



**Immanuel Lutheran**  
Church School Child Care

*Immanuel Lutheran Church, School, and Child Care exists to transform people  
from self-focused living to Christ following servants.*

**Immanuel Lutheran Church, School, & Child Care**  
**13445 Hampton Road**  
**Brookfield, WI 53005**  
**(262)781-7140**

**Athletic Handbook**  
**2022-2023**

## **Philosophy**

*Many life lessons can be learned through athletics, and Immanuel Lutheran Church, School & Child Care believes that learning these lessons with fellow Christian teammates and coaches is a great blessing from our Lord. As an extension of our Ministry's mission, we provide an athletic program at Immanuel as an opportunity to use their God-given talents in order to give glory to God. This is stated in I Corinthians 10:31, "So whether you eat or drink or whatever you do, do it all for the glory of God." It is our goal that every individual student/athlete will contribute in a unique and special way to the overall success and growth of our interscholastic teams. Our program strives to improve the talents of each athlete, while stressing the importance of teamwork and love of sport. God has given his children many talents, which we try to nurture and develop through athletics.*

## **Goals**

The goals of athletics at Immanuel Lutheran School are to emphasize five areas. We realize these goals are significant, practical and attainable. If the athlete achieves these goals, we believe that the athletic program has been successful.

- *Honor Christ*
- *Commitment*
- *Respect*
- *Perseverance*
- *Model Christ*

We believe these five goals are our key ingredients to a successful sports program. These goals will not only enhance athletes during competition, but also teach them vital lessons for their personal lives.

## **Academic/Behavioral Eligibility**

Immanuel Lutheran School believes that God has blessed each of His children. It is our sincere desire that each child realizes the full potential of his/her gifts. Sometimes in the interest of reaching the full academic potential, difficult decisions must be made by staff and parents for the child. Though extra-curricular activities are an integral part of the program at Immanuel, they must not become a hindrance to the academic achievement of the child. Hence, it is the child's responsibility to maintain an acceptable level of achievement in the curriculum at Immanuel in order to retain the privilege of participating in these "extra" activities. The Athletic Director, School Administration and teachers will evaluate students with less than a "C" average (GPA 2.0). A decision will then be made as to whether the student will be placed on probation for 2 weeks or be made ineligible for extra-curricular activities. Only in the extreme circumstances will a student be made ineligible without probation. Each evaluation will be conducted on an individual basis with an attempt to balance attitude, academic ability, and family considerations.

Students can also be made ineligible or be put on probation by the principal if the behavior of the student is not consistent with that expected of an Immanuel Lutheran School student.

## **Participation Policy in Sports at Immanuel**

The opportunity to participate in the interscholastic athletic program is extended to all students who are willing

to assume the responsibilities outlined in the Athletic Handbook. We will find an opportunity for all athletes to participate. At times, however, there may be situations beyond our control that could limit the number of students able to participate in a particular sport. Among these situations could be:

- Availability of coaches
- The number of players wishing to play
- Openings for teams playing in the league

All of these above circumstances could influence the number of teams or players participating in athletics at Immanuel or the grade make-up of a team, and could change from year to year. Depending on enrollment in grades 5-8, there can be individual teams for all grades or a 5-6 and 7-8 grouping for teams. We would like everyone to play as much as possible to help improve their talent.

All student/athletes will be asked to commit 100% to their team. Situations in which a student/athlete intends to split time between an Immanuel sport and an outside sport should be brought to the attention of the coach and athletic director before the start of the season to eliminate potential conflicts.

### **Payment Policy and Forms**

An athletic fee for each sport has been established. Payments of these fees will be made prior to the first practice. Athletes will not be allowed to practice or play in a game until all fees are paid in full. All fees are used for uniforms, equipment, tournament fees, state tournament fees, referee fees, and monetary gifts for our coaches from the Athletic Department.

Any jerseys that are property of Immanuel that are not returned, lost, or damaged through the season will be issued a \$75.00 replacement fee via Sycamore. Students will not be allowed to participate in other extra curricular sports/activities until their family account is at zero balance. This includes Child Care, hot lunch, sports fees etc.

Along with the athletic fee for the sport each athlete must also provide:

- Permission form
- Current physical form signed by the doctor
- Signed concussion/cardiac arrest form
- Athletic Handbook signed form
- Parent/Guardian attendance at the mandatory informational meeting

Sports Fee (Must provide before starting practices)

- Basketball: \$60
- Girls Volleyball: \$60
- Boys Volleyball: \$30
- Soccer: \$35
- Track and Field: \$30
- Cross Country: \$30

## **Sport Informational Meeting**

Each sport will have an informational meeting that is **MANDATORY** for all parents to attend. It is at this meeting where all forms and fees will be paid in full.

