



FELLOWSHIP OF CHRISTIAN ATHLETES

MASSACHUSETTS POD VOLUNTEER PLAYBOOK

Your Field. Your Team. Your Mission.

THE MOST IMPORTANT FIELD YOU WILL EVER STEP ONTO

Adopt a Ministry Pod. Build relationships. Disciple Huddle Leaders. Develop leaders who make disciples who make disciples.

ENGAGE | EQUIP | EMPOWER

For His glory. For a greater tomorrow.

THE MISSION FIELD IS HERE

God has already placed coaches and athletes in communities across Massachusetts who need hope, truth, encouragement, and a growing relationship with Jesus Christ.

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.

That mission cannot be accomplished by FCA staff alone. It requires men and women willing to step onto the local mission field and invest in the people who influence sports communities every day.

When you adopt a Ministry Pod, you take responsibility for a small geographic group of schools - typically three campuses - and join FCA in developing the people who will carry Gospel and discipleship ministry forward.

YOUR ASSIGNMENT

You are not being asked to run every Huddle. You are being asked to develop the people who do.

1

PLAY 1

YOUR MISSION

Your primary responsibility as a Pod Volunteer is simple:

BUILD DISCIPLE-MAKERS

Build relationships with Huddle Leaders and help them become disciples who make disciples.

Your FCA Area Representative serves as your coach. The ministry pathway is:

AREA REPRESENTATIVE

POD VOLUNTEER

HUDDLE LEADER

COACHES & ATHLETES

NEW DISCIPLE-MAKERS

Your effectiveness is not ultimately measured by how many FCA activities you personally conduct. The greater question is: Who is growing because you invested in them - and who are they now investing in?

2

PLAY 2

ADOPT YOUR POD

A Ministry Pod gives you a defined mission field. Instead of serving "somewhere in FCA," you serve a small group of geographically connected schools where consistent relationships can grow.

Think of your Pod as your field:

- ◆ Know your schools and Huddles.
- ◆ Know your Huddle Leaders and coaches.
- ◆ Know the needs and ministry opportunities.
- ◆ Know where God is moving.
- ◆ Continually ask, "Lord, where are You already at work, and how can I join You?"

— YOUR POD COMMITMENT

Commitment	What It Means
PRAY	Pray for the schools, Huddles, leaders, coaches, athletes and future leaders in your Pod.
CONNECT	Build consistent, genuine relationships with Huddle Leaders.
COACH	Encourage and develop leaders as they grow in Christ and lead others.
SERVE	Help where appropriate without taking ministry ownership away from Huddle Leaders.
MULTIPLY	Help leaders identify and develop other leaders.

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PLAY 3

THE SUSTAINABLE VOLUNTEER - YOUR TIME COMMITMENT

THIS IS A MARATHON, NOT A SPRINT

Effective ministry is built through consistent presence over time, not through unsustainable bursts of activity. We would rather have you faithfully serve a Pod for several years at a healthy pace than give FCA ten hours a week for three months and burn out.

For most Pod Volunteers, plan on an average commitment of approximately 2-3 hours per week during the school year. Some weeks may require less. A Huddle event, game, leader meeting or special opportunity may occasionally require more. The goal is not to punch a time clock. The goal is to establish a sustainable rhythm of relationship and discipleship that fits alongside your family, work, church and other responsibilities.

A NORMAL WEEK MIGHT LOOK LIKE THIS

Ministry Rhythm	Typical Time
Pray for your Pod, leaders, coaches and athletes	15-20 min
Text, call or check in with Huddle Leaders	20-30 min
Meet with a leader, attend a Huddle, game or campus activity	60-90 min
Prepare, follow up and communicate with your Area Rep	20-30 min
Typical weekly investment	2-3 hours

ROTATE PRESENCE ACROSS THE POD

Adopting a Pod does not mean visiting all three schools every week. Rotate your in-person presence while maintaining relational contact across the Pod. For example: Week 1 - visit School A Huddle; Week 2 - meet a School B Huddle Leader; Week 3 - attend a game at School C; Week 4 - hold a Pod-wide leader connection or intentional one-on-one. Prayer, texts, calls and encouragement continue across all three schools.

