generally, the Establishment Clause is concerned with coercion and endorsement of religion by the government, not the private expression of religion by school employees when they are not representing the school.

Always work with the school administration and follow any guidelines for conduct while using the school's space. We hope both that all attendees encounter the love of Christ and that the school continues to allow FCA to use the space in the future.

FACING CHALLENGES TO CAMPUS ACCESS

If you as an athlete, Huddle Leader, coach, advisor, FCA volunteer, or FCA staff are facing challenges related to starting and running an FCA Huddle, here are some principles to keep in mind and steps you can take to advocate for fair treatment.

- **Pray.** *Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God* - Philippians 4:6-7. Pray for open hearts and clear, understanding minds.
- **Demonstrate respect and humility.** It is our desire to work *with* school officials and administrators to be the light of Jesus Christ on campus. Oftentimes, officials and administrators are simply unaware of the relevant law, and a confident, humble approach can solve many misunderstandings.
- **Use school processes where possible.** It is our desire to work *within* the school's systems. If there are various requirements to become a student organization, or to appeal an adverse decision, we prefer to use the established processes and protocols to correct any errors or misunderstandings.
- **Keep records.** Document all conversations with school administrators or student government officials, and if possible, ask the school representatives to articulate any issues with the FCA Huddle in writing.
- **Contact your supervisor and, if needed, FCA's legal team.** If you still have questions or need support after discussing with your supervisor, FCA's legal team – Doug Barkema and Kelly Oeltjenbruns, available at legal@fca.org – can help explain any legal rights and remedies and strategize solutions.
- **Challenges are opportunities to display the gospel.** These situations often involve FCA Huddle Leaders being misunderstood or mischaracterized by other students or school administrators. While this can be hurtful and angering, challenges like these should be viewed as opportunities to act like Jesus, not to attack school officials or members of student government associations.

HUDDLE & CAMPUS RIGHTS

GUIDELINES FOR HUDDLE CONSTITUTIONS AND BYLAWS

Student organizations usually must have a constitution or bylaws in place. Sometimes, a school provides a template for on-campus clubs. Alternatively, the school may simply ask student leaders to provide a constitution and bylaws. In this case, the school is NOT asking for FCA's corporate bylaws, articles of incorporation, or constitution. Rather, the school is asking for the Huddle's constitution/bylaws – i.e., how the club will conduct itself. The below addresses each scenario.

School-Provided Constitution and Bylaws Template:

If the school provides their own template for on-campus club constitutions and bylaws, certain provisions can be modified to reflect FCA's operations. While filling out most information in such a document will be self-explanatory, you may use the following language where appropriate:

Purpose: To gather athletes from our school to grow in their relationships with Jesus Christ and His church. FCA and [SCHOOL NAME] FCA seek to enrich the lives of athletes by providing a place to fellowship with and support one another, explore Christianity, and become empowered leaders within their communities. The mission of FCA is "to lead every coach and athlete into a growing relationship with Jesus Christ and His church," and [SCHOOL] FCA seeks to fulfill that mission at [SCHOOL].

Members: Membership in the organization shall be open to all interested, regularly-enrolled students at [SCHOOL]. There shall be no other requirements for admission to regular membership. Each regular member has equal rights and privileges. Eligibility for membership shall not be limited based on race, religion, national origin, ethnicity, color, age, gender, gender identity, marital status, citizenship, sexual orientation, or disability.

Leaders: All Officers must be approved via FCA's Volunteer Impact Portal.

Eligibility for elected student officer positions shall not be limited based on race, religion, national origin, ethnicity, color, age, gender, gender identity, marital status, citizenship, sexual orientation, or disability. Notwithstanding the foregoing, and as protected by federal law, FCA requires its student officers to meet the religious qualifications established by this Constitution and as determined by FCA and in accordance with FCA's sincerely held religious beliefs, including without limitation FCA's Christian Community Statement and Statement of Faith.

This language affirms that 1) anyone can be a member of an FCA Huddle, regardless of religious belief and 2) leaders or student officers must agree with FCA's religious beliefs to be eligible for leadership positions. This currently involves filling out a volunteer application in FCA's Volunteer Impact Portal.



FCA Constitution and Bylaws Template:

If the school does not provide a template Constitution or Bylaws, the below template can be modified, as appropriate, for your individual huddle. Please copy / paste the below language into a word document.

Constitution of the _____ Fellowship of Christian Athletes (FCA)

Article I: Name of Organization

The name of this organization shall be the [SCHOOL NAME] Fellowship of Christian Athletes, hereinafter referred to as “the Huddle” or [SCHOOL] FCA.