### **Practices**

- The majority of practices will be held right after school. However, some practices will have to be conducted in the early evening to accommodate coaches' schedules. The three time slots for practice include 3:15-4:45, 4:45-6:15, and 6:15- 7:45. Students may not stay after school to wait for later practice times without incurring Child Care fees.
- Practices are the foundation to any successful team. What you do in practice is what you would do in a game. Be dressed, on the field, or floor and ready for practice on time every practice session.
- Students will not be required to follow the school dress code, but they do need to dress in a modest fashion. Gym shirts or other intact t-shirts are required for practice. Cut-off shirts and other revealing shirts will not be allowed for any practices. Shorts need to be an appropriate length.
- Participants are both students and athletes. Participants are expected to keep grades up.
  - Attending all practices and games is mandatory, unless you have a legitimate reason, which you have discussed with your coach in advance.
  - If you have a detention on practice or game days during the week, you will be expected to be at practice, if time permits, after your detention. Whether you are allowed to practice or play will be at the discretion of the coach.
  - You are responsible for taking care of equipment and uniforms.
- When a student/athlete misses a full day of school, that child will not be allowed to play or practice for their sport on that day. Exceptions may be made depending on the situation that causes the absence to the School Administration.
- If an athlete is going to miss a practice or game, a written excuse needs to be given to the coach prior to the event. Coaches would appreciate it if the medical appointments could be scheduled outside of practice and game times. We realize, however, that this is not always possible. If an emergency arises that prevents prior notification, written notice should be given to the coach the following school day. Failure to provide notification either prior to missing an event or after an emergency event will be considered an unexcused absence. Any athlete with two unexcused absences may lose playing time the following game. Any subsequent unexcused absences may result in missing games or removal from the team.
- Family members and siblings are not allowed to stay and watch practices of older siblings in practice area.

### **Playing Time/Team Determination**

#### **5th & 6th Grade**

There will be emphasis on skill building that the particular sport offers. The emphasis must be on balanced participation of all players, both in practice and during competition. All players should play as much as possible throughout the season. Playing time with student athletes in grades five and six will be balanced over the course of the season to provide time for all. On the 5th-6th grade team level, the coaches may feel the need to modify their philosophy of coaching during a tournament. Participation is the emphasis during the season, but a

more competitive level may be used during a tournament.

## **7th & 8th Grade**

Athletes in grades seven and eight will get the opportunity to play in the game, but not always equally. At this competitive level, there is a growing awareness that God has gifted each of us in different ways, and players with greater athletic skills/interests may receive more playing time.

In 7th/8th Grade, our enrollment often supports many athletes playing each individual sport. Immanuel will split teams at the 7th/8th Grade level based on how God has gifted them in each sport as necessary. Furthermore, some of the sports could be a mixture of 7th/8th graders depending on decisions made by the Athletic Director, Assistant Athletic Director, Coaches, and School Administration.

## **Coach Volunteering**

Volunteering as a coach is an important part of the Athletic Program. All coaches will be determined by the Athletic Director, Assistant Athletic Director and School Administration. All coaches must adhere to the following:

It is our expectation that all coaches lead/mentor our athletes according to the Holy Scriptures. Coaches are to start and end with prayer at practices and games. Leading a team in a devotion/prayer throughout the season will benefit the athletes in good sportsmanship. Coaches should protect and build up student athletes as they model Christian sportsmanship

- Background Check
- Head Coaches must be 18 years or older
- Assistant Coaches must be 16 years or older (Head coach needs to be present at all practices and games)
- Attend mandatory coaching training before each sport season
- Show through their words and actions that Christ is the center of their lives. Coaches will honor God in all they say and do.
- Show good sportsmanship to their team, the opponents, and the officials.
- Refrain from inappropriate disagreeing with the call of an official.
- Refrain from inappropriate criticizing a player, referee or spectators.

Help in any possible way to make the Immanuel Sports Program a success. (prayer, Christian example of sportsmanship, cleanup, concessions, coaching, etc.)

## **Sportsmanship of Athlete**

The Immanuel School athlete must honor God in all they say and do and learn and respect the rules of sportsmanship, for poor sportsmanship is a reflection on the team, school, coaches, and the individual.

- Sportsmanship begins with honoring God and demonstrating respect for coaches, teammates, and the opponent. We will treat them as we would want to be treated.
- Encourage your teammates and be ready to participate at any time. It is important to pay attention to the game while they are on the bench.
- Profanity, vulgar language, inappropriate gestures, fighting, and teasing/ridicule will not be tolerated in contests or practices.
- Losing is a part of a competitive sport and our athletes must learn to win with humility and lose

graciously. They will always congratulate the opponent after the contest, win or lose.