— CONSISTENCY BEATS INTENSITY

You have a family. You may have a career. You have a church. You have responsibilities God has already entrusted to you. FCA does not want this ministry assignment to compete irresponsibly with those commitments. Establish a sustainable ministry rhythm you can maintain over time. Some weeks will be busy and some will be light. Sports seasons, school calendars and family schedules change. What matters is that your Huddle Leaders know you are there, you are praying for them, you care about them and they can count on you.

You do not have to be everywhere. You need to be faithful somewhere.

— WHAT FCA IS NOT ASKING YOU TO DO

- ◆ Be at all three schools every week.
- ◆ Attend every Huddle or every game.
- ◆ Lead every Bible study.
- ◆ Be available to students 24/7.
- ◆ Say yes to every FCA event.
- ◆ Sacrifice healthy family, work, church or other God-given responsibilities.

Your job is to develop leaders - not become the entire ministry.

— REMEMBER THE COMMITMENT

2-3 HOURS A WEEK. 3 SCHOOLS. A LONG-TERM MISSION.

Pray consistently. Show up intentionally. Build relationships patiently. Develop leaders faithfully. Multiply over time.

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PLAY 4

YOUR PRIMARY ROLE: HUDDLE COACH

Your primary ministry assignment is serving as a Huddle Coach to the Huddle Leaders within your Pod.

THE KEY DISTINCTION

You are not there to replace the Huddle Leader. You are there to disciple, encourage, equip, and coach the Huddle Leader.

A great sports coach does not take the field for the athlete. The coach prepares the athlete to take the field. The same principle applies here.

Not This	But This
"Give me the Huddle. I will lead it."	"How can I help you become the leader God is calling you to be?"
Doing ministry for the leader.	Coaching the leader to do ministry.
Creating dependence on you.	Building confidence, ownership and multiplication.

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PLAY 5

YOUR GAME PLAN: E3

Everything we do flows through FCA's discipleship strategy: Engage. Equip. Empower. The progression is intentional and repeatable.

E3 Movement	Volunteer Focus	Desired Result
ENGAGE	Build genuine relationships; engage God first, the heart and the Gospel.	Trust and spiritual connection.
EQUIP	Help leaders grow through God's Word, prayer, community and a clear plan.	Growing disciples who can lead.
EMPOWER	Give responsibility away and coach leaders toward multiplication.	Leaders who develop other leaders.

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PLAY 6

ENGAGE - BUILD RELATIONSHIPS

The ministry starts with people, not programs. Before you coach a leader, know the person. Relationships create the environment where discipleship can happen.

— ENGAGE GOD FIRST

Begin with prayer. Pray specifically for your schools, Huddles, Huddle Leaders, coaches, athletes, administrators, future leaders and potential volunteers. Ask God to reveal where He is already working.

— ENGAGE THE HEART

Get to know Huddle Leaders beyond FCA activity. Ask good questions and listen:

- ◆ How are you really doing?
- ◆ How is your relationship with Jesus?
- ◆ What is happening with the Huddle?
- ◆ Where are you struggling?
- ◆ What is God teaching you?
- ◆ How can I pray for you?

— ENGAGE WITH THE GOSPEL

Help Huddle Leaders understand and confidently communicate the Gospel. Know FCA's The FOUR and help leaders become comfortable sharing it naturally. The Gospel is not merely something we present; it is the foundation of the relationship.

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PLAY 7

EQUIP - DEVELOP THE LEADER

Once trust has been established, help the Huddle Leader grow. Equipping is more than giving someone FCA resources. It is helping someone become increasingly capable of following Jesus and leading others.