Article II: Mission and Goals

We exist to unite athletes from our school into fellowship and spread the transformative power of the Gospel of Jesus Christ. FCA and [SCHOOL] FCA seek to enrich the lives of athletes by providing a place to fellowship with and support one another, explore Christianity, and become empowered leaders within their communities. The mission of FCA is “to lead every coach and athlete into a growing relationship with Jesus Christ and His church,” and [SCHOOL] FCA seeks to fulfill that mission at [SCHOOL].

FCA is a Christian community that is led by those who serve FCA’s mission as its representatives, including all 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 FCA’s mission and the association of FCA’s representatives are an exercise and expression of FCA’s Christian beliefs.

Article III: Membership

I. General Membership

Membership is open to all students who share an interest in athletics and are committed to fostering a welcoming environment aligned with FCA’s values – integrity, service, teamwork, and excellence. In alignment with [SCHOOL]’s policy, FCA does not discriminate in membership on the basis of race, ethnicity, religion, gender identity, sexual orientation, disability, age, or any other protected characteristic. All students are welcome to join, with the expectation that they respect the organization’s mission and values. Notwithstanding the foregoing, and as protected by federal law, FCA requires its student officers to meet the religious qualifications established by this Constitution and as determined by FCA and in accordance with FCA’s sincerely held religious beliefs, including without limitation FCA’s Christian Community Statement and Statement of Faith.

II. Non-Discrimination

HUDDLE & CAMPUS RIGHTS

FCA, in accordance with [SCHOOL]'s non-discrimination policy, will not discriminate and prohibits harassment or discrimination related to any protected category including, creed, ethnicity, sexual orientation, national origin (including shared ancestry or ethnic characteristics), sex, gender, pregnancy, disability, marital status, political or social affiliation, and race, genetic information, gender identity, gender expression or perceived gender.

Anyone is welcome to join [SCHOOL] FCA and participate in our campus events, the organization holds an expectation of our members to be respectful and open to the organization's missions and values.

Article VI: Officers and Responsibilities

- I. **Officers:** The Huddle shall be student-led, with the following officer positions:
 - President
 - Vice President
 - Recruiter
 - Treasurer
- II. **President:** The President will preside over meetings, coordinate with other officers and Huddle coaches, set group goals, and exhibit Christian leadership qualities.
- III. **Vice President:** The Vice President will support the President, organize meeting logistics, assist in planning programs, and help ensure smooth operations.
- IV. **Recruiter:** The Recruiter will promote FCA activities, lead recruitment efforts, and encourage participation among students and coaches.
- V. **Treasurer:** The Treasurer will manage administrative and financial matters, ensuring funds are used in accordance with university guidelines.

Article V: Officer Selection

I. **Qualifications of Officers**

All officers of the [SCHOOL] FCA must demonstrate a strong commitment to the mission and goals of the organization. This includes actively participating in the [SCHOOL] FCA community and leading others in their faith journey through a strong embodiment of Christian values. Officers are required to affirm their agreement with FCA's Statement of Faith, which outlines the core beliefs that guide the organization. This affirmation ensures that leaders are aligned with the mission of FCA, which is to lead every coach and athlete into a growing relationship with Jesus Christ and His church.



Officers should possess or be willing to develop key leadership skills, including effective communication, teamwork, decision-making, and organizational abilities. As role models, officers are expected to demonstrate high standards of moral and ethical behavior, both within the Huddle and in their interactions with the broader university community. They should exemplify Christian leadership qualities such as humility, respect, responsibility, and kindness, thereby setting a positive example for other members.

Furthermore, officers are expected to be consistently engaged in FCA activities, including attending meetings, events, and leadership training sessions. Active participation in outreach and service initiatives that reflect FCA's commitment to both the organization and the larger UVM student body is also encouraged. To ensure alignment with university policies, officers must meet the academic standards required by [SCHOOL] and be in good academic standing.

II. *Election of Officers*

Elections will be held annually in March. Candidates will be screened by current officers and the [Teacher Advisor / Huddle Coach]. A majority vote is required for election. In the event of a tie, a runoff will be conducted.

Article VI: Behavioral Expectations and Removal

All officers and members of the organization must adhere to [SCHOOL]'s Code of Student Conduct and all University Policy. If a student is found responsible for a University policy, violation may result in the removal of the individual from the organization.

Article VII: Meeting

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 VIII: 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.

FCAHUDDLES.ORG



THE FOUR

Engage



Equip

Empower



THE CORE



**360
COACH**

 **FIELDS
OF FAITH**