- We will always respect the judgment of officials, even if we feel their judgment is in error.
- Sportsmanship is control of your heart, mind, and tongue. We should attempt to reflect Christ-like attitudes at all times.

### **Sportsmanship of Spectators**

Each spectator is expected to do the following:

- Show through their words and actions that Christ is the center of their lives.
- Show good sportsmanship to their team, the opponents, and the officials just as our student athletes.
- Refrain from disagreeing with the call of an official.
- Refrain from criticizing a player or coach. If you have a concern, please contact the proper person and discuss your concern in a Christian manner in accordance with Matthew 18: 15-20.
- Help in any possible way to make the Immanuel Sports Program a success and encourage all coaches and players. (Prayer, Christian example of sportsmanship, cleanup, concessions, coaching, etc.)

### **Conflict Resolution**

The following procedure, taught to us in Matthew 18: 15-20, should be followed in the event of a conflict between a parent/athlete and a coach:

- The parent/athlete should discuss the matter privately with the coach. Do not confront a coach before or after a game. These can be emotional moments.
- Please wait 24 hours to address concerns: determine if it is an issue that has been resolved, and if it has not then share the concern.
- If a satisfactory solution is not reached, discussion should continue with the involvement of the athletic director or assistant athletic director. If a satisfactory solution has still not been reached, discussion should continue with the assistance/involvement of the school administration.

### **Transportation**

It is the responsibility of the parents to find or transport their child to each sporting event. Please make arrangements with parents for transportation. It is NOT the responsibility of coaches or school officials to transport athletes. Immanuel is not responsible for any transportation issues that arise throughout the school year.

### **Insurance**

The primary insurance coverage for the student-athlete is the responsibility of the student-athletes family.

### **Physicals & Medical Information**

The student must have the proper physical form on file with the athletic director. Physical forms required for athletic participation at Immanuel are valid for two years when returned with a doctor's signature. These forms must be turned in to the athletic director before a student can participate in a sport. Medical forms will

be made available to parents in sufficient time to allow doctor's appointments to be made.

As of July 1, 2022 coaches, student-athletes and parents and guardians need to be educated on the risk of [sudden cardiac arrest](#) during athletic activities, according to [Wis. Stat. sec. 118.2935](#).

- [Concussion and Cardiac Arrest Information Sheet](#)

### **Tournament Expectations**

Students are not allowed to stay after school without adult supervision from a parent before a tournament would start for the day. Students that are left will be sent to Child Care, and each parent agrees to adhere to the Child Care policy for payments and billing.

Students younger than 6th grade are NOT allowed to be at Immanuel tournaments without parental supervision. Students in 6th-8th grade are allowed to be at the Immanuel tournaments by themselves with parental permission. Parents will be required to pick up any students who refuse to follow adult directions and/or student expectations.

### **Child Care**

Any student that is scheduled for a practice that is not immediately after school must either go to child care, go home until the time their practice begins, or make some other arrangement. In no case may they remain in the building unsupervised during this time. If students are not picked up after school 15 minutes after practice has ended, they will be sent to Child Care. Each parent agrees to adhere to the Child Care policy for payments and billing. Thank you for being courteous of our coaches, and picking your children up from practice on time.

### **Sport Description**

**Cross Country** is offered in grades K-8 in September and October. We usually compete in 2 or 3 meets, including meets at several area Lutheran High Schools.

**Basketball** season, for both boys and girls, runs approximately from late October until February. Seventh and eighth grade games are played on weekdays and Saturdays, while fifth and sixth grade contests are played mainly on weeknights. Most 5<sup>th</sup> & 6<sup>th</sup> grade teams usually compete in one or two tournaments each year. The 7<sup>th</sup> & 8<sup>th</sup> grade teams usually compete in 2 or 3 tournaments per year.

**Volleyball** is offered to girls in grades 5-8 in the fall. Games for 7th and 8th grade are played after school at central sites. Games for 5th and 6th grade students are usually on weekdays as well. Volleyball is also offered to grades 7-8 boys in the spring. The season for this consists of weekday league games and one or two tournaments.

**Soccer** takes place in the spring of each year. We offer co-ed soccer to all boys and girls in the 5<sup>th</sup>-8<sup>th</sup> grades. Some years, depending on the number of athletes, students may participate in both boys volleyball and soccer.

**Track and Field** is offered to boys and girls as training and preparation for the MLESSA league track meet

held at one of the Lutheran high schools, in May. Athletes in grades 5-8 are able to choose events in which they would like to compete.