— EQUIP WITH GOD'S WORD

Help Huddle Leaders become confident opening Scripture themselves. Use simple, reproducible approaches such as Discovery Bible Study. Do not create dependency on you as the Bible expert; teach leaders to discover biblical truth, obey it, and help others do the same.

— EQUIP FOR HUDDLE LEADERSHIP

- ◆ What are we trying to accomplish?
- ◆ When are we meeting?
- ◆ What are we studying?
- ◆ Who is leading?
- ◆ Who are we inviting?
- ◆ Who needs encouragement?
- ◆ Who could become our next leader?

EQUIP THROUGH ENCOURAGEMENT

Leadership can be difficult. Celebrate obedience, courage, spiritual growth, Gospel conversations and emerging leaders. Do not only measure attendance. Look for transformation.

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PLAY 8

EMPOWER - GIVE MINISTRY AWAY

This is where FCA discipleship becomes multiplication. The goal is not for a Huddle Leader to permanently depend on you. The goal is for that leader to confidently lead and help someone else do the same.

Stage	Coaching Language	Your Responsibility
MODEL	I do - you watch.	Demonstrate prayer, Gospel conversations, Scripture engagement and discipleship.
ASSIST	We do - together.	Invite the leader into responsibility and coach alongside them.
WATCH	You do - I coach.	Let the Huddle Leader lead. Observe, encourage and give feedback.
LAUNCH	You multiply.	Help the leader identify and invest in someone else who can repeat E3.

THE MULTIPLICATION QUESTION

Who could you begin investing in?

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PLAY 9

YOUR WEEKLY HUDDLE COACH RHYTHM

We want this ministry to be meaningful, sustainable and reproducible. You do not have to live at the school. Use a simple four-part rhythm:

PRAY

CONNECT

COACH

CELEBRATE

Rhythm	What To Do
PRAY	Pray by name for Huddle Leaders, coaches, athletes, schools and ministry opportunities.
CONNECT	Text, call, meet for coffee, attend a Huddle when appropriate, or show up at a game. Methods change; consistency should not.
COACH	Ask how the leader is doing, what is going well, where they are stuck, what God is doing and what their next step is.
CELEBRATE	Notice God's work. Celebrate it with the leader and share appropriate stories with your Area Representative.

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PLAY 10

YOUR MONTHLY MULTIPLICATION CHECK

At least once each month, move beyond the immediate needs of the Huddle and ask your leaders:

E3	Monthly Question
ENGAGE	Who are you intentionally building a relationship with?
EQUIP	Who are you helping grow in their relationship with Jesus?
EMPOWER	Who are you preparing to lead and disciple someone else?

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PLAY 11

KNOW YOUR SIDELINE

Good coaches know when to step onto the field - and when to stay on the sideline. Support the ministry while following FCA policies, school requirements, student-safety practices, and the direction of your Area Representative.

DO	DON'T
Build relationships, pray, encourage and listen.	Take ownership away from Huddle Leaders.
Ask questions, share Scripture and model E3.	Create dependency on yourself.
Help leaders use FCA resources.	Operate independently from FCA leadership.
Communicate with your Area Representative.	Ignore school policies or FCA ministry requirements.
Celebrate wins and develop leaders.	Measure success only by attendance or try to solve every problem yourself.

REMEMBER

You are not the star player. You are helping develop the next generation of leaders.

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PLAY 12

YOUR AREA REP IS YOUR COACH

You are not serving alone. Your Area Representative exists to engage, equip and empower you just as you do the same for your Huddle Leaders.

- ◆ Pray with you.
- ◆ Train you and provide FCA resources.
- ◆ Help solve ministry challenges.
- ◆ Clarify policies and expectations.
- ◆ Connect you with other volunteers.
- ◆ Coach your development.
- ◆ Celebrate what God is doing.

WHEN YOU ARE STUCK

Do not disappear. Call your coach.

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PLAY 13

BUILD A POD TEAM

Adopting a Pod does not mean doing everything yourself. Build a team around the mission. As relationships grow, help identify other people who could serve.