### **League Participation**

Immanuel Lutheran School is a participating member of the Milwaukee Lutheran Elementary School Athletic Association (MLESAA). This group gives various schools the opportunity to compete against one another on a league basis. The association's program for boys consists of co-ed soccer, basketball, volleyball, cross country and track and field; for girls it offers volleyball, basketball, cross country, co-ed soccer, and track and field (possibly cheerleading). The games are held outside of school hours.

### **MLESSA League Conduct Agreement for Players, Coaches, and Fans**

The Milwaukee Lutheran Elementary Schools Athletic Association (MLESAA) is committed to providing an enjoyable and safe game experience from a Christ-centered perspective. Irresponsible conduct will not be tolerated at any field or court and may result in ejection and/or arrest from the game.

#### **The following will not be tolerated:**

- Smoking – all of our venues are smoke-free facilities.
- Behavior that is unruly, disruptive, illegal, or not Christian in nature.
- Foul or abusive language or obscene gestures.
- Interference with the purpose of the game (including throwing objects onto the field/court).
  - Failing to follow instructions of the site manager.
- Verbal and physical harassment of opposing team players, fans, or officials.
  - Any other conduct deemed to be beyond the bounds of reason.

#### **Consequences of the above policy may include but are not limited to:**

- Forfeiture of the game/match by the offending team/school.
- Suspension of future games/matches for teams, players, coaches, and/or fans.
  - Suspension of participation in other sports.
- Banned from attending future games/matches for fans, coaches, players, or teams. If the offending team/player/coach/fan's actions or behavior warrants contacting the police it will be done.
- Involvement of law enforcement.

### **Additional Information**

Summer camps in all sports are offered every year through the Lutheran High Schools by community recreation departments, and other schools. These camps are optional and information is available through the school. Participation in any of these outside programs is encouraged for those who want to increase their athletic skills.

## **Game Site Locations:**

Beautiful Savior:	1205 S. East Avenue Waukesha WI 53186
Brookfield Christian:	14155 W. Burleigh Rd. Brookfield, WI 53005
Divine Redeemer:	31385 W. Hill Rd. Hartland WI 53029
Elm Grove:	945 N. Terrace Rd. Elm Grove WI 53122
Grace Menomonee Falls:	N87 W16173 Kenwood Blvd. Menomonee Falls, WI 53051
Grace Oak Creek:	8537 S. Pennsylvania Ave. Oak Creek, WI 53154
Granville:	8242 N. Granville Rd. Milwaukee, WI 53224
Hales Corners:	12300 W. Janesville Rd. Hales Corners, WI 53130
Lake Country HS:	401 Campus Dr. Hartland WI, 53029
Martin Luther HS:	5201 S 76th St. Greendale, WI 53129
Milwaukee Lutheran HS:	9700 W. Grantosa Dr. Milwaukee, WI 53222
Mt. Calvary:	2862 N. 53rd St. Milwaukee, WI 53210
Mt. Olive:	5301 W. Washington Blvd. Milwaukee, WI 53208
Northwest:	4119 N. 81st St. Milwaukee, WI 53222

Our Fathers: 6023 S. 27th St.  
Greenfield, WI 53221

Our Redeemer: 10025 W. North Ave.  
Wauwatosa, WI 53226

Pilgrim Lutheran 6717 W. Center St.  
Wauwatosa, WI 53210

St. John's Glendale: 7877 N. Port Washington Rd.  
Glendale, WI 53217

St. Paul Grafton: 701 Washington St.  
Grafton, WI 53024

St. Paul's Oconomowoc: 210 E. Pleasant St.  
Oconomowoc, WI 53066

St. Paul's West Allis: 7821 W. Lincoln Ave.  
West Allis, WI 53219

St. Peter Immanuel: 7801 Acacia St.  
Milwaukee, WI 53223

Trinity Freistadt: 10729 W. Freistadt Rd.  
Mequon, WI 53097

Zion Menomonee Falls: N48 W17800 Lisbon Rd.  
Menomonee Falls, WI 53051

Athletic Department Parental Agreement

Please initial each statement and sign the bottom to indicate you have read the Athletic Handbook and understand your responsibilities as parent with child(ren) at Immanuel Lutheran.

\_\_\_\_\_ I agree to comply with the policies, procedures and fees associated with the Athletic Department of Immanuel Lutheran School.

\_\_\_\_\_ I agree to comply with all medical regulations needed in order to play in Immanuel Lutheran's sports programs.

Parent's signature: \_\_\_\_\_ Date: \_\_\_\_\_

Student signature: \_\_\_\_\_ Date: \_\_\_\_\_

Child(ren) name: \_\_\_\_\_ Grade: \_\_\_\_\_