Pod Team Role	Contribution
Huddle Coach	Disciples and develops Huddle Leaders.
Prayer Champion	Prays consistently for campuses, leaders and ministry needs.
Campus Connector	Uses trusted school relationships to help create appropriate connections.
Church Connector	Strengthens relationships between FCA ministry and local churches.
Event Volunteer	Helps execute approved ministry events and practical support needs.

TEAM-BUILDING QUESTION

Who else should be on this team?

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PLAY 14

KNOW THE SCOREBOARD

We count what matters – but every number represents a person. Do not only ask how many students attended. Look for evidence of spiritual growth, ownership and multiplication.

Question	What We Are Looking For
Are we praying?	Dependence on God
Are relationships growing?	Engagement
Are leaders growing spiritually?	Discipleship

Are leaders using God's Word?	Equipping
Are Huddle Leaders actually leading?	Ownership
Are new leaders emerging?	Empowerment
Are leaders discipling others?	Multiplication
Are people responding to the Gospel?	Transformation

THE ULTIMATE SCOREBOARD

Multiplication: disciples making disciples.

15 | PLAY 15 YOUR FIRST 90 DAYS

Timeline	Focus	Key Actions
DAYS 1-30	KNOW YOUR FIELD	Meet your Area Representative; complete volunteer requirements and training; learn E3 and The FOUR; learn your Pod and schools; meet current Huddle Leaders; begin praying by name.
DAYS 31-60	BUILD TRUST	Establish regular communication; attend a Huddle when appropriate; attend a game or school event; listen; discover strengths and challenges; identify where leaders need encouragement.
DAYS 61-90	START COACHING	Establish a coaching rhythm; help leaders develop a Huddle plan; practice The FOUR; use Discovery Bible Study; identify emerging leaders; give responsibilities away; ask multiplication questions.

By Day 90, you should be able to answer:

- ◆ Who are my leaders?
- ◆ How are they doing?
- ◆ What do they need?
- ◆ Who are they developing?
- ◆ What is my next coaching move?

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PLAY 16

WHAT SUCCESS LOOKS LIKE

Imagine your Pod twelve months from now. Every campus is being prayed for. Huddle Leaders know they are not alone. Students are opening God's Word. Coaches and athletes are hearing the Gospel. Huddle Leaders are becoming stronger disciples. New leaders are emerging. Church relationships are growing. More volunteers are stepping into ministry. And the people you disciplined are beginning to disciple others.

THE WIN

The ministry no longer depends on you. It multiplies through you.

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PLAY 17

YOUR SIDELINE CARD

When ministry gets complicated, come back to this simple coaching card.

Movement	Coaching Question
PRAY	Who is God asking me to pray for?
ENGAGE	Who needs a genuine relationship?
EQUIP	Who can I help grow through God's Word?
EMPOWER	Who can I prepare to lead?
MULTIPLY	Who is that person now discipling?

ENGAGE

EQUIP

EMPOWER

MULTIPLY

THE COMMITMENT

Adopting a Pod means saying:

- ◆ **I will pray for my field.**
- ◆ **I will pursue relationships.**
- ◆ **I will encourage Huddle Leaders.**
- ◆ **I will help them grow in Jesus Christ and God's Word.**
- ◆ **I will coach rather than control.**
- ◆ **I will give ministry away.**
- ◆ **I will look for the next leader.**
- ◆ **I will serve with integrity, service, teamwork and excellence.**

I will serve at a sustainable pace, protecting the responsibilities God has already entrusted to me.

- ◆ **I will trust God for the results.**

Because the goal is not simply to have an FCA presence at a school. The goal is to see coaches and athletes transformed by Jesus Christ and equipped to transform the lives of others.

YOUR FIELD IS WAITING

Adopt a Pod. Build the team. Develop the leaders. Make disciples who make disciples.

FOR HIS GLORY. FOR A GREATER TOMORROW.